

Thrive



EDWARDS
SCHOOL OF BUSINESS
UNIVERSITY OF SASKATCHEWAN

**NEW BLOOMBERG TERMINALS
IN THE GORDON RAWLINSON
FINANCE AND TRADING ROOM
AID REMOTE LEARNING**

Mission

The Edwards School of Business develops business professionals to build nations.

Our mission statement is comprised of two elements. The first element is the development of business professionals. We honour the School's history of mentoring generations of business professionals in such fields as accounting, finance, human resource management, labour relations, marketing, supply chain management, and of course, business strategy and effective management.

The second element is our contribution to nation-building. We are deliberate in using the term "nations." A nation is a community of people who have things in common, without necessarily having any type of border. It also encompasses people who share a language, culture, history, community or heritage. We pluralize "nations" to emphasize that our graduates are advancing the skills of our Indigenous communities in Canada.

Vision

To be the Canadian leader in transformative business education and research that uplifts nations.

TOGETHER we will uplift nations.

Values

nīkānītān manācihitowinihk and ni manachīhitoonaan
("Let us lead with respect") by:

- Collaboration and inclusivity
- Authenticity and integrity
- Entrepreneurial thinking
- Sustainability



EDWARDS
SCHOOL OF BUSINESS
UNIVERSITY OF SASKATCHEWAN



Federated
Co-operatives
Limited

Here for you.

At Federated Co-operatives Limited, we help to feed, fuel, grow and build Western Canada. We're here to grow industries on a national scale and to support communities at the local level. But most importantly, we're here for anyone who hopes to find an exciting, challenging and meaningful career.

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INTEGRITY • EXCELLENCE • RESPONSIBILITY

N. Murray Edwards

Alumnus, friend, namesake

Mr. Edwards has had a long-standing relationship with the University of Saskatchewan's business school as a student, alumnus, and donor.

He believes strongly in the value of business education. Over the years, he has given back to his alma mater, so students today continue to receive an outstanding business education at the University of Saskatchewan.

In June 2000, when the Nutrien Centre addition opened, the N. Murray Edwards Case Room was unveiled. Faculty and students from across campus now use the case room, which has seating for 75 and smart technology capabilities.

Throughout his university years in Saskatoon, Mr. Edwards had a keen interest in investing. On October 3, 2002, he rang the official bell, and the N. Murray Edwards MarketWatch went live. This stock ticker board, installed on the main floor of the Nutrien Centre, underwent renovations in 2017 and still provides continuous stock and commodity information, bringing the business world to the halls of the business school. Faculty, staff and especially students benefit from the direct link to the investment industry.

On July 24, 2007, the University of Saskatchewan very proudly acknowledged Mr. Edwards' continued relationship with the business school by transforming the College of Commerce to the N. Murray Edwards School of Business. Mr. Edwards' investment in the business school allows us to gain recognition with our new brand and helps to position the business school as one of the top five in Canada.

At the university's Spring Convocation ceremony on June 2, 2011, Mr. Edwards was presented with an Honorary Doctorate of Laws degree, the highest honour the University of Saskatchewan can bestow.

Mr. Edwards continues to remain truly engaged in the activities of the business school, supporting the George S. Dembroski Student-Managed Portfolio Trust and acting as judge and keynote speaker at the 2013 National Mining Competition. He also gives his time and knowledge by serving on the Edwards School of Business Dean's Advisory Council and is a member of the Edwards Dean's Circle. The students, faculty, and staff of the Edwards School are grateful for Mr. Edwards' continued support. ♥



Birthplace

Regina, Saskatchewan

Residence

Europe

Education

Bachelor of Commerce - Great Distinction
University of Saskatchewan

Bachelor of Laws - Honours
University of Toronto

Honorary Degrees

LL.D. – University of Saskatchewan

LL.D. – University of Calgary

LL.D. – University of Toronto

Occupation

Corporate Director/Investor

Credentials

Leading Investor and

Executive Chairman:

- Canadian Natural Resources Ltd.
- Ensign Energy Services Inc.
- Magellan Aerospace Corporation

Chairman and Co-owner:

- Calgary Flames Hockey Club of the National Hockey League

Recognition

Member of the Order of Canada

Saskatchewan Oil Patch Hall of Fame

International Horatio Alger Award

Companion of the Order of the Canadian
Business Hall of Fame

Thrive

(thrive) verb

1 to make **steady progress**; to **prosper**;
be **fortunate** or **successful**.

2 to **grow vigorously**; **flourish**.

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The Dean's Advisory Council

The DAC is comprised of business and community leaders from across Canada, and we are extremely fortunate to be able to engage their wisdom and experience. On a yearly basis, they provide advice and guidance on our strategic direction, and help increase our connectivity with alumni and friends.



Keith Willoughby

Dean and Chair of the DAC
Edwards School of Business



Murray Edwards

Executive Chairman
Canadian Natural Resources
Limited



Shelley Brown

Retired Partner
Deloitte LLP



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and CFO
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CEO
Rawlco Radio Ltd.



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President Canadian Natural
Gas Pipelines and President,
Coastal GasLink
TC Energy



Marvin Romanow

Retired CEO
Nexen
Edwards Executive in Residence



Karen Stewart

Founder and CEO
Fairway Divorce Solutions



W. Brett Wilson

Chairman & CEO
Prairie Merchant Corp.



Greg Yuel

President and CEO
PIC Investment Group



Dean's message

Welcome to the 12th edition of *Thrive*, our annual magazine for connecting students, alumni, staff, faculty and friends of the Edwards School of Business! We trust that the stories, images and perspectives captured in this edition will enlighten, inspire and impress.

March 11, 2020. A day that will be etched in our memories forever.

The declaration of a global pandemic curtailed our connectedness. Suddenly, our very conception of "normal" life was replaced with altered daily patterns and ongoing restrictions. A new word (COVID) introduced a new reality (masking and social distancing).

The Edwards School of Business was not immune to this impact. Merely eight days subsequent to the pandemic's declaration, all courses in our school adopted a remote delivery platform. Our lexicon was now littered with terminology such as Zoom, WebEx and lecture capture. The phrase—"sorry, I was still on mute"—became pervasive.

Against this backdrop of system-shattering circumstances, I am pleased to provide an opening note to this year's edition of the *Thrive* magazine.

Fittingly, our theme this year is perseverance. Perhaps at no other point in global history has our society been catapulted into the unknown. Quite simply, there is no playbook for a pandemic. We have been forced to adjust and adapt. But through the opaqueness of this environment, we have become better acquainted with the power of perseverance.



Read through these pages to learn about true stories of perseverance and dedication. Focus on the innovative excellence of Karen Stewart. Recognize the strength of Breanna Pochipinski's COVID experience. Relish in the overwhelming success of the Mitacs grant – for our talented Edwards students as well as several creative Saskatchewan businesses. Reflect on the scholarship launched through war veteran Alex Kowbel's tremendous generosity. Take pride in the research collaborations of Vince Bruni-Bossio and Lee Swanson, two celebrated Edwards faculty members. Explore the opening of the Gordon Rawlinson Finance and Trading Room, a landmark opportunity in our school made possible by a visionary alumnus. Perseverance is reflected on each and every page in this year's *Thrive* magazine.

Yes, this year has been challenging. Yes, it has involved assessing circumstances, evaluating risks and making "game-changing" decisions. Yes, I contend that this past year has been the most significant 12-month period in the history of Canadian post-secondary education.

But through it all, I have observed countless incidents in which members of the Edwards community stepped up and stepped out.

We have launched ahead with our vision of being the Canadian leader in transformative business education and research. We have continued onward with our goals of creating an impact – whether it be in academic programming that transforms the lives of students, innovative research that uplifts organizations and communities, or meaningful relationships that enhance stakeholder engagement.

Underpinning our collective efforts exist a series of values that define us and refine us. These values existed pre-pandemic but have superbly demonstrated our pandemic perseverance. We recognize that collaboration and inclusivity are essential to success. The principles of integrity, entrepreneurial thinking and sustainability form the core of who we are – not just during pandemic uncertainty but forever.

I encourage you to peruse the contents of this year's edition. You will find stories of our Edwards community, our Nation Builders, doing that which is truly exceptional. You will see perseverance personified.

I believe there is light at the end of the tunnel. We will survive – and thrive. We will persevere – and prosper. We will do all of this – together. 🍀

5 People Jobs



What can you do with a business education?

Five outstanding
Edwards graduates
tell us what they love
about their jobs.

DAVID STOBBE

Percy Hoff
President and CEO

DSG Power Systems
dieselservices.com
BAC 1987

As a technical person, I decided that I needed some formal business education to take DSG Power Systems to the next level. It was probably the best move I ever made. I really enjoyed and benefitted from three areas: marketing, accounting, and strategic planning. With this education, came the notion of working on my business, rather than in my business. Using lessons learned in strategic planning, I was able to consistently adjust the business to deal with rapid changes in an industry driven largely by environmental concerns and climate change.

Sophie Kokott
Executive Director and
Associate Product Manager

Floor Thirteen Films | Vendasta
floorthirteenfilms.com | vendasta.com
B.Comm. 2018

I've always had a creative spark. Luckily, I've been able to showcase this in my career, in a few unique ways. By day I'm a Product Manager working with unique cross-collaborative teams of designers and developers to build software that makes an impact on its customers. But I don't stop there, I also work with a variety of artists to bring film projects to life. It's pretty busy, but thankfully I have a strong foundation in marketing and management from Edwards that allows my creative side to shine.



Amy Kaban
Founder and Owner

Parkerview Brews Kombucha
parkerviewbrews.com
B.Comm. 2006

My degree has provided me with a solid foundation for aspects of my business including communications, accounting and finance. Being able to take a variety of classes helped me to discover my passion for marketing. I love being an entrepreneur. It's very fulfilling to set and achieve my business goals. The growth potential is limitless when you're working for yourself. The coolest part of my job is seeing my product in stores and hearing from customers about why they love our Kombucha and how it's become part of their lives.

Danielle Favreau, CPA, CA
Interim Chief Executive Officer

Karnalyte Resources Inc.
karnalyte.com
B.Comm. 2001

Saskatchewan has the largest and richest potash deposits in the world, and I love playing a part in letting the rest of the world know about our precious resource and its importance in ensuring food security worldwide. I work with business people and industry participants from all over the globe. My business degree and my CPA, CA have given me a solid foundation to face the daily challenges of running a publicly traded junior mining company. These credentials have surely played a key role in my development into one of only four percent of CEO's of TSX listed companies in Canada that are female.

Ian Frias, CPA
Finance Manager

Nutrien Wonderhub
wonderhub.ca
B.Comm. 2014, MPAcc 2016

Every time I walk into WonderHub, I am filled with feelings of excitement and joy. The lights and sounds from the interactive exhibits make me feel like a kid again. Being part of an NPO focused on play and learning is truly fulfilling. MPAcc has provided a depth of knowledge in helping me tackle technical accounting questions, but it's the breadth within the program that helps me think strategically. My time at Edwards has made me well-rounded not only as a professional but as a human being. ♥

"I'm proud to be an Edwards student because the opportunities unlocked here will aid me as a future finance professional."

- Aubrey-Anne Laliberte-Pewapiscionias





New Bloomberg terminals in the Gordon Rawlinson Finance and Trading Room aid remote learning

 **NATASHA KATCHUK**
 **DAVID STOBBE**

In November 2020, the Edwards School of Business (Edwards) officially unveiled the Gordon Rawlinson Finance and Trading Room providing enhanced learning opportunities for students.

"The Gordon Rawlinson Finance and Trading Room demonstrates our commitment to developing business professionals to build nations," said Dr. Keith Willoughby (PhD), dean, Edwards School of Business. "The remote learning capabilities of the software have ensured students could continue to access resources and data as part of their finance studies amidst COVID-19."

The classroom design is something to behold. Located behind a floor to ceiling glass wall in the front lobby of the Edwards School of Business building is a striking image of a bull and bear. The visual is a metaphor for the movement of the stock market. Bull markets represent rising prices, while bear markets represent falling prices.

Large screens monopolize the three walls, projecting the current student portfolio holdings. The physical space also features 16 state-of-the-art Bloomberg terminals and tiered seating for 29 people.

Bloomberg is considered a top information platform used by businesses, financial institutions, and government agencies around the world. It reports on everything from stocks and bonds to general news.

The hands-on experience monitoring and managing real-time financial data using Bloomberg financial terminals was made possible by a generous gift from alumnus Gordon Rawlinson (B.Comm. 1968).



“Bull markets represent rising prices, while bear markets represent falling prices.”

“I am pleased that Edwards students will have access to industry specific finance and research tools to develop the skills they need for their careers,” said Gordon Rawlinson.

Remote learning amidst COVID-19 pandemic

Although the University of Saskatchewan is operating in a remote learning environment, Edwards students in the finance major are already making use of the technology.

The college was able to quickly adapt the software usability to ensure Edwards students received this valuable experience amidst the COVID-19 pandemic, while studying at home.

Jeremy Riddell, a fourth-year finance student and Bloomberg Terminal Ambassador at Edwards, said the practical experience is incredibly valuable.

“The resources available through the Gordon Rawlinson Finance and Trading Room add to our employability,” said Riddell. “We are developing practical skills that allow us to deliver value immediately as new graduates in the workforce.”

Enhancing the student experience

As a graduate, securing a job in the finance industry can be challenging without any experience. The resources available in the Gordon Rawlinson Finance and Trading Room aim to ease that process.

The Bloomberg terminals not only provide information on the financial world, but also enable access for Edwards students to demonstrate capacity and competence to prospective employers on their résumé. Through these resources, students are gaining experience using the technology which the finance industry values and uses daily.





More than 120 students have been exposed to the Bloomberg Market Concepts certification since the terminals were first installed in 2017. To earn the certification, students study modules and complete tests on economic indicators, currencies, equities, and how to navigate the bond market.

The resources available in the Gordon Rawlinson Finance and Trading Room also complement tracking the performance of the Dembroski Student Managed Portfolio Trust.


"The Dembroski Student Managed Portfolio Trust gives students real world investment experience," said Dr. George Tannous, professor, Edwards School of Business. "The gift from Gordon Rawlinson allows us to offer a comprehensive curriculum that complements theory with practice."

Current student Aubrey-Anne Laliberte-Pewapiscnias said the interactive capabilities of the software in a remote learning environment were critical to her education.

"The Gordon Rawlinson Finance and Trading Room gives me access to student interaction and experience with different investments," said Laliberte-Pewapiscnias, a fourth-year finance student. "I'm proud to be an Edwards student because the opportunities unlocked here will aid me as a future finance professional."

Watch the unveiling of the new Finance and Trading Room on the Edwards YouTube Channel. 🐻



A young Black man with short dreadlocks, wearing a green t-shirt, is smiling while working out. He is holding a black resistance band with both hands, pulling it upwards. The background is slightly blurred, showing what appears to be a home gym or living room setting with some furniture and a window.

"Training during a pandemic is difficult but I adapted by doing home workouts and staying in contact with my teammates virtually. The scholarship I received continues to motivate me in reaching my goals as a student-athlete during these challenging times."

MICHAEL AKINTUNDE, SECOND-YEAR EDWARDS
STUDENT AND HUSKIE TRACK AND FIELD ATHLETE

HERE TODAY,
**TOMORROW
THE WORLD**

No matter what challenges they face, Edwards School of Business students will continue to persevere because they know you are on their side as they navigate a new educational experience.

Thanks to your donation to the Campaign for Students the next generation of leaders, professionals and business owners will have scholarships and bursaries to help them thrive in their education and graduate with the tools to change the world.

Donate today at give.usask.ca/students
or call 306-966-7471.

BE WHAT THE WORLD NEEDS



UNIVERSITY OF
SASKATCHEWAN



COVID-19
ECONOMIC RECOVERY SERIES

Edwards Mitacs research interns support local businesses

University of Saskatchewan (USask) business students are receiving real-world experience in a global economy dramatically affected by the ongoing COVID-19 pandemic.

 **NATASHA KATCHUK AND JOELENA LEADER**
 **SUPPLIED**

The Edwards School of Business (Edwards) partnered with Mitacs—a national not-for-profit organization that supports research and training programs across Canada—to deliver the Mitacs Business Strategy Internship (BSI) program over the summer and fall of 2020.

As one of the first business schools nationwide to take on the Mitacs BSI initiative, Edwards supported Canadian businesses in adapting to the new economic realities through internships focused on applied research and business skills, problem solving, and innovative thinking to make a difference in business operations during the COVID-19 pandemic.

Guided by faculty members, the interns and partner organizations have also benefited from the latest developments in Edwards faculty research fields.

Drawing on their business knowledge and guidance from Edwards faculty supervisors, three USask students shared their experiences on developing strategies, enhancing business capacity, and finding creative solutions with their partner organizations.

Digitizing marketing for automotive retail company



Olivia Sekulic is a second-year Edwards student majoring in finance. She completed an internship with Key Auto Group where she researched the evolution and impact of digital marketing on the automotive retail industry and how the COVID-19 pandemic has accelerated it.

The automotive retail industry has not evolved to meet the demands of the modern-day consumer. After the analysis, I worked with their team to implement new techniques and technologies to enhance social media and digital technology.

- Olivia Sekulic

According to Sekulic's research findings, conventional marketing methods are dated and inefficient.

"Key Auto Group was seeking new ways to generate leads and communicate with consumers," said Sekulic. "They manage a handful of dealerships and franchises within Saskatchewan and Manitoba, and COVID-19 had reduced them to primarily digital communication."

Although Sekulic's goal is to work in agricultural finance, she used her marketing and social media management experience to deep dive into digital marketing and its practical applications within the automotive industry. Her farming background was also an asset in the initial stages of the project when she learned about the Toyota way of vehicle maintenance and the inner workings of their locations.

"The automotive retail industry has not evolved to meet the demands of the modern-day consumer," said Sekulic. "After the analysis, I worked with their team to implement new techniques and technologies to enhance social media and digital technology,"

As an undergraduate student, Sekulic said her Mitacs BSI experience reinforced that relevant work experience and networking is highly valuable going into the workforce.

"It was a cool experience performing independent research," said Sekulic. "My final presentation on the findings of my research paper was a professional achievement. I was able to give informational and concise answers to important questions that addresses research I had spent four months labouring over."

Enhancing the experience for owners and tenants



Madison Guran is a third-year Edwards student majoring in finance. She has been interning with Real Property Management Professionals Inc. (RPM), researching how to create a socially distanced, touchless process for new tenants—never more important than now during the ongoing COVID-19 pandemic—and in finding solutions for tenants undergoing financial challenges to help them move into property they can afford.

Guran is also involved in the creation and implementation of a resident benefit package for clients, which is an additional service that follows the tenant's rental journey from beginning, middle to end.

"RPM understands that renting may not be the end game for tenants, and they want to be the first-choice solution for tenants when they begin thinking about buying a property," explained Guran. "The goal of the resident benefit package was to establish it in the Saskatoon and area market and then implement it across the different RPM offices in Canada."

RPM has now established an optimal value proposition by providing a service that is a value to tenants, owners and RPM. The process aims to create intimate and meaningful relationships with clients.

- Madison Guran

According to Guran, RPM strives to be an industry leader, and the resident benefit package differentiates them from other property management companies.

"RPM has now established an optimal value proposition by providing a service that is a value to tenants, owners and RPM," said Guran. "The process aims to create intimate and meaningful relationships with clients."

Guran shared that the internship also provided her the opportunity to learn more about marketing and marketing services and to apply the research and analysis skills she gained in her position to other work-placement opportunities. Moreover, as a result of this internship, RPM has offered to hire Guran in a marketing role post-internship.

Finding alternatives for local women's charity



Jenna Kachur is a recent Bachelor of Commerce graduate who is passionate about media and strengthening connections in the community. She has been interning with Dress for Success Saskatoon (DFSS), researching donor management programs, creating a marketing plan and developing a follow-up survey for clients.

The efforts of DFSS and organizations in the city provide a helping hand to women in our community by getting them back on their feet and navigating these unprecedented times.

— Jenna Kachur

Kachur is also leading a client-needs project that would provide continual support and meet the longer-term needs of DFSS clients.

"The pandemic has disproportionately affected women in many ways, especially their employment," said Kachur. "The efforts of DFSS and organizations in the city provide a helping hand to women in our community by getting them back on their feet and navigating these unprecedented times."

Through her Mitacs internship, Kachur consulted clients, volunteers, and referral agencies to take part in interviews and questionnaires for their insights into client needs, the results of which showed DFSS's services could be enhanced.

"DFSS is run solely by volunteers, and it can be difficult to achieve larger goals and initiatives due to resources and time constraints," said Kachur. "I am moving into the analysis phase of the research project. The analysis of which will inform various alternatives for programs that DFSS could create and operate that are feasible for the volunteers and resources available post-internship."

One of DFSS's overarching goals is to provide a continuous network of support to clients beyond their clothing needs, and Kachur's internship has been instrumental in moving these efforts forward for the organization.



— Dr. Marjorie Delbaere

"The internship and its outcomes have allowed for DFSS to further contribute to these positive changes and strengthen its relationships in the community," said Kachur.

Sekulic, Guran and Kachur are three of the 28 business students (current and recent graduates) who were part of the Edwards Mitacs BSI pilot project. The pilot has since paved the way for a second round of recruitment for employer partners and students from across the USask campus.

"The Research Excellence and Innovation (REI) office has been a strong support moving the program forward and spearheading the next phase of the Mitacs BSI program at the institutional level," said Dr. Marjorie Delbaere (PhD), Edwards' associate dean, research and faculty relations. "The program is great for building connections among our students, industry partners and our faculty. Organizations can employ post-secondary students to tackle current organizational needs and students can apply business concepts and theories in real-world settings." ■

This article originally appeared in the March 12, 2021 issue of the University of Saskatchewan's On Campus News.

Edwards at a Glance

2019-20 Academic Year

2,630

Total students

Plus 100's in certificate and Executive Education programs



29,321

Total Alumni * as of Mar. 2021

Edwards has granted more than 27,000 degrees and certificates

18,541 B.Comm.
1,354 MPAcc
1,526 MBA
165 Master of Science &
Doctor of Philosophy
7,735 Certificates



Disciplinary Research Areas

- Accounting
- Finance
- Management Science
- Human Resources And Organizational Behavior
- Marketing
- Management

B.Comm. Employment Rate



B.Comm. employment rate

89.8%*



Co-op employment rate

97.8%*

Where Our Graduates Live

*based on valid addresses in the university database as of Mar. 2021



Saskatoon: 9,440
Regina: 1,630
Rest of SK: 3,982
Calgary: 2,892
Alberta -Other: 2,048
BC: 1,938



Rest of Canada: 2,052



USA/Intl: 761



Scholarships

\$1,350,000
Undergraduate

\$570,000
Graduate



EXPERT:
KELLY LENDSAY

Notes from a Nation Builder

Kelly Lendsay is the President and CEO of Indigenous Works and an Edwards alumnus. He is a proud Canadian Indigenous leader of Cree and Métis ancestry and is based in Saskatoon.

Thrive asked Kelly Lendsay to author an opinion piece for our readers on growing the employment of Indigenous people for the success of all nations.

 **KELLY LENDSAY**
 **SUPPLIED**

Sitting Bull once said, "Let us put our minds together and see what we can do for all of our children."

I've always felt this Indigenous thinking principle resonated with the spirit of inclusion. It is about creating economic and social opportunities and harmony for all people.

The economic imperative was first underscored in the *Report of the Royal Commission on Aboriginal Peoples* in 1996. It contained 434 recommendations and demonstrated the importance of Indigenous partnerships to 'close the gaps.' In 1996, closing the gap meant a \$7.5 billion return to the economy.

In 1997 while I was at Edwards, we published the *Impact of the Changing Aboriginal Population on the Saskatchewan Economy: 1995-2045*, which is still one of the most widely cited sources on the implications of Aboriginal demographics and the economy in Saskatchewan. Closing the gap in Saskatchewan translated to \$1.4 billion GDP based on 25,400 new jobs and

an average GDP of \$25,456 per person.

Fast forward to the release of the *Truth and Reconciliation Commission (TRC) Report* in 2015. Recommendation #92 asks the corporate sector and their leadership to adopt the United Nations Declaration on the Rights of Indigenous People. The commission calls for meaningful consultation, long term sustainable opportunities from economic development projects as well as education and training for managers on the history of Indigenous people, intercultural competency, human rights and anti-racism.

While we have made progress in addressing gaps, the change is not fast enough. In October 2017, Indigenous Works released a report called *Researching Indigenous Partnerships: An Assessment of Corporate-Indigenous Relations*. This national survey of 511 medium and large size firms reported three key findings; i) 85% of Canadian businesses are disengaged ii) the average Engagement Index score was a dismal 13% and iii) only one in four (28%) recognized the TRC Corporate Calls to Action. For

the majority of companies, Indigenous engagement is not on the radar.

A notable exception was the resource sector. They had the highest engagement scores, with firms like Syncrude, Cameco and Suncor boasting track records in the 20-40 year range.

There is a business case for increasing corporate-Indigenous partnerships and relationships.

The Indigenous population is now 1.5 million (4.9%) and is the fastest growing workforce in Canada. A report by TD Economics titled *Estimating the Size of the Aboriginal Market in Canada* showed that "the combined total income of Aboriginal households, business and government sectors" had grown from \$12 billion in 2001 to an estimated \$24 billion in 2011. When TD revisited these figures in 2015, they found the market had grown again, to an estimated \$27 billion in 2016 with a forecast of \$37 billion by 2027.

We are on our way to closing the economic gaps.

There are more than 250 Indigenous renewable energy projects underway

with some of the largest wind farms and solar parks in Canada—all on native lands. Another more recent example is the Mi'kmaq-owned partnership in Nova Scotia's Clearwater Seafoods—a billion dollar venture. Locally, Whitecap Dakota First Nation has taken their unemployment rates from 60% to 6% over a 20 year period. These communities are rebuilding their nations, designing new partnership solutions and generating economic and employment opportunities. This is good news for all Canadians and the Canadian economy.

Indigenous Works is sparking conversations and an action agenda to increase engagement, accelerate employment, and advance research and innovation for stronger partnership development between Indigenous-owned enterprises and corporate Canada.

The backbone to our systems approach is the Inclusion Continuum, a seven stage model to becoming an employer of choice. Indigenous Works helps employers' benchmark workplace strategies and practices to address organizational competencies needed to achieve increased engagements and relationships with Indigenous people, businesses and communities.

Companies need to build their knowledge of Indigenous communities and grow their cultural competencies in much the same way that an international company would engage with new country markets. We are doing the same thing, at home in our backyard, in Canada.

We also just launched our latest nation building initiative this year: *Luminary: Advancing Indigenous Innovation for Economic Transformation, Employment and Well-Being*.

Together with over 140 partners this important blue ocean initiative will grow the Indigenous innovation eco-system. Our Luminary partners are in the process of co-creating a five year strategy intended to address significant socio-economic gaps and economic opportunities.

In closing, increasing corporate-Indigenous partnerships and relationships in ways which bring economic prosperity, jobs and well-being to Indigenous communities will help all Canadians. Together we will be fulfilling Chief Sitting Bull's vision to come together to see what we can do for all of our children. 🍀

The global pandemic through the eyes of a Co-op student

"As an employee, student, and student group leader during the global pandemic I learned the importance of being united, persevering, and asking for help."

- Breanna Pochipinski

When I accepted my co-op placement as the Marketing Intern at the Edwards School of Business in October 2019, I could not have predicted how my work term would go in 2020.

 **BREANNA POCHIPINSKI**
 **SUPPLIED**

For the first two months of my work placement, I had the chance to experience a wonderful and normal work environment, where I quickly learned how to work in marketing and communications in a higher education institution.

In March, I was entering the third month and becoming more comfortable with working independently. On March 11, 2020, the Edwards senior leadership team took over the conference room to discuss plans of action for the college during the impending seriousness of the COVID-19 pandemic. On March 16, 2020, like many other businesses, the University of Saskatchewan closed its doors and asked for staff and faculty to work from home.

Working from home was hard at the beginning. Trying to maintain a routine was a difficult feat, especially since the sun in Saskatoon was still slow to rise. Like many others, I tried to adapt as much as possible, with hopes of returning back to the office in a month or two once the pandemic settled down. With no word on when we would be returning by the end of March, I started to research different ways to motivate myself when working remotely. This transformed into the creation of a social media campaign to motivate the students, staff, and faculty of the Edwards School of Business as we worked and learned remotely. Through the use of Instagram Lives, students, staff and faculty were able to maintain active engagement with college specific information and pandemic news.

Along with figuring out how best to communicate information with students, I was still learning hard skills for my position. Adapting to learning software such as Adobe Creative Cloud (InDesign, Illustrator, and Photoshop) remotely was difficult. Screen sharing and video calling became the new norm to learn all of the ins and outs of the programs.

In the twelve months that I worked at Edwards, nine and a half were spent working remotely. Like many others, I hoped every day that the pandemic would quickly disappear so that the “unprecedented” times would end, and things would go back to normal. The pandemic quickly proved the importance of team work, communication, and support in a work environment.

August marked the last month of working full time for Edwards, and I would then become a full-time student once again. Learning remotely as a student was not a new phenomenon for me, as I had taken many online electives before. However, switching to a completely online course load was new. Not being able to see friends in the hallways of Edwards and study in the Moeller Resource Room (once called the reading room) made studying and working on projects lonelier than they were when learning was in-person.

Along with being a part-time employee and a full-time student, I also was involved with the Edwards Business Students’ Society (EBSS) as the Vice President of Corporate Relations starting in April of 2020. Over



the summer I learned how to lead a team remotely, and how to approach businesses to become a corporate partner with the EBSS virtually. Working with my team over the summer and hearing about the hard-economic times, shed additional light to the different year that 2020 turned out to be. In fall, along with normal meeting times for student groups, I saw the impact that virtual fatigue has on students – and how much each of us yearned to be “regular” students once again on campus.

2020 showed growth for everyone. As an employee, student, and student group leader during the global pandemic I learned the importance of being united, persevering, and asking for help. Support and communication from peers and colleagues were key to my success as a marketing intern, student, and Vice President on the EBSS. And although I continue waiting for the pandemic to end, this year I learned the hard and soft skills to face most things that may come in my future career. 🍀



ALUMNI:
KAREN STEWART

Born this way

Karen Stewart charts
her own course with
entrepreneurial thinking

 **MEGAN CANTWELL**
 **SUPPLIED**

From the moment you meet Karen Stewart (MBA 1988) you're drawn into her energy. As a woman who has fought her way in typically male-dominated industries, Stewart has a passion for innovation and supporting women in business. Through her daily endeavors at Fairway Divorce Solutions to her passion projects like Bumble Bees Venture Capital, Stewart wants to change the way things are done.

Stewart, an Edwards MBA alumna, was drawn to the program immediately after completing an undergraduate degree in science.

"I wasn't ready to be done school, and I loved learning," said Stewart. "I could follow others in my family and become a lawyer or a doctor, but I wanted to be different. The MBA was very prestigious and highly regarded in Canada, so I chose that."

According to Stewart, it was the Edwards MBA program where she discovered her love of writing.

"Something clicked when I was learning management of information systems and I became a different type of writer," explained Stewart. "My professor mentioned I was great at writing for general understanding. Now I have my third book coming out with that very concept at its core."

Of all the courses she loved in her MBA, Stewart remembers one paragraph that changed her life.

"There was one paragraph, in one textbook, and it described this word, a word I had never heard before, and it was 'Entrepreneurship.' I remember reading it and thinking 'That's what I want to be!' and that was the beginning of my journey."

Stewart always took the road less traveled, and her MBA afforded her the prestige to do that. Before graduation, she was offered a job with an accounting firm in Calgary; an industry where, at the time, she was one of very few females.

"Entrepreneurial thinking is with me every single moment of every single day. It's part of who I am."

- Karen Stewart

"I had massive student loans and I didn't have the patience to wait around for five years to crack the glass ceiling and still not be guaranteed to do so. I left my job and went into finance. It was totally male dominated and I was over the moon."

Knowing she wanted more freedom to innovate and more control to make it happen, Stewart established an asset management company in 1992. She went on to sell it in 2010, which was just the beginning of a series of successful enterprises. Stewart has since launched and sold three companies, not including the ones she still owns.

"I think people are born entrepreneurs," said Stewart. "Entrepreneurial thinking is with me every single moment of every single day. It's part of who I am."

Her current endeavour, Fairway Divorce Solutions, was born from her experience with a long and difficult divorce. Stewart recognized a gap existed and fought to fill it with a meaningful solution by building on her own mistakes.

"Fairway is ahead of the curve at taking on traditional matrimonial legal system in Canada, which needed to be disrupted," said Stewart. "It was much harder than I expected. Many times I felt like quitting – tenacity or stupidity, I just didn't give up."

As someone who has tried, failed, and succeeded, Stewart is proud of her journey and what it has taught her. It's no surprise when COVID-19 shut down the world in March 2020, she quickly brainstormed ideas to adapt her business.

"You've got to listen to your gut and do the research to support it," advised Stewart. "As a leader, I'm proud of how I adapted my cash flow with the mind-set that COVID-19 could be long-term."

What does the future hold for this persevering, female leader?

"I feel like I'm just getting started," said Stewart. "I finally feel like I know a lot, and I feel like I can share!"

One way Stewart is sharing her knowledge is through Bumble Bee Venture Capital, a concept that snowballed into a successful female investor focused fund.

"Bumble Bee's whole mission is putting wealth and leadership in the hands of women to change the world," explained Stewart. "It's about women having opportunities to invest in tech. Women are the majority investors."

A true entrepreneurial thinker, Stewart's path is clear but not defined.

"I'll continue doing what I do, but I absolutely want to start other companies," said Stewart. "I want to help others through speaking and sharing and I'm looking forward to the adventure."

Reflecting on her experiences, Stewart offered a word of advice to current Edwards students.

"Be the best you can be, but in order to be the best you can be, you have to be disciplined," advised Stewart. "Take one step at a time towards your goal." 🍀



EXECUTIVE EDUCATION

Developing leaders for the post-pandemic world

 NATASHA KATCHUK
 DAVID STOBBE

It's been 40 years in the making and the Edwards Executive Education team is staying true to its roots in developing leaders through an inclusive, engaging and collaborative learning environment.

The shift to virtual delivery and web-based options has been received positively with many individuals sharing how much they have enjoyed the flexibility, adaptations, and access to government subsidies.

Early on, Edwards Executive Education quickly recognized the importance of adapting its continuing education offerings for individuals and organizations in response to the COVID-19 pandemic.

The RBC Humans Wanted report on thriving in the age of disruption was another consideration for Edwards Executive Education.



"Individuals and organizations can use the pandemic to be proactive and develop the skills needed to succeed," said director Noreen Mahoney. "Building the skills that humans will need and want going into the future is an opportunity for workforce development."

For individuals and organizations who are struggling to adapt to the new

economic realities, Edwards Executive Education is the leading provider of continuing education in Saskatchewan. They have a wide range of programming in areas such as communications, management, leadership, process and project management and governance.

When it comes to executive education, the results speak for themselves, with 88 per cent of recent participants reporting they can and will implement their learnings immediately after completing the Edwards Executive Education program.



Chief Cadmus Delorme, of Cowessess First Nation, described the skills he learned in the Director's Education Program (DEP) as critical tools for alignment.

DEP is designed with experienced directors in mind who are looking to enhance their governance capabilities.

"Our country was built after the

First Nation, Inuit, and Métis and good governance requires an understanding the role Canada plays with Section 35," said Delorme. "With a designation from (this program), I cannot emphasize enough the importance our boards play in driving the social and economic aspect. Board members must include in their decisions on closing inequality gaps and balance diversity in decision making positions."

As an elected chief and director on numerous boards, Delorme also said DEP reinforced the importance of leadership and governance.

"Strong leaders and competent oversight equal value creation," said Delorme. "Value creation will create better return on investments while playing our role on truth and reconciliation to assure our next generation can continue the momentum."

With the pivot to virtual delivery almost a year in the making, Edwards Executive Education has also enhanced its offerings to meet the demand from industry for customized programming to re-skill, upgrade and train employees.

Access to Edwards Executive Education expanded as a result and clients in rural Saskatchewan and outside the province took advantage of custom programming during the pandemic. Of the participants who were recently surveyed, 81 per cent indicated they felt they gained the skills required to excel in a leadership role.



Blair Kardash, manager of laboratory and research at the Buffalo Pound Water Treatment Corporation, recently took a customized leadership development program from Edwards Executive Education. He recognized leadership expectations in the work force have evolved substantially during the past couple of decades and took the opportunity to further his skills.

"I now have a good understanding of what leadership strengths I possess and as importantly, which ones I need to improve to become a more effective leader," said Kardash. "In addition, (Edwards Executive Education) did a commendable job in presenting a custom Myers-Briggs Type Indicator (MBTI) focused team building program to the team I lead. Having each team member understand their own and each other's MB personality type is going to go a long way in building cohesion." 🍀

Experience for yourself everything that Edwards Executive Education has to offer. For more information on our programs and government funding eligibility please visit [Edwards.usask.ca/execed](https://www.edwards.usask.ca/execed).

RESEARCH

Collaboration aims to build capacity for Northern and Indigenous communities

✍ JOELENA LEADER

📷 DAWN STRANDEN



Professors Lee Swanson and Vince Bruni-Bossio explain the importance of community engagement and capacity building for researching the Northern entrepreneurial ecosystem, undocumented economy, and conflicts of interest.

How can entrepreneurship build social and economic capacity in Northern communities? This is the question that Lee and Vince have been tackling since their collaboration began in 2015 on a Social Sciences and Humanities Research Council (SSHRC) funded project. They have been collaborating with seven Northern Saskatchewan communities investigating the dynamics of the entrepreneurial ecosystem, undocumented economy, and more recently, conflicts of interest and Indigenous governance models.

Their collaborative work has uncovered how the dominant Western economic and governance models, often imposed, have been adapted by Indigenous communities that reflect their cultural contexts.

What is your research about?

Lee: Our research explores the ways entrepreneurship contributes to building social and economic capacity in Northern communities. Almost everything that we have done fits within that framework, including our work on the undocumented economy and governance in the North. The project is producing outcomes that can be useful and beneficial to communities, policy makers, and people who can make a real difference in the North. Our findings suggest that the North has an economy that functions differently than the South in ways that contribute positively to society. The phrase we use is the righteous undocumented economy.

Vince: When looking at boards and the governance structures of communities and organizations related to these communities, we observed tensions caused by a Western society, based in individualism, imposing

ideas on an Indigenous society founded in collectivism. Given the opposition of these two ideas, we expected communities to resist Western ideas of conflicts of interest. However, we found something a little different. Communities are deciding what is the best blend of the individualistic and collectivist process and we started to theorize this as “adaptable organizational governance.”

In what ways do your findings make a difference for Northern communities?

Vince: We believe in the value that communities should be involved and engaged, and any research that we do should provide value back to the community. We truly believe that our research on the undocumented economy has assisted communities because people have told us that they are using it and it is an important paper for the North. That was important for us – that we saw it had real impact in the community.

Lee: One of the substantial outcomes of this work is that it builds awareness that there are other ways of operating and functioning than what economic theories suggest. Northern communities act in positive and righteous ways that suit their needs. We want our work to prompt the South to think differently about the North. We also want to provide some acknowledgement to Northerners that they are not wrong to persevere when maintaining their culture and ways of knowing. Our work should empower Northern communities and help people in the South to understand and value the North. That might be the real value from this research.

Why does working together work for you?

Lee: Both Vince and I aim for meaningful discovery and useful understanding of important phenomenon – like the undocumented economy and governance at the intersection of collectivism and individualism. Vince and I approach things using a collaborative mind-set. When we work together, we do so in a way that honours, recognizes, and leverages our individual strengths.

Vince: While we both experience the North differently, we have experienced the North to some degree through exploring areas of governance, leadership and entrepreneurship and we both worked with communities. I think our interests are similar, but it is not that which unites us; it is this discovery and making sense of it. That is where I think the collaboration happens.

What do you want Edwards' students to understand by the time they graduate?

Lee: I want students to know that there is not always just one solution. Solutions are context specific and should sometimes depend on the cultural imperatives of a region. An established method they read about in an article or textbook may be applied differently in other places, and that is not wrong.

Vince: I want students to understand that governance, strategy and organizations are all about relationships. Whether we are talking about relationships between Western societies and collectivist societies, between the university and Northern economies or boards and communities – what is important is that we foster relationships with mutual respect. If we can frame this in our minds, it helps us understand and embrace the give and take in our relationships and the need for honesty in communication. I see relationships throughout all our work. ■

DONOR:
ALEX N. KOWBEL

War veteran and USask alumnus creates new scholarship for first-year B.Comm. students

 **BREANNA POCHIPINSKI**



 **SUPPLIED**

Throughout the history of the Edwards School of Business (Edwards), there has always been a mission to “develop business professionals to build nations.” Even though the name has changed, all Edwards graduates are considered to be “Nation Builders.”

This is especially apparent with 98-year-old World War II and Korean War veteran and University of Saskatchewan (USask) alumnus Alex N. Kowbel, Major (ret), CD; Chev.de la Legion d'Hon.; B.A. 1948, B.Comm. 1949.

Major Kowbel grew up in Melville, Saskatchewan before enlisting in the Canadian Army in 1939 at age 17. He went overseas in 1942 and served in England and Europe, primarily with the 2nd Canadian Army Group Royal Artillery where he became the administrative staff sergeant. He landed in Normandy a few days after D Day in June 1944, and moved across Europe for the duration of the war before participating in the liberation of Holland in 1945. In 2015, in commemoration of the 70th anniversary of the end of World War II, Major Kowbel was awarded the Legion of Honour (Chevalier) by the French Government in recognition of his war service in France.

Major Kowbel returned to Saskatchewan after the war to finish his high school education, obtaining his Grade 11 and Grade 12 diploma. He then attended USask to attain both Bachelor of Arts and a Bachelor of Commerce degrees. Campus looked different at that time, as there wasn't a standalone building, so business classes were held in the hangar building at the airport. In Major Kowbel's second year of university, he attended the Canadian Officers Training Corps (COTC).

As Major Kowbel was a part of the COTC, he spent the majority of his time in university studying and training. With the free time

that he had, he took part in social events and was on a mixed curling team as part of the USask Curling Club. One of the more interesting social outings that he took part in were the gatherings at various college deans' houses to discuss varying topics.

Looking back, one of the takeaways that aided him during his university years was student mentors. There were many other ex-military men at the university when he was in classes, and they helped him understand how to be successful in this new setting.

“What I learned at the University of Saskatchewan, mainly from the people there, you can't pay for in money,” said Major Kowbel. “I'm very appreciative of the education I received at the university. It is something that is a way of life that does a world of good.”

Before finishing his Bachelor of Arts degree in 1948, Major Kowbel married his wife Frances Matthews. He completed

his Bachelor of Commerce degree in 1949 and then moved to Ontario after accepting a job as an army lieutenant. He served time in Korea and Japan in the Korean War as a personnel staff captain. After his wife passed away from a brain tumor in 1960 at the young age of 36, Major Kowbel restricted his military assignments to domestic postings to focus on being a father to his four children. He continued his military career until his retirement from the Canadian Armed Forces in 1971.

In 1971, Major Kowbel joined the Canadian Federal Civil Service in the newly created Department of Environment. He utilized his military experience and his USask education to set up terms of reference and job descriptions in the establishment of the department.

From his life in the army and as a federal government public servant, Major Kowbel always remembered the kindness of the staff, faculty, and students who he knew from his time at USask. At the age of 98, he has decided to give back to the university that he once attended.

“The university taught me how to understand the economy, how I could work in it, and help Canada,” said Major Kowbel. “They played a large role in helping me grow up and showed a great deal of sympathy to me as a mature student.”

The Alex N. Kowbel Scholarship in Business was created for first-year business students who may be following in Major Kowbel's footsteps with a career in the Armed Forces. The experiences that he gained both in the army and in business shaped a rewarding career, and supporting those interested

in following a similar path means a lot to Major Kowbel and his family. ♥

For more information on awards, visit give.usask.ca/students or call 306-966-7471.



Donor Roll

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The annual donor roll lists supporters who gave \$500 or more from July 1, 2019 to December 31, 2020. For a complete list of annual donors, including gifts of \$1-\$500, please visit the Edwards School of Business website.

Although every effort has been made to ensure the accuracy of the report, we acknowledge that errors may have occurred. If you have questions about this list, please contact us at 306-966-7471 or alumni@edwards.usask.ca. Thank you for your continued support of the Edwards School of Business.

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A photograph of Mitchell Anderson, an MBA alumnus, sitting in a wooden church pew. He is wearing a light blue button-down shirt and has his hands clasped on the pew. The church has a high, vaulted wooden ceiling with several hanging lights. The background is slightly blurred, showing more pews and the church's interior.

ALUMNI:
MITCHELL ANDERSON

Thriving at the intersection of business and faith

MBA alumnus Mitchell Anderson is applying the knowledge and skills gained in the classroom to change the world.

✍ **CARLEE SNOW**
📷 **DAVID STOBBE**

“The knowledge you gain from other spheres of life is useful to your business education.”

Mitchell Anderson, MBA 2015, strives to make a positive change in the world through the organizations he is involved with.

Each Sunday, as lead pastor at Saskatoon's St. Paul's United Church, Anderson leads his congregation in song with the lyrics “go make a difference in the world;” his philosophy for everything he does. Through the skills he developed as a graduate student at the Edwards School of Business, Anderson is implementing this need for change in all areas of the business.

“The MBA program gave me a solid foundation in all business aspects, whether it be marketing or accounting, but also the skills for the human side of these disciplines,” explained Anderson. “I learned the skills necessary to be a great leader, to build an organization to inspire change, and how to encourage others to do their best.”

Each day, Anderson puts those MBA skills to use.

“I was hired to lead change with St. Paul's United Church,” said Anderson. “As the world changes, the church also needs to change to stay relevant to society's current needs.”

Prior to the COVID-19 lockdown, Anderson had implemented an innovative initiative called messy church to reintroduce young families to the church community.

“Messy church gave children the space to do crafts and get messy, but it also gave me a chance to connect with their parents who

are around my age,” explained Anderson.

Bringing people together in a unique way is one example Anderson is leading change in the church to better connect with the public, and he does not plan to stop there.

“I am excited to implement different opportunities like messy church in St. Paul's when things get back to normal,” he said.

Anderson always knew his future would be with mission-driven organizations. While in high school, a woman from Anderson's church gave him a magazine with an article bookmarked about young adults becoming ministers. She was a woman he had great respect for and heeded her advice.

“Fifteen years later, I am doing what she said I should be doing. Listen to your elders! That's always my advice.”

“I believe an organization dedicated to mission needs leaders with strong business skills to produce social change,” explained Anderson. “That has always been my career trajectory, and I use the knowledge I gained at Edwards to lead organizations.”

Coming into the MBA program, Anderson had an undergraduate degree in sociology and women and gender studies from the University of Saskatchewan. He believes that having a diverse background helped him succeed in both the MBA program and his multiple leadership roles.

“The knowledge you gain from other spheres of life is useful to your business education.

My background equipped me with the skills to look at problems differently from my classmates with different backgrounds. I could learn from them, but also, they could learn from me,” said Anderson.

Having a mix of backgrounds is something Anderson values. He believes this variety provides a better learning opportunity because it more accurately represents society today

“The world does not fall into our neat disciplines of engineering or business, health, or nonprofits,” said Anderson. “It is complex and messy, so we need complex thinkers with complex backgrounds. The need for interdisciplinary people is greater than ever.”

Anderson also thinks it is important to have leaders from different educational backgrounds and different cultural backgrounds.

“Both my mother and I are alumni of the Edwards School of Business (formerly College of Commerce), and I can see clearly how our lives have been changed from our time there.”

Anderson and his mother are both Indigenous. He is Dene and she is Métis. Anderson wants to see more Indigenous accountants, lawyers, and business professionals in the future.

“I think our economy needs leaders as diverse as our population. It is important to have leaders from all backgrounds to take on future challenges.”

Alumni Achievements

Once again, our Edwards alumni have been getting noticed. Graduates of our programs win awards and are appointed to leadership positions around the country. Here are just a few of this past year's alumni successes:

Classes of the 1950s



Art T. Wakabayashi

Mr. Art T. Wakabayashi, C.M., S.O.M. (B.Comm. 1953, B.A. 1953) received an Honorary Doctor of Laws at the University of Regina 2019 Convocation.



Merlis M. Belsher

Mr. Merlis M. Belsher, FCPA, FCA (B.Comm. 1957, LL.B. 1963, LL.D. 2018) was appointed to the Queen's Counsel in 2019.

Classes of the 1970s



Robert D. Gordon

Mr. Robert D. Gordon (B.Comm. 1970) received the University of Saskatchewan Alumni Achievement Award in 2019.



Arnie L. Shaw

Mr. Arnie L. Shaw, CPA, CA, CMC (B.Comm. 1971) was the recipient of the 2019 Saskatoon B'nai Brith "We Are Proud of You Award."



Brent Cotter

The Honourable Brent Cotter (B.Comm. 1971, LL.B. 1974, LL.M. 1979) was elected Senator in the Government of Canada in 2020.



Gord Haddock

Mr. Gord Haddock (B.Comm. 1972) was a co-recipient of the Above and Beyond Award from the Raj Manek Foundation. He was also inducted into the SABEX Hall of Fame for the Gordon and Maureen Haddock, Trek 2000 Corporation.



Wally W. Mah

Mr. Wally W. Mah (B.Comm. 1974) was the co-recipient of the 2019 ABEX Community Leaders of the Year Award.



Wayne Brownlee

Mr. Wayne Brownlee (B.Sc. 1975, MBA 1977) received the University of Saskatchewan Alumni Achievement Award in 2021.



Colleen M. Mah

Mrs. Colleen M. Mah (B.Comm. 1976) was the co-recipient of the 2019 ABEX Community Leaders of the Year Award.



Shelley Brown

Ms. Shelley Brown, C.M., FCPA, FCA, ICD.D (B.Comm. 1978) was appointed to the Board of Directors at Stantec Ltd., Inter Pipeline Ltd., and NorZinc Ltd.



Evan Ortynsky

Mr. Evan Ortynsky (B.Comm. 1979) was recognized as the Business Leader of the Year by the Yorkton Chamber of Commerce.

Classes of the 1980s



Mark J. Lang

Mr. Mark J. Lang, CPA (B.Comm. 1981) received a Fellow of the Chartered Professional Accountants (FCPA) designation in 2019 and joined the University of Regina's, Board of Governors in 2020.



Gary K. Anderson

Mr. Gary K. Anderson (B.Comm. 1982) was inducted into the Manitoba Chapter of the Canadian Manufacturers & Exporters Hall of Fame in 2019.



Cliff Wiegiers

Mr. Cliff Wiegiers (B.Comm. 1983) received the SABEX Community Involvement Award for Wiegiers Financial & Benefits.



Brent A. Hesje

Mr. Brent A. Hesje (B.Comm. 1985) received the Edmonton Chamber of Commerce Northern Lights Award of Distinction and was inducted into the Tire Industry Association Hall of Fame in 2019.



Bradley D. Redekopp

Mr. Bradley D. Redekopp, CPA, CA, CMA, MP (B.Comm. 1988) was elected to the Government of Canada as Member of Parliament for the Saskatoon West Constituency in 2019.



Gregg Parchomchuk

Mr. Gregg Parchomchuk (B.Comm. 1992, B.A. 1989) was appointed as the Finance and Administration Manager for the Department of Psychiatry at the University of Saskatchewan.



Bev Dubois

Ms. Bev Dubois (BUSADM 1981) was elected as a City of Saskatoon Councillor for Ward 9 in 2020.



Roger Arnold

Mr. Roger Arnold (B.Comm. 1982, LL.B. 1985) received the AFP Saskatoon Chapter Honoured Supporter Award in 2019.



Margaret A. McKenzie

Ms. Margaret A. McKenzie, CPA (B.Comm. 1983) joined the Board of Directors for the Canadian National Railway in 2020.



Mr. Marlin Stangeland

Mr. Marlin Stangeland (B.Comm. 1988) received the SABEX Business of the Year, Growth & Expansion Award for Shercom Industries.



Noralee M. Bradley

Ms. Noralee M. Bradley (B.Comm. 1989, LLB 1990) was appointed Executive Vice President and Chief Legal Officer at Nutrien.

Classes of the 1990s



Tony Bidulka

Mr. Tony Bidulka (B.A. 1983, B.Comm. 1991, B.Ed. 1991) received the University of Saskatchewan Arts & Science Alumni of Influence award for 2020.



Randy C. Hoback

Mr. Randy C. Hoback, MP (BUSADM 1992) was re-elected to the Government of Canada as Member of Parliament for the Prince Albert constituency in 2019.



Murad F. Al-Katib

Mr. Murad F. Al-Katib, S.O.M., ICD.D (B.Comm. 1994, JD 2017) was announced the Globe and Mail 2020 CEO of the Year.



Sherri L. Evers

Ms. Sherri L. Evers (B.Comm. 1998) was named Vice President of Commercial and Corporate Development at Imperial Oil Limited.



Doran N. Oancia

Mr. Doran N. Oancia (B.Comm. 1992) started a new position as Chief Executive Officer at Chemex Global in 2019.



Greg T. Rouault

Mr. Greg T. Rouault (B.Comm. 1994) joined the Faculty of Commercial Sciences at Hiroshima Shudo University, as an Associate Professor in 2019.



Ken A. Seitz

Mr. Ken A. Seitz (BSA 1991, B.E. 1996, MBA 1999) was appointed Executive Vice President and CEO of Potash at Nutrien.



Troy Davies

Mr. Troy Davies (HOSADM 1999) was elected as a City of Saskatoon Councillor for Ward 4 in 2020.

Classes of the 2000s



Corey J. Tochor

Mr. Corey J. Tochor, MP (B.Comm. 2000) was elected to the Government of Canada as Member of Parliament for the Saskatoon University constituency in 2019.



Kathryn L. Bankowski

Mrs. Kathryn L. Bankowski, CPA, CA (B.Comm. 2002) was appointed to the Remai Modern Board of Directors in 2019.



Tara A. Janzen

Ms. Tara A. Janzen (B.Comm. 2005) started a new position as Director of Development at Remai Modern in 2021.



Alex Cruder

Mr. Alex Cruder (B.Comm. 2002) received the SABEX New Business Venture Award for Curbie.



Betty Nippi-Albright

Ms. Betty Nippi-Albright, MLA (CIBA 2002) was elected to the Government of Saskatchewan as Member of Legislative Assembly for the Saskatoon Centre constituency in 2020.



Andrea D. Harris

Ms. Andrea D. Harris, CPA, CA, CBV (B.Comm. 2008) was named Partner at Buckberger Baerg & Partners LLP in 2020.

**Kieran Kobitz**

Mr. Kieran Kobitz (B.Comm. 2008) joined the Board of Directors for the International Association of Business Communicators, Saskatoon Chapter in 2020.

**Mark K. Feader**

Mr. Mark Feader (B.Comm. 2008) became Managing Vice President for the Saskatchewan Region, BFL Canada in 2020.

**Chief Darcy M. Bear**

Chief Darcy M. Bear (BAC 2009 and Honorary JD 2014) became a member of the Order of Canada in 2020.

**Chantel M. Houle**

Chantel M. Houle (B.Comm. 2007, MBA 2010) started a new position as the Director, Shared Services at the University of Saskatchewan.

**Chris A. Frank**

Mr. Chris A. Frank, CPA, CA (B.Comm. 2008) was named Partner at Buckberger Baerg & Partners LLP in 2020.

**Brad Vermeersch**

Mr. Brad Vermeersch (B.Comm. 2009) was named Partner at Lax O'Sullivan Lissus Gottlieb LLP in 2021.

**Sheri L. Willick**

Ms. Sheri L. Willick (BUSADM 2006) was named Chairperson-Elect, Saskatchewan Realtors Association 2020 Board of Directors and received the CMHC Saskatoon & Region Association of Realtors 2019 Realtor of the Year Award.

**Mark R. Thompson**

Mark R. Thompson (B.Comm. 2007) was recognized as one of the 2020 recipients of Canada's Top 40 Under 40 award.

Classes of the 2010s

**Erika D. Kubik**

Ms. Erika D. Kubik, CPA, CA, (MPAcc 2009) was named Partner at Affirm LLP in Calgary.

**Ricky Forbes**

Mr. Ricky Forbes (B.Comm. 2010) was a co-recipient of the SABEX Marketing Award for Blue Moose Media.

**Anto Libin Pazhani**

Mr. Anto Pazhani (MBA 2011) started a new position as a Service Line Executive at Amplify Advisors.

**Travis J. Low**

Mr. Travis J. Low (B.Comm. 2010) was a co-recipient of the SABEX Marketing Award for Blue Moose Media.

**Vince Bruni-Bossio**

Dr. Vince Bruni-Bossio, (Ph.D.) (MBA 2010) completed his Doctor of Philosophy in Public Policy at the University of Saskatchewan in 2021.

**Amber Johnson**

Ms. Amber Johnson (B.Comm. 2011) was appointed Director of Marketing & Communications at Saskatchewan Pulse Growers.

**Christopher M. Bertsch**

Dr. Christopher M. Bertsch (B.Sc. 2011, B.Comm. 2014) received the AFP Saskatoon Chapter Youth in Philanthropy Award in 2019.

**Derek J. Gross**

Mr. Derek J. Gross (B.Comm. 1996, MBA 2011) was appointed Acting President and CEO of Canpotex Limited in 2019 and is now back as SVP, Finance and Strategy.

**Adam E. Stewart**

Mr. Adam E. Stewart (B.Comm. 2012) was named Vice President of Savills Canada in 2019.

**Monique E. Wismer**

Ms. Monique Wismer (MBA 2013) was named Partner and Director of Sustainability and Social Responsibility at Trace Associates Inc.

**Shawn P. Rempel**

Mr. Shawn P. Rempel (MBA 2014) was elected to the Triathlon Canada Board of Directors in 2019.

**Kelly C. Bonneau**

Ms. Kelly C. Bonneau, CPA (B.Comm. 2014, MPAcc 2016) started at new position as Director of Accounting at 7shifts.

**Meagan N. Barabash**

Ms. Meagan N. Barabash (B.Comm. 2016) received the YWCA Women of Distinction 29 and Under Award in 2020.

**Karissa M. Kelln**

Ms. Karissa M. Kelln (B.Comm. 2011, J.D. 2016) started a new position as an Associate at Harper Grey LLP in 2019.

**Erin L. Holm**

Ms. Erin L. Holm (MBA 2012) started a new position as a Marketing Specialist with the Government of Yukon.

**Seema Grover**

Ms. Seema Grover, CPA (B.Comm. 2012, MPAcc 2013) started a new position as Manager at the Siegfried Group in 2020.

**Tara M. Tse**

Ms. Tara M. Tse (B.Sc. 2013, MBA 2019) founded Grow Personal Development Services Ltd. She also started a new position as the Recreation Coordinator at Stswecem'c Xgat'tem First Nation.

**Adam Slobodzian**

Mr. Adam Slobodzian (B.Comm. 2014, M.Sc. Marketing 2017) was accepted into the Marketing Ph.D. program at the Stephen J.R. Smith School of Business at Queen's University, Kingston, Canada.

**Suryadeep Singh Bhangu**

Mr. Suryadeep Singh Bhangu (MBA 2015) joined Innovation Credit Union as a Consumer Advisor.

**Rawia Ahmed**

Mrs. Rawia Ahmed (MBA 2016) completed her Ph.D. in Business Administration from the R1 University of Texas at El Paso and is currently working as an Assistant Professor of Management at Zayed University, Abu Dhabi, United Arab of Emirates.

**David Pratt**

Mr. David Pratt, CPA (MPAcc 2016) started a new position as the Corporate Development Manager at Radicle.

**Anna Tavares**

Ms. Anna Tavares (B.Comm. 2017) started a new position as Vice President of Strategy at Vendasta.

**Andrew C. Hodson**

Mr. Andrew C. Hodson, CPA (B.Comm. 2016, MPAcc 2017) started a new position at Vendasta as the Manager of Finance.

**Jane Caulfield**

Ms. Jane Caulfield (M.Sc. 2018) was accepted into the Strategic Communication Ph.D. program at the University of Colorado, Boulder, College of Media, Communication, and Information.

**Sameena Kamdar**

Ms. Sameena Kamdar, CPA (MPAcc 2018) started a new position as the Assistant Controller at Thinkific in 2020 and joined the Board of Directors for the BC Chapter of Young Women in Business.

**Daniel M. Henderson**

Mr. Daniel M. Henderson (MBA 2019) started a new position as a Senior Human Resource Business Analyst at the Government of Northwest Territories.

**Mikaila L. Ortynsky**

Ms. Mikaila L. Ortynsky (B.Comm. 2020) was accepted into the Masters of Science Program in Management at the Memorial University of Newfoundland.

**Brandon A. Spink**

Mr. Brandon A. Spink (B.Comm. 2016, B.Sc. 2019) placed first in the 2019 Med.Hack(+) Competition and received the First Penguin Award and was awarded the 2020 Joule Innovation Grant in the Emerging Physician Innovator category.

**Brenley Kroeker**

Mrs. Brenley Kroeker (B.Comm. 2017) was elected to the Saskatchewan Professional Marketing Association Board of Directors for a one-year term.

**Trevor White**

Mr. Trevor White, CPA (MPAcc 2017) joined the Board of Vancouver Street Soccer League and became the Controller at Native Shoes.

**Sophie Kokott**

Ms. Sophie Kokott (B.Comm. 2018) was recognized as a CBC Saskatchewan Future 40 recipient in 2020.

**Sabrina Rai**

Miss Sabrina Rai, CPA (MPAcc 2018) joined the accounting faculty at Kwantlen Polytechnic and started a new position as an Adjunct Professor at UBC Sauder School of Business.

**Nicholas E. Summach**

Mr. Nicholas E. Summach (B.Comm. 2019) was drafted to CFL's Edmonton Eskimos in 2020.

**Aliya Rota**

Miss Aliya Rota, CPA (MPAcc 2020) was appointed to the board of the Health Arts Society of Alberta (HASA).

Let us and your classmates know what you've been up to since graduation.
Send achievements, awards or updates about yourself or a friend to
alumni@edwards.usask.ca.

Professor Rosemary Venne retires



Generation X. Baby Boomers. Millennials. The Echo Boom. Such is the lexicon of demography, a science that explores the shifting structure of human populations. This flourishing field was the domain of Dr. Rosemary Venne, whose retirement on June 30, 2020 marked the culmination of a career spanning three decades with the Edwards School of Business.

Hailing from Ontario, Rosemary pursued graduate degrees at Queen's University and the University of Toronto before setting her sights westward. As an Associate Professor in the Department of Human Resources and Organizational Behaviour, she taught courses in our B.Comm. and MBA programs.

Her published research demonstrated a keen ability to tackle problems of monumental importance for Canadian business. Specifically, she explored the changing nature of female retirement in Canada, intergenerational equity, and the persistent need for organizations to adapt performance appraisal approaches to the reality of the modern workplace. She garnered an International Award for Excellence based on a 2015 publication in *The International Journal of Aging and Society*.

Nominated on no fewer than five occasions for teaching awards, Rosemary displayed wit and wisdom in the classroom. In fact, she deployed movies to teach leadership principles in online courses, an approach that captured and maintained student enthusiasm.

Rosemary will be retiring to Windsor - the legendary answer to the question "What Canadian city lies south of Detroit?"; a piece of trivia she often evoked in casual conversations.

Congratulations, Rosemary, on your "booming" career! 🍷

Faculty awards



Marjorie Delbaere

Provost's College Award
for Outstanding Teaching (2020)



Brandy Mackintosh

Edwards School of Business
Most Effective Professor (2019-20)



Lorelei Nickel

Edwards School of Business Somer's
Award - Most Approachable Professor
(2019-20)



Tyler Case

Dean's Award for
Teaching Innovation (2018-19)



Chris Burnley

CPA Alberta MPAcc
Teaching Excellence Award (2019)



Michael Hernik

CPA Alberta MPAcc
Teaching Excellence Award (2019)



Brian Lane

MBA Professor of the Year (2019-20)

In Memoriam

The Edwards School of Business regrets the passing of these alumni and friends. In Memoriam includes those who have passed between August 1, 2019 and December 31, 2020.

1940s

Couldwell, George E, B.Comm. '46, Kelowna, BC
Larmour, Jean B, B.Comm. '46, BA '65, MA '69, Regina, SK
Goodale, Denis, B.Comm. '48, Edmonton, AB
Aitken, Howard J, B.A. '49, B.Comm. '50, Toronto, ON

1950s

Laubach, Peter, B.Comm. '50, Woodlawn Hills, CA
Thorseth, Edison B, B.Comm. '51, Winnipeg, MB
Harris, Garnet W, B.Comm. '53, Santa Ana, CA
Dunsmore, Dalton B, B.Comm. '54, Victoria, BC
Stratychuk, Mark, B.A. '55, BUSCER '59, Sarnia, ON
Robbins, Russell A, BUSADM '57, Saskatoon, SK
Toffan, John A, B.Comm. '58, Hidden Hills, CA
Mazurkewich, William T, Acc. '59, Saskatoon, SK
Casavant, Maurice D, B.Comm. '59, B.A. '59, Saskatoon, SK

1960s

Curle, Vivian, B.Comm. '61, Kindersley, SK
Feltham, Gerald A (Jerry), B.Comm. '61, Victoria, BC
Laspa, Arvo O, BUSCER '61, Winnipeg, MB
Bright, Barbara L, B.Comm. '62, Lloydminster, AB
Krock, James A, Acc. '63, Victoria, BC
Thera, John R, B.Comm. '63, Ottawa, ON
Wilde, Vernon B, HOSADM '63, Weyburn, SK
Fenske, Floyd R, LOCADM '63, Yorkton, SK
Kirkland, Jean A, Acc. '64, Saskatoon, SK
Hein, Elsie N, B.Comm. '64, Winnipeg, MB
Lissey, Andrew P, BUSCER '64, St. Albert, AB
Lumby, John D, BUSCER '64, Baden, ON
Erickson, Milton I, B.Comm. '65, Calgary, AB
Listoe, Paul E, B.Comm. '65, Grande Prairie, AB
Lastiwka, George W, HOSADM '65, Edmonton, AB
Berkan, Alvin W (Al), B.Comm. '66, Swan River, MB
Thiele, John J, LOCADM '66, Moose Jaw, SK
Lemieux, Harold W, B.A. '66, B.Comm. '68, LL.B. '69, Calgary, AB
McMann, Elvin P, HOSADM '69, Langley, BC

1970s

Ballard, Lawrence D, BADMIN '70, HECADM '92, Regina, SK
Hauff, Robert B, B.Comm. '70, Regina, SK
Livingstone, Richard A, BADMIN '71, Regina, SK
Kulbisky, Nicholas, HOSADM '71, Vermilion, AB
Barber, Joseph L, PUBADM '71, HOSADM '76, Regina, SK
Smith, Betty D, HOSADM '73, Saskatoon, SK
McDonald, Donald G, B.Comm. '74, Saskatoon, SK
Stefaniuk, Eugenia, HHCC '74, Winnipeg, MB
Gibson, Robert D, HOSADM '76, Dartmouth, NS
Rice, James P, B.Comm. '78, Saskatoon, SK
Rode, Larry D, B.Comm. '78, Calgary, AB
Slowski, Barry W, B.Comm. '79, Saskatoon, SK

1980s

Senger, Allyson J, B.Comm. '82, Airdrie, AB
Tilk, Henryetta (Joan), BUSADM '83, Saskatoon, SK
Splawinski, Marlene M, HECADM '84, Saskatoon, SK
Korol, Robert (Bob), B.Comm. '84, Saskatoon, SK
Owens, Kenneth A, BUSADM '88, Saskatoon, SK
Gellner, Annetta I, BUSADM '89, Saskatoon, SK

1990s

Martodam, William R, HECADM '90, Spiritwood, SK
Gschaid, Angeline G, HECADM '93, Richmond, BC
Peters, Catherine A, B.A. '93, B.Comm. '93, B.Sc. '09, Salt Spring Island, BC
Bennett, Leslie A, BUSADM '94, LSC '98, Saskatoon, SK
Hoveland, Nancy L, HECADM '94, HOSADM '99, Wainwright, AB
Dilsner, Mark G, B.Comm. '95, Saskatoon, SK
Grodecki, Veronica M, B.Comm. '97, Saskatoon, SK

2000s

Horner, Charlotte, B.Comm. '00, Saskatoon, SK
Densmore, Donna M, HOSADM '01, Cold Lake, AB
Gust, Erin J, B.Comm. '03, MPAcc '05, Davidson, SK

Future Nation Builders

"We develop business professionals to build nations". Over the course of their degree, our B.Comm. graduates become nation builders. We spoke to some of our student leaders to gain insight on what they have taken from their time at Edwards and what they believe has made them a nation builder.

BREANNA POCHIPINSKI

Aubrey-Anne Laliberte-Pewapisconias



Hometown: Saskatoon, SK. A member of Canoe Lake Cree First Nation in Treaty 10 Territory and Little Pine First Nation in Treaty 6 Territory.

Graduation Year: 2022

Major: Finance

Student Club Position: Head spokesperson and co-founder, Indigenous Business Student Society (IBSS)

Being involved in the IBSS meant that... I was able to amplify my voice to start something that was hopefully going to work towards reconciliation and decolonization within my college. I wanted it to become a community where Indigenous students could come together to thrive, share as one and become a support system that also paves a path for the Indigenous youth that come after us.

For the students of Edwards, the IBSS... allows for students to have a unified voice, learn from others, be part of the possibilities ahead, develop personal and professional skills, become aware of resources, support others, and overall, create a strong community of like-minded Indigenous students in commerce.

Each Edwards professor... I had has taught me something valuable but the educators that remain in my thoughts, and I believe will continue to even when I am done my degree, are Gary Mearns, Lorelei Nickel, Brian Lane, Amarjit Gill, Carolyn Augusta and Nathalie Johnstone. Each of these professors showed me a level of learning that was truly unique, and they genuinely cared for their students.

Mitch Bellefleur



Hometown: Weyburn, SK

Graduation year: 2021

Major: Accounting

Student Club Position: President, Edwards Business Students' Society (EBSS)

I chose to go to Edwards... because in high school I loved my accounting and entrepreneurship courses, which led to my decision to pursue a business degree. When I started looking into different programs, the reputation of the Edwards School of Business definitely stuck out to me!

One of the biggest lessons I've learned as an Edwards student... is that as much as you plan and organize, your plans are not always going to work out, and that's okay. In the world we live in today, being adaptable is one of the most important skills there is.

After I graduate... I'll be starting full-time with Deloitte in Saskatoon as part of the Audit & Assurance team. Deloitte is where I completed my co-op term, so I'm extremely excited to be returning to the team! I'm also excited to say that I will be starting the Master of Professional Accounting (MPAcc) program in May 2021.

Chaoyang Wang



Hometown: Henan, China

Graduation year: 2020

Major: Finance

Student Club Position: President, Edwards International Students' Society (EISS)

Being the president of the EISS... meant a lot to me. Before joining this club, I heard that the EISS provides services especially to international students and builds connections between international students and the local students.

My advice for students is... to work hard and play hard. Push yourself to try your best, accept the responsibility to do your work, take advantage of the resources that the college and university offer, and have the desire for success. Also know how to relax and find balance in life.

During my time at Edwards I gained... a lot. My experience in Edwards benefitted me greatly and the most important thing I have learned is "work hard, and you will enjoy the results you achieved."

Responses edited for clarity and length.

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our strongest ambassadors!**

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