

BUSINESS ADMINISTRATION

NEWSLETTER
SUMMER, 2020

Message from the Dean

Greetings All. It was just a bit more than a year ago when I began my term as Dean and what a year it has been. Lakehead University and the Faculty of Business Administration, like the rest of the world, had to adjust to a new way of operating with the onset of COVID-19. Although there was a lot of anxiety about a rapid shift online to finish the school year, our students, faculty, instructors, and staff rallied together and quickly made the transition so that our students could finish the year.

Convocation ceremonies were postponed, so the Faculty of Business Administration held a virtual year end celebration on June 3, 2020. Over 70 students, faculty members, instructors, and staff gathered via Zoom to celebrate the accomplishments of our graduating students. We hope that we will be able to come together again for the actual convocation ceremonies.

Faculty members and staff have been working from home since mid-March, and we may continue to varying degrees for the short-term. While we may not have the same physical presence on campus, we remain available to our students, our alumni, and our community partners.

The Faculty of Business Administration will be offering all of its classes virtually in the fall semester. Over the summer faculty members and instructors have been busy preparing for remote delivery of their classes. FOBA instructors have been participating in a variety of workshops offered by the University's Teaching Commons as well as other continuing education activities so that they can effectively deliver their courses in novel ways. We have also been holding regular meetings to discuss issues and share ideas for the coming semester. Although the delivery method will be different, we are committed to providing rich learning experience for our students.



We remain committed to providing extra-curricular and experiential activities for students. The Work Integrated Learning Program supported by RBC Future Launch has shifted to virtual placements (see update in this issue for more detail) so that students will have similar opportunities to build work-readiness skills. Student clubs and organizations will continue to run, and we are in talks to develop some new student-led initiatives.

While all of these activities are underway, the Faculty continues to work on other strategic initiatives to advance the University's Strategic and Academic Plans. Although COVID-19 will influence how we enact these plans, we remain committed to advancing these goals.

The University is hosting a virtual Homecoming October 1 – 3, 2020. We hope to see you at some of those events!

Stay Well!
David.

Dr. David Richards, Dean
Faculty of Business Administration
Lakehead University



Lakehead
UNIVERSITY

Faculty of
Business
Administration

Lakehead University Business Student's Place 2nd in National Competition

Bonnie Donaghy, Mitchell Argue, Adam Kok, and Laura Siegers took part in a competition held during the ACHIEVE conference in Toronto on Friday, Jan. 31 and Saturday, Feb. 1, 2020. ACHIEVE is Canada's premier undergraduate accounting conference, hosted by the Ted Rogers School of Management. This year's case competition dealt with Technology, Automation and Innovation.

Lakehead was one of sixteen teams from across Canada that participated in the two-day conference, which included an accounting-based case competition, guest speakers, and networking events.

The second-place win comes with an achievement plaque and \$1,000 prize to share between the students. The Lakehead University Accounting team won the ACHIEVE case competition in 2018.

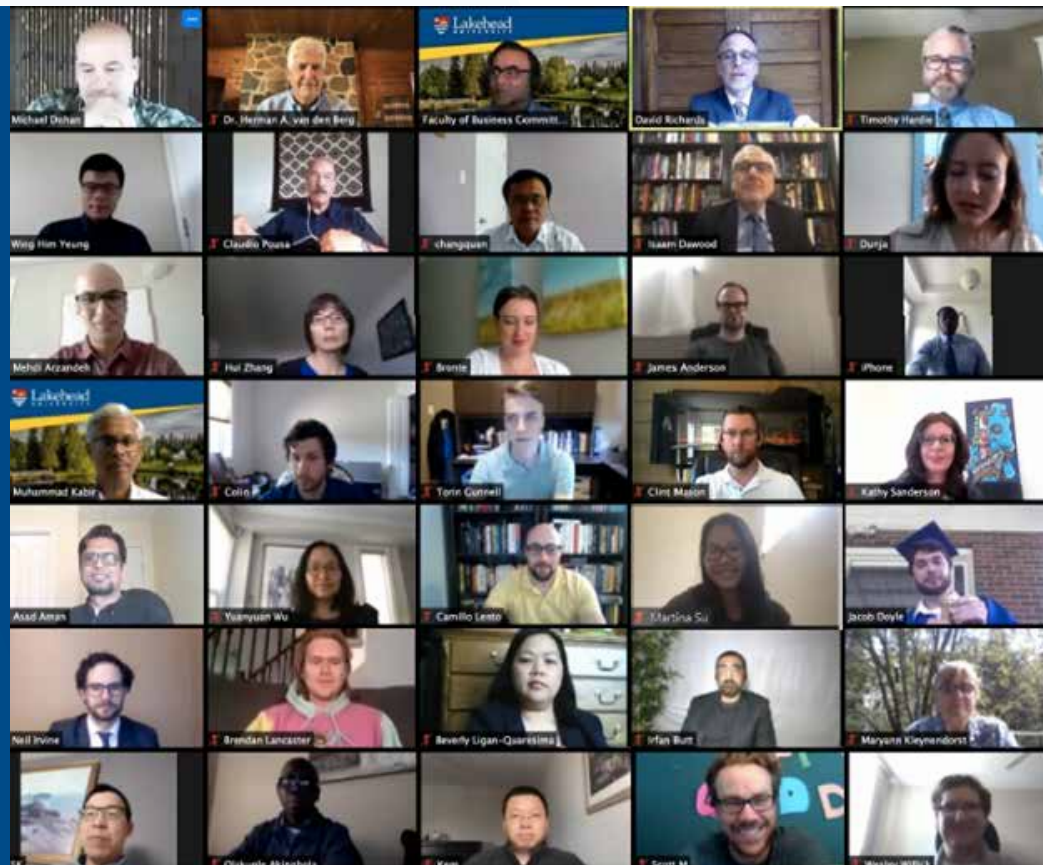


"We are very proud of our team's accomplishment," said Dr. David Richards, Dean, Faculty of Business Administration. "Their performance reflects our faculty's mission to enable students to develop the knowledge and skills necessary to be successful in their chosen careers."

End of the year celebration: 2020 Zoom edition

There were smiles, laughter, and a feeling of accomplishment as over 70 students, faculty members, instructors, and staff gathered via Zoom on June 3, 2020, to celebrate the accomplishments of our graduating students.

On behalf of the Faculty of Business Administration, we would like to once again congratulate all those who graduated this Spring and we look forward to future, in person, celebrations.



STUDENT PROFILES

Bolu Fabanwo, Honours Bachelor of Commerce

- Founder & Event Organizer for Lakehead University Multicultural Association (Orillia Campus)
- Recipient of the 2019 Simcoe County Immigrant Mentor Award

Four years ago, Bolu Fabanwo took the plunge and moved from his home in Lagos, Nigeria to a city where he didn't know anyone – Orillia, Ontario – to study in the Honours Bachelor of Commerce program at Lakehead.

Lakehead University's Orillia campus wouldn't be what it is today without Bolu. During his studies, he founded the Lakehead University Multicultural Association (LUMA). Under his leadership, LUMA's membership increased to become the largest club on the Orillia campus.

Fast forward to 2019. Now a proud graduate of Lakehead, Bolu mentors others who are newcomers to the city. And the County of Simcoe, where Orillia is home, has recognized this by honouring him with the Immigrant Mentor Award.



Bolu reflects on the last four years, "I've changed a lot since first year. I've become more comfortable talking to people now. I'm also much more focused on my health. My perspective on life has also changed, and I really think that's because of all the different people I've met. I've been exposed to new cultures and built so many connections, and that's really broadened my horizons". After graduating, Bolu began working at Busch Systems. He hopes to continue to advance in the company to gain more marketing experience, apply for permanent residency, and eventually pursue a Masters in Finance.

Bolu is just one example of how Lakehead University international students and Faculty of Business Administration graduates are getting involved in the community and changing the lives of those around them.

Dean Braun Award Recipient Mr. Scott Magill

The last four years have taught Scott that he might have missed his calling as a juggler. "I was attending school full time, working full time as a wireless network planner for TBayTel and raising two young daughters with my partner Jessica". To any outsider, this is an unimaginable feat of perseverance and dedication and those around, supporting Scott would agree.

Scott Magill graduated in 2003 with a diploma from Confederation College as a Computer Programmer Analyst and almost immediately began a career in Network Operations with Superior Wireless. In 2006 he moved to TbayTel as a Wireless Engineering Specialist and has been with the local company ever since. Scott has grown and moved up and through the organization, steadily receiving promotions and accolades for his accomplishments.

In 2016 he decided it was time for a new challenge and applied to the Faculty of Business Administration, with a focus on Finance and Economics. Given that this was his first foray back into a classroom in more than 10 years, Scott

says that "it was a little scary at first, I was worried I would be the oldest person in the class. However, that's the great part about Lakehead and how accessible the programs are. Several students were college transfers or people like me looking to upgrade and take on new challenges".

Scott didn't just attend classes, he got involved with extra-curricular activities, such as the Bank of Canada's Governor's Challenge, which was a part of the Department of Economics. In the fall of 2019, Scott was a part of the team that took part, along with 28 other universities from across Canada. The Bank of Canada's Governor's Challenge is designed to promote the understanding of the role that monetary policy plays in Canada's Economy.

Scott's dedication, hard work and perseverance paid off, as he graduated this Spring and received the Dean Braun medal for highest achieving graduating student in the Faculty of Business Administration.

We wish Scott all the best with his next adventure!



Work Integrated Learning Program at Lakehead

2020 has proven that “unknown unknowns” can interrupt even the most careful planning.

Students have been hard hit in 2020 as permanent and summer jobs disappeared and employment opportunities became very scarce due to the COVID-19 crisis. It soon became clear that WIL at Lakehead, powered by RBC Future Launch, needed to adapt quickly to support students through finding new and innovative opportunities for meaningful placement and job opportunities. Through partnerships with the Student Success Centre and the Teaching Commons, and with the support of the office of Dr. Rhonda Koster, Deputy Provost and Vice-Provost (Teaching and Learning), WIL at Lakehead has been able to amplify the achievements of our first 3 years to successfully adapt the program to the challenges of the COVID-19 pandemic.

As a result, Lakehead University, with the support of RBC Future Launch, partnered with Riipen, North America’s largest experiential learning platform specifically designed to connect students with industry and community partners. This partnership has proven to be invaluable to the WIL at Lakehead program.

In addition to the opportunities added in 2019, new for 2020/21, the Faculty of Business Administration is offering a for-credit Work-Integrated Field Placement course. The Riipen platform has resulted in 47 project proposals for this new course as well as paid placement and project proposals. As of August 10, 2020, a total of 11 jobs have been created by the partnership with Riipen and more opportunities are arising daily.

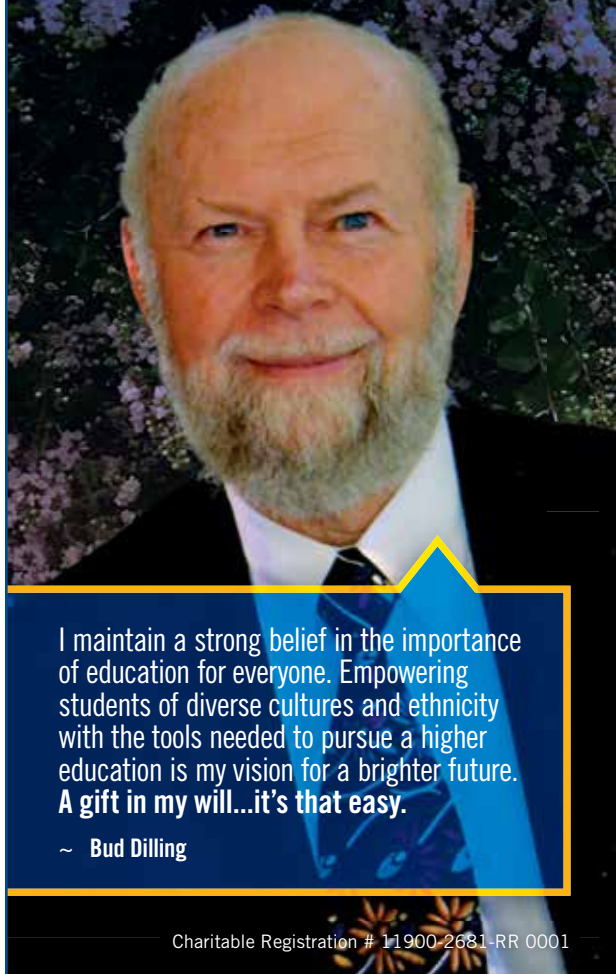
The following is an email from a student that was successfully placed through Riipen:

“The experience has been great so far. The people I work with are fantastic and very patient with helping me learn all the technology involved with the job. Their corporate culture is awesome. I have people checking in on training, making sure I get it, they ask me for feedback if there is any way they can make things better/easier for me or more clear. In addition to that, the entire team has a weekly chat-in call including the CEO, where we share our personal life and professional life updates. It feels like a very tight-knit team and, overall, very inviting and relaxed. They also asked me if I’d be interested in working with them for multiple semesters, to which I excitedly said yes! They are planning to switch me over to part-time once the school year starts, which works out great because the retail store that I’m working for in town is planning on liquidating and closing due to COVID.”

WIL at Lakehead looks to the future and will continue to adapt and refine our programs and networks to ensure that all Faculty of Business Administration students continue to successfully bridge the gap between theory and the real-world of work.

Create a Brighter Future.

IT’S EASIER THAN YOU THINK.



I maintain a strong belief in the importance of education for everyone. Empowering students of diverse cultures and ethnicity with the tools needed to pursue a higher education is my vision for a brighter future. A gift in my will...it's that easy.

~ Bud Dilling

Charitable Registration # 11900-2681-RR 0001

For information on how you can include a charitable gift in your will to Lakehead University, please contact Lee-Anne Camlin at:

T: (807) 346-7792 | E: rlcamlin@lakeheadu.ca

All requests remain confidential with no obligation

EXCEPTIONAL.
UNCONVENTIONAL.



Lakehead
UNIVERSITY

ALUMNI PROFILE

Thunder Bay Alumni Profile Joe Quaresima

“Pack your bags, I need you to move to Winnipeg for a year.” Imagine being a third year University student and getting this request from one of your mentors. Joe Quaresima (Joe Q as he is fondly referred to by friends and colleagues) received such a call from Moe Ktytor, Director of Corporate Relations, asking him to join an international company as an IT student intern.

Joe Quaresima shares that he has called Thunder Bay home, basically his whole life, however he has a distinct memory of this time he was asked to depart. “The relationships we had as students with the Business Faculty, even 20 years ago, was unique. I don’t think you could achieve that in any other University community.”

Moe Ktytor and Richard Glew were incredible influences on Joe’s academic life, which impacted his career path. “I remember being in Richard Glew’s office asking questions after a summer class “Internet 101” in 1997 talking about majoring in accounting and he looked puzzled. He asked me why I wanted to major in accounting when I had a natural understanding of computers and information technology.” It was this conversation that changed his vision and allowed him to focus on Management Information Systems.

It was this type of support and one-on-one attention that Joe now gives to his company, colleagues and clients at Sencia Canada Ltd. Sencia was established in June 2001 by Joe Quaresima and his business partner Irene Kozlowski, within one year of graduating. Joe reflects that they “started Sencia when our employer was closing, and while we were pushed to fill a gap, we have built a strong local community leader that offers world-class service.”

Sencia is a full service creative and innovative software development company, which provides web development services such as; learning management systems, conceptual planning, design, custom programming, web/email hosting, marketing and SEO. Sencia has built a strong record of community involvement and philanthropy.

In addition to providing support for many local and national non-profit organizations and projects, Joe also volunteers his time with many different boards and organizations. He sits on the Board with Ambassadors Northwest and the Canadian Italian Business Association and dedicates his time to the Confederation College Advisory Board, Thunder Bay Executives, Thunder Bay Regional Health Sciences Foundation, After Breast Cancer, Institute of Italian Studies at Lakehead University and is a past Board Member of Lakehead Alumni Association.

Joe graduated in 2000 with his Honours Bachelor of Commerce – Management Information Systems and almost immediately became an entrepreneur. His advice



for aspiring entrepreneurs is to be patient, “it doesn’t happen overnight and you have to work hard”, suggests Joe. “Lakehead really taught me how to learn, listen, problem solve and network. All so important in the business world, especially as an entrepreneur.”

Although his days are full, Joe enjoys spending time at the lake with family and friends, cooking wood oven pizza and fishing. “It’s about enjoying the little things that make the big things that much better.”

virtual
HOMECOMING

Thursday, October 1 - Saturday, October 3, 2020
LAKEHEAD UNIVERSITY • lakeheadu.ca/homecoming

 **Lakehead**
UNIVERSITY

Alumni
Engage. Celebrate. Share.



AWARDS



Award Winner: Adam Kok

Adam Kok began his post-secondary academic career at Confederation College in Pre-Health before transferring to Lakehead University. “I initially went into Chemistry, as it was an easy transition from my studies at the College, however I realized that I wasn’t passionate about what I was learning and after a few years I transferred to the Business Program. I immediately felt like I was at home”.

Born and raised in Thunder Bay, Adam chose to stay local for his studies because he knew first hand the level of education that was in his own backyard. Adam also enjoys the outdoors, interacting

with nature and especially fishing, this helped make the decision to stay close to home even easier.

During his time at Lakehead University Adam was involved in many on-campus and Faculty-specific extracurricular activities. “I volunteered for the Tax Clinic and prepared tax returns for international students”. He was also on the Achieve Accounting Case Competition team that placed second at Ryerson University this past

January. Adam is also very involved off-campus, with his community through volunteer activities, such as community garbage clean-up.

In reflecting on the last few months and how COVID-19 affected end of the last semester, Adam has nothing but positive memories of the Faculty of Business Administration and Lakehead University, “the Faculty really went beyond expectations to accommodate students during those unprecedented times. They were able to quickly modify classes by making available recordings of lectures, allowing extensions for assignments and tailoring exams for the unique circumstances”. Adam stated that he was very proud at how everyone came together, were open to suggestions and adapted to the challenging circumstances.

Adam was awarded the RBC Capital Markets Finance Award, which is awarded to an academically-strong student within the Faculty of Business Administration, with a demonstrated interest in financial markets. The recipient must also show leadership qualities through extracurricular involvement and receive a recommendation from the Faculty of Business Administration. “Receiving this award was a great honour for me. It made me feel like my accomplishments and hard work have been recognized”.

The Faculty wishes to congratulate Adam on graduating this past Spring all the best as he returns this September for the Graduate Diploma program in Accounting.

Enactus Lakehead

Enactus Lakehead is a student club at Lakehead University focused on entrepreneurship and is part of the international Enactus organization. Their aims are to: 1) promote and facilitate entrepreneurial action on and off campus, 2) empower at-risk groups in our community, and 3) enable economic benefits in an environmentally sustainable manner. The club expanded to 31 members in 2019-2020 and included students from Business and other programs at the Thunder Bay campus. The club is supported by Dr. Michael Dohan, Dr. Shoeb Mohammad, and Alyson McKay, Manager of Ingenuity.

Enactus focused on two projects this year. The first project continued from last year - Getting Financially Lit! This initiative focused on teaching Indigenous high school students about relevant personal finance

and providing them with tools to achieve their goals. The second project, InterGLO was new this year and it focused on providing international students with essential peer support and mental health awareness training to limit culture shock and enhance their education. The InterGLO project received a \$2,050 grant as part of The Co-operators Youth Mental Health Project Accelerator.

Last year the team placed second in regional and national competitions, and were on their way to regionals this year when the event was cancelled due to COVID-19. The national competition was also cancelled. Although they were not able to share their successes with other Enactus teams, we applaud their initiative and many successes from this past year.



Orillia Campus Faculty Profile Dr. Kunle Akingbola

“Working for the Red Cross changed my life,” Dr. Kunle Akingbola reminisces. Akingbola, born and raised in Lagos, Nigeria began his post-secondary educational career at the University of Lagos, where he completed an Undergraduate Degree and a Master’s Degree in Industrial Relations and Human Resource Management. After immigrating to Canada, he pursued additional degrees, “I have an MBA from Wilfrid Laurier University as well as an MA and Ph.D. from the University of Toronto and while I love teaching at the University level and the research that I am a part of, it was my time before this that really shaped who I am now.”

Dr. Akingbola began as a Human Resources Manager for the Canadian Red Cross in Toronto while working on the second of his three Master’s degrees. The Red Cross was undergoing significant staffing and resource changes and challenges, at the time, and so Akingbola used these scenarios as the foundation for his Master’s thesis. His Ph.D. dissertation examined nonprofit organizations across Canada and the impact of government funding and the

environment that this created for adaptive strategy and human resources management.

“Researching people who are attracted to organizations that serve a social mission and the complexities of the environment of the organizations is particularly meaningful to me. My continuous goal is to contribute to new knowledge in this under researched area and help the organizations to be effective” says Dr. Akingbola.

Dr. Akingbola joined the Orillia Faculty of Business Administration Faculty in 2011 and focuses his teaching on Human Resource Management, Organizational Behaviour, Technology Innovation Management, and Nonprofit Management. Akingbola’s intellectual interests focus on the complex interactions in the environment that influence strategic change and human resource management in non-profit and healthcare organizations. His current research looks at the intersection of employee behaviour, employment relations and organizational outcomes in non-profit organizations; CEO compensation, organizational characteristics and patient outcomes in health care organizations; labour relations and social unionism in non-profit organizations; and the dynamics of social enterprises. Dr. Akingbola is the lead author of the book “Change Management in Nonprofit Organizations: Theory and Practice” (Palgrave Macmillan, 2019) and the author of “Managing Human Resources for Nonprofits” (Routledge, 2015).

Akingbola enjoys working in Orillia, as it offers an excellent mix of community living, access to nature and proximity to non-profit and business organizations in Simcoe County. Apart from teaching and research, Akingbola enjoys listening to classical and contemporary choral music and watching a good football (soccer) game. His favourite team is Arsenal and he wears their colours proudly on game day!

Faculty Research Funding

Congratulations to **Dr. Kathy Sanderson** and her research team on being awarded \$83,093 from the Ontario Human Capital Research and Innovation Fund, a joint funding initiative from the Government of Canada and the Government of Ontario.

The project is titled Welcoming Immigrants in Northwestern Ontario: Creating Inclusive Communities and Organizations. It will focus on three communities in Northwestern Ontario: Thunder Bay, Sioux Lookout, and Atikokan with the objective to understand how welcoming and inclusion by communities and organizations relates to new immigrant recruitment and retention. The goal of the project is to enable communities and employers to build cultural competence, reduce bias

and discrimination, and encourage welcoming of new immigrants.

Across Canada, communities are increasingly reliant on new immigrants to ensure an adequate supply of employees. By working closely with various community partners, the project will seek to create optimal strategies to overcome barriers and support successful participation in Northwestern Ontario’s labour market.

Master of Science in Management students Julia Whitney and Ryan Hron are also members of the research team.

For more information about the project, or if you would like your organization to become involved, go to www.welcomenwo.ca.

Congratulations to **Dr. Camillo Lento** and his research partners for receiving two \$10,000 Special Education Research Grants from the CPA Canada- Canadian Academic Accounting Association.

The first grant supports a project exploring the intersection of accounting and Indigenous Peoples. This systematic literature review explores topics including the role of accounting as a tool of European imperialism, the marginalization of Indigenous Peoples within the

accounting profession, Indigenous culture as a lens to redefine accounting standards, and barriers to accounting education for Indigenous students.

The second grant supports a qualitative mixed methodology study to explore the perception of academic leaders and the implementation of various AACSB accreditation standards at business schools across Canada, specifically in the area of teaching effectiveness and the scholarship of teaching and learning.

Dr. David Richards Community Spirit Award

Dr. David Richards has recently celebrated his first anniversary as Dean of the Faculty of Business Administration. “The world in which business education is happening is evolving at an extremely rapid pace. Advances in technology and automation are not just affecting how we work, but are shaping the types of work that we will be doing in the future. These changes are layered on top of the effects of globalization and shifting societal norms . . . and that was before Covid-19” Richards explains.

To help meet these evolving needs and ensure that students are set up for success upon graduation, the Faculty of Business Administration at Lakehead University is continually exploring new and innovative ways to improve the learning experience of our current students, and to connect with new learners. “Improving the learning experience doesn’t just happen within four walls and lecture halls and this is one of the main reasons why I wanted to establish the *Dr. David Richards Community Spirit Award*” says Richards.

The award was created by Dr. Richards as he hopes that it might encourage students to get involved, but more importantly he wanted to be able to recognize some of the great work that our students are doing to build a positive community. The award recognizes one student per year and is intended to recognize students who contribute to the Faculty of Business Administration through their

“I also thought that if I am looking for other people to make contributions to the Faculty and our students, I should be willing to do the same.”



involvement in extracurricular activities that improve student experiences on campus and in the community.

This is a new award and will be open to eligible students for the 2020-2021 academic year. Any undergraduate business student (domestic or international) at either campus who is in good academic standing is eligible for the award. The award will recognize activities on campus and in the community that support the Faculty of Business Administration’s priorities. Students do need to apply for the award and provide some information about the activities that they are involved in. While Dr. Richards was able to identify the criteria for the award, he won’t be involved in selecting the recipient each year.

Contributors

Kathryn Davidson
Emily Shandruk

Paula Thiessen
Brandon Walker