

BUSINESS ADMINISTRATION

NEWSLETTER
WINTER, 2019

A Farewell Message from the Dean

After 24 years of service as the Dean of Faculty of Business Administration, it is the time for me to step down from the position and start a new endeavour at the end of June. It has been an honor to serve as the Dean of the Faculty and I feel fortunate to have known you. I am blessed to have worked with many colleagues, students, alumni, and friends in the community who helped me elevate the Faculty to a level with the best business schools in the country.

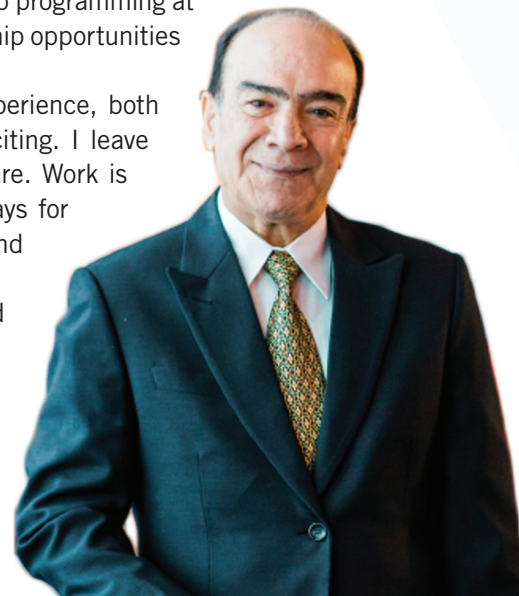
I started my service to Lakehead University in 1983 as a faculty member. In 1995 I was appointed as the Dean of the Faculty of Business Administration. There have certainly been challenges along the way, but despite those, I have had the tremendous fortune of working alongside brilliant people who put great effort into enhancing business education at Lakehead University.

Looking at the profile of the Faculty you can see evidence of those efforts. Among the many accomplishments during my time as Dean: we established the MBA and MSc in Management graduate degrees; we were accredited by AACSB, the most prestigious accreditation in the world; we obtained CPA accreditation, the highest in the accounting field; we strengthened our commitment to experiential learning through our partnership with RBC and our connections with community business partners, and we initiated the development of entrepreneurship programming at the University. With the generosity of our alumni family, we have expanded scholarship opportunities for the most promising students, and bursaries for those who needed a hand-up.

The last 24 years have been full and rewarding. I have had an incredible experience, both professionally and personally. I am sure the future for our Faculty will be as exciting. I leave confident that there is a strong foundation for the Faculty to succeed in the future. Work is already underway with the development of new partnerships and transfer pathways for students, locally and globally. The Faculty is also looking at opportunities to expand graduate programs at both of our campuses. Stay tuned!

I would like to extend my appreciation for wealth of support I have received to advance the Faculty of Business Administration. I am grateful to have worked as your Dean and honoured to have contributed to the development of business education in our communities. As this is my final message to you in my current capacity, I want to wish you success in all your endeavours.

Dr. Bahram Dadgostar, Dean



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FACULTY OF BUSINESS ADMINISTRATION NEWS & UPDATES



Some of this year's students and placement supervisors with representatives from RBC and the Faculty of Business Administration

RBC Work Integrated Learning Program

In the second year of the RBC WIL Program at Lakehead we continue to grow and expand the program to align with the RBC Future Launch vision of being a “catalyst for change-bringing people together to co-create solutions so young people are better prepared for the future of work.”

The evaluation results from the 2017/2018 year indicate that the program has exceeded expectations of both students and supervisors/mentors. These results have guided future planning as the program continues to grow and expand to engage every FOBA student in experiential and work-integrated learning. The RBC WIL Program at Lakehead is being shared with post-secondary institutions across Canada and is becoming recognized as a best practice and trend-setting model in work-place readiness.

2018/2019 has 21 students engaged in real world learning that connects academic theory to practical

application. Students are currently placed with 17 organizations, 9 of which are new partners this year. Students report that they are increasingly confident in their skills development and that the RBC WIL Program has opened employment and career opportunities that they would otherwise not have realized.

In November, we celebrated the start of year 2 with a networking event for partners, students, and faculty. The highlight of the event was an address by student, Hilary Macdougall who is doing her placement at St. Joseph's Care Group under the supervision of Lynda Fares. Hilary's address ended with a statement that perfectly sums up the success of this program:

“After being only halfway through my placement, I can whole heartedly say that as RBC wanted to change the conversation in order to help Canadian youth in work environments. This project is a wonderful future launch which is successful in actually changing the conversation, and for that we are thankful.”



Dan Bacsa, Karen Boz, Amanda Gerow, Mark Tilbury, Colin Kutchyera

Alumni Meet Future Thunderwolves

This September, along with 120,000 students, the Faculty of Business Administration had the pleasure of attending the Ontario Universities' Fair (OUF), to represent Lakehead University. Since 1997, faculty, staff, students and alumni have come together to represent Lakehead at the OUF, which is a three day fair in downtown Toronto, where all twenty-one universities are represented. The main purpose of this fair is to ensure that any interested secondary school student learns more about the exceptional and unconventional opportunities that Lakehead offers. This year we were joined by a number of outstanding alumni, including Dan Bacsa, Karen Boz and Colin Kutchyera. Thank you for standing with us and representing our faculty and university so well.



Alumni Around the World Mor Menashe

Growing up near the Mediterranean sea in Israel, Mor did not anticipate that his love and acumen for basketball would bring him to Canada, let alone a small Northern Ontario city. "I was looking into a few options in Canada and Lakehead stuck out to me because it wasn't a huge school. I also love being outdoors and there is a forest surrounding the campus."

In conjunction with studying International Business, Mor was also a member of the Men's Varsity Basketball team. "I think that being a student-athlete prepared me to be able to handle real-life pressure. Dealing with a tight academic schedule, training and practice, a busy travel schedule and some language barriers—really helped me learn to prioritize and ensure that everything got done, well."

Mor was able to create a balance, between school and a social life and has fond memories of his time in Thunder Bay. "Some of my favourite memories at Lakehead are from travelling all over Canada with my basketball team, exploring the outdoors with new friends, going out and studying with some great people that will always stay close friends of mine."

His balance of work, play and community work also served him well and he was awarded a number of academic awards, during his time, such as:

- Henry "Hank" Akervall Memorial Bursary
- John Zanatta Memorial Awards
- Business Dean's list
- 3 time CIS Academic All Canadian
- Lakehead University's men's basketball Most Valuable Player

Upon graduation, Mor continued to pursue his athletic aspirations with basketball and is now playing professionally overseas in the top league in Slovakia. Living in Lucenec, Slovakia, he is continuing to find the balance between work and play, as he practices twice a day and still finds time to explore his new hometown. We wish Mor continued success with his journey, wherever it may take him.

Your legacy is enriching my future.



The support I received through the estate of Florence Shuttleworth-Higgins has allowed me to focus more on my studies, bringing me closer to my career goals and dreams.

~ **Marinda Tran**, Bachelor of Arts
Recipient of the Florence Higgins Music Scholarship
(2017), Lakehead University



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

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Axe Throwing at a recent Calgary Alumni Chapter Event. Debra is third in on the right in the white shirt.

Debra Woods- Calgary, AB

Debra Woods was born and raised in a rural community just outside Thunder Bay. Attending High School in Thunder Bay, she took a couple years off school after graduating high school and beginning her University career to be home with her daughter. “We both ‘started school’ on the same day. The day

Lakehead taught me a lot of practical things I was able to put into action right away. My experience with the Faculty of Business prepared me for the real world better than a lot of other institutions may have.

she started kindergarten, I started at Lakehead”. Debra joined the Faculty of Business Administration and entered the Honours Bachelor of Commerce program majoring in marketing, graduating in 2005. Upon graduation, she left for Calgary to see what lay beyond Thunder Bay. “I didn’t have a job when I left, but I knew that I wanted to be in Calgary. I found a job within a few months of arriving.” In her first year, Debra worked at an event management company and held a contract at a marketing agency. “I sort of stumbled into a new marketing position at one of Canada’s largest law firms where I stayed for well over 10 years.” Taking this experience and knowledge, she moved into the position of Marketing Director for KPMG in Calgary. “I have a fantastic team of about 10 people who directly contribute to the growth of the Calgary practice.”

Debra has many fond memories of her time at Lakehead, especially the friends and faculty she met. She stays involved as an active member of the Calgary Alumni Chapter and the Alumni Association. They meet regularly and do several social events together, including a recent evening of axe throwing!

Debra is also involved with her community and volunteers in a number of activities, such as the Enbridge Ride to Conquer Cancer and the Calgary Drop-in Centre. We wish Debra continued success in all her endeavours.



Shandor Alphonso

Returning to Lakehead University, to be honoured during the annual fall Homecoming, Shandor Alphonso reminisced fondly about his time in Thunder Bay. “I have so many great memories at Lakehead, especially around my time as a student-athlete. My first year on the Thunderwolves varsity hockey team we won the Queen's Cup and went to Nationals in Edmonton, Alberta.”

*I am proud to say that
I inherited my work ethic
from my parents.*

Born in North York, Ontario and raised in Orangeville, Ontario, Shandor was active athletically and academically, “My mom and dad worked hard to make sure my two sisters, my brother, and I had every opportunity to do well in life.” Shandor played several sports growing up, but when he was entering his teenage years, it became very apparent that hockey was his passion. While playing AAA hockey he was drafted to the OHL by the Sudbury Wolves and played there for three seasons. He then played one season of Jr. A hockey for the Milton Ice Hawks before coming to Lakehead University.

Shandor joined the Faculty of Business Administration in 2005 in the Honours Bachelor of Commerce program and focused his studies on Information Systems.

Upon graduation in 2009, he immediately entered into the MBA program, graduating in 2010. After completing his MBA, Alphonso moved back home to Orangeville and took a full-time job as an Account Manager with RBC. “Lakehead did a great job preparing me for my future. Through a Lakehead connection, I got my start with RBC after my third year. This gave me the opportunity to apply the things I was learning in class, in real-world business settings.”

During his time at Lakehead, Alphonso was awarded many accolades:

- William H Buset Memorial Bursary 2007
- Gunnar Vinters Bursary in Business 2007
- Lakehead University Athletic Award 2008, 2009, 2010
- Lakehead University Athletic Bursary 2009
- Louis Passador Memorial Bursary 2009

While working as a Financial Advisor, Alphonso stayed active in the hockey scene, officiating minor hockey part-time and spent three seasons as a linesman in the Ontario Hockey League. In 2014 he was offered a contract that would allow him to work with both the American Hockey League and the National Hockey League, which he accepted, making him only the second official of colour in league history.

Alphonso's passion for hockey never wavered and while he returned to the ice in a different capacity than how he started, he still remembers the thrill of the crowds in Thunder Bay. “Every home game at the Fort Williams Gardens was a great memory, Thunder Bay has the greatest hockey fans in the CIS.”



J. Armand Bombardier Ontario Graduate Scholarship in Business Recipients

Michelle Henderson

Through a series of circumstances, Michelle Henderson was not initially given the opportunity to pursue a post-secondary education, however, she always felt that this would be her path. Upon graduating from Hammar skjold High School in Thunder Bay, she began a career in retail sales, holding several management level roles. Michelle explains that, while she enjoyed the work, she saw the value in gaining more formal education to complement the skills she had developed in her roles.

Initially, Michelle attended Confederation College and obtained her Diploma in Business Administration, majoring in Accounting. “I really enjoyed college and I had decided that I wanted to become a CPA, which meant that I needed a degree. I chose Lakehead as they have excellent college-transfer opportunities for this program and it meant I could stay in my hometown.”

Upon completion of her Honours Bachelor of Commerce (Accounting) degree in the spring of 2018, Michelle received the J. Armand Bombardier Ontario Scholarship in Business. The purpose of this scholarship is to support eligible students in the University’s business graduate programs, including its Master of Science in Management and Master of Business Administration programs. Michelle explains that this scholarship “opened an opportunity that

*I cannot express how much
I’ve enjoyed my time at
Lakehead. Without all the
amazing professors, support
staff and my fellow classmates
I would not have achieved the
results that I have.*

a younger me would have never believed possible, and has afforded me the option to continue my education and focus on my studies without having to worry how I’m going to pay my tuition. A huge weight has been lifted off my shoulders.”

Michelle is currently completing her Masters of Science in Management, after which she will begin the CPA and would like to one day be the head of an accounting department. The Faculty of Business Administration wishes her continued success!

Caitlund Davidson

Caitlund Davidson's journey to the MBA program came from a unique educational situation. Born and raised in Thunder Bay, Caitlund came to Lakehead, directly from high school, to pursue her undergraduate degree in Applied Biomolecular Science (now called Applied Life Science). She then went on to obtain her Master of Science in Biology, at Lakehead, graduating this past Spring. As she was in the final stages of her MSc, she began to think about what to do next, "a year ago I wasn't sure I wanted to continue with school. I was trying to decide between continuing with education or entering the workforce."

The professors I have worked with along the way have been genuinely interested in helping me develop career goals and I appreciated the amount of time they invested in making sure I received the most out of my time at Lakehead.

During her decision making, Caitlund found that she was drawn to the MBA program, as she wanted to expand her knowledge and build a base for her future career in the medical research field. "I hope to give back to my community by opening a laboratory or starting a company where I can provide students with the opportunity to discover research and share my passion for science."

Caitlund was initially hesitant about continuing with a second Masters degree, due to the financial burden it would place on her. "Then I had heard of Ontario Graduate Scholarships and that there was a new opportunity for students pursuing an MBA. Caitlund



applied and was successful in receiving the J. Armand Bombardier Ontario Scholarship in Business in the Spring of 2018. The purpose of this scholarship is to support eligible students in the University's business graduate programs, including its Master of Science in Management and Master of Business Administration programs.

Caitlund recalls her surprise when she learnt that she was the recipient. "The financial assistance from this has helped me to focus more time on my studies since I am not worried about working to pay the entire value of tuition. This scholarship was a huge factor in my decision to enrol in the MBA program." We wish Caitlund continued success as she pursues her MBA.

FACULTY PROFILE



Kathy Sanderson

Dr. Kathy Sanderson's journey to Lakehead travelled along a very rich and diverse road. Starting as a researcher with a women's shelter in Northwestern Ontario, Kathy studied to become a Psychotherapist and worked within various health care organizations, serving as the Executive Director for the Crossroads Centre Alcohol and Drug Recovery Home for 16 years.

During those 16 years, she also obtained her Masters of Management from Lakehead University in 2004, focusing her research and thesis on Women and CEO Succession,

as well as her PhD in Business Administration from St. Mary's University in 2017, with a dissertation on the Lived Experiences of Ostracism at Work.

Kathy was a part of the first Masters of Management cohort, in 2004, and it was based on this experience that led her to pursue her PhD. "The courses had great variety and the faculty were accessible and helpful. They encouraged me to present at an academic conference and encouraged me to complete a PhD. I feel very fortunate to get to work alongside some of those professors who were so supportive of me."

While Kathy enjoyed her time working in both the public and private sectors, she feels most at home teaching at Lakehead University. "the real reason that I teach is that I enjoy the student interaction. I try to bring my previous management experience into the classroom to make sure that the theories are relevant and meaningful to the students." Kathy uses the environment and community around her to relate the theories she is teaching to the work her students take part in.

More specifically, "for the past two years, the Human Resources Planning class has worked on projects with Resolute Forest Products. This gives the students a chance to work on a very difficult human resources problem, and the entire textbook can be applied to the case study. At the end of the course, they present their findings to the management of Resolute and have always received very positive feedback. A few of the student ideas have already been implemented at Resolute!" Kathy also gives the students a chance to apply their learning to non-traditional business environments, such as taking part in Research and Innovation week, where they presented posters which illustrated their research on supply and demand. This is typically a science-focused event, however, the inclusion of business students offered a more holistic approach to the industry.

Kathy is currently teaching Human Resources Management, Human Resources Planning, and Organizational Behaviour. These are offered at both the undergraduate (third year) and MBA level. She is also coordinating an informal human resources group on campus, which serves as a resource for those looking to pursue their Human Resources Professional Association (HRPA) designation.

Kathy's research is focused on topics such as emotional abuse within the workplace, concentrating on ostracism and rejection. Kathy is motivated by research and projects that explores material related to making work less painful for employees, in particular women.

While her life, work and studies have taken Kathy to Spain, Finland, Japan and Norway, one of her favourite places to be is sitting outside the Lakehead campus, taking in the scenery. "I was by Lake Tamblyn this past summer having lunch and I saw an otter swimming!"

Contributors

Dr. Bahram Dadgostar
Dr. David Richards

Mr. Mark Tilbury
Ms. Maryann Kleyndorst

Mrs. Emily Shandruk