

# Thrive

**Dembroski student-managed  
portfolio trust celebrates  
10 years**



**EDWARDS**  
SCHOOL OF BUSINESS  
UNIVERSITY OF SASKATCHEWAN

# 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 by sharing research, knowledge, and experience.

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 the reaffirmation that we are a part of Treaty 6 Territory and homeland of the Métis. We believe in a commitment to and relationship with the Indigenous peoples and communities of our region and country.

At Edwards, a nation-builder is someone who creates community, sees unity in diversity, and ensures access to opportunity.

## 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



The University of Saskatchewan's main campus is situated on Treaty 6 Territory and the Homeland of the Métis.





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.

[WWW.FCL.CRS](http://WWW.FCL.CRS)



©CO-OP and design trademark are registered trademarks of TMC Distributing Ltd., Saskatoon S7K 3M9.

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 best 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

(*thrīv*) verb

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

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

## Strategic Director

Keith Willoughby

## Editor-in-Chief

Natasha Katchuk

## Designer

Kevin Vindeg

## Contributors

Anna Burton  
Megan Cantwell  
Sharon Evans  
Maya Gauthier  
Brittney Holweck  
Natasha Katchuk  
Joelena Leader  
Carlee Snow  
Keith Willoughby

## Photography

Dawn Stranden Photography  
Natasha Katchuk  
Stobbe Photo

## Cover photo

David Stobbe

## Publisher

Edwards School of Business  
25 Campus Drive  
Saskatoon, SK Canada  
S7N 5A7

## Advertising sales

thrive@edwards.usask.ca



# Contents

## 1 Dean's Advisory Council

## 2 Dean's message

## 4 5 People, 5 Jobs

What can you do with a business education? Five outstanding Edwards graduates tell us what they love about their jobs.



## 6 Cover story: Dembroski student-managed portfolio trust celebrates 10 years

The student-managed fund in the Edwards School of Business hits \$4.3 million

## 13 Edwards at a Glance

## 14 Notes from a Nation Builder

*Thrive* asked alumnus Michael Nederhoff to author an opinion piece on ethically growing controversial companies

## 16 Future Nation Builders

*Thrive* spoke to some of our student leaders to gain insight on what they have taken from their time at Edwards



# Thrive

## Contents



### 18 Alumna: Sandra Masters

It's not about what we did, it's about what there is still left to do

### 20 Alumnus: Brandon Spink

Commerce alumni and current USask medicine student wins Joule Innovation Grant

### 22 Students: Indigenous Initiatives

*Thrive* spoke with the Edwards Business Students Society (EBSS) on the creation and evolution of the Indigenous Initiatives document



### 24 Donor: Nicole Li

Donor helps students realize their road map to success

**26 Research:** Dr. Dionne Pohler's research aims to understand how policies and decision-making processes impact organizations and workers



### 28 Master Teacher: Dr. Lee Swanson

Life-mapping in the classroom and beyond

### 30 Edwards Executive Education

Developing a leadership journey

### 32 Donor Roll

Thank you to all our donors and friends

### 34 Alumni achievements

Recent highlights of Edwards alumni from around the world

### 40 Retirements

Wanda Gonda retires after an outstanding career spanning two decades

### 40 Faculty Awards

### 41 In Memoriam

### 42 Highlights

# 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



**CeCe Baptiste**  
Vice-President, Finance  
Saskatchewan Indian  
Institute of Technologies



**Noralee Bradley**  
Executive Vice-President  
and Chief Legal Officer  
Nutrien



**Shelley Brown**  
Retired Partner  
Deloitte LLP



**Wayne Brownlee**  
Former Executive VP and CFO  
Nutrien



**James Estey**  
Chairman  
PrairieSky Royalty/  
Gibson Energy



**Tim Gitzel**  
President and CEO  
Cameco



**Daniel Halyk**  
President and CEO  
Total Energy Services Inc.



**A. Stewart  
Hanlon**  
Board Director



**Cara Keating**  
President  
PepsiCo Foods Canada



**Russel Marcoux**  
President and CEO  
Marcoux Bros. Trucking Ltd.



**George Marlatte**  
President  
Marlatte International Inc.



**Keith Martell**  
President and CEO  
First Nations Bank of Canada



**R. Scott McCreath**  
Senior Investment Advisor  
BMO Nesbitt Burns  
Edwards Executive in Residence



**Neil McMillan**  
Retired Chairman  
Cameco



**Larry Moeller**  
President  
Kimball Capital Corp.



**Gordon  
Rawlinson**  
CEO  
Rawlco Radio Ltd.  
and Rawlco Capital Ltd.



**Tracy Robinson**  
President and CEO  
CN



**Marvin Romanow**  
Retired CEO  
Nexen  
Edwards Executive in Residence



**Karen Stewart**  
Founder and CEO  
Fairway Divorce Solutions



**Greg Yuel**  
President and CEO  
PIC Investment Group



# Dean's message

Famed scientist Marie Curie declared "Nothing in life is to be feared, it is only to be understood. Now is the time to understand more, so that we may fear less."





Her words — penned about a century ago — resonate powerfully with the experiences of a (are we there yet?) post-pandemic 21st century society. As we accelerate our understanding, we lose our fixation on fear. As we apprehend and appreciate the world around us better, we gain confidence amid anxiety. Nation-building business professionals — like those highlighted in this year's edition of Thrive — blossom when the rigour of preparation meets the prospect of opportunity.

In the Edwards School of Business, a Nation Builder is someone who creates community. They see unity in diversity and provide access to excellence.

This is a century-long legacy of which our school can be justifiably proud. Business professionals from our school have fostered enhanced community connectivity. Their perspectives have enabled enriched diversity of thought and background.

Take, for example, the governance abilities of Sandra Masters, an Edwards alumna who is the first woman mayor in either of our province's major cities.

Consider the entrepreneurial contributions of Michael Nederhoff, an Edwards alumnus whose written commentary in Thrive highlights the importance of ethically cultivating controversial companies.

Ponder the ways in which Brandon Spinks is alleviating societal pain through his current studies as a medical student.

Contemplate the trailblazing contributions of the Dembroski Student Managed Portfolio, a veritable career-changing experience that elevates today's students to become tomorrow's investment professionals.

Relish in the stellar expertise of Dr. Lee Swanson, another in the illustrious line of Edwards Master Teachers.

Sense the courageous curiosity evident in the ground-breaking, world-advancing research of Dr. Dionne Pohler.

Cherish the valuable contributions of a student-led Indigenous Initiatives document that encouraged the writing of personal land acknowledgements.

These stories underscore the reach of our mission, the impact of our vision, and the centrality of our values. The Thrive magazine serves to inform, excite, and enthuse. It demonstrates that real-life business professionals are building nations in our backyard and on the world stage. Nation Builders are everywhere, from the hamlets of this province to the metropolises of the planet. Critical thinkers and creative doers are emerging to enhance entrepreneurship, govern organizations, and harness the power of inclusivity. Authenticity, integrity, and a pervasive work ethic represent the hallmarks of Edwards success — whether it be achievements of the past, triumphs of the present, or anticipated excellence in the future.

Yes — our society has witnessed pivotal incidents over the past two years, from supply chain disruptions to market uncertainty to global distress. We cannot gloss over the pain experienced by many. However, Madame Curie was right — “Nothing in life is to be feared”. Events are to be recognized, shifts are to be observed, circumstances are to be respected — but nothing is to be feared.

As a college, we will continue to uplift our neighborhoods and our nations. We will stand up and stand out. We will proceed forward, onward, and upward with resolute determination. The fearless nation-building business professionals outlined in this year's Thrive are as monumental as they are motivational. They are aspirational and inspirational. They represent the very best of our college, the very best of society, the very best of us. ■

# People Jobs



What can you do with a business education?

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

 **DAVID STOBBE**

**Tara Janzen**  
Director of Development

---

Remai Modern  
remainmodern.org  
B.Comm. 2005

---

Leading fundraising initiatives for artistic and cultural projects has allowed me to use the technical foundation of a business degree to better share stories that inspire people to give. It has become a fulfilling balance of using administrative and financial skills to support and elevate people and projects that add beauty and joy to our lives – from bringing back the bison at Wanuskewin to supporting dynamic programs, exhibitions, and events at Remai Modern. The incredible highlight of this kind of work is connecting to community, creativity, and art.

**Brent Hesje, ICD.D**  
CEO

---

Fountain Tire  
fountaintire.com  
B.Comm. 1985

---

My business education led to lifelong connections that continue to be helpful today in my roles as CEO of Fountain Tire and as an independent board member for several Canadian companies. The coolest part of my role at Fountain Tire is giving our network of store managers the opportunity to own 50% of a great local business. It is very exciting and rewarding to scale our 50% local ownership model across the country.





### Danielle Wildfong, FEA

Farm Advisor

---

Danielle Wildfong Consulting

[daniellewildfong.ca](http://daniellewildfong.ca)

---

B.Comm. 2008

---

Coming from a small town, I craved connection to more people. Edwards provided access to people, unique perspectives that challenged my thinking, and cultivated self-awareness. We learn more about ourselves through the relationships with others. Above all is self-awareness which comes before theory; because you need to have the awareness of what you are learning to be able to apply it correctly and critically. What I love about my current role is helping people think about their thinking on business problems or relationship issues. The mindset shift helps them change how they approach their problems and solve them as a team.

### Rashid Ahmed

Learning Specialist and Radio Host

---

Government of Saskatchewan

[saskatchewan.ca](http://saskatchewan.ca)

---

The Voice of Saskatoon

[facebook.com/thevoiceofsaskatoon](https://facebook.com/thevoiceofsaskatoon)

---

B.Comm. 2017

---

Originally from Pakistan, I moved to Canada 10 years ago. One of the challenges, though, was gaining meaningful employment in my field of work. I started working on upgrading my studies and treasured each day that I spent at Edwards. I benefited from classroom lectures and interactive sessions where peers shared their experiences. What I enjoy most about my role at the Government of Saskatchewan is the transformational experiences, taking on new challenges, and learning something new every day. To all graduates out there, be humble and remember that there is no substitute for hard work.

### Candice Pete-Cardoso

Director, Indigenous Land Management Institute | Co-Chair, Indigenous Advisory Circle

---

University of Saskatchewan

[usask.ca](http://usask.ca)

---

CIBA 1997, B.Comm. 1999, MPA 2013

---

23 years ago, I was getting ready to walk across the stage, I was full of anticipation. I started walking and midway through, I heard this strong, almost protective little voice say, "that's my mom!". It was my 3-year-old son who sat on my late father's lap, with my then 9-year-old daughter and my mom. I will never forget that moment. I am grateful for what this education journey has provided for me; a career, and the opportunity to work with and serve Indigenous peoples and communities. Best of all, to be a role model for my children and grandchildren.

# Dembroski student-managed portfolio trust celebrates 10 years

 NATASHA KATCHUK  
 DAVID STOBBE







## The student-managed fund in the Edwards School of Business hits \$4.3 million

The first investment decision for the Dembroski Student Managed Portfolio Trust (Dembroski SMPT) at the Edwards School of Business (Edwards) was made on what many would consider a balmy winter day in January 2012.

With access to \$500,000 in cash from donor gifts, the initial purchase was 200 shares of Cenovus Energy (CVE). Three days later, 200 shares of Saputo (SAP) and 100 shares of Cameco (CCO) were added to the portfolio. Later that month, 100 shares of Tiffany & Co (TIF) rounded out the initial purchases.

To date, the Dembroski SMPT has consistently delivered exceptional returns comparable with those of top professional managers. Over the last 10 years, the fund's return on investment (ROI) has been an impressive 10.94 per cent compounded annually. Equally as impressive are the five-year and three-year returns of 11.85 per cent and 13.37 per cent, respectively.

These returns speak to the excellent performance of Edwards finance students and from the continued investment of time and energy from donors and volunteers. As of market close on March 31, 2022, the Dembroski SMPT was valued at \$4,315,313 Canadian.

Even more important than the ROI, is the impact on students involved in the Dembroski SMPT. Two such students, Henry Chan and Kareena Arif, have helped manage the fund. They experienced firsthand the intricacies of managing an investment portfolio by bridging theory with practical application. Experience they will carry with them to their future careers.



"The Dembroski SMPT was one of the best experiences I had at Edwards," said Henry Chan, a fourth-year Bachelor of Commerce student majoring in finance. "My Bachelor of Commerce degree has been enhanced because of the nature of the class. It allows students to experience not just buying or selling securities, but also completing an immense amount of research and valuations through different methods before presenting to the class."

Kareena Arif wholeheartedly agreed. She said the in-depth research on different stocks has broadened her knowledge to a great extent.

"I feel confident applying the theoretical knowledge I have gained so far to work," said Kareena Arif, a current Edwards Master of Science in Finance student. "The research focused nature of the program allows me to understand finance more deeply and have a better grasp at the mechanisms of the financial market."

Professor Tannous said the trajectory of the student learning and practicum course itself has been remarkable.

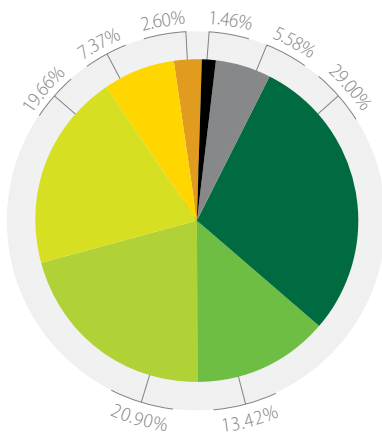
"The first two years of teaching the investment practicum courses exposed to me the lack of readiness of students to answer many of the questions that they would face in practice," said Tannous. "I changed the way I teach. I currently devote significant time to observe the current events that are defining the market and I use my observations to explain how observed market changes are connected to the principles of financial management."

Tannous also said there have been many of guest speakers and volunteers who have given their time and energy over the years to support the Dembroski SMPT.

"The trust is overseen by a board of trustees, including investment professionals, alumni, finance faculty and students," said professor George Tannous. "A portion of the income students earn provides benefits to Edwards students and the remainder is reinvested into the portfolio."

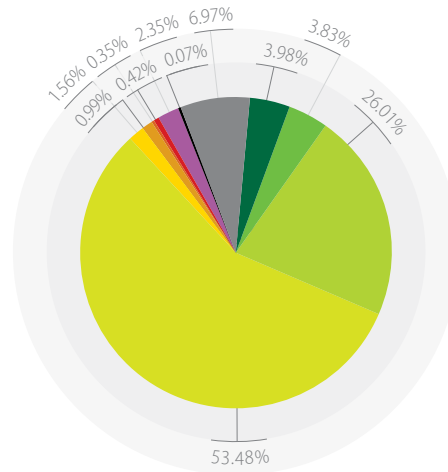


## Asset Structure as at March 31, 2012



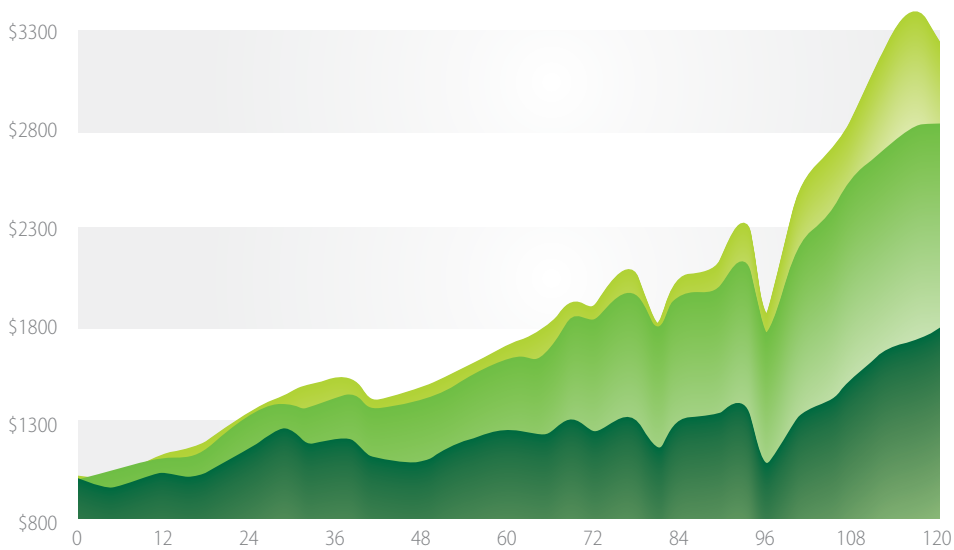
- Canadian Dollar Cash
- US\$ cash (in Canadian dollars)
- Money Market Mutual Fund
- Bonds
- Canadian Common Shares
- United States Common Shares
- International Securities (ADRs)
- Emerging Market ETF

## Asset Structure as at March 31, 2022



- Cash
- Guaranteed Investment Certificates (GICs)
- Money Market Mutual Fund
- Bonds and Bond Funds
- Canadian Common Shares
- US Common Shares and US ETFs
- Trust Units
- ADRs of Chinese Common Shares
- ADRs of Indian Common Shares
- ADRs of Japanese Common Shares
- ADRs of European Common Shares

## Growth of \$1,000 Invested March 31, 2012 and held until March 31, 2022



Note 1: SMPT portfolio returns include capital gains, dividend yield, and the impact of the exchange rate.  
S&P 500 and TSX returns do not include the dividends or the impact of the exchange rate

- S&P 500 capital gains
- SMPT total return
- TSX capital gains



Thank you to the many guest speakers and volunteers who have given their time and energy over the years to support the Dembroski SMPT. We also would like to recognize our generous investors:

Bryn Botham  
 Clifford Friesen  
 Daniel & Nicole Halyk  
 N. Murray Edwards  
 George Dembroski  
 Gordon Rawlinson  
 Nesbitt Burns  
 PrairieSky Royalty Ltd.  
 Ralph & Mary Biden  
 Raymond James Canada  
 Foundation

Roderick Borstmayer  
 Scott & Grit McCreath  
 Shandi Boser  
 Stacey Pantazopoulos  
 Steve Kirk  
 Susan Milburn  
 Timothy Conlin  
 Tyler Hislop  
 Anonymous

The portfolio's namesake, George Dembroski, also applauded the efforts of the student-managed fund. "The objective for my donation was to create an environment at the Edwards School of Business where student interest in stock trading and portfolio management would be greatly enhanced. The impact continues to be demonstrated through the student experience and investment in time and money from students and donors alike."

For more information on becoming a guest speaker or investing in the Dembroski SMPT, visit [give.usask.ca/students](https://give.usask.ca/students) or call 306-966-7471. 🍀

## Then and Now

### Top performing Canadian stocks

Q1 2012	Q1 2022
Saputo (12.79%)	Canadian Natural Resources (44.83%)
Cenovus (7.31%)	Nutrien (35.91%)
Canadian Utilities (6.92%)	Suncor Energy (28.59%)

### Top performing US stocks

Q1 2012	Q1 2022
Tiffany & Co (11.66%)	Marathan Petroleum (33.61%)
AT&T (6.01%)	Lockheed Martin (24.19%)
DuPont de Nemours & Co (5.97%)	Deere & Co. (21.16%)

### Top performers\* (capital appreciation)

Canadian
CNR: 161.90% over 8 years and 4 months
CNQ: 120.46% over 9 years and 4 months
West Fraser Timber: 102.26% over 8 years and 10 months
Non-Canadian
Amazon: 365.14% over 5 years and 9 months
Apple: 357.40% over 5 years and 6 months
Visa: 301.06% over 6 years and 5 months

\*Note that estimating the rate of return based on this data will underestimate the actual return as positions in these companies were accumulated over several transactions.

### Advisory board

Cliff Wiegiers  
 Scott McCreath  
 Susan Milburn  
 Mitch Jones  
 Abdullah Mamun  
 Marie Racine  
 George Tannous  
 Craig Wilson  
 Keith Willoughby  
 (Chair)



# GRADUATE CERTIFICATE IN **LEADERSHIP**

Find out how Edwards Graduate Certificate in Leadership will help you elevate your career and be an effective leader.

[edwards.usask.ca/leadership](https://edwards.usask.ca/leadership)



**EDWARDS**  
SCHOOL OF BUSINESS  
UNIVERSITY OF SASKATCHEWAN

**TOGETHER**





*"It is so important that students see their culture reflected in what they study and in the places they study, and USask is the place where this can happen. My dream is that all Indigenous students feel empowered, heard and a part of their campus community."*

AUBREY-ANNE LALIBERTE-PEWAPSICONIAS

STUDENT, EDWARDS SCHOOL OF BUSINESS  
CO-FOUNDER, INDIGENOUS BUSINESS  
STUDENTS' SOCIETY

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](https://give.usask.ca/students)  
or call 306-966-7471.

BE WHAT THE WORLD NEEDS



UNIVERSITY OF  
SASKATCHEWAN



# Edwards at a Glance

2019-21 Academic Year

**2,786**

**Total students**

Plus 100's in certificate and Executive Education programs



**29,879**

**Total Alumni**

\* as of February 2022

Edwards has granted more than 29,500 degrees and certificates

- 18,976 B.Comm.
- 1,401 MPAcc
- 1,560 MBA
- 170 Master of Science & Doctor of Philosophy
- 7,772 Certificates



## Disciplinary Research Areas

- Accounting
- Finance
- Management Science
- Human Resources and Organizational Behaviour
- Marketing
- Management

## B.Comm. Employment Rate

\*of those looking for work



B.Comm. employment rate

**93.5%\***



Co-op employment rate

**98.2%\***

## Where Our Graduates Live

\*based on valid addresses in the university database as of February 2022



- Saskatoon: 9,701
- Regina: 1,633
- SK - Other: 4,098
- Calgary: 2,922
- AB - Other: 2,078
- BC: 1,979



Rest of Canada: 2,049



USA/Intl: 775



### Scholarships

**\$1,468,892**  
Undergraduate

**\$691,179**  
Graduate





EXPERT:  
**MICHAEL NEDERHOFF**

# Notes from a Nation Builder

Michael Nederhoff is the CEO of Shelter Cannabis and an Edwards alumnus. He is also a minor hockey coach and currently on three boards/advisory support.

Thrive asked Michael Nederhoff to author an opinion piece for our readers on ethically growing controversial companies.

 **DAVID STOBBE**



As a minor hockey coach in Saskatoon, I am acutely aware of the impact that I have on youth. Which is why in business, I consider decisions through the lens of the regulator: How would they view this? Could it be seen as trying to circumvent the rules? Would regulators be supportive?

After starting my professional career at Loblaws, I went on to work at Hershey, Cadbury Schweppes, Frito Lay, Red Bull, CytoSport (Muscle MLK), JUUL Labs, and Shelter Cannabis. Along the way, I also started a consulting company and am on boards/advisory support for three companies selling contentious products: Psyched Wellness (psychedelic mushrooms), PharmAla Biotech (MDMA), and PODA (heat not burn tobacco products).

The companies I've had the opportunity to work with have disrupted categories, changed store layouts, and shifted how we consume products.

## The Decision

Choosing to work for these category disrupters was never a snap decision: a lot of thought, discussion, and evaluation goes into the decision-making process. Is it legal? Can I add value? Does the company need my skill set? What skills can I build there? Does it fit with my moral compass? And finally, will I enjoy it?

At the time, I had never heard of either Red Bull or JUUL Labs. But these jobs turned out to be two of the most impactful of my career to date. Red Bull, an Austrian company, redefined carbonated beverages. We leveraged the strong global brand to quickly launch and scale up Red Bull in Canada. We boldly pitched retailers and asked convenience stores for more shelf space than Coca-Cola Classic.

When JUUL approached me, I was intrigued by the idea of a new company disrupting the market for combustible cigarettes. Everyone thought it was a huge leap to go from nutrition supplements to electronic cigarettes. However, e-cigarettes were positioned as the harm reduction opportunity of our generation. With smoking killing hundreds of thousands of people every year, e-cigarettes were viewed as something that could change this.

My father had been a long-time smoker and I'm the father of two teenage boys and a toddler daughter. Opponents of e-cigarettes have long argued they would attract non-users – like my sons – to create a new generation of nicotine users. I truly viewed my work with JUUL Labs as a unique opportunity to help shape harm reduction.

While the e-cigarette story is still unfolding, it has been impacted by mainstream media coverage, the identification of a medical condition called e-cigarette or vaping use-associated lung injury (EVALI), an uptick in youth usage, and COVID. Rather than working together to find a balance between harm reduction and reducing onboarding of non-users, the two sides – industry and advocacy groups/regulators – are locked in an argument over who can do more to protect young people.

## Scaling companies responsibly, ethically

Sometimes you need to change strategy mid-course. At JUUL Labs, it felt like we were building the plane as we were flying it. A good example of this was when we decided to stop selling flavored products in Canada. This wasn't driven by the regulator. And while it meant that we took a huge hit to revenue and profits, it was absolutely the right thing to do. When we saw numbers of youth users starting to rise, we knew we had to be a leader. No other

**“The companies I’ve had the opportunity to work with have disrupted categories, changed store layouts, and shifted how we consume products.”**

- Michael Nederhoff

companies followed suit. I know many people would not work in this industry, but I view it similarly to coaching hockey: I'd much rather be on the bench than up in the stands. In working to scale companies, I have always been mindful not to add too much expense before you have profitable revenue in place. Whether it was a company with \$10 million in sales or hundreds of millions in sales, unless you control your expenses and have profitable revenue you won't be in business long. This has been the case in the cannabis industry. Unless you're containing your costs, you're building debt and your cash burn can get out of control in a hurry.

## What's next?

We are in the final stages of selling Shelter Cannabis. I will probably take some time off with my family and evaluate what I should do next. I am excited by the work being done in psychedelics; this represents a huge opportunity for treating many disorders I am interested in and passionate about. Many people have personal experience with mental illness, depression, PTSD, or Alzheimer's, or have family or friends who have been affected. I feel like this emerging industry can make big waves here.

Then again, I may just decide to become a full-time minor hockey coach! 🏒

# 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.

 BRITTNEY HOLWECK



## Dante Carter

**Hometown:** Saskatoon, SK

A member of Onion Lake Cree Nation in Treaty 6 Territory.

**Graduation Year:** 2023

**Major:** Marketing

**Student Club Position:** Spokesperson and Headperson, Indigenous Business Student Society (IBSS)

For the students of Edwards, the IBSS... provides numerous supports for Indigenous students, either directly through one of our events, or indirectly by connecting Indigenous students with the proper resources and people to help them be successful and comfortable in their studies. We work to amplify the Indigenous voice within Edwards and to provide educational opportunities to non-Indigenous people to further Truth and Reconciliation and decolonization.

Being a Nation Builder means... building a world where all people can see themselves represented in all areas and sectors. Working to lift and empower those around you while creating a system that allows for equitable opportunities to succeed.



## Reagan Martin

**Hometown:** Swift Current, SK

**Graduation year:** 2022

**Major:** Accounting

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

Being the President of the EBSS meant... that I was exposed to some of the smartest, kindest, and most passionate people I have ever met. I was able to participate in events that keyed in on professional development. The lessons I learned and the people I met directly contributed to my academic success.

One of the biggest lessons I've learned as an Edwards student... is that studying for classes all the time is not necessarily the best use of your time. Attendance and studying are important, but the network you build with professors and fellow students contributes to your academic success in a big way. I like to use the 80:20 rule that we are taught at Edwards. In my case, I knew 20% of the course materials, the other 80% I learned from my network of students who knew that lesson better than I did.



## Jessica Xia

**Hometown:** Shanghai, China

**Graduation year:** 2022

**Major:** Accounting

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

During my time at Edwards, I gained... many good friends, learned a lot from outstanding professors and I also received a lot of support from helpful faculty and staff. Not only did I gain knowledge, but friendship and important soft skills, such as teamwork and networking.

My advice for students is... be proactive. The more proactive you are, the easier it is to adapt. If you need a place to meet new people, EISS is your option. Do not regret the decisions or efforts you made; nothing is impossible to a willing heart.



## Xiaodan Sun

**Hometown:** Henan, China

**Graduation year:** 2023

**Major:** Supply Chain Management

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

Being the co-president of the EISS... means that I have the responsibility to build a bridge of communication for international students from all over the world and help them integrate into Edwards, while learning about different cultures.

My advice for students is... actively participate in Edwards' activities. They develop skills and help you foster relationships, which will help you integrate into Edwards as soon as possible. Meanwhile, attending various workshops is a great way to expand your knowledge.

*Responses edited for clarity and length.*



ALUMNI:  
**SANDRA MASTERS**

**It's not about what we did,  
it's about what  
there is still  
left to do**



 **CARLEE SNOW**  
 **DAVID STOBBE**

Sandra Masters (B.Comm. 1996) had joked in an interview that in the span of 55 days she went from being unheard of to the mayor of a major Canadian city. She contributes her success to good preparation and timing, her campaign team, and the want for change. "I think at its very core, the residents were looking for a change."

Masters was elected the 35th mayor of Regina in November 2020, beating out nine other candidates, including the two-term incumbent, making her the first woman mayor of either of Saskatchewan's major cities.

"I was told I should join the race and my response was, 'you should find someone qualified,'" said Masters. Although not taken seriously at first, she quickly decided to take the advice and run.

Although she had no prior political experience, Masters was well prepared for the job from her years of work and volunteerism within the Regina community.

Before her career in office, Masters held many positions in the agriculture industry and within the city of Regina. One pivotal career was with Sherwood Credit Union which helped introduce Masters into the world of volunteerism.

"I am very fortunate to have worked at Sherwood because they really valued volunteerism, so I became heavily involved through different positions during that time," explained Masters. "I was working full-time and raising my four children alone, and volunteering allowed me to participate in activities with my kids."

Over the years, Masters took on many roles, joining boards for the schools and organizations her children were involved with, helped manage, coach, judge, and

referee sports teams and much more.

"Joining different organizations through these positions, even if I was not qualified, was so beneficial," said Masters. "It opened me up to so many experiences I would not normally get and connected me to so many people."

During this time, Masters noticed the underrepresentation of women in both leadership positions and in male-dominated areas, like sports.

"I was 32-years-old, and the representation was not as significant as it should be, so I became more willing to volunteer in these positions," said Masters. "I would get shoulder tapped to coach boys' sports teams or be the president of an organization. Because I showed up for one thing, people started to understand the value I held."

"I wanted to be that representation. Especially with three young boys, I wanted to show that I could do the job just as well as anyone else." Now as mayor, Masters continues to increase the representation of women in male-dominated industries.

At the time, the media around Masters focused heavily on the novelty of her appointment as the first woman mayor of a major Saskatchewan city and she grew tired of it because it is all people seemed to be interested in.

However, in June 2021, at one of her first in-person events, a dad brought his daughter up to meet her and everything changed. The young girl was so excited to meet Masters and said she would love for her to come to her class and answer questions.

"The way she was looking up at me I immediately said, 'Yes absolutely, I would love to.' In that moment it hit me that with

**"I wanted to be that representation. Especially with three young boys, I wanted to show that I could do the job just as well as anyone else."**


- Sandra Masters

the absence of women in these roles, is politics even an ambition of young women? If they do not see themselves in these positions, how can they even inspire to pursue these roles?"

Although experiences like this make Masters realize the importance of this novel title and everyone's hyperfocus on it, she admits that there is a discomfort with it.

"Women are not homogenous. We do not all have the same values, desires, hopes, viewpoints, and so on. The representation piece can feel heavy because I am seen as representing a gender because I am it," explained Masters. "I cannot represent the viewpoint of every single woman; we do not look at men this way so we should not for women either."

Although her work is helping change the narrative, Masters is always looking forward on what more can be done.

"I have a problem with celebrating successes because when I am set on a goal, five minutes after we execute it, I am on to the next thing," explained Masters. "It is never 'this is what we did,' it is always 'this is what there is still left to do.'" 

ALUMNI:  
**BRANDON SPINK**

# Brandon Spink, Edwards alumnus, and current USask medicine student wins Joule Innovation Grant

 **BRITTNEY HOLWECK**

 **NATASHA KATCHUK**



Edwards alumni and current USask medicine student, Brandon Spink (B.Comm. 2016) received the \$10,000 Joule Innovation Grant in the Emerging Physician Innovator category in 2020 following his team's win in the 2019 Med.Hack(+) hackathon competition for his invention, the Nexagon.

During Spink's time at Edwards, he talked about how he learned a number of valuable content-related skills, but the two most invaluable to his medical studies were the soft skills of understanding the value of interdisciplinary collaboration and the need to think outside the box. After his commerce degree, he realized he was not finished learning and as he had always been interested in health, he applied for medical school.

In his medical studies, Spink realized clinical issues are best solved through viewing the problems through multiple sets of eyes. "We all have blind spots in our training and solving patient problems in teams helps address this potential deficit as well as allows us to think about alternative solutions."

Spink had always been interested in finding innovative solutions to existing problems. "My first foray into innovation resulted as an undergraduate in commerce when I partnered with a computer science student to develop an app for determining nutritional requirements for recovery following a workout," said Spink. "While this app never made it past the prototype stage, it piqued my interest to keep looking for problems to solve."

Therefore, after hearing about the hackathon from medical students who previously participated, he joined a team that would search for innovative solutions for the risk of concussions.

"The problem that was most intriguing to me was that there currently are no solutions that effectively prevent and/or mitigate the risk of concussions caused by whiplash-related events in sports," said Spink.

The hackathon is an event designed to solve problems in healthcare using technology. It allows students to prototype solutions to real-life issues that are posed by presenters over the course of 48-hours. During these 48-hours Spink along with his teammates Richard Ngo a fellow medical student, Andres Erazo, a current Ph.D. student in biomedical engineering at USask, and Gabriel, a mechanical engineering student at the Universidad de las Fuerzas Armadas in Ecuador created the Nexagon.

The Nexagon acts as a protective collar to address one of the key causes of concussions, rapid rotation of the head and neck. The current form of protection, the helmet only attempts to dissipate the force of a blow to the head, of which outcomes are more likely to be skull fractures, secondary contusions, and epidural hematomas not concussions.

"Our collar directly addresses concussions in the following ways. First, we use elastic materials in our collar to take advantage of its ability to absorb the impact of a collision by translating the impact energy into the deformation of the collar. Second, we recognize the importance of shapes that occur in nature naturally. For instance, the beehive's internal structure is a densely packed group of hexagonal prisms. This specific structure has been shown to be collision-resistant, and its internal emptiness allows for a controlled space for deformation. This non-Newtonian design allows absorption of the impact energy by levels until the impact has been dampened allowing the collar to return to its initial state after a strong impact, for subsequent uses."

The Joule Innovation Grant hosted by the Canadian Medical Association (CMA), provided Spink an invaluable opportunity for funding to further test and validate working models for the Nexagon. Along

with the grant, the mentorship associated with it would be extremely helpful in navigating this innovative space in the healthcare setting. The grant works by assessing each submission by the Joule Innovation Council with the following criteria:

- Improves health outcomes for patients, physicians, and the overall health care system.
- Transformation of current health care approaches.
- Potential for the adoption and use within Canada and beyond.
- Advance patient-centered care through meaningful stakeholder engagement.

In addition to the criteria, there were 247 total entries from across Canada. Spink was selected as one of 12 recipients of a Joule Innovation Grant in the Emerging Physician Innovator category.

As for the Nexagon, Spink's team is still in the R&D stage, with their ultimate goal of bringing the neck collar to market.

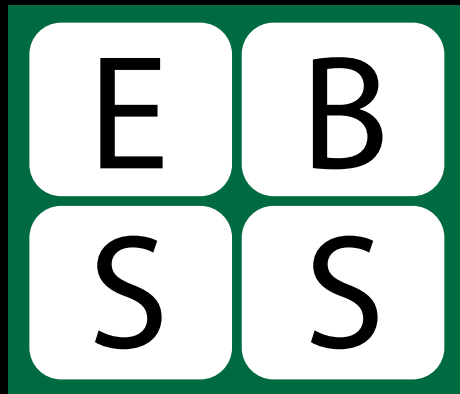
"We believe several stakeholders will benefit from the use of the Nexagon in the sporting arena," said Spink. "These include athletes, parents, sports leagues, healthcare providers, and the healthcare system generally."

Spink plans to continue other entrepreneurial opportunities in the healthcare space. He is currently involved with Novita Medical Innovations Inc. as a co-founder. Novita is an interdisciplinary R&D company that exists to innovate techniques and technologies in the medical device industry. 🍀

---

# Indigenous Initiatives;

**THE PROCESS, UPDATES, AND USE**



The Thrive committee sat down with Vice President of Diversity and Inclusion, Dante Carter, and the Director of Indigenous Initiatives, Lauren Aussant, from the Edwards Business Students Society (EBSS) to discuss the creation and evolution of the Indigenous Initiatives document.



 **MAYA GAUTHIER**  
 **SUPPLIED**



Lauren Aussant



Dante Carter

The EBSS is at the top of an umbrella of inter-council clubs such as the Accounting Club, the Marketing Students Society, and most recently, the Indigenous Business Students Society (IBSS). The IBSS is a group within Edwards that is dedicated to advocating for Indigenous students and enhancing the student experience in their time at Edwards.

Last year, the EBSS created a strategy for a document called the Indigenous Initiatives. The strategy aims to create an environment where Indigenous culture and tradition is celebrated, respected and evident. The EBSS created this document in collaboration with the IBSS to develop a safe and inclusive space in the EBSS and within Edwards.

When speaking with Aussant and Carter, the importance of the Indigenous Initiatives document became very clear. Change, Inclusion, Recognition, Collaboration, Learning, and Equity (CIRCLE) were commitments created to align with the Calls to Action established by the Truth and Reconciliation Commission of Canada. The symbol of the circle holds significance in Indigenous culture. The circle represents unity and equity. It illustrates how all things are interconnected and dependent on one another.

Carter expressed that there was a need for decolonization within the EBSS that prompted the creation of the framework. She explained, "Not only is it something we should be thinking about as a student group who serves a diverse student body, but also as a way to better our relationships with other groups we work with."

The creation process of a document like this is very intensive and one that involves much research and collaboration. Aubrey-Anne Laliberte-Pewapiconias, co-founder of the IBSS, oversaw the initial completion of the document. The composers wanted to see the structure of similar initiatives at other Canadian business schools. They quickly realized no other business student associations were partaking in such initiatives and that they would be spearheading the initiative. This also meant that there was a large component of consultation with other Indigenous students and the IBSS.

This year, the Director of Indigenous Initiatives, Lauren Aussant, is updating the Indigenous Initiatives document to better reflect the needs of Indigenous students that have developed over the past year. Aussant explained, "After discussing with Dante and other Indigenous students, I started looking at more specific ways that we can decolonize and indigenize each portfolio of the EBSS."

During her discussions and research, Aussant saw the need to indigenize the many events hosted by the EBSS so Indigenous students, faculty, and staff felt comfortable and included in that environment. Different ways this can be accomplished are indicated in the "Inclusion" aspect of the Indigenous Initiatives document.


The introduction of this document at the 2021 IBSS Indigenous Achievement Conference was a particularly important day and a coming-of-age moment for Carter

and her fellow peers. It was first shared with Dean Keith Willoughby for faculty and staff of Edwards and later was shared at the Canadian Association of Business Students Conference with schools all over Canada.

The Indigenous Initiatives document should be incorporated in students, staff, and faculty's daily lives to decolonize and indigenize Edwards as a whole. When asked how to make Edwards a safe and inclusive space, Carter said, "When we are in a colonial institution that is rooted in the harms against Indigenous peoples, it's so important to be cognizant of thinking about ways we can help."

One of the first steps that Aussant and Carter advise to begin decolonization and indigenization in our daily lives, is writing personal land acknowledgments. They encourage Thrive readers to answer the question "What privileges do you have and how can you use those to give back to the Indigenous community?" This is where the document may come in handy for so many to understand the importance of culture and awareness in the Indigenous community.

Aussant explained, "For many Edwards students, faculty, and staff, they may not understand the experiences of Indigenous students, which I think has been in Canadian history for a long time."

The **EBSS Indigenous Initiatives document** is and will continue to be a very monumental and eminent piece of work and the Edwards School of Business is very proud of the students involved. 

DONOR:  
**NICOLE LI**


# Giving comes full circle

Donor helps students  
realize their road map  
to success

 **CARLEE SNOW**  
 **DAVID STOBBE**







Nicole Li (Mackisey) (B.Comm. 2011, MPAcc 2012) has always looked at the big picture and is encouraging Edwards School of Business students to do the same through her scholarship support.

Li is the Chief Financial Officer of Sunrise Foods International, a global company focused on organic specialty agriculture commodities. With teams in Canada, the United States, Netherlands, and Turkey, she has become a regular globetrotter. "I frequent Turkey, I lost count of the times I've been there after ten trips."

Despite all her time abroad, she stays connected to the Saskatoon community in several ways. One being as a donor to the Edwards School of Business.

As a recipient of the N. Murray Edwards Scholarship, Joseph H. Thompson Scholarship, Goodspeed Award, and the Canadian Petroleum Tax Society Taxation Prize, Li experienced firsthand the influence donors have during her time as a student.

"Receiving those awards really meant a lot to me. It was extremely helpful to be able to focus solely on school without worrying about the financials," explained Li. "More importantly, to know that there are people who cared about my schooling and the goals I was aiming for was so motivational. I worked harder and opened myself up to learn as much as possible while I was a student."

This generosity inspired Li to set up The Nicole Mackisey Leadership Scholarship for students at Edwards.

"I wanted to not only give financial incentive to students, but also get them thinking about their future through goal setting," she explained. "So often in university, students only think in the short-term but do not take a step back and look at the big picture. There was not an award like this, so I saw a unique opportunity to prompt this type of thinking in students."

The scholarship amount may look a little strange at first glance, the amount ends with 29 dollars, but it has major significance. "I put it ending with 29 dollars so I could always remember how old I was when I started giving," Li explained.

Setting up a major scholarship at the age of 29 is not overly common. To Li, getting involved with philanthropy at a young age was a fun opportunity to pursue.

"I thought, why wait till I'm old? I think it's fun to give back when you are young because you can really experience the result of your giving," explained Li. "I interact with the recipients and follow along on their journey to see the great things they accomplish with their degrees and life. You can see the impact of your investment first-hand and have the potential to cross paths professionally with them which is an amazing possibility."

Li has met all the students who have received her scholarship and said it is one of the best experiences.

"Their energy is contagious! They are all so ambitious and eager, talking about their timelines and plans for the future."

She mentioned that it's common when you have been working for a while you lose that type of energy.

"After meeting and talking with the students, I feel that renewed energy from their enthusiasm. It's incredibly inspiring."

The Nicole Mackisey Leadership Scholarship was created for upper-year students to give financial support while helping them plan their path to success after the completion of their B.Comm. degree. Students create a 5-year timeline of their plans after graduation, including career and academic milestones. This award asks students to think of the big picture and sets them up for success presently and beyond their time as a student.

For more information on awards, visit [give.usask.ca/students](https://give.usask.ca/students) or call 306-966-7471. 

RESEARCH

# Research aims to understand how policies and decision-making processes impact organizations and workers

 **JOELENA LEADER**  
 **DAVID STOBBE**

Professor Dionne Pohler explains how different governance models can affect decision-making and why that matters for building inclusive communities and organizations for more effective problem solving.



What approaches to decision-making lead to policies that will generate positive impacts? This is the burning question driving Dr. Dionne Pohler's research. She is interested in understanding how people solve problems and why some government and employer policies are effective, while others are not. Dionne shares insights into these questions in a discussion about her research.

## Describe your research and why it matters.

**Dionne:** I explore how different ideas we have about everything from work, class and gender to COVID-19 impact design and implementation of government and employer policies as they relate to the workplace. I also investigate the outcomes of policies – the unintended negative consequences on people who have little voice or power over their implementation. I'm interested in understanding how different types of governance – such as the co-operative model – can more broadly distribute decision-making power, and why that matters for building inclusive communities and organizations that can more effectively solve problems we care about. People should care about who gets to decide what problems matter, as well as what solutions are implemented to solve these problems.

## What do you find most exciting about labour relations and co-operative research?

**Dionne:** Both areas of research recognize that people understand their own problems and have good ideas about how to solve them. Experts and researchers need to adopt a supporting role in helping people solve their own problems. When I take a backstage role, I learn so much from listening to people describe their own problems and ideas about solutions. Context also matters, and you never face the exact same problem twice. It never gets boring.

## How have organizations been impacted during the COVID-19 pandemic and how have they responded or adapted?

**Dionne:** I've been exploring this issue since March 2020 with two PhD students. Some organizations have really thrived during the pandemic, while others failed. Most are just muddling through. Some organizations implemented problematic policies, while others did a better job. There will be major adjustments to the economy post-pandemic, and this will have different impacts on different organizations and workers, depending on their industry and ability to adapt to the challenges posed by the virus and lockdowns.

## How can business leaders better adapt to shifts in the labour market?

**Dionne:** Business leaders can learn from what is happening in countries that have moved more quickly past the pandemic than we have in Canada. There may be a period of very rapid churn in labour markets following the crisis that will be difficult to manage because organizational leaders are burnt out from the constant change over the past two years. Being prepared for what will inevitably be more change and preserving energy to continue to implement strategic priorities and address workers' needs while fighting recurring waves of the virus will be difficult, but necessary so business can continue to attract and retain workers.

## How can academic research help businesses make better decisions?

**Dionne:** This is a weird statement coming from an academic researcher, but I'm not sure research can help businesses make better decisions. Research explores and explains the past. Business leaders often need to make predictions about what will happen in the future. To the extent that the past is a good predictor of the future, as it might be when environments are similar and stable, models based on past research might be beneficial. There are generalizable principles, however, even in uncertain situations. For instance,

“Making sure that low-income workers do not fall through the cracks of government and organizational policies, and that their labour is adequately valued, is critical to ensuring equity in the labour market post-COVID.”

- Dr. Dionne Pohler

balancing efficiency, equity, and voice objectives is always the most effective way to craft solutions to organizational problems. And striking a balance always requires seeking input from many different people who come from different perspectives.

## What is the most important aspect of ensuring equity in the labour market post-COVID?

**Dionne:** My research with Kourtney Koebel showed that while many of the lowest-income workers lost their jobs, other low-income workers worked even more hours early in the pandemic. And higher-income workers were more likely to be able to work from home. Making sure that low-income workers do not fall through the cracks of government and organizational policies, and that their labour is adequately valued, is critical to ensuring equity in the labour market post-COVID.

## What do you want Edwards' students to understand about labour relations by the time they graduate?

**Dionne:** Labour relations is about fixing problems. It isn't about crafting perfect strategies, communications, or platitudes. It is about managers, unions, and workers muddling through the workplace every day together, crafting solutions that probably make no one happy, but that everyone can live with. ♥



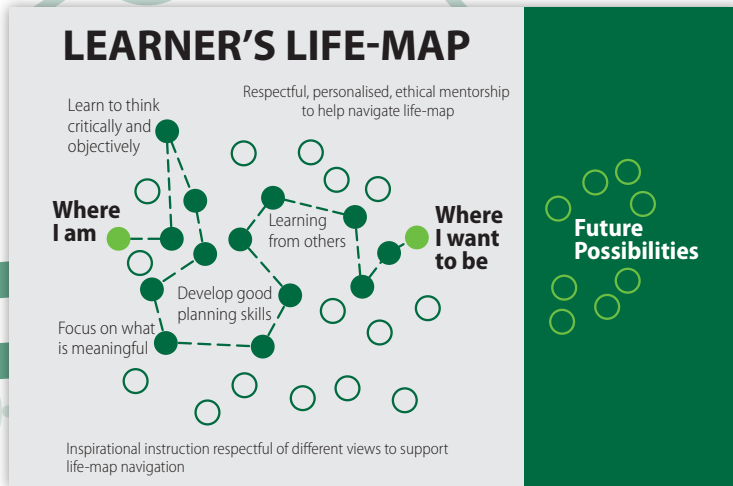
MASTER TEACHER:  
**LEE SWANSON**

# Life-mapping in the classroom and beyond

 **NATASHA KATCHUK**  
 **SUPPLIED**



Adventure writer Mark Jenkins said that “planning a journey without a map is like building a house without drawings .... maps encourage boldness.... They make anything seem possible.”



designed to help students learn to think critically and objectively, focus on what is meaningful, and develop excellent planning, communication, and other skills for life-success.

“At the waypoints, learners acquire the skills and perspectives needed for the journey,” said Swanson. “As they approach their planned destination, a life-map perspective can help them see the potential beyond and, with the expertise they gained on the journey, they should feel prepared and possibly motivated to set new goals.”

### The teacher as a guide

Swanson walks with his students every step of the way. Like a good guide, he regularly asks, “Where are you at?” “Where do you want to go?” and “What is the next best step?”

“As an educator, I see my role as providing the knowledge, skills, and inspiration learners need as they navigate their life-map,” explained Swanson. “I strive to provide respectful, personalized, and ethical mentorship to not only help students visualize – like on a map – where they can be and a pathway to get there, but to also see the possibilities beyond that.”

This supportive learning environment in which students discover their ‘pathways’ is what elevates Swanson’s teaching philosophy beyond teaching skills to shaping the lives of students’ years after students complete his class.

“I want to help learners understand where they are, the possibilities they have, their pathways to achieving goals, and their potential for further success,” said Swanson. “I aspire to help students navigate their life-map for life-long success.”

**The Edwards School of Business thanks associate professor Dr. Lee Swanson for his dedication to community-engaged learning. Congratulations on your well-deserved Master Teacher Award! 🏆**

Described as a ‘coach’ and ‘mentor’ by students and colleagues alike, associate professor Dr. Lee Swanson has developed a reputation as an educator, including through his work with student research assistants on his social entrepreneurship, business ecosystems, Indigenous governance, and Indigenous capacity building projects.

Now in his thirteenth year of teaching at USask, the associate professor in the Department of Management and Marketing at the Edwards School of Business, and former director of the Edwards InVenture Entrepreneurship initiative, was honoured at the University of Saskatchewan’s 2021 Spring Convocation with the Master Teacher Award, the university’s highest level of recognition for teaching excellence.

The Master Teacher Award recognizes faculty members who make outstanding contributions to teaching through a vibrant learning environment, positivity, professional growth, and leadership.

Swanson explained his teaching philosophy is a transformative process that moves beyond teaching in the classroom by helping learners to see the possibilities and pathways that exist for their lives in addition to learning entrepreneurship.

### Life-mapping

Swanson centers his teaching style around helping learners confidently and effectively map their lives forward from the classroom into their careers.

Through the creation of a unique and impactful learning environment, Swanson meets learners on their terms by embracing their values and worldviews as a first step in empowering them to choose their own path toward success.

“Life-mapping is a way for learners to think about where they are, imagine where they want to be in their personal and professional lives, and consider what route they should take to get there,” said Swanson, who received the Provost’s College Award for Outstanding Teaching and the Edwards Dean’s Award for Teaching Innovation.

Swanson feels it is important that learners see for themselves how what they are doing in the classroom connects with their future aspirations.

### Experiential learning

Through real-life projects and living case studies, Swanson encourages active learning in his classes. This approach is



EXECUTIVE EDUCATION

# Developing a leadership journey

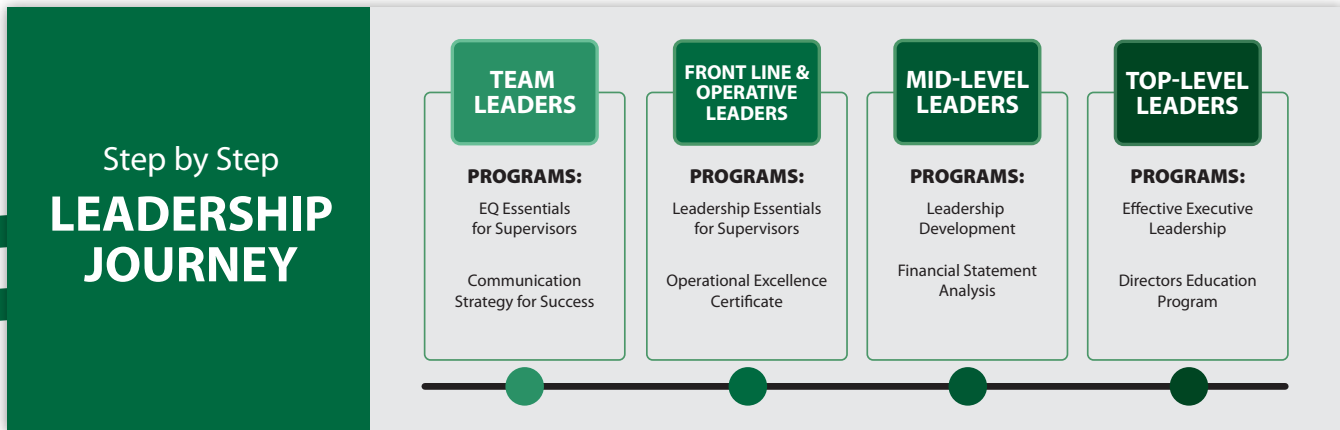
📷 DAVID STOBBE





For over 40 years, **Edwards Executive Education** has offered a variety of leadership-focused programs. As Saskatchewan's leader in professional development training, we have refined programming to reflect the current trends and challenges that Saskatchewan leaders face.

Our programs are tailored to match the progressive stages of your leadership journey from team leaders to frontline and operative leaders, to mid-level leaders and top-level leaders.



## Effective Executive Leadership Program

The **Effective Executive Leadership program** is Saskatchewan's most unique and impactful leadership development program, focused on developing and enhancing the leadership capabilities required of senior leaders.

The program is retreat-based and located within the serene setting of beautiful Elk Ridge, Saskatchewan. Through an immersive setting, it provides a blend of self-development, team development, and practical application.

Content is focused on preparing you to elevate successfully to senior-leadership roles while optimizing the critical leadership skills, traits and abilities required to lead effectively at all levels.

During the program's pandemic hiatus, Effective Executive was redesigned to address cutting edge topics that senior leaders are now facing such as leading with influence, psychological safety, inclusive leadership, and how personalities shape the behaviour of high-performing teams.



Brett Elmgren, the Program Director, is proud of the impact the program has had on participants. He said it has been thoughtfully designed to

incorporate a blend of introspective self-development, social team-development, and real-life practical application.

"The Effective Executive Leadership program provides a unique and immersive learning experience for leaders looking to develop and enhance the capabilities required to lead at a senior organizational level," said Elmgren. "If you're a leader seeking innovative leadership development in preparation for a senior role, this program is the perfect experience for you."

The program weaves together top academics from the University of Saskatchewan, industry experts in the areas of leadership and management, and experts from the College of Kinesiology in fitness and wellness to bring a balance of personal growth and professional development.

## Developing leaders

Leadership looks different for everyone depending on where you are in your career. Whether you're leading a meeting, a project, or a team, Edwards Executive Education offers a variety of leadership-focused programs to meet you at your stage of development and build capacity.

The **Leadership Essentials for Supervisors Program** is perfect for team leads or those moving into a leadership role for the first time. You will explore tools to transition from a peer to a supervisor effectively, how to allocate management versus leadership efforts and how to create presence and purpose within workplace culture to motivate people.

The **Leadership Development Program** is well-suited to supervisors and managers with less than five years of leadership experience. This is a 5-day program with virtual and in-person delivery options available. It covers topics such as: developing your leadership style, leading change, building high performance teams, and how to approach coaching and offering feedback. 🍀

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

# Donor Roll

## Thanks to our donors and friends

The Edwards School of Business acknowledges, with gratitude, our many donors who generously support the school and the programs and services offered. Through gifts of time, knowledge, and resources, you inspire students, faculty, and staff to be creative, to accept new challenges and to continue to be leaders in the field of business education. Be assured that your contributions are used effectively. It is with pride that we continue to enhance the school's ability to provide quality educational opportunities, undertake research activities and share the results with local, national and international communities.

The annual donor roll lists supporters who gave \$1000 or more from January 1, 2021 to December 31, 2021.

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](mailto:alumni@edwards.usask.ca). Thank you for your continued support of the Edwards School of Business.

### Individuals

#### Gifts of \$100,000 to \$999,999

Anonymous  
Estate of William F. Limin

#### Gifts of \$50,000 to \$99,999

Gordon Rawlinson  
Kevin Kruk  
Scott & Grit McCreath  
Ted Hanlon

#### Gifts of \$25,000 to \$49,999

Bill Bone  
Grant & Shannon Isaac  
N. Murray Edwards

#### Gifts of \$10,000 to \$24,999

Dorothy & Conrad Thordarson  
James Estey  
John & Beverley Brennan  
John Gordon  
Mel Berg  
Merlis Belsher  
Susan Milburn

#### Gifts of \$5,000 to \$9,999

Bill Lamberton  
Brent & Deborah Hesje  
Claudia Senkiw  
Gordon Thompson  
Kent Ferguson  
Lynne Pearson  
Margaret McKenzie  
Michael Greenberg  
Nicole Mackisey  
Ralph & Mary Biden  
Warren Wood

#### Gifts of \$1,000 to \$4,999

Angie Rea  
Art Korpach  
Audrey & Brad Grant  
Barry Quon  
Brad Hunter  
Brian Mark  
Bruce Burnyeat  
Bryan McCrea  
Bryn Botham  
Cara Keating  
Catherine Warner  
Chelsea Willness  
Colin Taylor  
Craig & Judi Francis  
Don Engle  
Don Somers  
Doug Proll  
George & Donna Marlatte  
Glenn Dagenais  
Gord Stewart  
Gordon den Brok  
Govind Achyuthan  
Greg Yuel  
Gregory Longster

Howard Wankel  
Jack Neumann  
James Sproule  
Jeffrey & Desiree Bourassa  
John & Nicholle Povhe  
John Bean  
Keith & Catherine Martell  
Keith Smith  
Keith Willoughby  
Kelly Strueby  
Lara Guzik  
Laurie Moen  
Lee Swanson  
Louis Marcil  
Mark Folstad  
Michael Lamborn  
Michael Rushby  
Michael Tumback  
Rand Flynn  
Robert Connoly  
Ronald Fior  
Russel Marcoux  
Shelley & Murray Brown  
Steven Flynn  
Tom McClocklin  
Wayne Ulrich

## Corporations

### Foundations

### Organizations

#### Gifts of \$100,000 to \$999,999

Federated Co-operatives Limited

#### Gifts of \$ 50,000 to \$99,999

Institute of Chartered Professional Accountants of Saskatchewan  
Lloyd Carr-Harris Foundation  
PrairieSky Royalty Ltd.

#### Gifts of \$10,000 to \$24,999

Cameco Corporation  
KPMG  
Nutrien

#### Gifts of \$5,000 to \$9,999

Fountain Tire Ltd  
Jan Paula Lahti Foundation  
Phillips, Hager & North Investment Management Ltd.  
Saskatchewan Power Corporation Inc.  
Virtus Group LLP

#### Gifts of \$1,000 to \$4,999

Canadian Petroleum Tax Society  
Chartered Professional Accountants Education Foundation of Alberta  
Chartered Professional in Human Resources (CPHR) Saskatchewan  
Dargentna Consulting Inc  
Edwards Business Students' Society  
Tax Executives Institute Inc. (TEI) Calgary Chapter  
Wiegiers Financial & Benefits



# Alumni Achievements

## 2021-2022

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

### Classes of the 1980s



**Tracy Robinson**

Ms. Tracy Robinson (B.Comm. 1986) was promoted to the CEO of the Canadian National Railway in 2021.

### Classes of the 1990s



**Noraini B. Ahmad**

Hon. Dato Noraini B. Ahmad (B.Comm. 1991) was appointed as the Minister of Higher Education of Malaysia in 2021.



**Anthony Bidulka**

Mr. Anthony Bidulka (B.A. 1983, B.Comm. 1991, B.Ed. 1991) published his 12th novel, *Going to Beautiful* in May 2022.



**Monica Kreuger**

Ms. Monica Kreuger (BA 1978, MBA 1994) took on a new role as Director at the Canadian Chamber of Commerce in 2021.



**Heather Ryan**

Ms. Heather Ryan (B.Comm. 1996) was elected for a second term on the Greater Saskatoon Chamber-Commerce.



**Anand Ramayya**

Mr. Anand Ramayya (B.Comm. 1997) was the recipient of the CMPA Experienced Producer Award in 2022 and recently produced the film *Donkeyhead*.



**Candice Pete-Cardoso**

Ms. Candice Pete-Cardoso (B.Comm. 1999, MPA 2012) was appointed Director of Indigenous Land Management Institute at the USask College of Agriculture and Bioresources in 2022.

## Classes of the 2000s



### Heather Sully

Ms. Heather Sully (B.Comm. 2000) was nominated for the Community Building Award through the YWCA Saskatoon Women of Distinction Awards in 2021.



### Tannis Nicholson

Ms. Tannis Nicholson (BUSADM 2006) was nominated for Loretta's Award through the YWCA Saskatoon Women of Distinction Awards in 2021.



### Silvia Martini

Ms. Silvia Martini (BUSADM'01, CEBAC'14) was awarded the Saskatchewan Order of Merit in 2020.



### Amanda Chevrier

Ms. Amanda Chevrier, CPA, CA (B.Comm. 2007) obtained a new position as a Strategic-Partner with Schooley Mitchell in 2021.



### Regan Reineke

Mr. Regan Reineke, CPA, CA (B.Comm. 2002, MPAcc 2003) was named Partner at MNP LLP in 2021.



### Shannon Lindsay

Ms. Shannon Lindsay, CPA, CA (B.Comm. 2008, MPAcc 2010) was promoted to Director of Enterprise Integration with Federated Co-operatives Limited in 2022.



### Corey Michel

Mr. Corey Michel, CAAP (B.Comm. 2003) was named President and Chief Executive Officer at LMNO in 2021.



### Danielle Wildfong

Ms. Danielle Wildfong, FEA (B.Comm. 2008) joined the National Board of Directors for the Canadian Association of Farm Advisors (CAFA) and completed the Family Enterprise Advisor designation.



### Sabrina Keeler

Ms. Sabrina Keeler (B.Comm. 2005) was promoted to National Sales and Operations Manager at General Motors in 2021.



### Jeremy Ring

Mr. Jeremy Ring (BA 2007, B.Comm. 2009) started a new role as Managing Director of Human Resources at the Saskatchewan Teachers' Federation in 2022.



### Kate Matthews

Ms. Kate Matthews (B.Comm. 2006) was nominated for the Culture and Heritage Award through the YWCA Saskatoon Women of Distinction Awards in 2021.



### Derek Tan

Mr. Derek Tan, CPA, CA (MPAcc 2009) was recognized as one of the 2022 recipients of the Waste360 Top 40 Under 40 award.



### Allison McMillan

Ms. Allison McMillan, CPA, CA (B.Comm. 2006, MPAcc 2008) was appointed CFO of 7Shifts in 2021.



### Vera Totland

Ms. Vera Totland (B.Comm. 2008, MBA 2022) was appointed Senior Manager, Energy Products Marketing at Federated Co-op Limited in 2022.



## Classes of the 2010s



### Dana Carriere

Ms. Dana Carriere (B.Comm. 2010, MA 2014, MBA 2016) joined the Management and Marketing Department as a Lecturer with the Edwards School of Business in 2021.



### Matt Petrow

Mr. Matt Petrow, CPA, CA (B.Comm. 2010, MPAcc 2012) was promoted to CFO at Coconut Software in 2022.



### Vince Bruni-Bossio

Dr. Vince Bruni-Bossio, ICD.D (MBA 2010, PhD 2021) was recently appointed to Interim Associate Provost, Strategic Priorities at the University of Saskatchewan.



### Melissa Kraft

Ms. Melissa Kraft, CPA, CA (B.Comm. 2011, MPAcc 2013) began a new role as Senior Manager of Financial Operations at Saskatchewan Indian Institute of Technologies in 2021.



### Anna Burton

Ms. Anna Burton (B.Comm. 2012) started a new position in 2022 as the Director of Development, Institutional Research at the University of Saskatchewan.



### Brady Cassidy

Mr. Brady Cassidy (MBA 2011) completed the successful acquisition of his software-as-a-service (SaaS) company, Rewardful, in 2021.



### Jacqueline Cook

Ms. Jacqueline Cook (B.Comm. 2013) was named one of Canada's Top 40 under 40 in 2021.



### Meahgan Sweet

Ms. Meahgan Sweet (B.Comm. 2013) was appointed to Associate Vice President, Buy Now Pay Later at Flexiti in 2022.



### Graham Snell

Mr. Graham Snell (BAC 2014) was elected as the Chair of the 2021-2022 Executive Committee at the Greater Saskatoon Chamber of Commerce.



### Shakya Abeywickrama

Ms. Shakya Abeywickrama (B.Comm. 2014) was promoted to Vice President and Divisional GM of Marketing Services at Vendasta in 2021.



### Gillian Wrubleski

Ms. Gillian Wrubleski, CPA (B.Comm. 2014, MPAcc 2015) commenced her new role as the Manager of the MPAcc Program at the Edwards School of Business in 2022.



### Suryadeep Singh

Mr. Suryadeep Singh (MBA 2014) began a new role as a Mobile Mortgage Specialist at Affinity Credit Union in 2021.



### Tyler Campbell

Mr. Tyler Campbell, CPA, CA (MPAcc 2014) was named as a Partner at KPMG Canada in 2021.



### Piper Clarke

Ms. Piper Clarke (B.Comm. 2015) started a new position with SalonScale as the Marketing Manager in 2021.



**McKenzie Hunter**

Ms. McKenzie Hunter (B.Comm. 2015) was nominated for the Research & Technology Award through the YWCA Saskatoon Women of Distinction Awards in 2021.

**Rory Nussbaumer**

Mr. Rory Nussbaumer (B.Comm. 2016) was appointed Global Environmental, Social, and Governance (ESG) Strategy Manager at Corteva Agriscience in 2021.

**Ian Sicat**

Mr. Ian Sicat (B.Comm. 2016) was promoted to Channel Partner Manager at SiteDocs in 2021.

**Anastasia Stadnyk**

Ms. Anastasia Stadnyk (B.Comm. 2016, MBA 2017) was promoted to Senior Manager Product at ATB Financial in 2021.

**Colton Wiegors**

Mr. Colton Wiegors (B.Comm. 2016) was elected as Vice-Chair for the 2021-2022 Executive Committee at the Greater Saskatoon Chamber of Commerce.

**Rashid Ahmed**

Mr. Rashid Ahmed (B.Comm. 2017) was elected as a Board Member for the United Way of Saskatoon in 2022 and was also promoted to Learning Specialist with the Government of Saskatchewan.

**Tanner Braaten**

Mr. Tanner Braaten (B.Comm. 2017) was promoted to Community Engagement Director with the Jim Pattison Children's Hospital Foundation in 2021 and was the inaugural recipient of the John Lauck Award for Emerging Leaders.

**Czarina Catambing**

Ms. Czarina Catambing (B.Comm. 2017, BSc 2022) began a new position as Product Manager at Passport in 2022.

**Jordana Knoblauch**

Ms. Jordana Knoblauch (B.Comm. 2017) started a new role as an Account Manager at PartnerStack in 2022.

**Kara Leftley**

Ms. Kara Leftley (B.Comm. 2017) was elected as Chair of the United Way Saskatoon Board of Directors in 2021.

**Anna Tavares Siemens**

Ms. Anna Tavares Siemens (B.Comm. 2017) joined Zapier as Senior Manager, Strategy & Business Planning in 2021.

**Breanne Walkeden**

Ms. Breanne Walkeden (B.Comm. 2017) started a new position as Community and Partners Manager with Cultivator SK in 2021.

**Nimco Moumin**

Ms. Nimco Moumin (MBA 2017) was elected as a Board Member for Recess Gaurdians in 2021.

**Tanner Assie**

Mr. Tanner Assie (B.Comm. 2018) recently started a new volunteer role as the JDC West Board Chair for the Competition's Committee in 2021.

**Anika Mysha**

Ms. Anika Mysha (B.Comm. 2018) was promoted to Investment and Retirement Planner at RBC in 2022.

**Kelsey Murphy**

Ms. Kelsey Murphy (B.Comm. 2019) was the recipient of the 29 & Under Award in 2021 from the YWCA Saskatoon Women of Distinction Awards.

**Cloe Ye**

Ms. Cloe Ye (B.Comm. 2018) was promoted to Head of People & Culture at SalonScale in 2022.

**Susan Winmill**

Ms. Susan Winmill, CPA (B.Comm. 2019, MPAcc 2020) received her CPA designation in 2021.

**Andrea Landstad**

Ms. Andrea Landstad, CPA (B.Comm. 2019) was promoted to Manager of Assurance and Accounting at MNP LLP in 2022 and completed her CPA designation in 2021.

**Bailey Woloshyn**

Ms. Bailey Woloshyn (B.Comm. 2019) spent time leading local government, raising over \$254,000 for charity, and is now heading back to the USask College of Law to obtain a law degree.

## Classes of the 2020s

**Ryssa Alarcon**

Ms. Ryssa Alarcon (B.Comm. 2020) recently joined Innovation Saskatchewan as a Marketing & Communications Consultant.

**Morgan Kalk**

Ms. Morgan Kalk (B.Comm. 2020) was nominated for the 29 & Under Award through the YWCA Saskatoon Women of Distinction Awards in 2021.

**Ralfh Besana**

Mr. Ralfh Besana, (B.Comm. 2020) was promoted to Business Analyst at the Saskatchewan Health Authority in 2022.

**Riley Neumeier**

Mr. Riley Neumeier (B.Comm. 2020) started a new position as an Account Executive for the Saskatoon Blades Hockey Club and the Saskatchewan Rush Lacrosse Club in 2021.

**Ryan Ekdahl**

Mr. Ryan Ekdahl (B.Comm. 2020) was promoted to Investment Advisor and Insurance Advisor with the Degelman Pruden Group at Wellington-Altus Private Wealth in 2021.

**Mikaila Ortynsky**

Ms. Mikaila Ortynsky (B.Comm. 2020) was accepted into the PhD Management program with a specialization in Organizational Behaviour at the Telfer School of Management at the University of Ottawa.

**Arielle Hamp**

Ms. Arielle Hamp, (B.Comm. 2020) started a new position as the Marketing Research Assistant at Rivercity Innovations.

**Shelby Scherbanuik**

Ms. Shelby Scherbanuik (B.Comm. 2020) started a new position as Co-op/Career Advisor at the Edwards School of Business in 2022.





**Tyra Tkatchuk**

Ms. Tyra Tkatchuk (B.Comm. 2020) was promoted to Procurement Advisor at Federated Co-operatives Limited in 2022.



**Apel Mahmood Rifat**

Mr. Apel Mahmood Rifat, (M.Sc. Finance 2020) was accepted into the Finance Ph.D. program at the Stephen J.R. Smith School of Business at Queen's University, Kingston, Canada.



**Natalie Bolen**

Ms. Natalie Bolen (M.Sc. Marketing 2020) was accepted into the Business Ph.D. program with a specialization in marketing at the University of Alberta in Edmonton, Alberta.



**Jordan Feher**

Ms. Jordan Feher (B.Comm. 2020) started a new role as Human Resources Coordinator in the Talent Management Department at Federated Co-operatives Limited in 2021.



**Natasha Layton**

Ms. Natasha Layton (B.Comm. 2021) started a new position at Archer-Daniels-Midland Company as a Commercial Manager Trainee in 2021.



**Carly Spooner**

Ms. Carly Spooner, (B.Comm. 2021) started a new position as an Annual Campaign Coordinator at the United Way of Saskatoon and Area in 2022.



**Kamila Wyszomirski**

Ms. Kamila Wyszomirski (B.Comm. 2021) started a new position as Marketing Manager at Rivercity Innovations.



**Hailey Dmytrow**

Ms. Hailey Dmytrow (B.Comm. 2022) started a new job with the Saskatchewan Roughrider Foundation as a Special Events and Marketing Intern in 2022.



**Karmyn Kay**

Ms. Karmyn Kay (B.Comm. 2022) started a new position as a Staff Accountant at Deloitte in 2022.



**Brooke Kleiboer**

Ms. Brooke Kleiboer (B.Comm. 2022) started a new position in 2022 at the University of Saskatchewan as a Communications Specialist in the Office of the Vice-President Research.



**Cassidy Yockey**

Ms. Cassidy Yockey (B.Comm. 2022) joined KPMG as a Consultant in 2022.

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](mailto:alumni@edwards.usask.ca).



# Wanda Gonda retires



Recipe for administrative career brilliance: one-part pervasive work ethic combined with two portions of determined diligence. Sprinkle liberally with copious amounts of humour. Stir in exceptional teamwork skills. Add in a sweeping supply of poise and professionalism. Chill and serve.

This thoroughly demonstrates Wanda Gonda's robust impact

during her extensive career at the University of Saskatchewan. After nearly 20 years on campus, Wanda Gonda has decided to retire.

Wanda joined the Edwards School of Business — then the College of Commerce — in 2002. Her wonderful career began with supporting both the Accounting Department and the MPAcc Program. In 2005, she moved to full-time support of the MPAcc Program.

Besides her phenomenal contributions at the University of Saskatchewan, Wanda enjoyed considerable success in her agricultural industry career. Her ability to relish new opportunities, quickly adapt to fresh circumstances and demonstrate keen competencies remain her career hallmarks.

Over the past two decades, Wanda has worked with all graduate programs at Edwards, including the MBA, MSc Finance and MSc Marketing programs in addition to the MPAcc program. Since Fall 2020, Wanda has primarily supported both the MSc Finance and the MSc Marketing programs.

During her career at Edwards, Wanda sagely supported countless graduate students throughout their programs of study. This involved reviewing their initial applications to scheduling their final thesis defenses.

Faculty, staff, and students were the fortunate recipients of Wanda's grace and kindness. We wish Wanda and her family the very best in their next series of adventures! ♥

## Faculty awards



**Brandy Mackintosh**

Provost's College Award for Outstanding Teaching (2021)



**Kai Bauman**

CPA Alberta MPAcc Teaching Excellence Award (2020)



**Vince Bruni-Bossio**

MBA Professor of the Year (2021)



**Carolyn Augusta**

Edwards School of Business Most Effective Professor (2021)



**Erica Smith**

CPA Alberta MPAcc Teaching Excellence Award (2020)



**Brian Lane**

MBA Professor of the Year (2021)



**Lorelei Nickel**

Edwards School of Business Somer's Award - Most Approachable Professor (2021)



**Devin Mescall**

Dean's Award for Teaching Innovation (2021) and CPA Alberta MPAcc Teaching Excellence Award (2021)



**Min Maung**

Dean's Award for Research Achievement (2021)



**Michael Hernik**

CPA Alberta MPAcc Teaching Excellence Award (2021)

# In Memoriam

The Edwards School of Business regrets the passing of these alumni and friends. In Memoriam includes those who have passed between December 1, 2020, and December 31, 2021.

## 1950s

Laubach, Peter, B.Comm., '50  
Styles, Richard (Geoff), B.Comm., '51  
Wirth, Harold, B.Comm., '51  
Fraser, John (Jack), B.Comm., '52  
Thomas, Walter, B.Comm., '52  
Learmonth, Robert (Bob), B.Comm., '55  
Renouf, Geoffrey (Geoff), B.Comm., '55  
Walker, Bert (Wally), B.Comm., '55  
Tubman, James (Slater), B.Comm., '59

Romancia, John, HOSADM, '70  
Kowal, Alexander, B.Comm., '71  
Dove, Elmer, B.Comm., '72  
Brecht, Raymond, Cert. Bus Admin., '73  
Davis, Percy (Howard), B.Comm., '74  
Hodgins, William (Bill), B.Comm., '74  
Stefaniuk, Eugenia, HHCC, '74  
Sutherland, Lynn, BADMIN, '74  
Rait, John, HOSADM, '75  
Baird, Stanley, HOSADM, '76  
Slatnik, John, B.Comm., '76  
Mitzel, Melvin (Mel), B.Comm., '79

## 1960

Monseler, Leopold (Leo), Cert. Bus Admin., '61  
Barker, Hubertha, B.Comm., '62  
Craig, Allan, B.Comm., '62  
Easom, Donald, B.Comm., '62  
Sawchyn, Ernest, LOCADM, '62  
Atkinson, James (Jim), B.Comm., '63  
Harle, Trevor, Cert. Bus Admin., '63  
Nancekievill, Harold, PUBADM, Cert. Bus Admin., '64  
Prytula, Fred, Cert. Bus Admin., '64  
Loewen, Robert, B.Comm., '68  
Rapchuk, Lyle, B.Comm., '68  
Kostuik, Henry, LOCADM, '69  
MacLean, Marion, LOCADM, '69

## 1980

Brentnell, Nancy, B.Comm., '83  
Korol, Robert (Bob), B.Comm., '84  
Aulie, Karen, B.Comm., '85  
Briggs, John, BUSADM, '86  
Strocen, Yvonne, B.Comm., '86

## 1990

Sakundiak, Adrian, B.Comm., '92  
Stevens, Janice, HECADM, '92  
Bertolo, Susan, BUSADM, '96  
Lacombe, Sandra, B.Comm., '97

## 1970

Gibson, William (Bill), B.Comm., '70  
Poole, Wesley, HOSADM, '70  
Ries, Joseph, LOCADM, '70

## 2000

Horner, Charlotte, B.Comm., '00  
McDonald, Bruce, B.Comm., '13



# Highlights



## Third-annual pinning ceremony held in November 2021

The Edwards Pinning Ceremony celebrates students entering their final year of study and the great achievement of reaching this milestone. Receiving this pin symbolizes their transition into the professional business world and acts as a welcome into the network of alumni they join after convocation.

## New graduate certificate in leadership offered at the Edwards School of Business

The Edwards School of Business is pleased to announce that applications are open for the new Graduate Certificate in Leadership (GCL). The GCL is a three-course graduate certificate that focuses on contemporary leadership issues to have an impact in formal and informal leadership roles.

To facilitate the involvement of working professionals, the GCL can be completed in as little as four or nine months and is a building block to an MBA. Classes are conveniently scheduled in the late afternoons and there is one full-day Saturday course. If you are interested in elevating your career and becoming a more effective leader, apply before the May 31, 2022, deadline for a September 2022 start.

## Wayne Brownlee (BSc'75, MBA'77) – Alumni Lifetime Achievement Award



During his professional tenure with PotashCorp (now Nutrien), Brownlee led several transformational and highly successful changes within the company. He recently retired as executive vice president and chief financial officer. His philanthropic efforts have been equally impactful. Throughout his life he has volunteered on several boards for various Saskatchewan charities.

Wayne donates his time, talent, and treasure to many organizations around Saskatoon, including Wanuskewin Heritage Park, Saskatoon Food bank and Learning Centre, the Edwards School of Business, and the Saskatoon Public Schools Foundation Early Learning Equal Start campaign, an initiative Wayne is extremely passionate about and holds near and dear to his heart. ♥







**EDWARDS.USASK.CA**