



Students in the new undergraduate business class with professors Warren Weir, (Coordinator of Graduate Aboriginal Business Education Programs), Angela Bellegarde (Scotiabank Director of Aboriginal Business Education) and guest speaker, Dr. Wanda Wuttunee.

## Aboriginal Business Programs Respond to Student Demand

During the past decade, there has been an increasing demand, by both Aboriginal and non-Aboriginal students, for Aboriginal business courses. The student demand reflects our increasingly diverse labour pool and demographic realities. During the next decade, as the general population ages into retirement, Aboriginal youth will be aging into the potential labour force. To take advantage of these changes and the opportunities a diverse workforce brings to business, many mainstream organizations are trying to hire Aboriginal employees, especially those with a business education. Non-aboriginal business students realize that they may work for Aboriginal organizations and many businesses are looking for employees with knowledge of the Aboriginal peoples.

The College of Commerce is playing a leadership role in Aboriginal business education at both the undergraduate and graduate level. This spring, eight Aboriginal students graduated with Commerce degrees, and two received their MBAs. And, this is just the beginning. Fifteen First Nations students just completed a three-day GMAT Preparation Course for their MBA program application. Without such educational intervention and success, studies indicate that only 11% of the potential Aboriginal labour force will be employed in 2045. The College's unique partnerships with the Saskatchewan Indian Federated College (SIFC, the only First Nations University in Canada), Aboriginal leaders, and the business and government communities make these accomplishments possible. The Rawlco Centre (see cover

story) enables us to provide more resources to support Aboriginal students' post-secondary business studies.

During the past year, five Aboriginal business courses, four of them at the MBA level, were offered at the College of Commerce. In a new undergraduate course, Aboriginal and non-Aboriginal students worked together to examine the historical and cultural development of Aboriginal businesses. The students investigated local, national and international Aboriginal business issues, partnerships and management strategies. Students commented that the course challenged them to go beyond the text and think about what they were reading and talking about. One student said, "This class really challenged me, beyond what I have taken so far... because I had to confront my own beliefs and question why I hold them. ...I am a finance major after

all; numbers are pretty cut and dried! As I listened, I was forced to ask questions of myself. It is exciting because we are the leaders of tomorrow!"

More information of the College's Aboriginal business programs and other initiatives are at: [www.commerce.usask.ca/aboriginal](http://www.commerce.usask.ca/aboriginal).

### Visiting Speakers Series: Aboriginal Business Education Programs

During the past few months, several outstanding Canadians have made presentations to Commerce students and faculty. Mr. Tom Molloy, Chief Federal Negotiator for the Nisga'a Treaty (BC) and the Nunavut Land Claims Agreement, gave a fascinating overview of modern treaty making in Canada. He addressed Nisga'a self-government, the Canadian Constitution and the political relationships that are developing between Aboriginal and non-aboriginal peoples and their governments.

In February, Dr. Wanda Wuttunee, a professor in Native Studies at the University of Manitoba and a member of the Red Pheasant Reserve in Saskatchewan, gave two presentations on economic development in Aboriginal communities, linking her research and observations to Aboriginal wisdom and sustainability.

In March, Prof. David Newhouse (Trent University) gave presentations on the changing managerial environments for Aboriginal leaders and managers and on cross-cultural learning in the classroom. During 1998-99, Prof. Newhouse was the College's first IMC Global Aboriginal Scholar-in-Residence.

### Business Advisory Programs



The College of Commerce is celebrating its 20<sup>th</sup> anniversary of providing successful executive and management training and development programs to public and private sector businesses and organizations. The demand for our public and customized programs continues to grow! Upcoming public management development programs include:

- **Leadership: Leading Change**  
October 21-26, 2001 (Saskatoon, SK)
- **Leadership: Making Strategy Work**  
February 3-8, 2002 (Saskatoon, SK)
- **Effective Executive Program**  
May 26-June 7, 2002 (Waskesiu Lake, Prince Albert National Park, SK)

Enrollment is limited to under 30 participants in each program. For more information, call Business Advisory Services, College of Commerce 306/966-8686 or email: [execdev@commerce.usask.ca](mailto:execdev@commerce.usask.ca)

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### Alumni news:

**Art Wakabayashi** (B. Comm'53) a retired, long-serving provincial and federal public servant, has been elected as the University of Regina's sixth chancellor. Congratulations Art.

**Lawrence P. Howorth** (B. Comm'72), CA lives in Long Beach, California where he is Executive Vice-President of Operations and CFO for Event411, Inc. (formerly CyberStudios), a Web-based planning business. Prior to his recent appointment, Lawrence was a successful entrepreneur. He has also held senior management positions in several Canadian and American-based multinational companies involved in a variety of initiatives including interactive marketing, international technical training and multinational finance and management systems and services.

Congratulations to **Marvin Romanow** (MBA'80) on his recent appointment as Executive Vice-President and Chief Financial Officer of Nexen Inc.

**Rob Mackay** (B. Comm'84) moved to Vancouver in 1985. Rob is now Vice-President, Asia Pacific for Richie Bros. Auctioneers. Rob and his wife, Joanne, have three daughters.

Colin Boyd's (Head, Management and Marketing) Canadian Tire case study was the inspiration for **David Dunseath's** (B. Comm'93) recent application to the company's dealership program. Between his successful application and Commerce graduation, David became a Vice-President for Skyward Aviation (serves northern Manitoba and Nunavut) where he had built up their air ambulance division. Congratulations David.

**Sophie Blais-Yalbir** (B. Comm'95) was married last spring; she moved to Calgary in November. Sophie is an Account Manager with Great-West Life and is just one class away from receiving her Certified Financial Planner designation.

**Brent Card** (BAdmin.Cert'95) works for Caterpillar Logistics (Caterpillar Inc.). He was transferred to Bessemer, Alabama last year to help establish the warehouse for Daimler Chrysler. Brent is now the Operations Coach for the plant which distributes parts for a new Mercedes SUV for all the North American and German depots.

**Jennifer (Patallas) McLeod** (B. Comm'97) is the manager of Administrative Services for SaskTel International in Regina. Jennifer recently participated in one of the college's Management Development Programs.

**Andrew Lawman** (B. Comm'98) moved to Edmonton in January to become the Human Resource Director for The Grocery People (TGP), a subsidiary of Federated Co-operatives. TGP focus on wholesale distribution to operations in western Canada and the NWT.

**Dwight Gerling** (B. Comm'99) lives in Toronto and travels the world with his work as a Soybean Trader with Maple Leaf Foods International.

**Martín González de Souza** (MBA'99) is an International Marketing representative for Envista Technologies, an environmental IT consulting company based in Saskatoon. Martín is helping to develop markets for Envista in Central and South America.

**Steven Carvalho** (MBA'00), who lives in Toronto and works for Unilever Canada was recently promoted to Account Manager of Pharma Plus, the second largest drug chain in Ontario.

**Liv Judd**, a fourth year marketing student, is one of fourteen international students accepted for the prestigious IAA internship. Liv will be interning in the Media department of McCann-Erickson WorldGroup, an advertising agency in New York.

## Rawlco Radio Donates \$1M for Aboriginal Business Education in Saskatchewan



Gord Rawlinson receiving a star blanket from Chief Perry Bellegarde, Federation of Saskatchewan Indian Nations

In March, Gordon Rawlinson (B.Comm'68), President of Rawlco Radio, presented a donation of \$1 Million to University of Saskatchewan President Peter McKinnon to establish the Rawlco Resource Centre at the College of Commerce.

The Rawlco Resource Centre, a partnership between the U of S, College of Commerce and the Saskatchewan Indian Federated College, School of Business will be a nucleus for recruitment and retention of First Nations and Métis students seeking a business education and, ultimately, a Bachelor of Commerce degree.

In acknowledging his gift, Gordon Rawlinson said, "It is important for the future of Saskatchewan that more First Nations and Métis people are in business in Saskatchewan. Entering the College of Commerce from Prince Albert, I know the challenges I faced adapting to life at university. For many First Nations students, these challenges can be much greater and may even be a disincentive to pursuing a business education." Recruiting and retaining Aboriginal business students are the prime

objectives of the Rawlco Resource Centre. A program counsellor for Aboriginal students will be hired; a research study to identify ways to better retain business students has already begun; a First Nations Business Library and student professional development activities, bursaries and tutors are among other initiatives the Rawlco donation makes possible.

In accepting the gift, U of S President Peter McKinnon commented, "Gordon Rawlinson is a successful businessperson whose leadership inspires us all to give back to our province and to the institution which gave us our foundation. This magnificent gift will go a very long way to ensuring that the future of business in Saskatchewan has a strong foundation in the First Nations community."

During the ceremony, Chief Perry Bellegarde, Federation of Saskatchewan Indian Nations, presented Gordon Rawlinson with a star blanket acknowledging the significance of his gift and appreciation of the Saskatchewan chiefs for his support.





Dr. Nola Buhr (Accounting)

Dr. Nola Buhr, Associate Professor of Accounting, may subscribe to the adage that 'accountants are born, not made' but she certainly adds a few colourful twists to the 'typical accountant' image.

Nola, a top student in drama and English during high school, spent several years as an advertising copywriter before deciding to "become a professional". She discovered her innate love for accounting at the

University of Manitoba. Following graduation, she obtained her CA designation and spent five years in public practice in Winnipeg and Bermuda. But there were still more avenues to explore. She chose to do her PhD at the University of Western Ontario which supported her interest in environmental accounting, an emerging professional area in the early 90s. From 1994-1998, Nola taught at Binghamton University in New York which also fostered her interest in environmental accounting. In 1998, Nola decided it was time for another adventure. She spent the next two years at Sultan Qaboos University in Oman, where she taught in English and the student mix was very similar to what she now has at the College of Commerce. Last year, Nola decided to return to western Canada to be closer to family and research colleagues. A former PhD colleague, Gary Entwistle (Accounting) enticed her to consider the U of S. Our strong accounting department situated in a well-run college and university helped convince Nola to choose the College of Commerce.

Nola's vision of accounting is based on the concepts of financial, social and environmental accountability, both historically and in the future. She is especially interested in social issues, questions of accountability and public policy. Her historical interests currently focus on the reporting practices of the Union Pacific and the Canadian Pacific railroads during their first decade of operations in the 1800s. Her environmental accounting interests have led to her research on the impact of current issues and policies. On top of this eclectic but carefully considered professional career, Nola is also a published poet! As Nola clearly illustrates, accountants may be born, but the opportunities and adventures open to them are unlimited.

**WE'D LIKE TO HEAR FROM YOU...**

There are many ways to stay in touch. Do we have your correct name and address? Do you have some news you'd like to share? Please let us know by mail, phone, email or fax as follows:

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Dr. Grant Isaac (Management & Marketing)

Dr. Grant Isaac is an Associate Professor of Biotechnology Management in the College of Commerce, a new position affiliated with the University of Saskatchewan's newly created Virtual College of Biotechnology.

Grant began his university studies in economics at the U of S completing both a BA and an MA. He became intrigued with the differences in regulatory approaches to products of biotechnology and the impact of these differences upon international

trade. As a result, he decided to pursue an international study of the political economy of biotechnology regulations at the London School of Economics. Almost to the day he arrived in London to begin his doctoral studies, the anti-biotechnology furor began in Britain and the rest is history. Grant was in the right place at the right time to study the emerging bioeconomy and biotechnology issues.

During the past few years, he completed various studies including:

- the relationship between food safety regulations and trade agreements
- the connection among regional and multilateral trade agreements, food safety and environmental protection regulations
- trade implications of eco-labelling
- impact of the World Trade Organization and Biosafety Protocol on the international trade of agriculture biotechnologies

Grant has two books coming out this fall (CAB International Publishers). In his first book, *Agriculture Biotechnology and Transatlantic Trade*, Grant explores the impact of international trade policy on the regulatory barriers facing agricultural biotechnology products. In the second book, *In Food Safety and International Competitiveness: The Case of Beef*, Grant and his co-author, did a cross-country (Canada, the United States, the United Kingdom, Australia and New Zealand) comparison of the national regulatory regimes and their impact on the competitiveness of the national beef industry.

Grant returned to the U of S because of its "world-leading cluster of natural and social science expertise" devoted to biotechnology and the opportunities for interdisciplinary research.

For more information on Grant's research and teaching interests or the Virtual College of Biotechnology and the U of S's Biotechnology Management focus, check out <http://www.commerce.usask.ca/faculty/isaac/>.

Both Grant Isaac and Nola Buhr exemplify the teacher-scholar model (i.e. in order to teach at a higher level, one needs to be a good scholar) at the U of S. Their enthusiasm for teaching, broad research interests and commitment to the College and University are both encouraging and contagious for their students and colleagues.

*Dr. George Baxter Retires*



Dr. George Baxter

After thirty-four years of outstanding service to the College of Commerce and the University of Saskatchewan, Dr. George Baxter (B. Comm '59), Professor and former Head of Accounting, took early retirement on December 31, 2000. In addition to his profound knowledge of

financial consolidations, George was a perennial favorite with students. His engaging style, modest personality, and his exceptional ability to transfer theory into real life experiences won him a place as a master teacher in the minds of many students. In 1998, his excellence in teaching was recognized by the Canadian Academic Accounting Association when he received the L.S. Rosen Award for his outstanding contribution to Canadian accounting education. George also served his profession with distinction. In 1991, he was named a Fellow of the Institute of Chartered Accountants of Saskatchewan. This spring, in recognition of his extensive service, both nationally and provincially, the Institute established "The George C. Baxter Chartered Accountants of Saskatchewan Scholar" at the College. Within the College of Commerce, George was a leader and a true mentor to all. During the past few years, George was instrumental in conceptualizing and developing our successful Master of Professional Accounting program (MPAcc). As one last contribution to the College, George agreed to come out of retirement to serve as Acting Dean of the College for a few months before Dean Lynne Pearson begins her second term. George has been appointed Professor Emeritus of the Department of Accounting, effective July 1, 2001. Our thanks George and best wishes to you and Muriel as you enter the next phase of your journey together.

*We are thinking of offering the newsletter via email. Would you like to receive upcoming newsletters in this format? Please let us know.*

- email version (if yes, send email address to: [alumni@commerce.usask.ca](mailto:alumni@commerce.usask.ca))
- no! (If you don't request the email version, you'll continue to receive a 'hard copy' newsletter.)

*Commerce News*



Dean Lynne Pearson

Dean Lynne Pearson has accepted a reappointment for a second five year term as Dean of the College of Commerce, beginning July 1, 2001. Lynne's outstanding administrative and leadership skills have been recognized by her colleagues at the university and in the business and professional communities.



Assistant Dean Alison Renny

Assistant Dean Alison Renny (B.Comm '82, MBA '91) has also been reappointed for a five year term, effective July 1, 2001. Alison is responsible for our undergraduate and certificate programs at the College.

**Undergraduate Students Win MBA-level Paper Competition**

Earlier this year, four undergraduate Commerce students' term paper won Queen's University Far Horizon Conference research paper competition for undergraduate and graduate business students. To read their paper, "Cultural Implications of Doing Business in China", log on to: <http://www.commerce.usask.ca/undergrad/ accomplish.shtml> Their paper was originally prepared for Dr. Sheng Deng's (Management and Marketing) International Business class.

**RESEARCH CORNER**

How do you choose a mutual fund to invest in? Dr. Dale Domian (Finance and Management Science) may have an answer for you. Traditional wisdom and recent events in the stock market indicate that there is no 'long-run persistence' in investments. A good investment today is usually not a good investment tomorrow. During the past few years, Dale Domian and his colleagues have been analysing various types of mutual funds by key factors to see if there are reliable predictors of long-term profitability. One of the key factors, the Management Expense Ratio (MER), turns out to be a reliable indicator of performance for several types of mutual funds. Lower MER funds do better than those with higher fees over the long-run. The research results for Canadian bond funds will be available later this summer. So, your 'hot' (research) tip is select low MER funds if you want to see more money in your pocket!

For more information, contact Dale at: [domian@commerce.usask.ca](mailto:domian@commerce.usask.ca)

For more information on recent publications by other Commerce faculty, see: [www.commerce.usask.ca/researchdb/](http://www.commerce.usask.ca/researchdb/)



Dr. Glenn Feltham

Dr. Glenn Feltham has been appointed Head of the Department of Accounting for a five year term beginning July 1, 2001. Glenn, originally from Alberta (and with Newfoundland roots), holds a PhD, an MBA and an LLB. He is a member of many professional organizations, including the Canadian Tax Foundation where he has chaired major tax conferences. One of Glenn's current research interests is succession planning in family businesses. Congratulations Glenn.



Dr. Barb Phillips

Marg Forbes (M.Sc'93), CA, has been appointed Director of the Master of Professional Accounting Program. Marg brings a vibrant combination of academic and professional experiences to this position. The MPAcc program is an alternate route to a CA designation and offers a mix of graduate courses in all disciplines of business. The program receives enthusiastic support from the professional community.



Marg Forbes

Dr. Barb Phillips (Management and Marketing) has been appointed to the Editorial Review Board for the Journal of Advertising. Earlier this year, she was named "Reviewer of the Year" by this prestigious advertising journal.

*Teaching Awards:*



Dr. Fred Phillips



Professor Eva Wetzel



Dr. Ron Edmonds



Dr. Graham Links

During our spring graduation celebrations, Dr. Fred Phillips (Accounting) and Professor Eva Wetzel (Industrial Relations and Organization Behaviour) were named, respectively, the Most Effective and the Most Approachable Professors by our undergraduate students.

Our graduate students chose Dr. Ron Edmonds (Head, Industrial Relations and Organization Behaviour) as their Professor of the Year. Dr. Graham Links (Finance and Management Science) was presented with a special award in recognition of his contributions to the development and delivery of the MBA international program in Japan.

**International Business Experiences for MBA Students**



*Iris USA gathering of U of S MBA students and alumni, now Iris employees.*

The College of Commerce, through our Centre for International Business Studies, develops and promotes international business education. This year, seventeen MBA students are participating in international business management experiences. Six students are in Japan studying and comparing Japanese and Canadian management practices at Hitachi Ltd. (in Hitachi City) and in Sendai, working with Sony Corporation. Two students are also doing special projects for IRIS USA, a Japanese-based business in the States. Another group of MBA students are in Ukraine, participating in an exchange between the U of S and selected business schools in Ukraine. And finally, a group of MBA students, through the U of S's International Office, are in Russia analysing the managerial issues of restructuring businesses for a more market-based economy in Central and Eastern Europe.

**Saskatchewan Tax Reforms**

Jack Vicq (B. Comm '61, M.Sc.'69), Professor Emeritus of Accounting, was recently appointed to serve as the A.W. Johnson Distinguished Chair in Public Policy for a one-year term. Jack will be involved in examining provincial and national taxation and revenue policies. He'll begin by looking at Saskatchewan's current income tax arrangements with the federal government. In 1999, Jack led a committee that recommended a new income tax system for Saskatchewan.



Jack Vicq