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When I first became Dean of the School of Management—almost five years ago—I had the opportunity to meet with a number of alumni groups. In these meetings, I told alumni that I recognized that their School of Management degrees were important assets in which they had invested substantial amounts of time and money. What’s more, I shared with them my view that the value of these assets in the marketplace is a function of the visibility and reputation of the School.

I also informed alumni that one of my key goals as Dean—and the standard by which I wanted to be judged—was to raise the value of their degrees. So, in a sense, I look at this year’s message as my report to shareholders—the alumni and students of the School of Management.

Ambitious Plans
To accomplish the goal of raising the value of School of Management degrees, we established an ambitious five-year strategic plan in 2002. Objectives of this plan included:

- achieving a global top-100 ranking for the School and its programs;
- obtaining international accreditation;
- rebranding the School;
- constructing a new building; and
- creating an endowment fund that will enable the School to compete at the level of a top-100 school.
Progress on these objectives has been steady and significant. Three years into the plan, we can take pride in the fact that several of these ambitious goals have been achieved, and the others are clearly within reach.

World-class Rankings
In the Financial Times (FT) global EMBA rankings, which appeared in the fall of 2004, the University of Ottawa’s Executive MBA program ranked 65th in the world. Best-in-Canada rankings were achieved for the career progress of students, the quality of faculty, and the international component of the program. In fact, the international component of our Executive MBA program ranked among the top 10 in the world, putting us in the company of other prestigious schools such as IMD, LBS and Stanford.

Furthermore, in the FT’s global survey of MBA programs, released in the winter of 2005, our MBA program ranked 125th, up seven places from last year, demonstrating progress and momentum toward our goal of a top-100 ranking for this program.

Our programs also fared extremely well this year in national rankings. Corporate Knights Magazine—in its second-annual guide to business schools for students who want to change the world—ranked our undergraduate and MBA programs fourth and seventh in Canada respectively for their commitment to social responsibility. This ranking, which is modelled on the US-based Beyond Grey Pinstripes Survey, evaluates Canadian business schools by examining the degree to which they incorporate social and environmental factors into their programs. The School of Management was also profiled in the 2005 edition of the Princeton Review’s Best 143 Business Schools Worldwide.

Hallmarks of Excellence
In the spring of 2005, the School of Management’s MBA, EMBA and MHA programs received accreditation by the Association for MBAs, a UK-based organization that promotes high-quality graduate education in business. Similar in process to AACSB accreditation, AMBA accreditation confirms that a school’s graduate management programs are of the highest quality and relevant to the changing world of business. We became the third management school in Canada to receive AMBA accreditation. Slightly more than 100 management schools worldwide have achieved this distinction. With both AACSB and AMBA accreditations, the School has now obtained two of the three major international quality seals, placing it in the company of the world’s elite management schools.

“Best-in-Canada rankings were achieved for the career progress of students, the quality of faculty, and the international component of the program. In fact, the international component of our Executive MBA program ranked among the top 10 in the world.”

Linked With Leadership
Continuing to implement our “Linked with Leadership” brand, the School this year introduced a new CEO in Residence series. This unique teaching format brings leaders from various sectors of the economy to the School to serve as role models and engage in discussions with students. The inaugural CEO in Residence was Roger Greenberg, chief executive officer of Minto Corporation, Ottawa’s largest real-estate company. Roger spent several hours with MBA and BCom students discussing leadership and governance challenges for a second-generation family business.

Other CEOs who shared their insights with students this year included Pierre-Paul Allard, former president of Cisco Systems Canada and currently Cisco’s vice-president, worldwide enterprise marketing; and Dr. Jack Kitts, president and
AMBA accreditation confirms that a school’s graduate management programs are of the highest quality and relevant to the changing world of business. We became the third management school in Canada to receive AMBA accreditation.

CEO of the Ottawa Hospital. We will expand this successful series in the coming year by bringing in CEOs from across Canada and around the world.

Reconnecting With Alumni
The School of Management launched a major effort this year to reconnect with its 20,000 alumni across Canada and establish a stronger alumni network. Several events were held in Ottawa, Montréal and Toronto, and individual meetings were conducted in other major cities. Achieving our goals will require the active support and engagement of our alumni. Accordingly, reconnecting with alumni will be a major focus of activity in coming years.

Creating a New Facility
During 2004-2005, planning and design of a new facility for the School of Management was completed. This facility has generated considerable excitement among students, alumni, faculty and staff. Rightfully so. The building will provide us with state-of-art teaching, research and event facilities, as well as a vastly expanded space for student activities. Construction of the facility—on a highly visible and prestigious site at the north entrance to the campus—is scheduled to begin in the summer 2005. The target completion date is summer 2007.

Accomplishments of Faculty, Students and Alumni
At the School of Management, we take great pride in the accomplishments of our faculty, students and alumni. In 2004-2005, the School’s faculty won University of Ottawa teaching awards, obtained major research awards from federal granting councils, foundations and corporations, and were honoured by their professions and communities. Our students won local, regional and national case competitions. And our alumni continued to win major awards from industry and community organizations.

Setting Our Sights on the Future
As we approach the final two years of our initial strategic plan, the University of Ottawa as a whole is engaged in a planning exercise it calls “Vision 2010”. This planning exercise has provided us at the School of Management with an opportunity to take stock of our progress and reset our sights on a new horizon. We still have work to do on some of our initial priorities; but, as we move forward, our efforts will focus on:

- improving the student experience,
- adding new and distinctive graduate programs to our program portfolio,
- enhancing our research productivity, and
- solidifying our financial foundation.

To achieve these objectives, we plan on enhancing our teaching and research capabilities in three strategic areas: innovation and commercialization, management of health care industries, and international management.

Shareholder Pride
At the School of Management, we are extremely proud of what we—students, faculty, staff and management team—have created: a School of Management with ambitious aspirations; a rich and stimulating learning environment; an institution in which students and professionals can realize their full academic potential and lay the groundwork for successful careers. Upon learning what we have achieved this year and what we hope to achieve in years to come, I am confident that you—shareholders in the School of Management—will be proud as well.

Achieving our goals will require the active support and engagement of our alumni. Accordingly, reconnecting with alumni will be a major focus of activity in coming years.
The Dean’s Advisory Board provides the School with another vital connection to local business leaders. The board provides the Dean with counsel in a number of crucial areas, including the School’s strategic direction, identification of fundraising opportunities, and development of marketing and communications plans and policies. During 2004-2005, one new member was welcomed to the Dean’s Advisory Board from within the School of Management: George Langill, Executive in Residence at the School of Management, and former CEO of the Royal Ottawa Health Care Group.

George Langill
EXECUTIVE IN RESIDENCE

George Langill is the former Chief Executive Officer of the Royal Ottawa Health Care Group and a widely recognized leader in health care management. Awarded HealthCare Manager Magazine’s National Award for outstanding health care administration in 2003, he is a 30-year veteran of the health care management sector, and holds an MHA from the University of Ottawa. He has held leadership positions within the industry including advisor on provincial health review advisory councils, as a director on numerous boards and associations, and as a consultant to health organizations. He has been widely published and presented at countless conferences on a wide array of topics, and has himself chaired numerous sessions and workshops. He has been active within the University of Ottawa community, service as an Adjunct Professor in the Faculty of Medicine, and as a sessional lecturer and course coordinator.

During 2004-2005, the board also welcomed a new chairman: Bruce Joyce, a partner at Deloitte. Mr. Joyce replaced John Kelly, chairman of NexInnovations, who provided the Dean and the School with valuable insights and years of inspired leadership.
After earning his doctorate at McGill University, he spent 18 years with Bell Canada and Stentor Resource Centre Inc., six years at Kasten Chase Applied Research as senior vice-president (including several years as president and CEO of a subsidiary company, Springboard Wireless Networks), and four years as president and CEO at iMPath Networks.

International Recognition
Since opening our doors in 1992, the University of Ottawa Executive MBA Program has offered an integrated curriculum with a global perspective across all business functions. The University of Ottawa Executive MBA Program is recognized as world class based on results of the 2004 Financial Times global survey of Executive MBA programs. The program achieved best-in-Canada results across three categories – for the career progress achieved by our graduates, the caliber of the program’s faculty and the international component of our curriculum. In fact, the international component of the curriculum ranked the Executive MBA program among the top 10 in the world.

Our Executive MBA participants are of diverse origin and background, reflecting the global nature of business today.

Striking a Balance of Theory and Practice
Participants undertook a series of six major consulting projects on behalf of real organizations - individually and as part of a multidisciplinary team - recognized by the Canadian Association of Management Consultants (CAMC). Through these assignments participants were able to gain tangible, hands-on experience with the input of Canadian and international business leaders and validate their own leadership styles through the process.
In 2005, the International Consulting Project took 2nd year participants to Warsaw to leverage Poland’s recent membership in the European Union as a gateway for trade. Participants gained an appreciation of what it takes to compete and prosper in today’s international business environment by working with the following firms:

- McSweeney & Associates Management Consultants,
- Wasko (Polish company),
- Medriv (Polish company),
- Pricedex Software Inc.,
- Harris International, and
- Great Northern Maple Products.

The Strategic Marketing Consulting engagement for 2005 allowed participants to give back to the Ottawa community by providing their expertise to the marketing challenges of five different not-for-profit agencies in the city including:

- Parkinson Society Ottawa,
- Christie Lake Kids,
- The Commuter Challenge,
- Rideauwood Addiction and Family Servicesm and
- les scouts du district d’Ottawa.

California’s Silicon Valley was host once again to first year participant’s e-Business Consulting project and trip as they undertook a consulting assignment with their team on behalf of an Ottawa based firm. The driving force behind the innovation and e-business engagement is Pierre Sabourin, a member of the Executive MBA program faculty. An accomplished senior executive at International Trade Canada and an expert in the field of strategic information management, Professor Sabourin has played an instrumental role in the development of the Executive MBA program. In recognition of his considerable achievements on behalf of the program, Professor Sabourin was named the University of Ottawa’s 2004 part-time professor of the year.

As the only Executive MBA program in North America to offer an e-Business consulting project and trip as part of its curriculum, the program introduced participants to the world’s leading technology companies and organizations right on their home turf including:

- International Business Incubator
- Stanford University
- IBM
- Sun Microsystems
- Siebel Systems
- Accenture Technology Labs, and
- Cisco Systems.

The High-Tech Entrepreneurship Investment Plan and Pitch culminated with participants presenting, on behalf of an entrepreneur, a business plan and an investor package to a panel of venture capitalists who decide on the fundability of the project. In 2005, a team leveraged its research from the e-Business project in the valley to pitch their investment plan for an electrical transmission grid monitoring technology. As a result, Current Networks is in ongoing discussions with one of the participating venture capitalists. As well, a major North American Hydro utility is interested in the technology. In the project’s five year history, participants have pitched plans that were followed up by the panel an average of one in every three presentations in contrast to an industry average of one in 100.

The Leadership Forum
Building on the success of the leadership development initiative for EMBA participants, preparations continued on the Leadership Forum, led by Peter Cleveland. Peter Cleveland is an Executive in Residence at the School of Management and a retired Partner and senior Vice-President at Ernst &Young. The Leadership Forum is co-sponsored by our business partners to reward and support the new leaders of our community. The initiative will use lectures, seminars and events to enable today’s young executives and entrepreneurs to interact with some of the country’s most accomplished business leaders.

A Customized Offering for Today’s Executive

The unique Leadership Lecture Series provided the opportunity to consider, compare and evaluate strategies to manage current issues from a 360 degree perspective, as presented by six prominent Canadian public, private and not-for-profit sector leaders. The Series, orchestrated by Executive in Residence Denis Desautels, was entitled ‘Taking your Case to the Hill’ featuring:

- Ms. Nancy Hughes Anthony, President & CEO, Canadian Chamber of Commerce,
- Mr. Anthony Stikeman, President Tactix & Past President of Government-Relations Institute of Canada (GRIC),
- Mr. George Haynal, Vice-President, Public Policy, Bombardier Inc.,
- Mr. André Marcheterre, President, Merck Frosst Canada & Chair of Canada’s Research-Based Pharmaceutical Companies (Rx&D),
- Mr. Duff Conacher, Coordinator, Democracy Watch and Chairperson of the Canadian Community Reinvestment Coalition, and
- The Hon. David Collenette, Former Minister of Veteran’s Affairs, National Defence, and Transport.
Delivering Value

Competition among Canadian business schools to attract the best and brightest students has become increasingly intense during the past several years. During 2004-2005, the MBA program at the School of Management remained the preferred option for a cadre of accomplished and enthusiastic full- and part-time students. The achievements of these students, and the activities undertaken by the School this year, demonstrate why the School’s MBA program remains one of the finest in the country.

The Value of Location

Ottawa represents the nexus of the high-technology industry and government in Canada. Nowhere else in the country does one have access to leaders in both these two sectors as they do in Ottawa. This year we took advantage of this vibrant business environment. The School of Management was pleased to lead off the academic year by welcoming Rob Ashe, CEO of Cognos and a school alumnus, as the featured speaker at the MBA program’s orientation session. Mr. Ashe’s appearance at the School reflects the vital link the School of Management has made with entrepreneurs and executives in the Ottawa region—local business leaders whose firms compete and win in the international marketplace.
The Value of Experience
The School of Management also hosted another alumnus, Greg Richards, president of the Canadian Association of Management Consultants (CAMC), as the featured speaker at this year's MBA Networking Breakfast. He shared with students and faculty his insights on the profession of management consulting and highlighted how performance-management technology is changing business processes within companies and organizations.

Mr. Richards also outlined the role his organization would play in students’ academic lives. Each year, CAMC management consultants serve as mentors to MBA program students as these students undertake consulting projects with local businesses and organizations. Through these projects, students tackle real-world business-management challenges and come away with valuable experience in meeting the everyday demands of careers in management consulting.

During 2004-2005, School of Management students undertook consulting projects with 12 companies and organizations operating in the Ottawa area:

• Bell Canada;
• Canada Post Corporation;
• National Research Centre;
• PricewaterhouseCoopers Canada;
• Mitel Networks;
• National Capital Institute of Telecommunication;
• Optiwave Corporation;
• Vanguard Protective Technologies Inc.;
• McMillan Binch LLP;
• Fédération des caisses Desjardins du Québec;
• Export Development Canada; and
• Petrie Islands Business Marina.

The Value of Understanding Valuation
Being a manager in the business world has never been a more daunting challenge than it is today. To help students understand the complexity of business management in the new century, Professor Abdul Rahman organized a one-day seminar this year on the concept of valuation: the intricate linkages between economics, accounting and finance. By examining valuation, Professor Rahman helped seminar participants gain a clearer understanding of how to gauge the true worth of companies.

Cognos Live Case Competition
In July 2005, Cognos hosted the School’s second Live Case Competition. At this event, students put into practice their classroom learning and personal experience to give fresh insight into a major strategic challenge that Cognos is currently facing: their go-to-market strategy for China.

Four MBA teams were selected from an initial seventeen teams to go head-to-head with each other in presenting on this challenge to Rob Ashe, Cognos CEO, John Jussup, Chief Legal Officer, David Long, Vice-President, Finance, and Sean Reid, Senior Manager, Corporate Communications.

Congratulations to the team composed of Nicholas Charron, Sylvain Emond, Ghislain Létourneau, and Pierre Létourneau, selected by Cognos as the winning team.

MBA Tour of Toronto Organizations
In July, members of the MBA Student Association, with the support of the School of Management Career Centre, visited Tembec Inc., the Toronto Stock Exchange, TD Securities and TD Commercial Banking Centres in Toronto. Students saw the theory learned in their classrooms being used in these leading organizations. They also discussed the different opportunities that the organizations have for our future MBA graduates.

“...the School’s MBA program remains one of the finest in the country.”
Solid Reputation for Excellence in Health Care Management

The School of Management MHA program is recognized as one of the foremost health care administration programs in the country. The solid reputation enjoyed by the MHA program is the result of a number of factors: innovative new courses; the superior quality of students, recent graduates and faculty; and increased efforts to reach out and engage health care leaders. Evidence of these qualities was clearly apparent in the activities and accomplishments of the program during 2004-2005.

Innovative New Programs and Courses

Preparations for a new Master’s of Science degree program in health care management were well underway in 2004-2005. Course work in this program will educate students to assume research and research-management positions throughout the field of health care. This innovative program is expected to begin in September 2006.

During 2004-2005, plans were developed to begin the creation of the Institute of Health Care Systems Management. The Institute will promote a systems approach to address current and future challenges facing health care managers and policy makers, enabling professionals and executives to keep pace with the latest advances in the field.

Reaching Out

The MHA program made a concerted effort this year to engage health care leaders in MHA program activities. Through classes, seminars, networking sessions, conferences, and participation in the School’s CEO in Residence series, a variety of influential players in the health care system met with students to discuss residency opportunities, forge professional relationships, and provide personal perspectives on the field of health care management. Indeed, the list of the health care experts who participated in MHA program activities during 2004-2005 reads like a “who’s who” of the local health care profession:

- Jack Kitts, President and CEO, The Ottawa Hospital;
- George Langill, former CEO, Royal Ottawa Health Care Group;
- Michel Lalonde, former CEO, Hawkesbury General Hospital;
- Gino Picciano, Vice-president, The Ottawa Hospital;
- Randy Penny, President and CEO, Renfrew Hospital;
- Sandra Golding, CEO, Community Care and Access Centre of London and Middlesex; and
- Nathalie Ménard, Head of Planning and Support Services, Eastern Region, Ontario Ministry of Health and Long-Term Care.

Health Care Management Seminar Series Speakers

Dr. Jeremy Grimshaw
Canada Research Chair in Health Knowledge Transfer and Uptake, Ottawa Health Research Institute and University of Ottawa

Dr. Michael Carter
Department of Mechanical and Industrial Engineering, University of Toronto

The Honourable Carolyn Bennett, Minister of State (Public Health)

Tom Schonberg, B. Sc., MHA, President and CEO, Queensway-Carleton Hospital
**Bachelor of Commerce**

**The Power of Partnership**

The School of Management recognizes that working with committed partners produces powerful results. During 2004-2005, the School’s Bachelor of Commerce program pursued partnerships in three key ways: creating a chapter of the elite Beta Gamma Sigma honour society; kicking off the inaugural Mindtrust Leadership Program; and revitalizing the School’s Mentorship Program.

**Rewarding Achievement**

Two years ago, the School of Management won accreditation from the Association to Advance Collegiate Schools of Business (AACSB). As a result of this coveted endorsement, Bachelor of Commerce and MBA students became eligible this year to earn membership in Beta Gamma Sigma, an international honour society serving business programs accredited by AACSB. To qualify for membership, students must achieve a cumulative grade-point average of 8.5 or higher. Membership in Beta Gamma Sigma is the highest recognition a business student anywhere in the world can receive. Apart from being a badge of honour, Beta Gamma Sigma provides students with exclusive job-search services and publications, and enables members to tap into a vast network of fellow students. To date 44 students, 18 Professors and 3 Honourary inductees have been invited into this prestigious honour society.

**Nurturing the Next Generation of Leaders**

During 2004-2005, the Bachelor of Commerce program co-sponsored the inaugural Mindtrust Leadership Program: a comprehensive series of lectures, seminars and activities designed to nurture the leadership skills of promising students. Backed by the School of Management, Carleton University’s Sprott School of Business, and Mindtrust—an informal think-tank that includes some of the most respected executives in Canada’s high-technology industry—this year’s program included the active participation of 20 of our student leaders.

**Making A Winning Program Even Better**

Launched in September 2003, the Mentorship Program pairs first-year Bachelor of Commerce students with third- or fourth-year student mentors who provide advice and counsel on a wide range of issues—from academic matters to personal challenges. At the start of the 2004-2005 academic year, the program underwent a comprehensive review to increase the number of mentors and ensure that students and mentors were being matched properly. A key component of this rigorous assessment was to survey incoming students to identify those who might benefit from mentorship. As a result of the review, the number of new mentors increased substantially and successful matches were made with dozens of first-year students.
Exciting Opportunities for Ambitious Students
The International Exchange Program provides School of Management students with opportunities to fulfill their academic requirements while attending one of 41 schools around the world. This year, our students participated in exchanges in 13 different countries. The program enables students to acquire valuable life experiences, broaden their perspectives, and experience the culture, customs and traditions of other countries.

A Popular Option
During 2004-2005, the International Exchange Program remained a popular option for ambitious School of Management students, as 99 of them took advantage of this exciting educational opportunity. In turn, 91 students from around the world came to Ottawa to experience the rich learning environment offered by the School of Management.

Two New Additions
This year also saw the addition of one school and one new course to the International Exchange Program. The European Business School—known as ebs—was added to the impressive roster of foreign schools available to program participants. What’s more, the program’s summer MBA curriculum offered in Reims, France now includes a course entitled “Executing Leadership Greatness”. Presented by renowned South African lecturer Mario Denton, the course enables students to examine leadership and change management from an integrated and systematic perspective.

2004-2005 International Exchange Programs

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<td><strong>TOTAL:</strong></td>
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Career Development: A Core Component of a Complete Education

In its October 2004 edition, Canadian Business called the School of Management Career Centre one of the best of its kind in Canada. No wonder. The entirely student-funded Career Centre has transformed the concept of career development from an adjunct of student life into a core component of a complete education.

Three Unique Career Conventions

Each year, the School of Management Career Centre sponsors and organizes a number of Career Conventions designed to enhance the career prospects of specific student groups. In particular, these unique networking opportunities enable School of Management students to learn more about a number of companies and organizations, and their recruiting processes. In turn, Career Conventions give employers the opportunity to identify and assess potential candidates from among the hundreds of qualified School of Management students in attendance.

Prior to attending Career Conventions, all students must participate in a variety of career-development workshops to ensure they are prepared to take advantage of the wealth of opportunities presented at these events. Employers, meanwhile, are able to view student résumés beforehand via the Career Centre’s powerful Career Navigator website.

During 2004-2005, the School of Management held three Career Conventions:

- At the Undergraduate Career Convention, held on October 5, 2004, representatives of some 38 companies and organizations, and more than 350 undergraduate students examined a variety of exciting career prospects.

- On March 16, 2005, the School’s first Summer Career Convention brought together representatives from some 20 companies and organizations, and more than 300 first-year students to discuss summer employment opportunities.

- The second annual MBA Career Network, held on June 22, 2005, enabled representatives of 20 companies and organizations from a variety of industries to meet with 65 graduating MBA students to discuss career opportunities.

Success at CACEE

This year, the School of Management Career Centre was privileged to be a driving force behind the June 2005 conference of the Canadian Association of Career Educators and Employers. CACEE is a national non-profit partnership of employer recruiters and career-services professionals that provides professional-development opportunities to employers, career-services professionals and students.

This year’s CACEE conference, entitled “Success: It’s In Your Capital”, consisted of dozens of workshops, motivational speakers, social activities, an afternoon career-development boot camp, and the first-ever national town hall on graduate employment. The three-day event—which was organized by a steering committee that included Patrick Asselin and Javier Sanchez, two Career Centre relationship managers—also enabled participants to network and share cutting-edge research. What’s more, the conference provided the Career Centre with a unique opportunity to showcase the variety and quality of career-development services it provides to School of Management students.
New Executive in Residence

Peter Cleveland, FCA, CIRP, CFE
Executive in Residence
Former partner and senior vice-president at Ernst & Young LLP, Peter Cleveland has 32 years of experience providing clients with strategic advice on business and financial restructuring. In addition to Mr. Cleveland’s professional career, he has been active with many community initiatives, including serving as co-chair of the Legacy Campaign for the Ottawa Hospital Foundation.

New Professors

Barbara Orser, Ph.D. (Bradford)
Associate Professor, Entrepreneurship
Deloitte Professor
Barbara Orser will co-hold the Deloitte Professorship in the area of management of growth enterprises. Dr. Orser has co-authored two books on small-business finance and published more than 70 articles for academic journals and industry reports. The quality of her work has been recognized through national and international awards from organizations such as the Administrative Science Association of Canada, Canadian Council for Small Business and Entrepreneurship, Canadian Journal of Administrative Sciences, and the Institute of Small Business Affairs (UK). Her current research includes development of a practical diagnostic of owner/management competencies, several studies focusing on business owners’ perceptions of success and growth intentions, and a review of equity financing in Canadian-owned businesses. She is also co-editor of a pending special journal on women entrepreneurs and public policy.

Allan Riding, Ph.D. (McGill)
Professor, Finance
Deloitte Professor
Allan Riding also joins the School as co-holder of the Deloitte Professorship. With primary research covering the financing of small and medium-sized Canadian firms, Dr. Riding’s work spans bank financing, loan-guarantee programs, angel and venture capital, and initial public offerings. He has published more than 40 articles in peer-reviewed journals, contributed chapters to many books, and refereed conference proceedings. Most recently, his study on the Canadian venture-capital industry (co-authored with Barbara Orser and Katherine Manley) received an award as the best paper presented in the Entrepreneurship Division of the Administrative Sciences Association of Canada. Prior to joining the School of Management, he taught for many years at the Éric Sprott School of Business, where he received the Carleton University Students’ Association award for excellence in teaching.

Bijan Raahemi, Ph.D. (Waterloo)
Assistant Professor, Management
Information Systems
Prior to joining the School of Management, Dr. Raahemi held several research positions in the telecommunications industry at prestigious companies such as Nortel and Alcatel, where he focused on computer networks, architectures and services, and the dynamics of internet traffic. He also taught several graduate courses at the Faculty of Graduate Studies (University of Ottawa) in the eBusiness/eCommerce Program. His current research interests include business-communications services (infrastructure, technology and management), peer-to-peer networks, mobile commerce, web services and network security. Professor Raahemi’s work has appeared in the Institute of Electrical and Electronics Engineering Journal, and he has participated in many conferences. He also holds several patents in data communications. Dr. Raahemi is a senior member of the Institute of Electrical and Electronics Engineering (IEEE) and a member of the IEEE-SA, Standard Association.

David H.J. Delcorde, Ph.D. (London South Bank)
Visiting Professor, Management
David Delcorde has served as a part-time professor with the School of Management since September, 2002, and has joined the School on a full-time basis for a three year period. Dr. Delcorde brings over 23 years of federal government experience in a range of areas including finance and auditing, program management, industrial development, international policy, and information technology and information management. His most recent federal government appointment was Director of Internal Audit for Fisheries and Oceans Canada, and prior to this he served as Director of Information Strategies for the Canadian Coast Guard.

Dr. Delcorde’s research interests are in the area of information technology’s effect on governance and corporate social responsibility, as well as information technology’s effect on management and cross-cultural management.
Retirements

**Clinton Archibald**
In December 2004, Clinton Archibald retired from the School of Management. Professor Archibald began working in the Faculty of Administration in July 1984. He was recruited from the Faculty of Social Sciences for his numerous talents as a communicator and practitioner, his academic and professional profile, and his many contacts within the francophone community. He taught courses in public policy and management.

In addition to his academic duties, Professor Archibald was a well-known television and radio host and newspaper columnist. He was also a well-respected coach of the School’s Jeux du Commerce team, director of the Parliamentary Intern Program, mini-course professor, and campus United Way campaign co-director. Professor Archibald was extremely devoted to his students and a passionate advocate for the francophone community.

**Jacqueline Gianini**
Jacqueline Gianini came to what was then the Faculty of Management Sciences (later the Faculty of Administration, and now the School of Management) in 1978, after four years with the University of Ottawa’s Mathematics Department. She holds a Ph.D. in probabilities and statistics from Purdue University in the United States. Dr. Gianini is well known for her exceptional teaching abilities. She knows how to listen, advise, win her students’ confidence, and maximize their learning experience in quantitative courses often perceived as difficult for students. To the great good fortune of School of Management students, she has enlivened courses as varied as data analysis, operations research, simulation, stochastic processes and production management, among others. In close competition with her love of teaching has been her passion for sailing: on her last sabbatical, she even crossed the Atlantic by sail. Now she will able to devote herself to this activity, and we wish her fair winds!

**Jérôme Doutriaux**
Professor Jérôme Doutriaux’s dedication to the School of Management has been exemplary since he joined what was then the Faculty of Management Sciences in 1971. Professor Doutriaux has been a solid contributor and a respected colleague throughout his career at the University of Ottawa. He held many administrative positions at the School of Management, culminating in his role as Vice-Dean and Associate Dean (Programs) from November 2001 to June 2004.

Professor Doutriaux is a distinguished researcher in the fields of technology management and entrepreneurship. Trained as an engineer in France and the United States, he has taught in fields as diverse as data analysis, forecasting for management, economic forecasting, high-tech entrepreneurship and operations management. He is held in high regard by a generation of students and alumni.

Known for his hard work and great attention to detail, Professor Doutriaux will be greatly missed by his many co-workers and friends. We wish him the very best as he explores new adventures and challenges in his retirement, and we look forward to his continued association with the School of Management.

**Georges Hénault**
In July 2005, George Hénault officially retired after 32 years of devoted service with the School of Management. Throughout these years, he served as Acting Dean, Vice Dean, Associate Dean, and Director of the International MBA program.

Professor Hénault is renowned for his expertise in international management and marketing, and in the role of small and medium-sized businesses in developing countries. He is the coordinator of the Francophone Network on Entrepreneurship and was director/dean of the Institute for International Development and Cooperation from 1984 to 1992.

He has published numerous articles and 11 books on various subjects. He worked as a management consultant for CIDA; IDRC; the Trade Facilitation Office of Canada; and the United Nations in Africa, Latin America, Asia and Central Europe.

Retirement will indubitably give him the opportunity to further explore and enjoy his passion for fine wine and gourmet foods.

**Colin Lay**
Dr. Colin Lay retired in June 2005. During his 32-year career with the School, he taught in the Master of Health Administration (MHA) Program, and in the MBA and undergraduate programs. For three separate terms, he was director of the MHA Program, and represented it on the Humanities Division of the School of Graduate Studies and Research. He was also a member of the University Senate, representing the School of Management for ten years.

Dr. Lay has specialized in health care-sector applications of information systems, cost accounting and financial management. His most recent research with Professor Ron Eden resulted in development of a groundbreaking new management tool: Variance Analytics™. Based on patient-level costing, this innovative new tool will make accounting variance analysis more useful in finding opportunities to make hospitals and medical care more efficient.

In 2004, the university’s Technology Transfer and Business Enterprise office submitted an application to patent this process through the United States Patent and Trade Mark Office. In June 2004, Dr. Lay incorporated Sumalytics Inc. to commercialize Variance Analytics (see www.sumalytics.com). He plans a proof-of-concept pilot implementation in four Ontario hospitals, including The Ottawa Hospital.

Dr. Lay has published three books on statistical and mathematical analysis applied to health care management, and a number of articles in academic and professional journals.

Colleagues recall Dr. Lay’s patience in teaching, and his determination to ensure that each student grasps the principles of the subject matter.

Beyond his new business venture, his retirement plans include travelling with his wife, Marjorie, watching birds and wildlife, listening to music, and pursuing his photography. His love for classical music and the importance of his family have made this gentleman a friend we will miss. We wish him well throughout his new retirement career.
**How Businesses Share Knowledge**

According to Dr. Prescott (Scott) Ensign, scientists are more likely to share their know-how with peers at competing companies than with scientists at the same company. Dr. Ensign, one of the latest additions to the School of Management, unearthed this counter-intuitive concept while conducting research on knowledge sharing among research-and-development scientists in multinational pharmaceutical companies. In the coming year, Dr. Ensign will explore the social factors that influence this curious behavior by investigating and measuring the flow of scientific knowledge among workers in high-technology hubs in Canada and the United States.

Under Dr. Ensign’s tutelage, and guided by his trailblazing research, a number of School of Management students have undertaken case studies of knowledge exchanges in some of the region’s leading high-technology companies. These students attend meetings of prominent local business executives to discover how their companies work, how they recruit and retain talent, and how they meet business goals.

**What Makes a Learning Organization?**

School of Management professor Jacques Barrette surveyed 8,000 people in every department and agency of the federal public service, and conducted more than 40 in-depth interviews with top government executives, to find out.

Conducted over the course of three years on behalf of the Association of Professional Executives of Canada, Dr. Barrette’s research focused on human-resources management systems and practices of the federal government. By examining a variety of vital HR measures—from compensation packages and professional-development opportunities to indicators of organizational learning—Dr. Barrette was able to identify several key factors associated with a learning organization.

According to his research, the element most common to a learning organization is a corporate culture that promotes and supports risk-taking among employees. By delegating authority to employees and supporting them in their decisions, many senior managers in Canada’s public service foster a working environment that stimulates individual learning and organizational adaptation.

**Reducing Patient Waiting Lists**

Ensuring timely access to critical health care services is perhaps the most pressing challenge confronting health care organizations in Canada today. To help hospitals reduce waiting lists and ensure patients receive the prompt, effective care they need and deserve, School of Management professor Marie-Pascale Pomey will begin research this year to identify key determinants of successful waiting-time management processes.

To identify these factors, Dr. Pomey and a pan-Canadian team of specialists will undertake a comprehensive examination of health care organizations in Canada to find out how they organize themselves to deal with patient care. In particular,
Dr. Lapierre’s research generated several important findings. For instance, most workers who experienced pressures in their home lives reported:

- participating in fewer important projects at work;
- working on less challenging work projects;
- being given less visible tasks to work on;
- having less power and autonomy over work-related matters; and
- having a lower quality work relationship with their immediate boss.

Dr. Lapierre published his findings in a leading research journal, *Applied Psychology: An International Review*.

Dr. Lapierre has also recently completed a study examining work-family conflict among New Zealand and Canadian managers. He presented these results to some 7,000 attendees at the 2004 Academy of Management conference—at which judges awarded Dr. Lapierre’s work “best paper” honours.

### 5 Helping Improve the Health of Ontarians

Primary health care services in the province of Ontario are provided in four key ways:

- by physicians who operate via fee for service;
- at community health centres located mainly in urban areas;
- through health-service organizations; and
- by means of the province’s new family health network.

This year, Professor Doug Angus embarked on a comprehensive examination of these methods and a comparison of their respective costs and health outcomes. Funded by the provincial Ministry of Health and Long-term Care, the three-year research project is being undertaken by a diverse team of some of Ontario’s leading health care experts, including Professor Angus and several members of the University of Ottawa Faculty of Medicine. As part of this research-intensive assignment, Professor Angus was involved in the collection of data and the creation of concrete analytical processes for their evaluation.

When the project is completed in 2006, provincial health care officials will receive a comprehensive report that will provide an assessment of the effectiveness of delivery models and their contributions to the overall health of Ontarians.

### 6 Understanding the Financial-Reporting Needs and Capacities of Canadian Small Businesses

With the publication of two articles in prominent Canadian (*Canadian Accounting Perspectives*) and international academic (*Journal of Small Business Management*) journals this year, School of Management professor Dr. Michael Maingot, solidified his reputation as one of Canada’s foremost scholars on contemporary auditing and accounting practices.

In “Financial Reporting of Small Business Entities in Canada” (researched and written with School of Management professor Daniel Zéghal), Dr. Maingot and Dr. Zeghal presented results revealed that existing financial-reporting requirements—designed primarily for large corporations—were burdensome to small enterprises in terms of time, cost and paperwork, and did not address their unique needs and capacities. To relieve some of these burdens and preserve the rigor of financial statements, Dr. Maingot and Dr. Zeghal recommend that small businesses be excluded from particular reporting requirements.

In an article for *Canadian Accounting Perspectives*, Dr. Maingot traced the evolution of specific wording contained in standard unqualified auditors’ reports in Canada. His groundbreaking research of the progression of these reports—which are used by auditors to indicate a “clean” opinion of a company’s finances—attributed this gradual change to the growing integration of the Canadian and American economies, and the coercive forces exerted by US regulatory bodies.
How Emerging Information Technologies Influence the Automobile Industry

Few industries are as important to Canada’s economy as the automobile sector. To understand how emerging information and communications technologies impact this crucial industry, the Car Internet Research Program (CIRP) was established in 2001.

This year, CIRP concluded the initial phase of a research program that focused on three specific aspects of the automobile industry:

• how automotive manufacturers, suppliers and dealers use emerging information technologies to improve their business relationships;
• how automotive manufacturers and dealers employ innovative IT systems to engage customers; and
• how advanced vehicle telematics—the science of sending, receiving and storing information via telecommunications devices—are developed and implemented by automobile manufacturers.

During the past three years, CIRP has published some 28 reports that include research findings on these three key aspects. The most recent report presents findings of a comprehensive survey of automobile dealers in Canada and the United States. The survey reveals that American dealers are much more proactive than their Canadian counterparts when it comes to adopting information and communications technologies that deepen relationships with customers. In fact, CIRP found that Canadian dealers adopt emerging IT innovations an average of two years later than American dealers—even though Canadian businesses have access to one of the most extensive and advanced telecommunications networks in the world.

Dealing With Continual Change in Accounting

For ten years, the CGA-Accounting Research Centre has undertaken research and held conferences to help accountants deal with the challenges associated with continual change in the business and financial environments in which accountants operate. During 2004-2005, the centre was particularly active in exploring two areas: enterprise risk management, and financial accounting and reporting.

To expand the accounting profession’s knowledge of corporate governance and risk management, Dr. Kaouthar Lajili and Dr. Daniel Zéghal published two articles: “Conceptual and Empirical Relationships Between Corporate Governance and Enterprise Risk Management” in Revue Gestion; and “A Content Analysis of Risk Management Disclosures in Canadian Annual Reports” in the Canadian Journal of Administrative Sciences.

The annual CGA-Accounting Research Centre conference tackled another fundamental issue for accountants. Entitled “Work, Lifestyle and Productivity: Challenges for Individuals, Managers, Organizations and Society”, the conference brought together a variety of experts who shared their thoughts and research findings on this topical issue.

Uncovering the Innovative Capacities of Canada’s Cities

For the past 13 years, the Program of Research on Innovation Management and Economy (PRIME) has been a driving force in helping Canadians understand the complexities of our increasingly wired world. PRIME is a network of University of Ottawa scholars, including 10 School of Management professors, linked to leading researchers and academics on three continents.

The past year was perhaps the most active and productive ever in the history of PRIME. Of note, PRIME researchers concluded a comprehensive survey of the innovative capacities of ten Canadian cities for the Canadian Advanced Technology Alliance (CATA).

PRIME members delivered a comprehensive report to CATA, and met with dozens of individual CEOs to discuss specific findings.

In addition to its groundbreaking research, during 2004-2005, PRIME hosted ten public lectures by leading executives, international scholars and senior public servants. The group also launched the Emerging Scholars Symposium Series: public lectures at which new faculty members, and doctoral and MA students can present their latest research findings.
Building on this momentum and our heightened reputation, we continue to build our financial foundation through our major fundraising campaign. The campaign will enable us to build a resource base that will help us meet our strategic goals. Our campaign is being carried out with the help of a strong team of dedicated volunteers. It is co-chaired by Don Smith, president of Mitel Networks and one of Canada’s most respected technology CEOs. The campaign executive also includes Bruce Joyce, chair of the School’s Advisory Board and partner with Deloitte; Jim Nininger, former CEO of the Conference Board of Canada; and Kirk Dudtschak, vice-president of RBC Financial Group. Our goal is to raise $30 million by 2008, and use this funding to invest in our new building and its technology infrastructure, fund several centres to accelerate our research excellence and teaching capabilities, and support programs to attract and develop leaders—namely scholarships, executive education and student activities.

School of Management alumni and corporate partners have responded and the School received a number of significant gifts in 2004-2005:

- Alumnus Mark Bruneau funded a professorship in global business strategy.
- Alumnus Eugene Tassé supported the School’s increased emphasis on promoting entrepreneurial spirit.
- Alumnus Camille Villeneuve backed a new student activity fund and new scholarships.
- The National Bank of Canada made an generous contribution to the School of Management. In recognition of this important donation, the main board room of the School of Management will be named - National Bank of Canada Conference Room.

Not only will these generous donations enable the School to strengthen its financial foundation, they correspond with strategic priorities in terms of programs, research activities and campus development.

When it comes to building reputation and relationships, School of Management alumni are the School’s best ambassadors. As the human face of the School, alumni are the most effective means to promote the School and connect with prospective supporters. It is for this reason that the School made a concerted effort in 2004-2005 to engage alumni by launching new events in Ottawa, Toronto and Montréal.
The Intern - Landing a great summer job ... 
the hard way
Organizers of the Jeux du commerce took a page from the 
notebook of Donald Trump last fall, raising thousands of 
dollars for local charity and impressing the local business 
community. After a series of increasingly difficult competi-
tions inspired by Trump's television show, second-year 
student Marc Crivicich, “The Intern”, won a summer intern-
ship with the National Bank of Canada, where he will take 
on a variety of roles—from researching prospective clients to 
overseeing financial reviews. Crivicich will be working under 
the tutelage of Peter D. Thompson, the bank's regional 
vice-president of commercial banking. Thompson served 
as “The Boss” during the three-week event. For Aurélien 
Leftick, the member of the Jeux du commerce executive 
committee responsible for creating the new competition, 
the competition’s success is exactly what he had in mind. 
Besides building stronger ties with representatives from 
Ottawa businesses, the event also aimed to cultivate the 
interest of the School’s more junior students. Mission 
accomplished for Lefrick and company.

The Management Student Council (MSCEG)
The Management Student Council went to great lengths to 
encourage student involvement, student development and pro-
mote a high level of pride within the School of Management. 
Some of the most successful events which embraced the 
mandate of the council were the Inaugural Summer Career 
Convention for first year students and the very elegant and 
dashing Grad Ball farewell celebration for the new graduates of 
the School. MSCEG also put together an extremely successful 
and exciting “101 Week” to welcome our new students. The Management Student Council again provided volunteers and 
sponsorship for a number of events and clubs within the 
School of Management, such as the Scholarship Golf 
Tournament, CASCO and SUITS student magazine.

MBA Student Association (MBASA)
MBASAs key mandate in 2004-2005 was to encourage 
distinction. MBASA worked to optimize every student’s 
personal, academic and professional MBA experience by:

- **organizing** several caucuses and roundtables with MBA 
  program leaders to enhance the program in the short, 
  medium and long terms;
- **assisting** victims of the December 2004 tsunami by 
  organizing a fundraising spaghetti lunch; and
- **stimulating curiosity and ongoing learning** by organiz-
  ing tailor-made visits to organizations such as Canada Post, 
  TD Securities and the Toronto Stock Exchange (TSX).

MBASA believes that student growth and development 
during their graduate school experience is enhanced by 
the overall reputation of the University of Ottawa 
MBA program.

Master of Health Administration Student 
Association (MHASA)
Linking with the health care community and enhancing the 
learning experience of students were the objectives and 
achievements of the MHASA this year, in both academic 
and social contexts. Activities of the MHASA and MHA 
students included attending the annual Ontario Hospital 
Association (OHA) conference and the Canadian College 
of Health Services Executives Speaker Series and Breakfast. 
MHA students also attended several other health executive 
speaker events hosted by the School of Management. 
Speakers included Dr. Jack Kitts, Tom Schonberg, the 
Honourable Carolyn Bennett and Heather Sherrard. 
MHASA members also had the pleasure of participating 
in the MHA Alumni Association Phone-a-thon to raise 
matched funds for two new MHA scholarships.

www.msceg.ca

(Left) “The Intern” Marc Crivicich and “The 
Boss” Peter D. Thompson, Regional Vice-
President of Commercial Banking, National 
Bank of Canada

(Right) 2004-2005 MBA Student Association
Marketing Association (UOMA)
This was a very active year for the Marketing Association. The first UOMA Cabin Cup Scholarship of $500 was presented. The association celebrated the 20th anniversary of the Michel Cloutier Marketing Competition, created to showcase the talents of School of Management students. For the second consecutive year, Canada Post was proud to sponsor the competition, which was attended by 175 students, professionals and School of Management staff. The annual Marketing Ball was again a major success for the association, almost doubling the previous year’s proceeds to $6,000—all of which was donated to Roger’s House. The association also enabled students to attend marketing conferences across the country, supplementing their learning experience and exposing them to thought leaders from coast to coast.

www.management.uOttawa.ca/marketing

Jeux du Commerce
Seven trophies—three first place and four third place—and an incredible human experience! That is what the University of Ottawa delegation brought home from the 2005 Jeux du Commerce. Over three intense days in January 2005, 80 School of Management students participated in the 17th edition of the competition, along with more than 1,000 students from eastern Canada and observers from the rest of the country. The Jeux du Commerce—the largest inter-university management competition in eastern Canada—is rounded out with sports competitions and social events.

www.lesjeux.management.uOttawa.ca

CASCO
This year was another successful one for the Commerce and Administration Student Charity Organization (CASCO). CASCO Smiles and Styles Fashion Show, held on November 25, 2004, was an unforgettable evening. The event featured a mix of students, professionals and faculty, who enjoyed cocktails, a lavish dinner, an auction and a fashion show. Highlights of the evening included the antics of the auctioneer, Stuntman Stu from 106.9 FM The Bear, and eloquent guest speakers: Max Keeping of CJOH Television and Fred Bartlett, president of the CHEO Foundation. Through the fashion show, CASCO raised $20,000 for the CHEO Foundation, bringing the organizational total to approximately $100,000 over six years. CASCO’s donation will help CHEO to fund research, purchase new equipment, enhance the pediatric nature of the hospital, train staff and assist families in crisis. This year, CASCO was recognized by the United Way with a place on its Community Builder of the Year Honour Roll.

www.casco-ocea.com

Accounting Club
The Accounting Club had another successful year filled with numerous events for students and professionals. In addition to organizing student tours to accounting firms and information sessions, the club hosted its 15th annual CA Wine & Cheese on September 21, 2004 at Tabaret Hall. This popular event attracted more than 100 students and more than 100 professionals, and was a significant networking opportunity for
students. On February 15, 2005, the club hosted its third annual Career Café at the Urban Well on Laurier Avenue. This event gave accounting students the opportunity to network with business professionals from the three accounting designations—CA, CMA and CGA—in a relaxed environment. The club also organized social events throughout the year for its members, including a joint pool night with Carleton University, a rock and bowl evening, and glow-in-the-dark miniputt. With the funds raised from social events, the Accounting Club was able to make a $300 donation to OCRI's Volunteers in Education program.

www.management.uOttawa.ca/uoac-acuo

The Entrepreneurs’ Club
The Entrepreneurs’ Club hosted four very successful events this year, with strong sponsorship and participation by business leaders and organizations from across the community. The third annual Networking Seminar, graciously hosted by Michael J. Hughes, “The Networking Guru”, again proved to be very successful, with more than 50 students in attendance. The seventh annual Excellence in Leadership and a Legacy of Entrepreneurship (ELLE) Wine and Cheese provided students with the opportunity to network with leading female businesspeople. The evening included presentations by Randi Shinder, president of D’lish Fragrance Inc., and Sophie Tremblay, president and founder of Groupe Cohésion, and raised more than $1,500 for the Canadian Cancer Society. This year’s 14th annual “A Toast to Success” business dinner, attended by more than 250 students and professionals, featured guest speaker Lynda Partner, president of Partners Inc., and raised more than $1,000 for Save the Children. Lastly, the second annual “Elevator Pitch Competition” pitted students against one another in front of a panel of judges: Professor Ajax Persaud, Professor Wael Hassan and Sean Flanigan, Assistant Director, Technology Transfer and Business Enterprise.

www.management.uOttawa.ca/tecde

Finance Society
With more than 300 members, the Finance Society this year remained the largest club at the School of Management. The Finance Society’s inaugural Stock Market Simulation was a great success, attracting more than 100 business students from as far away as the University of Manitoba. A highlight of the year included wins by its simulation team at the Ottawa simulation and Les Jeux du Commerce. The Society continues to run a successful investment club. The club’s 50 members achieved a 24-percent return in fiscal 2004, outpacing 2003’s 22-percent return. The annual Wine and Cheese, with guest speakers Carl Marcotte, Director of Small Business Financial Solutions Team, Export Development Canada, and Alan Winberg, Senior Visiting Fellow, Canada School of Public Service, helped raise $350 for Easter Seals.

www.management.uOttawa.ca/financesociety

Human Resources Management Club
The Human Resources Management Club had another strong year in 2004-2005 with networking and charity events to support the local community. Its Rise & Shine Business Breakfast introduced students to professionals from all disciplines, while charitable donations from free massage days benefited the Ottawa Food Bank. New events were also added, including a free skating day.

www.management.uOttawa.ca/hrm

MIS Association
The MIS Association held its Annual Wine and Cheese on March 1, 2005, providing a networking opportunity for students and IT professionals. This year’s theme was “Masters in Success”.

www.management.uOttawa.ca/mis

AIESEC
AIESEC’s international internship exchange program—sponsored by the Senate of Canada, IBM and CIDA—brought four interns from England, Switzerland, Colombia and Turkey to work in the Ottawa area this year. In turn, ten School of Management students will have the opportunity to go abroad to any of AIESEC’s 93 member countries in the coming year. AIESEC Ottawa also raised some $5,000 to send ten School of Management students to AIESEC Canada’s National Conference, which was held in Calgary in January 2005. Finally, AIESEC Ottawa saw one of its executive members travel to Togo in June-July 2004 to assist in the development of AIESEC in this country.

www.ca.aiesec.org

(Far left) Guest speaker for the 15th Annual CA Wine & Cheese David Mirskey, CA, Ginsberg Gluzman Fage & Levitz (centre) with Accounting Club co-presidents Robert Clayton and Allison Peacocke

(Left) Randi Shinder, President of D’lish Fragrance Inc. (centre) and Sophie Tremblay, President and Founder of Groupe Cohésion (right), with Christina Bellevue President of The Entrepreneurs’ Club

(Right) Guest speakers Carl Marcotte (L) and Alan Winberg with Wine and Cheese Chairperson Natasha Lymburner of the Finance Society.
Seven New Scholarships

Through the generous financial assistance of donors, 61 scholarships have been created exclusively for School of Management students. Of them, seven new scholarships were introduced during 2004-2005:

1. MHA Alumni Association Admissions Scholarship (OSOTF);
2. Capital Health Alliance/MHA Alumni Association Award;
3. Institute of Internal Auditors (Ottawa Chapter) Scholarship;
4. Normand Fortier Scholarship;
5. Ottawa Human Resources Professionals’ Association Scholarship; and

The School of Management also introduced the Dean’s Leadership Scholarship, which is awarded to students admitted to the School with high-school averages of 90 percent or better.

Honouring Recipients, Paying Tribute to Supporters

During 2004-2005, the School organized an annual event to honour recipients and pay tribute to donors. In March 2005, 130 recipients, donors and faculty members participated in a recognition reception, at which Alain Doucet—the School’s director of marketing and development, and sponsor of the Joseph Doucet Memorial Scholarship—spoke about the value of scholarships and the importance of donors. The total amount of scholarships awarded within the 2004-2005 school year was $118,650 to 158 recipients.

To view a listing of all scholarships and recipients visit www.management.uOttawa.ca/scholarships

Scholarships

New Rewards for Exceptional Students

The numerous scholarships awarded by the School of Management vividly reflect the School’s ongoing commitment to reward exceptional students for their academic successes and achievements.
Honorary Doctrate

James Edward Newall, O.C.
Chairman
Newall and Associates

James Edward « Ted » Newall is the chairman of the Board of Canadian Pacific Railway and NOVA Chemicals Corporation. Ted Newall has spent more than 30 years in the boardrooms of Canadian business, occupying the most senior management positions in some of this country’s most important companies. He has been CEO of Dupont Canada and NOVA Corporation and has also served on the boards of many of Canada’s leading firms.

2004 Part-Time Professor of the Year Award
Professor Pierre Sabourin

University of Ottawa Excellence in Education Award
Professor Ajax Persaud

Outstanding Volunteer Fundraiser Award – presented by the Association of Fundraising Professionals (AFP) 2004
Marc Jolicoeur (BAdm 1975)

Entrepreneur of the Year Award – presented by the Ottawa Life Sciences Council
Robert Hanlon (MHA 1985)
COO, Ottawa Life Research Institute

Company of the Year Achievement Award – Ottawa Chamber of Commerce
IT/net Ottawa Inc.
Alex Beraskow (MBA 1980)
2005 Entrepreneur of the Year Award – RGA  
Paul Delisle (BCom 1985)  
President, Aupel Inc.

Innovation Award – presented by the Northern Ontario Business Association (NOBA)  
Mark Sherry, CEO (MBA 2000)  
Rob Squirrel, President (MBA 2000)  
Stroma Engineering

2004 International Student Leader of the Year – Golden Key Society  
Matthew Joseph Keshwah (BCom 03)

Student Paper of the Year – Project Management Institute Educational Foundation  
George Brook (MBA 2003)

1st Place - National Bank University Business Plan Competition on April 13, 2005  
Geneviève Cheff

1st place – Jeux du commerce 2005 – Strategy Case  
Gabriel Bouchard-Phillips, Valérie Samson, Aurélien Leftick

1st place – Jeux du commerce 2005 – MIS Case  
Vibha Bahl, Hugo Lefebvre, Eksaran Sambi

1st place – Jeux du commerce 2005 – Stock Market Simulation  
Jordan Calonge, François Lefèvre, Siddiq Farid, Warren Ng

“Prix de reconnaissance” – Jeux du commerce 2005  
Normand Fortier
The Alumni Breakfast Speaker Series

The University of Ottawa School of Management Alumni Breakfast Speaker Series is specifically targeted for the School of Management’s alumni, the University of Ottawa alumni and the growing Ottawa business sector. The objective of this series is to provide a networking forum as well as a discussion from a variety of leaders on current and emerging issues in the business world. The Alumni Breakfast Speaker Series is held four times annually.

The 2004-2005 Speaker Series was launched on October 6, 2004 with Colleen Moorehead, President of E*TRADE Canada and Vice-President and General Manager of E*TRADE Financial Corporate Global Services, speaking about “Managing a High Growth Business”. The event was held at the National Press Club and co-sponsored by CATAAlliance. Colleen was ranked as one of the Financial Post’s Power 50 in 2001 and 2002 and was chosen by the Globe & Mail as Stock Picker of the Year in 1998. She is also a sought-after speaker and toured Canada as part of the ‘Women of Influence’ speaker series in 2000.

On November 18th John Gustavson shared his insights into “What’s Keeping Marketers Awake at Night”. He has served as President and Chief Executive Officer of Canadian Marketing Association, Canada’s largest marketing association. Mr. Gustavson’s career has concentrated on public issues management, communications and association administration with both major national trade associations and private sector corporations. He fielded many questions including new regulations for telemarketing and other issues surrounding public privacy.

Mark R. Bruneau, Executive Vice-President and Chief Strategy Officer of Bell Canada Enterprises discussed “The North American Telecom Industry at the Crossroads of Opportunity”. His February 10th presentation focused on unlocking opportunities for growth within the industry.

Clent Richardson, Chief Marketing Officer of Nortel, was the featured speaker for the March 8th Breakfast. The topic of his presentation, “Changing the Game at Nortel” drew over 150 attendees. With Nortel being such a hot topic of conversation in the high tech industry this event caught the attention of and was covered by local and national media.
CEO in Residence – Speaker Series

Linked With Business Leaders
The most vivid expression of the brand at work is the School’s new CEO in Residence series. Through this innovative initiative, students are provided with outstanding opportunities to learn firsthand from leading executives in a range of industries and management fields. During 2004-2005, CEOs in residence included:

Roger Greenberg
Chairman and CEO
Minto Developments Inc.

On February 2, the School of Management was proud to welcome Roger Greenberg, Chairman and CEO of Minto Developments Inc., as the inaugural speaker for the CEO in Residence Series. His topic of discussion being “Governance in a Second Generation Family Business”, Mr. Greenberg shared his experiences working in a family owned real estate business based in Ottawa with operations also in Toronto and South Florida.

Pierre-Paul Allard
Vice-President
Cisco Systems
Worldwide Enterprise Marketing

Pierre-Paul Allard, Vice-President of Worldwide Enterprise Marketing, manages the global enterprise market strategy for Cisco Systems. As the second guest in the CEO in Residence Speaker Series, Mr. Allard led an informal, interactive discussion with students, alumni and faculty regarding the organization, his career, and the future of technology (March 23, 2005).

Dr. Jack Kitts
President & CEO
The Ottawa Hospital

On May 19th, 2005, our third CEO in Residence Speaker Series event attracted many Health Care professionals, students, alumni and faculty. Dr. Jack Kitts, President & CEO of The Ottawa Hospital spoke with attendees on the state of health care and health care management and later opened the floor to questions and discussions.
10th Annual Scholarship Golf Tournament
In 2004, the school commemorated the 10th Anniversary of the Annual Scholarship Golf Tournament. This special anniversary tournament was held on September 17, 2004 at the Meadows Golf and Country Club. As always the event attracted over 300 alumni, students, staff, faculty and members of the business community.

For the 10th consecutive year, the Ottawa Citizen supported this event as the corporate sponsor. Proceeds from this tournament were used to complete the Normand Fortier Scholarship Fund. $25,000 was raised this year, for a total of $50,000 over the two years. This total was matched by the provincial government. Since the School launched its first golf tournament in 1995 to stimulate networking and raise money for scholarship funds, $380,000 has been raised and five scholarship funds have been created.

The 2005 and 2006 tournaments will help create the new Jack Kitts / MHA Alumni Association Scholarship fund. Jack Kitts is the President and CEO of the Ottawa Hospital and a School of Management alumnus.

New Activities for Alumni and Friends
The 2004-2005 school year saw the school reconnecting with alumni who have since left our hallowed halls and achieved great success. We arranged several networking receptions to allow alumni to reconnect with each other and the school. We hosted events here at home and traveled to Toronto and Montréal. In some cases, we were honoured to co-host these events with members of our Alumni from highly visible organizations. The evening agenda included a brief update on the goals, achievements and changes within the School of Management.

Alumni Networking Events
Toronto:
March 3, 2005 – Albany Club – Wine and Cheese Reception

Montréal:
April 14, 2005 – Offices of Deloitte – Wine and Cheese Reception – Hosted by Michael McFaul, Partner (BAdmin ’82)
June 2, 2005 – Home of Anie Rouleau (BCom 1992) – Chocolate and Champagne Reception

Ottawa:

School of Management Alumni Association
School of Management Alumni Wine & Cheese: Business and the Art of Tasting Wine
The University of Ottawa School of Management Alumni Association and Groovy Grapes Sommelier Stacey Metulynsky presented “Business and the Art of Tasting Wine” – an event open to all Alumni.

Stacey Metulynsky (BCom 1999), accredited Sommelier, professional wine lover, writer, event planner, and educator co-founded Groovy Grapes, a wine events company that runs private, public and corporate wine events with the focus of making wine fun and approachable for all.

The event was held at Suite 34, on May 18th 2005. Dean Micheál J. Kelly took the opportunity to provide alumni with an update on the School of Management.
Recognizing Leadership

Four prominent School of Management alumni were honoured at the School of Management Alumni Association’s Gala of Excellence, for their outstanding contributions to the world of business, their communities and their alma mater. This event was held at the Chateau Laurier on September 30, 2004 and attended by over 150 guests.

Trudeau Medals

Dominique De Celles (BCom 1983), Vice-President and General Manager, L’Oréal Paris, is co-recipient of the Trudeau Medal, the highest honour conferred by the School of Management. Ms. De Celles joined L’Oréal in the mid-80s and was appointed to her current position in 2000 and to the executive committee of L’Oréal Canada in 2003. She is currently a member of the University’s Board of Governors. She and her family are sponsors of the De Celles Auditoriums.

James E. Orban (MBA 1998), Publisher and General Manager of the Ottawa Citizen, also was awarded the Trudeau Medal. Mr. Orban, who joined the Citizen in 1975, was appointed to his current position in 2003 and recently joined the Board of Directors of the Canadian Newspaper Association. Highly active in both business and community affairs during his entire career, he was chosen 2003 Entrepreneur of the Year by the Ottawa Centre for Research and Innovation. In 2002, The University of Ottawa School of Management established the $50,000 James E. Orban scholarship in his honour.

Young Achiever’s Award

Russell Armstrong (MHA 1999), Vice-President, Strategy and Alliances, The Ottawa Hospital, received the Young Achiever’s Award. Created in 2000, the award honours individuals under the age of 40 who have been able to make their mark professionally within an exceptionally short period of time. Mr. Armstrong is a former executive director of the Canadian AIDS Society and a consultant to a number of social agencies and health organizations.

Dean’s Philos Award

Eugène Tassé, (1944 business class), Gatineau realtor and president of Les Immeubles E. Tassé, received the Dean’s Philos Award for his philanthropy and outstanding civic involvement. This new award was created to mark the 35th anniversary of the School of Management.

Mr. Tassé launched his business career by opening a grocery store in Hull in 1946. Today he manages the large industrial park and real estate company that he has successfully built and expanded during the past 60 years. Mr. Tassé has long been active in community affairs, particularly with charitable organizations sponsored by the Roman Catholic Church, and his philanthropy has extended to locales as distant as India. Today, his interests also include ensuring a smooth changing of the guard among the region’s entrepreneurs, an example of which are his joint projects with the University of Ottawa.

Graduate’s Reception


Alumnus, Mr. Allard donates many hours to the School of Management by speaking to students and faculty on several occasions. Prior to this role, Allard’s other positions included serving as Regional Manager of Eastern Canada, Director of Canadian Enterprise Operations and most recently, President of Cisco Systems Canada. Before joining Cisco, Allard held positions at IBM Canada for over 12 years. He attended the University of Ottawa where he graduated with degrees in Business and Science.

EMBA Alumni Association

Our Twelfth year of operation the EMBA Alumni Association can look back on a year where the quality and attendance at events was at an all-time high. As the school welcomes the Class of ’05 to the Association we are now at 630+ members with a very large core group still here in Ottawa. Again, active participation has resulted in a very successful year in terms of the activities and services we have been able to offer to members. Events included, The EMBA Alumni Association Annual Masters Golf Tournament at The Meadows, Nortel Dragon
Boat Festival where our “Alpha Paddlers” had a strong showing and an extremely successful Christmas cocktail party was organized at the Sheraton Hotel.

A number of EMBA Alumni and people associated with the program continue to prove that the University of Ottawa’s Executive MBA program is one of the best in the world by collecting numerous nominations and award. They include: Jim Orban, General Manager at the Ottawa Citizen, who won the prestigious 2004 University of Ottawa Gala of Excellence Trudeau Medal for Leadership. IT/NET Group Inc. was recognized by the National Post as one of Canada’s 50 Best Managed Companies for 2004. The IT/NET executive team includes seven University of Ottawa Executive MBA graduates who contributed to this result. Protus IP Solutions, led by CEO Joseph Abdul Nour took away the Silver medal as the 2004 Mid Market Business of the Year at the Ottawa Chamber of Commerce Business Association Awards (OCC BAA) Gala. BelAir Networks, with President & CEO Bernard Herscovitch as well as VP Operations Gordon Beall won Bronze as the 2004 New Business of the Year at the OCC BAA ceremony. Maxsys Professionals & Solutions Inc. with President and, Bryan Brulotte, was a finalist for the 2004 Mid Market Business of the Year. QMR Staffing Solutions Inc., with Dan Moorcroft Partner was a finalist for the 2004 New Business of the Year. Entrust, with Director of Product Development, Patrick Murnaghan won the Outstanding Product Achievement Award at the Canadian Advanced Technology (CATA) Alliance 2004 Canadian Innovation Awards.

**The MBA Alumni Association**

2004/05 was primarily a year of planning for the MBA Alumni Association (MBAAA). Efforts were focused on defining the organization’s strategic intent and strategic plan. The result was a revised vision and mission and a high level strategy focusing on creating infrastructure, building awareness and reaching for the next level. Implementation of the strategy requires the reinforcement of ties with the School of Management, students and alumni, and focuses on rejuvenation of the Board’s membership.

The evening speaker series events were also reinstated in 2004/05, with the completion of two successful events featuring guest speakers Professor Jonathan Calof and Professor David Large.

**MHA Alumni Association**

The MHA Alumni Association has been extremely active in nurturing contacts and professional development amongst alumni, in providing feedback to the MHA Program, and most recently raising money for the Jack Kitts/ MHA Alumni Association Scholarship and the Capital Health Alliance/ MHA Alumni Association Award. Ongoing fundraising efforts have yielded significant contributions to both the award and the scholarship. The first Capital Health Alliance/ MHA Alumni Award was given to two MHA students based upon a presentation they submitted. The amount of the award is $2,000.

The Association has an ongoing quarterly newsletter to keep members better informed about events and opportunities. The Members of the Association were also very active in an advisory capacity, sitting on the MHA Advisory Board, and contributing to the School of Management Strategic Plan's development.

In June the Association, working together with School of Management staff, held its first ever Phone-A-Thon. Alumni volunteers took to the phones over three nights securing pledges from their peers towards the two endowment funds. With the support of corporate partners Gamma Dynacare and Bell Canada Enterprises, pledges were matched dollar for dollar, doubling the total amount collected.

**“The 2004-2005 school year saw the school reconnecting with alumni who have since left our hallowed halls and achieved great success.”**

(Left) Deputy Minister Ron Sapsford (L) and Ottawa Hospital CEO Dr. Jack Kitts (R) volunteer their time to make phone calls to alumni during the MHA Scholarship and Award Phone-A-Thon.

(Right) VIPS on hand for the MHA Scholarship and Award Phone-A-Thon. (L to R) George Langill, Executive in Residence, MHA Program, Marc LeBoutilier, Gamma-Dynacare, VP & General Manager, Eastern Ontario, Dr. Jack Kitts, CEO, The Ottawa Hospital, Ron Sapsford, Deputy Minister of Health and Long Term Care, Michel Lalonde, Executive in Residence, MHA Program.
The following organizations participated in the School of Management Co-op program, Connections internship program, EMBA and MBA projects and graduate recruitment during the past year.

ABIWIN Co-operative Inc.
Accenture
Acctis
Action Windows Cleaners
Active Potato Corporation
AD Metro
Aditude Media Inc.
Adobe Systems
ADT Security
AECL Canada Ltd.
Affex Executive Search
African Institute of Corporate Citizenship
Aga Khan Foundation Canada
Agriculture and Agri-Food
Agriculture Canada
AIESEC Canada
Aimware
Ajilon
Alcan Inc.
Agriculture Canada
Alliance Atlantis Communications
Alterra Savings
Alitis SPR
Amnesty International
Apedale Environmental Management
Applied Research Technologies
APREL Laboratories
Arraj Lawyers
Associated Dental Care
Associated Home Care
Association of Universities and Colleges of Canada
Atelier Toutou
ATS Consulting
Auditor General of Canada, Office of the Aventure Laffèche
AVOTUS
Bank of Montreal
Barbara Personnel
Barter Network
Baton Broadcasting System / CJOH
Bay's Plans for Asia
BDG – Business Development Bank of Canada
BDQ Dunwoody LLP
Beavertails
Bell Canada
Bell Internet Management Services
Berlitz Canada Inc.
Beta Site-Lochile
Biovail Corporation
Blue Ventures
BMO Nesbitt Burns
Bombardier Aerospace
Boys and Girls Club of Ottawa
BPR Groupe Conseil
Branham Group Inc.
Brofort Inc.
Brymark
Bytek
CAA North & East Ontario
Caisse populaire de l’Ontario
Callian Technology Limited
Canada Customs and Revenue Agency
Canada Deposit Insurance Corporation
Canada Mortgage and Housing Corporation
Canada Post Corporation
Canada Revenue Agency
Canada School of Public Service
Canada Trust
Canada's Choice
Canada's Research Based Pharmaceutical Companies (Rx&D)
CANADEM
Canadian Association of Career Educators and Employers (CACEE)
Canadian Association of Management Consultants
Canadian Aviation Maintenance Council
Canadian Blood Services
Canadian College of Health Service Executives
Canadian Commercial Corporation
Canadian Diabetes Association
Canadian Environmental Assessment Agency
Canadian Food Inspection Agency
Canadian Forces
Canadian Forces Medical Group
Canadian Forces Personnel Support Agency (CFPSA)
Canadian General Standards Board
Canadian Geographic Magazine
Canadian Heritage
Canadian Imperial Bank of Commerce (CIBC)
Canadian Institute for Health Information
Canadian Institutes of Health Research
Canadian International Development Agency
Canadian International Trade Tribunal
Canadian Marconi
Canadian Medical Protective Association
Canadian Museum of Civilization
Canadian National Railway
Canadian Paraplegic Association of Ontario
Canadian Photonics Fabrication Centre (CPFC)
Canadian Port Industry
Canadian Port Management Inc.
Canadian Red Cross
Canadian Securities Institute
Canadian Tourism Commission
Canbreal
Capital Appliance & BBQ
CAR-BER Testing Services
Care Canada
CareConnect
Career Edge Organization
Carleton University
CCI Leadership Institute
CDNameSearch Corp.
MODA Solutions
Mold Masters Limited
Multiview Incorporated
Mxl Technologies
Nakina Systems
Nasittuq Corp.
National Archives of Canada
National Arts Centre
National Associations Active in Criminal Justice
National Bank Financial
National Bank of Canada
National Capital Institute of Telecommunications - NCIT
National Council on Canada-Arab Relations
National Defence Canada
National Research Council Canada (NRC)
Natural Resources Canada
Nature Canada
Net-Note
New England Patriots
New Mexico Scorpions
Noble China Inc.
Nortel Networks
Northwood Technologies
NRC – CISTI
NRC - The Canadian Hydraulics Centre (CHC)
NUVO
OCR (Ottawa Centre for Research and Innovation)
Office of John Williams, M.P.
OHRPA (Ottawa Human Resources Professional Association)
Oproma Inc.
Optiwave Corporation
Orbital Sciences Corporation
OSK Services
Ottawa Community Loan Fund
Ottawa Healthcare Company
Ottawa Hospital
Ottawa Hospital - Civic Campus
Ottawa Lynx Baseball Club
Ottawa Senators Hockey Club
Ottawa Tourism & Convention Authority, Inc.
Ottawa-Carleton Catholic School Board
Otter Valley Foods
Outaouais Valley Hospital Center
Oxbow Carbon & Minerals
Oxfam Canada
Oz Optics Ltd.
P.W. Minor & Sons, Inc.
PageNet Canada
Paladin Labs Inc.
Parkinson Society Ottawa
Parks Canada Agency
PCL Constructors Canada Inc.
Pepsi Bottling Group
Petrie Island Bait & Tackle Shop
Petro-Canada Fuels
Pfizer Canada Inc.
Philsar Electronics Inc.
Pinecrest-Queensway Health and Community Services
Pitney Bowes Canada
Precise Software Technologies
PricewaterhouseCoopers
Primerica Financial Services
Professional Investments
Progressive Informatics Ltd.
Project Management Centre
Propane Expert Inc.
Property Tax Services Inc. (PTS)
Property Valuators
ProSlide
Province
Public Health Agency of Canada
Public Service Commission of Canada
Public Works and Government Services Canada
Publicité Illico-Hodes
Purina Philippines Inc.
QNX Software Systems Ltd
Quality of Course Inc
Quantum Biomedical
R.A. Malatest & Associates
Railway Association of Canada
Rainbow Assurance Inc.
Ray & Bermdston Ottawa
Raymond Chabot Grant Thornton
RBC Dominion Securities Inc.
RBC Financial Group
RBC Royal Bank
RCL Plasma/SC Stormont Inc.
RCMP
Rebel.com
Reg-iNet Inc.
Research In Motion-RIM
Richtree Inc.
Rideau Carleton Raceway
Rideau Environmental Action League
Rideauwood Addiction and Family Services
Ross Video Ltd.
Royal Canadian Mint
Royal Canadian Mounted Police (RCMP)
Sabytel Consultants Inc.
Sanga International
Sasken Communications Technologies
Schneider Corporation
Scotiabank
Scott Papers Limited
Scott, Rankin & Gardiner
Senate of Canada
SENES Consultants
Sequence Controls Inc.
Sheldon Chumir Foundation for Ethics in Leadership
Shell Canada Limited
Singem
Sirius Personnel
SiteBrand Corporation
SleepTak
Slush Puppie Canada Inc.
Smart Systems for Health Agency
SMART Technologies Inc.
SMG Human Resources
Social Development Canada
Social Development Canada
Society for Educational Visits and Exchanges in Canada (SEVEC)
Softron inc.
Sophia Books
Source FM
SPAR Aerospace Limited
Spotwave Wireless
Statistics Canada
Stentor Alliance
Strategic Impact Group
Strategis
Sun Microsystems Inc.
SwiftTrade Securities Inc.
Syncrude Canada Inc.
Synerma Inc.
Synergy Digital
Productions Incorporated
Systemcorp
Systemhouse Ltd.
Tabercolor
TD Bank Financial Group
TD Canada Trust
TD Securities
TD Waterhouse Investment
Tech Gemini
Telesat Canada
Telus Corp.
Temas Management
TerraChoice Environmental Marketing Inc.
Textiles Human Resources Council
Thai Boxing Academy
The Canadian Bureau for International Education (CBIE)
The Commuter Challenge
The Entrepreneurship Centre
The Globe and Mail
The Home Depot
The Natural Step Canada
The New RO
The North-South Institute
The Ottawa CED Network
The Ottawa Citizen
The Ottawa Regional Cancer Centre Foundation
The People Bank
The Royal College of Physicians
The Senate of Canada
The University Research Group
Théâtre du Nouvel-Ontario
Theratronics International Ltd
There and Back Imports Inc.
TimePlay Entertainment Inc.
Tomoye Corporation
Town Shoes
Toyota
Transediting Inc.
TransFair Canada
TransLink
Transport Canada
Travel Cuts (SWAP PROGRAM)
Treasury Board of Canada
Tundra Semiconductor Corporation
Turnbull Learning Centre
U.S. Commercial Service
UNESCO Canada
United Way
University of Ottawa
University of Ottawa – Alumni Relations Office
University of Ottawa – Career Services
University of Ottawa – CO-OP Programs
University of Ottawa – Financial Services
University of Ottawa – Health Services
University of Ottawa – Hockey Team
University of Ottawa – Housing Services
University of Ottawa – Liaison Office
University of Ottawa – Psychology
University of Ottawa – Sports Services
University of Ottawa – Student Federation Valley Associates Inc.
Vanguard Response Systems Inc.
Veritaq
Viceroy Homes Limited
Video Group Canada
Villa Marconi
VLN Advanced Technologies Inc.
Walker Credit Canada Limited
Wardrop / Langlois
Waskegon Healing Center
Webgain
Welch & Company LLP
Western Economic Diversification Canada
Western Inventory Service
What On Earth Inc.
Why Interactive
Wilkinson & Company
Workshift.com
World Bank
World University Service of Canada (WUSC)
World Wrestling Entertainment Canada Inc.
YMCA Camp Elphinstone
YMCA-YWCA
Zenon
Zoom Airlines
2004-05 Educators

HONOUR ROLL

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ViaSafe

Gabriel Ahad
Director of Communications & Marketing
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Pierre-Paul Allard
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Worldwide Enterprise Marketing
Cisco Systems

Cynthia Allen
Recruiting Supervisor
Enterprise Rent-a-Car

Tammy Allen
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University of South Florida

Peter Andrews
CEO
Infoterra Inc.

Philip S. Andrews
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Cognot Inc.

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Ottawa Citizen

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Yolanda Banks
Consellière
Export Development

Ruben Bennegui
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National Gallery of Canada

The Honourable Carolyn Bennett
Minister of State – Public Health

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Hyla Corporation

Chris O’Gorman  
Manager  
ALCATEL

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President and CEO  
Oz Optics Limited

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Product Manager  
Alcatel Canada

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Postes Canada

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IMO Director  
Sun Microsystems

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President Tactix and Past President of GRIC  
(Government Relation Institute of Canada)

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President  
Elytra Enterprises Inc.

Richard Szarski  
President  
Impact Dental Laboratory

Anna-Karina Tabunar  
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CJOH

Denis Tassé  
Propriétaire  
Provigo Tassé

Mr. Jeff Taylor  
Project Manager  
Peoplesoft Canada

Dr. Louise Marie Tremblay  
Physician

Jacques Thériault  
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Papier Masson

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Costco international

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Strategy & Operations,  
Business IT Solutions  
Deloitte Consulting

Karen Williams  
Vice-President, Product Marketing  
Cognos Incorporated

Alan Winberg  
Senior Visiting Fellow, Public Management  
Canada School of Public Service

Michael Wooff  
Deputy Director  
Foreign Affairs Canada

Joanne Wyman-Picavet  
Formerly of Chipworks

Mr. Richard Zipes  
Director of IT Facilities  
Canadian Blood Services

We would also like to thank the many speakers who gave their time to our students.