

**SHAI DUBEY**  
**ADJUNCT ASSISTANT PROFESSOR**  
**SMITH SCHOOL OF BUSINESS DISTINGUISHED FACULTY FELLOW OF**  
**BUSINESS LAW**

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**INNOVATIVE SENIOR ACADEMIC LEADER, EXECUTIVE & LAWYER**

A strategic, results-oriented leader with experience in academic, government and private sectors. A consensus builder who is able to foster strong collegial relationships and engage multiple stakeholders to achieve results which advance the interests and reputation of an organization.

**Core Competencies – Leadership & Organization Development**

Strategic Planning • Leadership & Team Building • Change Management • Corporate Governance  
Relationship Building • Cross-Cultural Communication • Negotiation • Consensus Building

**CAREER HIGHLIGHTS**

- **Involved in the negotiation of the largest foreign direct investment deals in Canada in 2016, which is also the largest corporate attraction deal for Kingston in the previous 35 years.**
  
- **Restructured the Queen’s Full-Time MBA program** to meet the challenges of the changing worldwide market. The restructure involved engaging the various stakeholders of the MBA program to determine among the content, timing, competencies necessary for an MBA graduate to succeed in the workplace.
  
- **Created the Graduate Diploma in Business**, a program designed to meet the needs of recent graduates from university that did not have any business skills.
  
- **Part of the team that created the Graduate Diploma in Legal Services Management**, a program designed to provide law students and recent law graduates with business skills to help them succeed and prosper in their careers,
  
- **Led the strategic transformation of the Kingston Economic Development Corporation (KEDCO) in 2007 and the next transformation of the organization in 2016.**
  
- **Negotiated the creation of the Kingston University Hospitals Joint Foundation (UHJF).** The UHJF raises funds for all three Kingston hospitals. Prior to the UHJF being created, each hospital had its own foundation involved in fundraising. The UHJF was structured to recognize the unique character, religious background and relative power of each hospital and to provide a collaborative framework for decision making, fundraising and allocation of funds. The UHJF streamlined the hospital donation process and saw donations to Kingston hospitals increase by over 200% in the first year of operation.

## **WORK EXPERIENCE**

**Academic Director Project Courses Masters Programs Queen's School of Business (July 2008 to present), Adjunct Assistant Professor Queen's University, Kingston, ON, Visiting Assistant Professor, Cornell University, Ithaca, New York, Academic Director Graduate and Professional Programs, Queen's Faculty of Law (Sept 2017-present)**

Director Queen's MBA Program (May 2011 to July 2016), Academic Director Masters of International Business Program (May 2010 to June 2013), Director of the Cornell-Queen's EMBA Program (Feb., 2006 - July, 2011), Acting Director Recruiting for MBA Programs (Sept. 2010 to May 2011), Director Graduate Diploma in Business (Sep. 2013-Nov. 2014)

### ***Feb. 2006 to Present***

- Developed a Family Legacy Succession Planning Program for Queen's University
- Co-Chair of the Academic Progress Committee professional masters' programs at SSB from Feb 2018-present
- Developed and teach courses in negotiations, business law and entrepreneurship in various masters' programs and negotiation, ethics, governance and cross-cultural courses for Queen's Executive Education
- Responsible for the administration and operations of several programs at Smith School of Business from Feb 2006 to July 2016
- Member of the leadership team for MBA and Masters programs at SSB from Feb 2006 to July 2016
- Member of various program, curriculum, academic progress committees from Feb 2006 to present
- Member of the Academic Integrity panel 2012-2018
- Created the graduate diploma in business and graduate diploma in Legal Services Management
- Member of the university innovation working group (2019-present)

**Chief Operating Officer, Corporate Counsel and Director Quicklaw Inc., Interim President Quicklaw America Inc., Kingston, ON and New York, NY**

### ***Aug. 1999 to Apr. 2002***

- Responsible for operations of the Quicklaw Group of Companies (offices in 9 cities throughout North America)
- Developed and implemented strategic growth plans for Quicklaw
- Negotiated and secured several rounds of financing
- Restructured company management and operations in preparation for an initial public offering (IPO) of its shares
- Negotiated strategic alliances and acquisitions (in Canada, the United States, United Kingdom and Australia) to diversify the company's offerings
- Negotiated and led a project to develop an electronic court document filing system for several federal and provincial courts (including the Supreme Court of Canada)

**Chair, Board of Directors KEDCO (Kingston Economic Development Corporation), Kingston, ON**

### ***2006 to 2010 and Jan. 2016 to Dec. 2016***

- Responsible for sustainable economic growth strategies for the City of Kingston

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**Vice-Chair, Board of Directors KEDCO (Feb. 2015 to December 2015)**

## **LEGAL EXPERIENCE:**

### General Responsibilities & Experience:

- Practiced corporate and commercial law with a focus on governance, financing transactions, mergers and acquisitions and aviation
- Strategy consultant – clients included major financial institutions and insurance companies
- Developed, together with Ernst & Young Tax Department, an international cross border financing and tax product which was successfully implemented in several Fortune 50 companies

### Legal Positions:

- **Lawyer, Cunningham Swan Carty Little and Bonham LLP**, Kingston, ON (2007 to 2010)
- **Lawyer and Counsel, Templeman Menninga LLP**, Kingston and Belleville, ON (2002 to 2007)
- **Legal Officer Judge Advocate General, Canadian Armed Forces Reserve**, Canada (2000 to 2010)
- **Business Lawyer and Consultant, Donahue & Partners**, Toronto, ON (1998 – 1999)
- **Business Lawyer/Articling Student/Summer Student, Lang Michener LLP**, Toronto, ON (1993 – 1998)

## **OTHER EXPERIENCE:**

**Chair (Sept. 2018 to present) Member (July 2012 to Sept. 2018), Southern Ontario Fund for Investment in Innovation (SOFII) Investment Committee for Eastern Ontario**  
*Jul. 2012 to present*

**Director, Queen's Alternative Asset Management Fund**, Kingston, ON  
*Dec. 2011 to July 2016*

**Co-Chair K-ROCK Centre Advisory Board**, Kingston, ON  
*Jan. 2011 to Present*

**Member, PARTEQ Angel Network Funds Investment Committee**, Kingston, ON  
*June 2011 to June 2014*

**Board of Directors United Way of Kingston and Frontenac**, Kingston, ON  
*May 2004- June 2008*

**Canadian Armed Forces Reserve Officer**  
*Sept 1981 – Sept 2010*

**Aviation Consultant and Pilot**, Toronto and Kingston, ON  
*Jul. 1990 to May 1994*

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- Established flight departments and charter/flight training operations for clients
- Provided management and pilot services

**Pilot, O'Tooles Food Group, Toronto, ON**  
*Aug. 1989 to Jul. 1990*

**Chief Pilot, Manager of Flight Operations and Manager of Real Estate Development, Spatial Concepts International Inc., Toronto, ON**  
*Dec. 1987 to Aug. 1989*

**President and Chief Flying Instructor Air One, Toronto, ON**  
*Dec. 1985 to Dec. 1987*

- Founded and ran an Executive Aircraft Charter Company and Flight Training School

## **ACADEMIC & PROFESSIONAL QUALIFICATIONS**

1996 Called to the Bar of Ontario

1994 Bachelor of Laws, **Queen's University**, Kingston, ON

1991 Bachelor of Arts (Commerce Major), **University of Toronto**, Toronto, ON

- Recipient of Gabe and Pearl Blackman Award for outstanding academic achievement in a social sciences discipline at University of Toronto

1984 Aviation Flight Technology Diploma, **Seneca College of Applied Arts and Technology**, Toronto, ON

- Recipient of William John Lewis Memorial Award for highest academic standing
- Recipient of Canadian Aeronautics and Space Institute Award for outstanding achievement

1980-1981 Student, **University of Waterloo**, Waterloo, ON, Faculty of Engineering  
Systems Design Engineering

## **AWARDS**

2013 Inducted to the Kingston Business Hall of Fame in the Mentor Category

2010 Nominated for the Kingston Whig Standard's Business Man of the Year

2009 Kingston This Week's Top Business Lawyer in Kingston

2006 Outstanding Service award for Establishing the Joint University Hospital Foundation