



SPECIAL ISSUE

Taking Root

Smith alumni and faculty from afar have brought their talents to Canada, enriching their new country and communities in the process.



DEAN'S MESSAGE

In the Winter 2011 issue, the focus of my message was the business school in 2020 (qns.bz/Smith2020). In that message, I highlighted the school's international focus, noting that to strengthen our position in the marketplace we needed to continue "exposing students, faculty, and alumni to a diversity of experience and culture, ensuring they are able to conduct business in a global context." I can say with certainty that we have achieved this goal – adding more international partner schools, welcoming more international students and incoming exchange students into our classrooms, and recruiting faculty from around the globe.

As a child of the '60s, I was heavily influenced by former Prime Minister Pierre Trudeau's 1971 commitment to multiculturalism. It helped define the fundamental values Canadians hold dear and continues to make me proud of our vibrant country, which integrates and respects other cultures. At Smith, we strive to create an environment that is welcoming to everyone. Diversity and inclusion are part of our values, which is why I find it so disheartening to hear of countries closing their borders to those in need.

In this issue, we share the diverse stories of faculty, alumni and students who make up the rich fabric of who we are as a school. Coming from different corners of the world, they have found a welcoming new home in Canada and at Queen's.

I hope you enjoy their stories and consider sharing your own with us at smithalumni@queensu.ca.

Back in 2011, I had no way of knowing that the year 2020 would also mark a significant milestone in my tenure as Dean. I have recently agreed to serve two additional, final years, as Dean of Smith School of Business, until June 30, 2020. Having led the school through considerable growth and innovation over the past 14 years, I look forward to three more years of prosperity.

As I said in 2011, the business school has a tremendous past and, looking toward and beyond 2020, an exciting future lies ahead. In the next few years we'll continue to realize it together.

Carpe diem.

A handwritten signature in cursive script that reads "David M. Saunders".

David M. Saunders, PhD
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Contents



SPECIAL SECTION

Taking Root

Departments

- 4 **INSIDE GOODES**
- 34 **ALUMNI NOTES**
- 44 **ALUMNI NEWS**

Features

- 8 **GROWING IMPACT**
Centre for Social Impact update
- 10 **BUILDING RESILIENCE**
Testing the limits of MBA students
- 29 **START-UPS SNAPSHOT**
New ventures from alumni and students

- 13 **COMRADE PAZDERKA**
Economics professor's great escape
- 16 **THE KINDNESS OF STRANGERS**
Taking a chance on Prof. Salman Mufti
- 19 **FIRST IMPRESSIONS**
Tashfeen Hussain's first take on his new homeland
- 20 **FROM ONE KINGSTON TO ANOTHER**
Prof. Yolande Chan chooses Canada
- 22 **PAYING IT FORWARD**
Dunstan Peter's new venture benefits many
- 24 **FLIGHT TO FREEDOM**
Mariam, Humaira and Trina Ghiacy's 7,000-mile journey
- 27 **DIFFERENT PATHS – SAME DESTINATION**
Ivayla Dingilova and Ivana Corovic's Queen's connection



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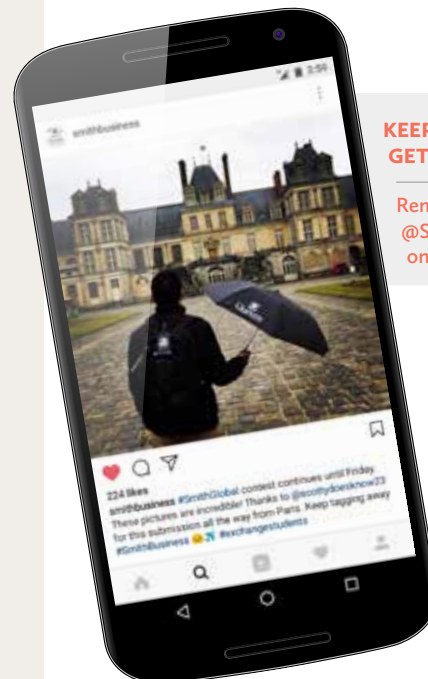
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EDITOR'S NOTE

Well, now I know how it feels. Like others profiled in these pages in my 16 years as editor, I was reluctant to have my photo taken. Having cajoled, sometimes begged so many others, it seems only fitting that I took a dose of my own medicine in composing this page, a farewell message in light of my retirement in August.

So there I am, below, in front of a display of all 59 issues of this alumni magazine in all its incarnations; 29 of these are mine. *Inquiry*, which debuted in 1977, was the brainchild of economics Professor Emeritus Merv Daub. "It is intended to provide everyone with an idea about what is ongoing in the School of Business at Queen's," Merv wrote in his inaugural message. He summed up what turned out to be *Smith Magazine's* continuing mission: to inform, and thereby nurture a strong connection with, the business school's alumni.

It's been my privilege to have met many alumni and students in my 17 years at the school. A previous role in alumni relations brought me into contact with many of you at business club events across Canada and in New York. As editor of the *Year in Review (YiR)*, I encountered donors and students whose stories gave context to the many milestones achieved each year. From John Welch, BCom'38, a Vancouver event attendee, to Jack Saunders, BCom'17, a student profiled in last year's *YiR*, I can claim to have befriended alumni at all ages and stages, and am all the richer for it.

I've also been fortunate to have worked with a great team. Putting together a magazine is a group effort. Everyone in the Marketing and Communications department has pitched in at various times. The prime contributors are acknowledged on the opposite page, and to them, especially, I extend my personal thanks. Their sober second thought has reined in some of my more far-fetched ideas, thankfully. Keen proof-reading has saved my bacon more than once. And awesome graphic designs have elicited oohs and ahhs of delight.

Since the April announcement of my retirement, I've been asked about my future plans. My answer is simple; I plan to have no plans for the first few months except to relax, take a trip or two with my husband, and spend more time with my dear mom, whose Alzheimer's disease is progressing at a heartbreaking pace. Maybe I'll finally get around to writing that book that's been percolating for years. It's time to start telling my own stories.



Shelley Pleiter
Managing Editor



Inside Goodes

New Home for IBM Watson in Canada

New IBM Canada | Smith Cognitive Computing Centre launches at Smith's Toronto campus



Smith staff interact with IBM Watson in the new IBM Canada | Smith Cognitive Computing Centre at Smith's downtown Toronto campus.

Smith School of Business unveiled a new cognitive computing centre at its downtown Toronto campus on March 23. The new IBM Canada | Smith Cognitive Computing Centre, the first of its kind at a business school in Canada, is a collaborative space that provides an exclusive artificial intelligence demonstration experience for IBM clients and enhanced access to cognitive computing solutions for Smith students and faculty.

"Integrating the latest in artificial intelligence and cognitive computing into our curriculum further enhances the learning experience for Smith students,"

said Dean David Saunders. "Access to the Centre will also give our students a competitive edge in the work force and in developing new venture concepts."

The Centre consists of seven interactive wall screens for users to work directly with IBM Watson technologies in a multi-media environment. Under this five-year collaboration, IBM will offer several annual internships to Smith students, providing opportunities to work with IBM Watson technologies in a business setting.

Visit Smith's Facebook page ([@SmithBusiness](#)) to see more photos of the Centre and launch event.

Their Next Chapter

Smith School of Business is about to lose 71 years'-worth of corporate memory when four of our colleagues retire this summer. They may be leaving their day jobs, but none plan to let much grass grow underfoot before moving on to their next adventures.



From left, Julie Carty, Brent Gallupe, Kim Buitenhuis and Catherine Purcell.



Julie Carty

Commerce Program Manager

For the past 20 years, Commerce students in a panic, or in need of information or help have gone to Julie. At the reception desk, in Dunning and later Goodes Hall, Julie's smile and warm welcome often formed new students' first impressions of the program. Smart ones realized she'd be their go-to staffer for the rest of their studies, even as her role eventually progressed to that of Program Manager. Julie plans to relax on the dock at her lakeside home this summer, contemplating her next escapade.



Brent Gallupe

Associate Dean, Faculty

Brent is hanging up his academic hood after 31 years as a professor of Management Information Systems; two stints as Associate Dean, Faculty; one term as Director of the Monieson (then KBE) Centre; and as the inaugural Director of the Executive Decision Centre. He plans to turn his hand from writing research papers to penning short stories, travel articles and children's books, the latter for his captive audience of six grandchildren. Besides writing for the joy of it, he'll also be tinkering with his 1962 Triumph TR-4, which just passed the 110,000-mile mark.



Kim Buitenhuis, BCom'79

Associate Director, Master of Finance – Toronto

A proud Commerce grad, Kim spent 30 years in the corporate world — 23 of these in senior roles in finance — before returning to her alma mater in 2015 to head up the MFin-Toronto program. Since then, she has worked at the school's Toronto campus, managing the program's operations and supporting the aspirations of its students. Kim's next move is to relocate from Oakville to her cottage north of Kingston, and to return to Queen's in the Fall to complete her Master's degree in Human Geography, with a specialty in Indigenous Studies.



Catherine Purcell, BScH'78, BEd'85, MEd'98

Director of Principal Gifts

At an impressive 39 years, Catherine's longevity at Queen's tops even Brent's! At Smith, she helped launch the MBA for Science and Technology program before finding her calling as a fundraiser. Since joining the school's development and alumni relations team in 2004, Catherine has facilitated numerous scholarships and bursaries, faculty chairs and professorships, and the construction and expansion of Goodes Hall. In total, her legacy of fundraising at Queen's is an impressive \$25.5M.

Far from retiring, Catherine is joining Culinary Adventure Co. (culinaryadventureco.com), a leading Kingston Food Tour that supplements the firm's many offerings in Toronto.

Stephen Smith honoured at Spring Convocation

Receives honorary degree and shares some hard-won lessons with Commerce grads and their guests

Queen's alumnus and generous benefactor, Stephen J.R. Smith, received an honorary degree from Queen's on May 30 at the convocation ceremony for Commerce, MSc and PhD grads. He was recognized by Chancellor Jim Leech, MBA'73, as one of Canada's leading entrepreneurs in the financial services industry and for his avid support of post-secondary education, the arts and history. He is Chair of Historica Canada and a Governor of the Royal Ontario Museum and was awarded the Queen Elizabeth II Diamond Jubilee Medal for his contributions to Canada.

In his convocation address, Stephen shared the story of some of the serious setbacks he has faced in his long and distinguished career in business. His parting words to the graduates bear repeating. ■

“ Real success is the joy of doing something, and doing it well. Everything else will fall into place around that. You will continue to learn throughout your life. Your definition of success will change. Your destination may change as well. All the goals you have set for yourself will blur a bit around the edges. The path that seems so clear and straight will have detours and delays, and you may find yourself on an entirely different road. I'm not, after all, where I might have thought I would be when I enrolled here to study electrical engineering.

The one constant will be the journey. It's what counts far more than the destination. Get it right, embrace it – and even in tough times, be grateful for the parts of life that are going well. Success will mean different things to all of you, and come in different ways. Good luck and good travels to you all. ”



Dr. Stephen J.R. Smith, BSc(Eng)'72, LLD'17



Stephen Smith holds his honorary degree with Queen's Rector Cam Yung, Chancellor Jim Leech, Principal Daniel Woolf and Dean David Saunders.



Commerce students in high spirits before being called up to receive their degrees.



Stephen Smith congratulates new Commerce grad, Eric Kouri, as David Saunders gets ready to greet the next new graduate.

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Smith joins Great Place to Work Canada as a strategic partner



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Growing Impact

By Alan Morantz

Photography by Alex Fradkin and Bent René Synnevåg

The Centre for Social Impact has come a long way since its debut 13 years ago. Since then, thousands of students have made positive contributions to their communities and to the wider world by participating in its programs.

Back in 2004, Commerce students at Smith School of Business were introduced to an exciting new option to enhance their studies. By attending lectures and completing field assignments, they would earn credits toward a Certificate in Corporate Social Responsibility, a credential offered in addition to their Commerce degree.

Thirteen years on, this green shoot has grown into a veritable ecosystem, with the Centre for Social Impact (CSI) at its heart.

These days, “social impact” has almost fully subsumed “corporate social responsibility” in the corporate lexicon. This broad space — encompassing issues of sustainability, community resilience, diversity and responsible leadership, among others — represents an area of growing importance for Smith.

CSI’s Director, Tina Dacin, welcomes the increased focus on social impact issues. “Our role is to highlight and accentuate the school’s core values and identity,” she says. “We don’t teach students how to be good. The goodness is in people. We provide opportunities to bring it out.”

The Centre, in fact, helps Smith students and faculty explore the relationship between business and society in a unique way, through the lens of education, research, and advocacy. And the range and depth of activities keep increasing.

Growth has been most evident within the Certificate program itself. Initially open only to Commerce students, today it is a popular option for those in five of the school’s ten graduate programs. This year, more than 500 students will invest more than 4,500 hours in community volunteering, thereby earning a highly valued Certificate in Social Impact.

In 2017, CSI launched specialization tracks that allow students to dive more deeply into social-impact opportunities in the areas of social finance, social entrepreneurship and social innovation, values-based leadership and sustainability.

The program certainly has made an impact on students. “When you dig a little deeper and talk to some insightful people,” says Nadia Credico, BCom’16, “you learn that it is possible to work in any industry and still make a positive difference while also having a job that reflects what you’re passionate about.”

The Centre has also upped its game in experiential learning. Students can apply their new skills and knowledge at a for-profit or nonprofit organization, thanks to the Kehoe Summer Internship and the Raya Aralihalli Memorial Fund Summer Internship programs. As well, the Centre supports students who wish to enter global competitions promoting



Little Fogo Island

social entrepreneurship, such as the Hult Prize, which, in 2017, included Smith teams competing in Dubai, U.A.E., and London, U.K.

The Centre is also looking beyond Smith. Last Fall, it launched the Social Finance Academy for professionals, which attracted 33 participants and generated a waiting list of more than 50 individuals. This year, the Centre is rolling out its Certificate in Social Impact for Professionals by offering two-day professional development programs in leadership and social finance. And in 2018, a series of multi-day programs will be launched to increase opportunities for leadership diversity. The first program will be geared to the LGBT+ community, with future programs targeting women, Indigenous peoples, and newcomers to Canada.

“Our programs are about market-building, ideation, and leading with values,” says Tina. “We want to equip participants with thought leadership and the best set of skills and experiences to lead the way to a better world.” Alongside these innovative programs is a new focus on extending and deepening the Centre’s research on social innovation and social entrepreneurship. “We plan to do this through examining community resilience and place-based research,” says Tina. “We have a number of ongoing projects on Aboriginal communities and the role of social enterprise as well as projects in rural and remote communities such as Fogo Island.” ■

Fogo Island Inspiration

If expansive thinking is what you’re after, a retreat on Fogo Island is about as good as it gets.

It was here, at a transcendent inn on this small island off the east coast of Newfoundland, that the Centre for Social Impact convened a small group of thinkers and doers to imagine how social innovation could help make communities more resilient.



The Fogo Island Inn (pictured above) and its related furniture, fishery, and arts enterprises run on a business model that reinvests profits back into the Fogo Island communities. This moonshot sprang from the imagination of Fogo Islanders Zita Cobb, a former tech executive and multimillionaire, and her brothers Tony and Alan.

The idea to bring together the Centre’s Advisory Board members and a select group of experts on Fogo Island arose from discussions between Director Tina Dacin and Advisory Board members Walt Macnee (Vice Chairman of Mastercard and Chairman of the Mastercard Center for Inclusive Growth), Michael Durland (CEO of Melancthon Capital), and Zita herself.

All four believed that there would be much to learn about social innovation and community resilience by embedding themselves in a place where the model has been successful. The mini-conference was made possible through the active support of the Advisory Board and Walt’s leadership as Board Chair.

At the gathering in May 2017, attendees learned first-hand about the Fogo Island model from Zita, Tony, and Alan, as well as from other local community members. They also heard about similar examples of community resilience in other parts of Atlantic Canada, in Detroit, in St. Louis, and elsewhere.

Tina and the Advisory Board will now use what they learned on Fogo Island to help shape a research agenda and other initiatives. One idea, for example, is to send a small group of Smith students to Fogo Island for peer-to-peer learning about social entrepreneurship in a small community setting.

“There’s magic in the meeting of minds,” says Tina of the Fogo Island experience “particularly when it’s a gathering of people who dream what’s possible and then go out and do it.”

Building Resilience


In February 2017, Smith launched a new initiative aimed at fostering high-performance team and resiliency skills for Queen’s MBA students. Developed in conjunction with Reticle Ventures Canada, a group of retired Canadian Special Operations Forces leaders, the Smith-Reticle Resiliency Challenge pushed students to test their problem-solving, communication, and collaboration skills.

“We wanted to give students a team-focused experience beyond the classroom, and this challenge provided a unique opportunity to amplify the skills taught in our MBA program,” says Matt Reesor, Director, Queen’s MBA program. “Learning in an ambiguous environment helps prepare students for the uncertainty and unpredictability we see in business today.”

Queen’s MBA student Samantha Cochrane contributed her first-person account of the Challenge to the *Globe and Mail’s* MBA Diary series, reprinted below.

Queen’s MBAs Pushed to Limits in Sleepless Resiliency Challenge

by Samantha Cochrane

 We have a challenge for the class and it will be like nothing you have ever done,” we were told. “You will cry. You will face your greatest fears. It will be one of the hardest weekends of your life.”

Sitting in a classroom in Kingston at 10 p.m. on a Friday night, cloaked in layers of winter clothes and surrounded by 34 of my classmates, I questioned why on earth I’d signed up for this challenge. Within an hour, we were led into the snowy night and onto a bus, with no sense of where we were going. This was the beginning of one of the most challenging and rewarding experiences of my life – and an experience I would never have expected within the first month of my MBA.

In business school, we are taught about ambiguity – that we need to be resilient and that teamwork is the quintessential foundation for good leadership. We are also taught to be tough, to adapt, to solve problems and to be nimble. But these concepts are learned within the confines of the classroom walls and the pages of business cases and textbooks.

How can you truly test these critical leadership skills outside the classroom?

Well, Queen’s found a way. Thirty-five students embarked on this adventure with just two pieces of information: the dates of the challenge and a list of outdoor clothing required. And through this we were taught our first lesson – how to operate effectively with limited information. For the first time, I actually understood what the buzzword “ambiguity” meant.

The military boot camp-style challenge, which we later learned was called the Smith-Reticle Resiliency Challenge, lasted 40 hours in nearby Brockville. Since it started on a Friday night, that meant we went nearly 48 hours without sleep until we were rewarded with a glorious two hours of rest at 4 a.m. on the second night. This was complemented by our fuel for the weekend, one of the strangest food



A Smith MBA team tackles the trebuchet challenge, an exercise in operating a replica of a siege engine used in the Middle Ages.

substitutes I have ever seen – prepackaged military MREs (meal, ready to eat), which included pureed hash browns and bacon, and rubber sausage patties among other delicacies. Perhaps most noteworthy was that we somehow navigated the entire challenge without a drop of coffee, typically one of the greatest tools MBA students have at their disposal.

After in-processing and team assignments, we began 22 consecutive hours of challenge after challenge under the command of security consultancy Reticle Ventures Canada and its staff of former Canadian Special Operations Forces at Reticle’s Zero4-NORTH training complex. Each team was put to the test physically, mentally and emotionally, continuously solving problems in -15 C weather.

We tackled engineering tasks that required the meeting of minds. We navigated at night to locate hidden information. We fled the crusade of search dogs trained to locate our scent. We struggled to find the answers to complex and ambiguous mental puzzles. We rappelled walls at 2 a.m. We learned to trust each other and to draw upon one another’s strengths, to push past the exhaustion and the hunger and the cold. And through this we tested our limits to learn just how resilient we are. And while this was trying for Canadians, I had the utmost admiration for my international classmates from warmer climates who braved this with complete perseverance.

Individually, we all grew. Every student who participated now knows that we are capable of far more than we ever anticipated, and we’ve been

using this as a reference point as we carry on through the program. One recent weekend, I worked 40 of the 48 hours, and every time I started feeling sorry for myself I was reminded that I’ve been in more challenging conditions. In fact, 40 hours of work in a warm boardroom on campus is not so bad. I came out of the weekend satisfied and more resilient, knowing that when I am faced with those moments that test you, I will take whatever learning I can and continue to grow.

Collectively, we left the challenge a stronger, more united class. And this was one of the greatest highlights. After being tested in the most unfamiliar kinds of ways – no sleep, little food, no coffee, and lots of cold weather – you would think we would be eager to get home, crawl into bed and slip into oblivion until school the next day. But, we weren’t ready to part ways. And so when the class stepped off the bus in Kingston at 11 a.m. on Sunday morning, we headed to a local pub for celebratory beer and breakfast. Another few hours without sleep was an easy trade-off for being able to celebrate our shared achievement together. ■



Taking Root

The people profiled in this special section graciously shared their journeys to Canada. Not surprisingly, they all have a connection to Smith School of Business, but that's where the similarity ends. The following pages document the challenges they overcame and the pride they feel in having put down roots in this welcoming country.



COMRADE PAZDERKA

By Shelley Pleiter

For an astonishing 43 years, Bohumir (Bo) Pazderka has been a professor of economics at Smith School of Business. His courtly manner, dry wit, intellectual curiosity and depth of knowledge of economics have impressed generations of students, as well as his faculty and staff colleagues. Few knew that their teacher and colleague had been a former Marxist-trained economist, Czech Army veteran, convicted-in-absentia defector-turned-refugee in a previous life.

Bo Pazderka landed at Ottawa's airport after a flight from Rome in September 1968, with only \$20 and two small suitcases to his name. He knew no one in the city, or in all of Canada, for that matter. Looking around for signs of a bus that might take him to a youth hostel, he spotted an older couple holding a sign that read "Pazderka". It turned out he had friends in this faraway place after all.

Mr. and Mrs. Krupka who had defected in the 1950s, were members of a Czech association. Like many of their compatriots, they had closely followed news of the invasion of their homeland by 500,000 Soviet and Warsaw Pact troops a few weeks earlier. This was the Soviet response to the Prague Spring, a period of attempted reforms to democratize Czechoslovakia and loosen it from Soviet control.

The Canadian consulate in Rome had alerted the association to Bo's arrival, a standard practice that helped many of the 12,000 Czechs who fled to Canada in the invasion's aftermath. The consulate had also covered the cost of his airfare, a loan that Bo repaid within a year.

The couple took Bo in, and within ten days had helped him land a job as a research assistant to the Royal Commission on Farm Machinery. Having grown up on a farm in a small Czech village, Bo was certainly familiar with the subject. "As a kid I used to cut the grass with a scythe, though I didn't share this with my colleagues," he recalls.

Being circumspect was a necessity for those living under Czechoslovakia's Communist regime in the post-WWII years. A member of Bo's family had learned this lesson all too well. His father's cousin spent 11 years in a Czech prison for the crime of having witnessed several friends escape across the border, one of whom shot and killed a border guard.

Bo's earliest memory of the Soviet presence was less harrowing but still vivid 72 years later. "Near the end of the war, when I was three-and-a-half, I remember hiding in a candle-lit wine cellar with my parents, sister and grandparents," he recalls. "We could hear the sounds of the battle between the Germans and Red Army above us. When the Soviets arrived, they requisitioned one of our pigs and I can still remember how the pig squealed as it was led away. One of the soldiers ordered my mother to make goulash. He put me on his knee and commanded, 'Eat! Maybe he was a father of a young son, or perhaps he was testing my mother to ensure she hadn't poisoned the food.'"

Liberation by the Red Army eventually led Czechoslovakia to become one of the satellites of the USSR. Bo took his place in the local school and excelled at his studies. He passed his university entrance exams and was accepted at the School of Economics in Bratislava. University tuition was covered by the state, as Bo and his classmates were reminded all too often.

"You had to keep up your marks or you'd be kicked out," says Bo of a punishing program from which only 80 of 160 freshman classmates graduated. However, a reprieve was possible. "A failing student would be told, 'Well, Comrade, you obviously do not appreciate how much the working-class citizens of our country have contributed toward your education. Join their ranks as a manual labourer for one year and then you can reapply.'"

After graduating in 1964, Bo, like all young Czechs, faced two years of compulsory military service. He had joined an officer-training program in school that enabled him to shorten his obligation to one year. Basic training included trench-digging and target-shooting. ("I was a pretty good shot," he recalls.) The worst was chemical-weapons training, a prerequisite during the Cold War era. "We had to wear hooded suits that made us sweat profusely, and the old oxygen masks made breathing extremely difficult."

After completing his military service as a finance clerk at a base close to the German and Austrian borders, Bo was assigned his first job. "There was no choice involved," Bo explains of the compulsory three-year contract position. "The attitude was, 'Your country paid for your education, Comrade, and you will go where your country needs



you.' Apparently my country needed me to work at the state bank in a town in the east. I explained I'd already found a job close to my home and was told, 'No, Comrade, you will work in the bank in Košice.'"

Two years into his contract, Bo landed a job at a finance-research institute in Bratislava, thanks to a former professor's intercession on his behalf. He started there within a month of the accession of a new reform-minded government. Bo had thus far managed to avoid becoming a member of the Communist Party, the only avenue for success in business or in government. As reforms took hold, he wasn't alone in hoping that this situation would change.

Instead, on the evening of August 20, 1968, Soviet tanks moved into Bratislava. "There were long line-ups outside of grocery stores, and tanks in the square close to my office," Bo recalls. There were also many rumours, including a persistent one that university graduates would be sent to Siberia for ideological retraining. "I decided I wasn't going to wait around to see if it was true," Bo says wryly.

He told only his parents and sister of his plans. His father





Far left: Bo sightseeing in Ottawa in the fall of 1968, shortly after his arrival.

Near left: Bo's cancelled passport from the Czechoslovak Socialist Republic, complete with his Canadian immigration form.

was supportive, but his mother found it difficult to accept. "The hardest part was not knowing how long it would be before I would see them again," Bo says.

As it turned out, 22 years would pass before he would see his homeland again, though he managed occasional visits with family members in Soviet satellite states. Had he returned to the Czechoslovak Socialist Republic, he risked a two-year prison sentence for having defected.

Bo was fortunate that his family wasn't subjected to any retribution for his unlawful departure. Had family members worked in government or business, they would most likely have lost their jobs. His boss at the research institute was fired as a result of the defections of Bo and a colleague. "To have two of twelve employees defect appeared to the authorities that our boss had suffered from ideological weakness," Bo explains. "Fortunately, his job as a professor at the university wasn't affected. The ramifications could have been even worse. I learned many years later that the institute's secretary had been a member of the state secret police."

The timing of the Soviet invasion turned out to be advantageous for Bo. The year before, he had befriended an Italian fellow who had suggested that Bo visit him. With a formal invitation in hand, Bo was able to get an exit visa for a three-week

vacation. After a brief stay with the Italian friend in the south, Bo made his way to Rome in the hope of finding a country that would accept him. The choices were limited; only Sweden, Switzerland, Australia and Canada had opened their borders to émigrés without first requiring a stay in a refugee camp.

"Swedish wasn't one of the five languages that I spoke; Switzerland had a reputation for being unwelcoming to refugees; Australia was too far; so that left Canada," Bo explains. He was first interviewed by an RCMP officer. "He saw on my application that I spoke five languages, and said, 'Five languages? You must be a spy!' I managed to assure him that I was no such thing," Bo says.

The next interview, with an immigration officer, was almost his undoing. "He asked my profession, and I replied 'economist', then he looked in a big book and said, 'Good, we need economists.' I don't know what possessed me, but I blurted out, 'But I was trained as a Marxist economist.' The fellow consulted his book again and said, 'It doesn't say anything about that in the book,' so I was approved."

His Marxist education did turn out to be an impediment when Bo attempted to attain Canadian academic credentials. He decided to pursue a Master's degree at Queen's. "Rod Fraser, who was the head of graduate studies, asked me what I knew about Keynesian economics. I replied, 'I was taught that Keynesian economics represented the last desperate attempt by the imperialists to save capitalism from its inevitable collapse.' He suggested that I take some evening undergraduate economics courses to come up to speed, which I did, at the University of Ottawa."

His PhD studies at Queen's were a challenge. Before writing an assignment, often he would consult undergraduate textbooks to grasp the fundamentals before tackling complex subjects. He also needed some help with his English, which his British girlfriend, Julie Kilpatrick, later his wife, was happy to provide.

Bo joined Queen's business school's faculty in 1974, and has taught in the Commerce, MBA and PhD programs ever since. His 8,600 students (200/yr x 43 yrs, per Bo's calculation) have benefitted from his unique perspective and engaging teaching style. His colleagues, consulting clients and the discipline of economics have also been enriched by his research input, a list of which takes up five single-spaced pages of his c.v. His local community has been improved through his service to hospital and charitable foundation boards too many to mention.

How fortunate we all have been that an immigration officer, deluged by thousands of fleeing Czechs, saw fit to stamp young Bohumir Pazderka's landed-immigrant application "Approved". 🍁

Bo was honoured at a reception in Goodes Hall on June 19 to celebrate his retirement. He plans to continue his Spanish studies, remain open to life's opportunities and spend time with his adult children, Peter and Catherine, whom he raised after his wife died in 1983. Having climbed Mount Kilimanjaro in 2015, at the age of 73, he has decided that his mountain-climbing days are behind him.





The Kindness of Strangers

By Shelley Pleiter

If not for the actions of four Canadian public sector officials, **Salman Mufti, EMBA'97**, would not be where he is today. The Associate Dean and Executive Director of Queen's Executive Education believes compassion led these strangers to take a chance on a young aspiring immigrant. After 38 years of achievement and public service of his own, it seems that Salman was a good bet after all.

When Salman Mufti walked into the office of the Vice Principal of Riverdale Collegiate in Toronto, he thought his request was straightforward. “I want to come to school here,” said the 16-½ year old Pakistani citizen. Salman was visiting Toronto from Nigeria, where he was living with his father, a physics professor. “The school system in our area was not very strong,” Salman explains of his desire to investigate educational options in Canada.

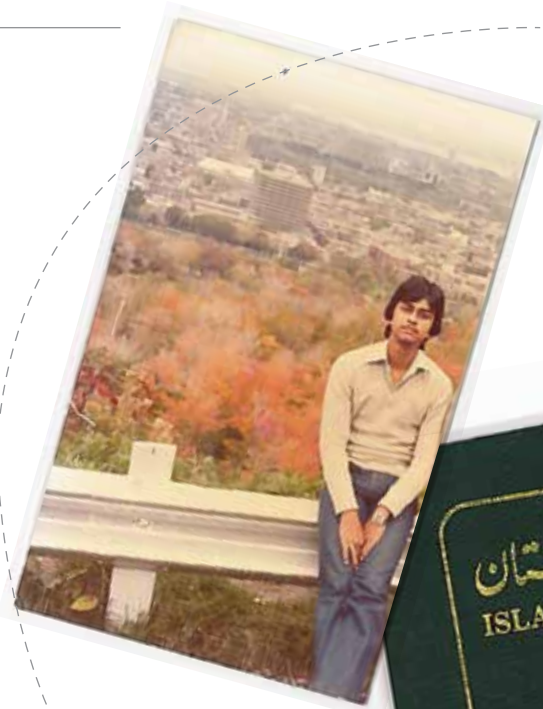
The Vice Principal explained that Salman would need a student visa, which could only be obtained from outside the country. “He didn’t have to go the extra mile, but he did,” Salman recalls. “He connected me with a colleague at the school board who knew someone at the Canadian consulate in New York,” Salman recalls of his first interaction with Canadian officialdom.

There was a catch, though. He needed a U.S. visitor visa to travel to New York, and he’d had no success in getting one from the American consulate in Toronto.

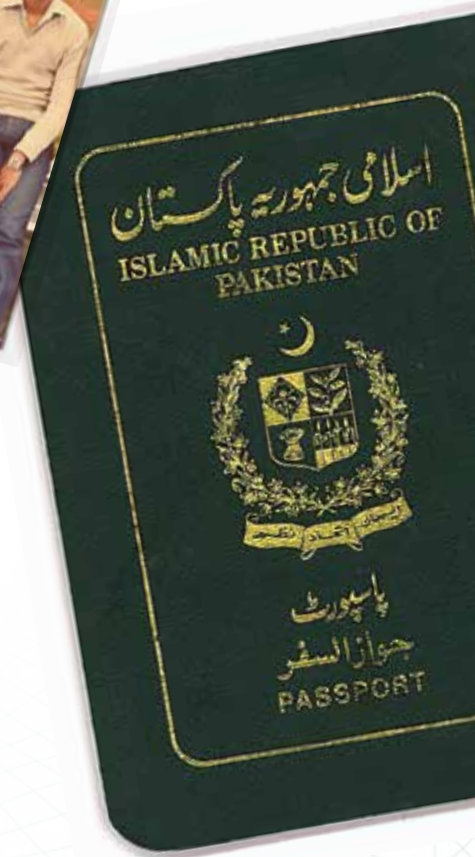
“So I got on a bus and went to the U.S. embassy in Ottawa, where I got a visa,” Salman laughs. “This was in 1979, before email, so I took a chance that the embassy wouldn’t know that the consulate had already turned me down.”

Another bus ride, this time to New York City, also brought success. The consular officer he’d been referred to approved Salman’s student visa. The next step was admission to Riverdale and payment of \$1,800 per year for a non-taxpayer dependent. His parents had agreed to let their eldest son stay with an uncle who lived in Toronto and would pay the fee. By taking summer and night-school courses, Salman was able to graduate from high school a year early. He also made a concerted effort to improve his English and erase his accent by taping and listening to himself reading *The Globe and Mail*. This practice helped him to detect mispronunciations and awkward phrasings. Within a year, friends and acquaintances often commented that his accent was much less noticeable than it had been. Today, there’s no trace of an accent and people are often surprised to learn that he wasn’t born in Canada.

Salman’s education continued at McMaster University, where he completed a Bachelor of Science degree in physics and computer science. To cover his tuition and residence fees, Salman



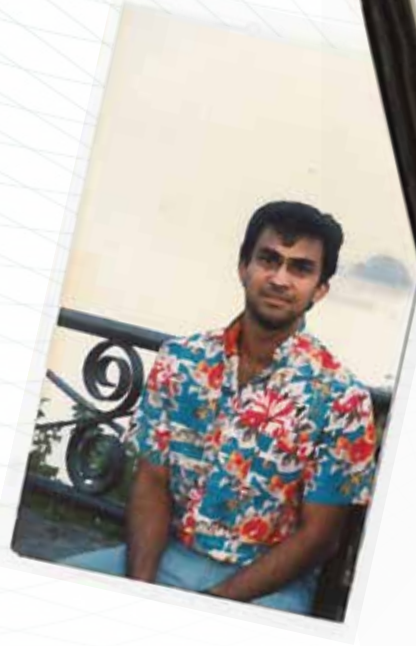
Above: Salman at 16, overlooking his new home, the Riverdale neighbourhood of Toronto.



picked up odd jobs on campus. “I shovelled stairs and am fairly certain I shampooed every carpet in the residences,” he laughs. Summers were spent painting houses for hire in Toronto.

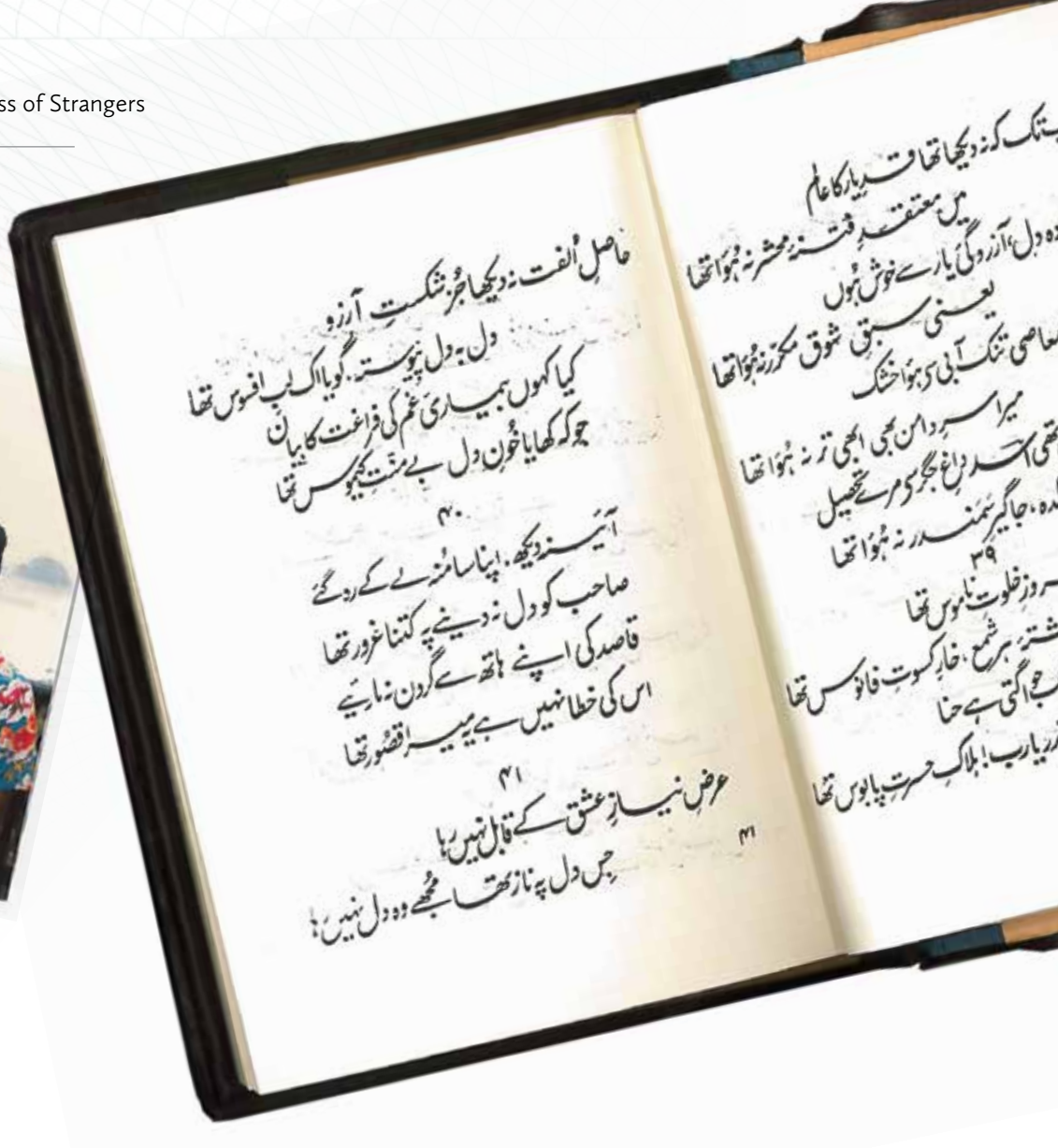
Landing his first post-graduation job presented significant obstacles. His student visa was due to expire, and prospective employers wanting to hire Salman would have to attest that no Canadian could perform the job. It was a tough sell and the clock was ticking. Then, one month after his 1986 graduation, Salman’s father died. In addition to sadness at this loss, Salman felt increased pressure to land a job and help support his family back in Pakistan.

With only two days remaining on his visa, Salman pleaded his case for a third extension at the same government office he’d visited before. After listening to his story, an immigration official told him to return the following day. At their next meeting, the official said that he had some discretion and believed that Salman would make a good



Above: Salman at 21, checking out Niagara Falls.

Far right: A treasured possession from Pakistan: a book of poetry by Mirza Ghalib, "the Shakespeare of Urdu", says Salman.



Canadian citizen. He offered Salman a one-year work permit that had no conditions attached. He also agreed to process his immigration application on the spot, rather than directing Salman to apply from outside the country, which was the standard procedure. "All I had to do was pay an administrative fee, so I went to an ATM," Salman recalls. "I had \$60 in the account, enough to cover the \$40 fee, which I rushed back to pay him. Like the Vice Principal, school board official and consular officer before him, he showed great compassion and encouragement. Ultimately, he was the person who most changed my life."

New work permit in hand, Salman landed a job the very next day. His career trajectory has been a steady progression of increasingly senior positions. He spent 12 years as a manager and consultant working with organizations in the private and public sectors. After completing his Queen's MBA in 1997, he was invited by the Ottawa Executive MBA Director to teach a Commerce course. Salman has been at Smith School of Business ever since, as a professor of Management Information Systems and also in administrative roles: first, as Director of the EMBA and, later, the full-time MBA programs. He dropped his administrative duties, but continued to teach, as he pursued a PhD from McGill

University, which he completed in 2010. He's been in his current position as leader of Queen's Executive Education since 2013.

This married father of two is grateful that Canada welcomed him so many years ago. "I've never felt any discrimination in this country, but that's not always the case elsewhere, when I'm travelling internationally. In some places, I can feel the difference — it's in the tone of voice, the level of courtesy, the added scrutiny. It's never been a big deal for me, but those little things add up to an uncomfortable feeling."

It's a marked contrast from his first perceptions of Canada. "I got the sense from my earliest days here that Canadians genuinely want newcomers to succeed. When I became a Canadian citizen — which I did at the earliest opportunity — I felt proud to be joining the ranks of such welcoming people." 🍁

First Impressions

PhD candidate **Tashfeen Hussain, MSc'12**, arrived in Canada in 2011 from his homeland of Bangladesh to pursue his postgraduate studies at Smith School of Business. Here he recalls a few of his first impressions of his new home.



HOCKEY IS TO CANADA WHAT CRICKET IS TO BANGLADESH

Tashfeen was initially surprised by the depth of feeling hockey arouses in Canadians. “I could relate, because Bangladesh is mad about cricket,” he says. “I thought it was very cool that Canada was so crazy about hockey, and that this country would have its own national sport.” His first sighting of a street hockey game threw him off, though. “I thought you needed ice,” he laughs.



CANADIANS REALLY ARE NICE

During Tashfeen’s BSc and MBA studies at the University of Wisconsin in the early 1990s, he met many Canadian fellow international students. “They were very friendly and welcoming,” he recalls. Years later, when he decided to pursue a PhD, he remembered his Canadian friends and looked into graduate programs here. “I was impressed that Canada recognized the value of highly skilled immigrants, and that I stood a good chance of gaining permanent residency rather than a more restrictive student visa.” Having returned to Bangladesh to teach at North South University and to work as a consultant to the World Bank, Tashfeen’s credentials helped pave the way. The entire immigration-application process — from submitting forms, completing interviews and a final medical exam, to getting final approval — took nearly three years.



HELLO/BONJOUR

When Tashfeen arrived in Toronto in 2011 with his wife Afroza and two-year-old daughter Zafirah, he noticed that airport signage was in both English and French. “I knew that Canada had two official languages, of course,” he says. “Seeing the signs, and being greeted in English and French by the immigration officer, I was struck that different cultures clearly are respected here.” The lesson stuck. Today, Zafirah is happily enrolled in her school’s French immersion program. 🍁

Tashfeen anticipates completing his PhD in the Summer of 2018. His ambition is to pursue a career as a finance professor at a Canadian university. “I think that a great way to contribute to Canada’s socio-economic development is to be part of Canada’s human-resource development,” he says. “I’m greatly looking forward to making my contribution to the effort.”



FROM ONE

Kingston

TO ANOTHER



By Shelley Pleiter

Smith MIS Professor Yolande Chan, born and raised in Kingston, Jamaica, has called its Ontario namesake home for 26 years. Educated at MIT and at Oxford as a Rhodes Scholar, Yolande had her pick of countries that would have welcomed her as an immigrant. Canada and Smith School of Business have been the beneficiaries of this accomplished professor's decision to settle here.



Jamaica

Yolande Chan's record of academic achievements began early. She attended two of the top high schools in Jamaica, becoming head girl at one and class valedictorian at the other. That all four of their children would attend university was a given to Yolande's parents, George Brown, a lawyer, and Phyllis Brown, who made it her career to raise the children. Both parents excelled at high school and were scholarship winners. Yolande, too, was offered scholarships, by MIT, Harvard and Yale, among others. She chose MIT for her undergraduate degree in electrical engineering, which was followed by a dual Master's degree in engineering and in computer science.

"I was on the academic path," says Yolande, who saw a PhD in computer science as the next logical step. "I looked around, though, and saw that many of my MIT classmates had very unbalanced and unhealthy lifestyles. The student who was considered most successful literally lived in his office; he'd even moved in a cot so he could sleep there. I knew that wasn't the life for me!"

With prompting from family, Yolande applied for a Rhodes Scholarship to study management at Oxford University and was selected to represent Jamaica. She found the intense two-year MPhil in Management Studies program both rewarding and challenging. Her time at Oxford would prove to be life changing when she met and married a fellow Rhodes Scholar, Michael Chan. As their studies were nearing completion, the two scholars did not have long before they had to determine their next move.

The most attractive option turned out to be Toronto, where Michael accepted a psychiatric residency at U of T and Yolande landed a position at Andersen Consulting (now Accenture) advising clients on management information systems (MIS). A heavy travel schedule and 60-hour workweek didn't offer the lifestyle that Yolande wanted to have while starting a family. "While I thoroughly enjoyed the work and acquired skills that I use to this day, I knew that my long-term future lay elsewhere," Yolande explains.

The future she chose was academia, in the field of business administration. Her experience, especially at Oxford, had shown her that professors can have the flexibility to balance their professional and family obligations. At the very least, excessive travel wouldn't be an issue. To stay with her husband

in Canada, Yolande decided to apply to a Canadian university. She applied to and was accepted by Western University's PhD in Business Administration program, where she specialized in MIS. Yolande and Michael became Canadian citizens in 1990.

Yolande's first academic appointment, at Queen's business school, (now Smith School of Business) would turn out to be the first step in a long and fruitful career at Queen's. Her early years as an assistant professor of Management Information Systems (MIS) were challenging, though. Son Jonathan was born just a few weeks before Yolande and Michael moved to Kingston, where Michael would also find professional fulfilment as a forensic psychiatrist. Yolande was completing her PhD dissertation, nursing an infant, and starting her teaching career in those early years. "I recall many weeks when my work days ended at 2 a.m.," she says.

In July, Yolande will mark 26 years at Queen's. A gifted educator, she has taught students at the undergraduate, MBA and graduate levels and counts the Commerce Teaching Excellence Award and the Commerce Professor-Student Life Award among her many honours. She is a prolific researcher frequently published in the top academic journals in the MIS field, as her 40-page CV attests. Her numerous administrative roles have included Director of Smith's research-oriented Monieson Centre; Queen's Associate Vice-Principal, Research; and co-chair of the Principal's Implementation Committee on Racism, Diversity and Inclusion, which released its final report in April. In July, she will take on the role of Associate Dean, Research and MSc/PhD Programs, as her predecessor, Jay Handelman, assumes the role of Associate Dean, Faculty.

Hers continues to be a rewarding career, Yolande says, but her primary focus has always been family — both her husband and two sons, and her extended family in Jamaica. "Canada has afforded us many opportunities," Yolande says. "Michael and I have both thrived professionally. Our two sons have also excelled," she says of Jonathan, who is completing a Master's in Law and Finance at Oxford University, and David, who graduated from Queen's Commerce in May. "Our choice, though, has also involved sacrifice, since both Michael and I come from close-knit families. I'm in frequent, often daily, contact with my siblings and widowed mother in Jamaica, but some days the distance between us feels immense."

Yolande is looking forward to her new role as Associate Dean. "One of the highlights of my professional life has been supervising and mentoring MSc and PhD students," she says. "Most of my graduate students have become co-authors on research papers that have advanced our field of knowledge, and I take great pride in their many accomplishments."

When Yolande begins her five-year appointment on July 1, a whole new cohort of graduate students will reap the benefits of her deep expertise and strong commitment to their success. 🍁



Paying it Forward

By Shelley Pleiter

Dunstan Peter, EMBA'15, left Sri Lanka as a teen and moved to Canada, where he has built a group of successful businesses. It's no coincidence that many members of his workforce are fellow newcomers.



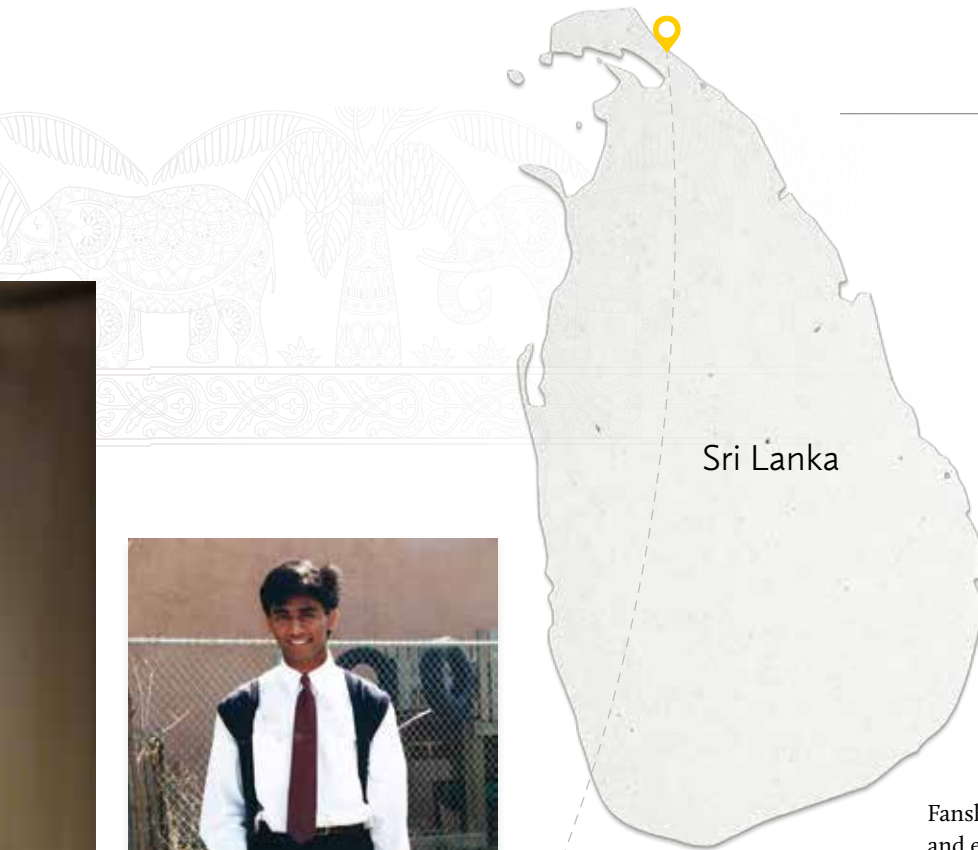
Dunstan Peter was only 17 when he immigrated to Toronto in 1993 to join his family after a five-year separation. His schooling had stopped at Grade 5 due to the civil war in Sri Lanka at the time.

When he arrived in Canada, he was placed into Grade 10, and worked hard to overcome language and financial challenges to pursue his goals of a higher education. "I worked nights and on weekends to help support my family," Dunstan recalls.

Fast forward to 2017 and this energetic and determined entrepreneur is the founder and CEO of several companies, including his first enterprise, Trinity Tech Inc., which employs more than 150 people in five offices across Canada, the U.S. and Mexico.

In building his companies, Dunstan has hired many newcomers to Canada, recognizing that a diverse workforce would be an advantage. "It has been extremely gratifying to give internationally trained engineers the opportunity to gain their first Canadian work experience," says Dunstan. "This is often the first step towards attaining their Canadian professional designation. Roughly 60% of our Canadian employees are immigrants and this has led to Trinity Tech receiving Canadian public and non-profit sector awards for supporting new immigrants to Canada."

Dunstan made the most of the educational opportunities Canada afforded him, earning an electrical engineering degree from Western University, coupled with an applied degree from



Sri Lanka



Far left: Dunstan now.

Near left: Dunstan then, aged 17, shortly after his arrival in Toronto.



Fanshawe College in process control, robotics and electronics.

His first job, post-graduation, was at one of the Big Three automotive manufacturers in Windsor. During his four years working on the plant floor, Dunstan saw ways of improving processes and quality controls in the handling of electronic components. Armed with this knowledge, in 2009 Dunstan launched Trinity Tech Inc., an engineering firm serving the automotive-manufacturing sector. “We completed a number of projects and our reputation grew as the business expanded,” he says.

Dunstan was able to continue to grow the company while completing his Executive MBA at Queen’s. “I also obtained a certificate from the China-Europe International Business School (CEIBS), a Queen’s partner,” says Dunstan. “Both programs helped me to expand my business knowledge and professional network, which further propelled my company’s growth.”

Today the company provides a wide range of engineering and related services to more than 225 automotive companies in North America and Europe.

Dunstan and his wife Chamila live in the Greater Toronto Area with their twin sons. Teaching by example the importance of giving back is a priority for the couple. “As a family, we support a wide variety of community and charitable organizations through our own Trinity Star Foundation, which funds scholarship programs and other philanthropic activities locally and globally,” Dunstan says. “Our dreams of a peaceful and prosperous life in Canada have come true. We’re privileged to be able to give back to support the dreams of others.” 🍁



Flight to Freedom

By Shelley Pleiter

Afghanistan in the 1990s was no place to raise three daughters, concluded the parents of **Mariam, BCom'07, Humaira, BCom'09, and Trina Ghiacy, BCom'13**. Abeda, an architect, and her husband, Jelani, a civil engineer, left behind extended family and successful careers when they spirited their daughters out of war-torn Afghanistan. An eventual safe landing in Canada opened up wide avenues of opportunity that the Ghiacy sisters have embraced fully.

CHILDHOOD IN AFGHANISTAN

Mariam Ghiacy managed to finish Grade 1 before conditions became unsafe for her to go to school. The civil war made daily life increasingly dangerous for the people of Afghanistan. Determined to educate their daughter, Mariam's parents sent her to be homeschooled by her beloved grandfather. Humaira and Trina were too young to benefit from his wisdom.

"We used to play outside in our yard a lot," recalls Humaira of life in Kabul during the civil war. "After a rocket landed in our backyard our parents risked everything to get us all out of Afghanistan."

Hidden in the back of a transport truck, the family slipped out of Kabul in the fall of 1992. Only close family members were told of the planned escape, in order to lessen the risk of capture by the authorities. "We spent all day on bumpy, unpaved roads just to reach the Pakistan border," says Mariam. "As we got closer to the checkpoint, we were told not to make a sound. We made it through then slept in the truck overnight before reaching Peshawar later the next day," adds Humaira.

REFUGEES IN PAKISTAN

After a few months in Peshawar, the family moved to Islamabad, where Jelani found an engineering job at a construction company and Abeda worked for a non-profit organization. The elder girls went to school and all three sisters soon learned to speak Urdu, though Farsi remained the language spoken at home.

"Having to learn a new language and adapting to a different way of life was a culture shock," recalls Humaira. Also traumatic was the loss of contact with the extended family they left behind. "There was no telephone service because of the war and our only news came from relatives who managed to visit us from time to time."

After two years in Islamabad, Jelani and Abeda realized that a return to Afghanistan would not be possible and that their daughters' futures would be





Commerce Convocation 2013: from left, proud mother Abeda; sisters Humaira, new graduate Trina and Mariam; with beaming father, Jelani Ghiacy.

limited if the family decided to stay in Pakistan. While not as restrictive as Afghanistan, the educational system there offered limited opportunities for girls. In researching different countries they discovered that Canada welcomed immigrants with professional backgrounds. Three years after starting the gruelling application process, the Ghiacys were granted landed-immigrant status. They arrived in Toronto in the winter of 1997, ready to start from scratch once more.

HOME AT LAST, IN CANADA

“I love Toronto now,” says Trina, who works downtown as a senior analyst at TD Commercial Banking. “But when we first got here, I hated it, mostly because I didn’t speak any English and I found Toronto pretty overwhelming.” Her parents, who felt the same way, asked a Canadian friend to recommend a smaller city with good schools. Coincidentally, that friend was

from the Kingston area and knew of a house for rent there. The community seemed to check all the boxes, so Jelani and Abeda arranged to rent the house, sight unseen. With the friend’s help, the family moved there in March of 1998.

The house actually was on Wolfe Island, just a short ferry ride away from Kingston’s downtown. Normally a picturesque and tranquil locale, it had been devastated by the ice storm that had crippled large swaths of Ontario and Quebec earlier that year.

“Until we moved to Canada, I had never even seen snow,” says Trina. “I knew what snow was, but seeing it and icicles for the first time, was quite amazing!” Snow-shovelling was a daily occurrence; making their first snowman remains a treasured memory, says Trina.

The entire family went to school, the parents to learn English and the girls to elementary and middle schools. “We entered the regular school system without any language



Their first Canadian winter: Humaira, Mariam, Trina and friend in Toronto.

training,” says Mariam. “People were very nice and welcoming, but we couldn’t communicate with them, so it was very difficult at first.” Her solution was to visit the library and read children’s picture books to learn English. All three girls eventually mastered the language and excelled in school, both in the classroom and in extracurricular activities. Their parents were less successful in finding jobs in their respective fields. Jelani started volunteering at the Ministry of Transportation and the United Nations Development Program, eventually landing contract positions. In 2003, he accepted a civilian position with the Canadian military, working in his field to help rebuild Afghanistan, which had been damaged by years of war. Abeda took courses at Queen’s and St. Lawrence College and eventually landed a position at a telecommunications company.

A MILESTONE YEAR

All five members of the Ghiacy family were sworn in as Canadian citizens on Canada Day in 2001. “Because we were young, we didn’t have to take the citizenship test, but our parents did,” says Humaira. “By then, our English was better than theirs, so we helped them and ended up learning a lot. It’s a difficult test that I think native-born Canadians would also find challenging.”

Two months later, on Sept. 11, Humaira was in her Grade 9 French class when two planes flew into the Twin Towers in New York. “I already

felt Canadian by then, but when 9/11 happened, some of my classmates asked if I was ok, because they were concerned that I would be more shaken by the event because of my background. We are fortunate to be in Canada, where people are so tolerant and respectful of each other.”

OPPORTUNITIES SEIZED

Given all that their parents had sacrificed to bring them to Canada, the Ghiacy sisters took full advantage of all the educational opportunities at hand. All three set their sights on Queen’s, eventually applying to the Commerce program, with Mariam leading the way. “I knew when I was in high school that getting into Queen’s would require good marks and strong extracurricular and leadership experience.” She set about achieving both, receiving the Millennium Excellence Award and entering into Queen’s Commerce in 2003. Impressed by Mariam’s experience, Humaira followed suit two years later. Trina started first year the autumn following Humaira’s graduation, after receiving a prestigious Chancellor’s Scholarship, one of only 50 awarded to exceptional students across Canada each year.

“Queen’s Commerce has among the highest entry standards of any undergraduate business program in the country,” says Lori Garnier, Executive Director of the Commerce Program. “That three siblings were not only accepted, but excelled, is evidence of the perseverance the entire family has demonstrated throughout their journey.”

Today the Ghiacys remain a very close-knit family. After graduation, Mariam settled in Toronto, working in the financial industry, where she was later joined by Trina. Meanwhile, Humaira had moved west to become an HR account manager at Shell in Calgary, to which Mariam re-located in 2015, where she now works as a strategy advisor in operational excellence at Enbridge. All three sisters keep in close touch with their parents, who continue to live in Kingston. The family often travels together, especially when Jelani is competing in NATO chess tournaments through his role as the past president of the Canadian Armed Forces’ Kandahar Chess Club.

“In our travels, we’ve seen the way many different societies operate,” says Mariam. “We feel so proud to be Canadian, to share our values of helping each other, of being supportive and open to all kinds of faiths and cultures. The mosaic that we have here in Canada is unique, and we feel fortunate to be members of it.” 🍁




Ivana (left)
and Ivayla

Different Paths Same Destination

By Shelley Pleiter

Ivayla Dingilova and **Ivana Corovic**, both **BCom'09**, hit it off right away when they met in the line-up for a Commerce Frosh Week staple, the Buddy Cruise of the Thousand Islands. That chance encounter would lead to a strong friendship, initially as novice first-years, later as friends and housemates, and still today, as successful professionals in Toronto.



The novelty of their similar-sounding first names may have started the ball rolling on the dock that day, but it didn't take long before Ivayla Dingilova and Ivana Corovic discovered that they had a lot in common. Both were very young when they'd arrived in Canada with their parents as refugees from an unsettled Eastern Europe. Ivayla was four when she and her parents left Plovdiv, Bulgaria, for a new life in Canada in 1990. Their departure followed the collapse of Communist Bloc countries after the fall of the Berlin Wall the previous year. The Corovics had fled war-torn Sarajevo, Yugoslavia, in 1992 when Ivana was just five. No member of either family spoke more than a few words of English.

Adapting to their new home was a challenge for Ivana's parents, who had fled Sarajevo at the start of its civil war, leaving family and nearly everything they owned behind. Initially, her engineer father worked for an American engineering company in London, U.K., while her pharmacist mother took courses to learn English and to become recertified in her field, all while raising Ivana in a new city without any friends or family to turn to for help. Reunited two years later in Toronto, the Corovics thrived in their new homeland, welcoming a new member to their family, Ivana's sister, Tiana, in 1994. "I have few memories of Sarajevo," Ivana says. "Growing up in Oakville was challenging at first, since I was learning the language and had quite a strong accent. But I had all the same opportunities as my friends, thanks to my parents' hard work and determination to make a new home for us here."

It took two tries before Ivayla's family was able to finally settle in Canada, but it was worth the effort, she says. After the Berlin Wall fell, her father foresaw difficult times ahead for Bulgaria. The initial plan was for her father to test the waters in Canada and then send for his wife and daughter. "The day before he was to leave he took me to the local park to say goodbye," Ivayla recalls. "That's when my mom panicked, afraid that we wouldn't be able to get out later because the political situation was still unpredictable. She immediately bought us airline tickets, at twice the price, and all three of us left the next day."

The Dingilovs followed a well-known path for would-be refugees of the period. People would book a vacation to Cuba, which Bulgarians could easily visit (unlike forbidden Western, non-Communist destinations). At the plane's refuelling stop in Gander, Newfoundland, they disembarked and claimed refugee status. "We carried our entire lives in our carry-on bags, knowing that we would never see our checked luggage again," Ivayla says. "Nearly the entire planeload of passengers claimed refugee status, with the exception of a few Russians who stayed on the plane. I still remember my mother, wearing high-heeled boots and a light coat, looking at the snowbanks that must have been two metres high. She cried out to my father, 'Where have you brought us?'"

Along with their fellow passengers, the Dingilovs were soon moved to an apartment complex in St. John's, where volunteers from a local Anglican church lent a hand. "They gave English lessons and helped us in so many ways," Ivayla recalls. "We're still close friends with one family and see the mother every year when she visits Toronto. It was her three young granddaughters who helped teach me English."

After being approved by immigration officials during their first interview to obtain refugee status, the family soon moved to Toronto, where employment opportunities were more plentiful. Both parents landed jobs and Ivayla made friends in school and in the neighbourhood. Just two years later, she was crushed to learn that the family would have to go back to Bulgaria.

"Attaining refugee status was a two-stage process," Ivayla explains. "During the second interview two years after we'd arrived, my parents were asked if they faced persecution in their homeland. They answered honestly that they did not. Wanting to provide a better future for their daughter wasn't grounds for approval, unfortunately."

After being turned down as refugees, the Dingilovs voluntarily

returned to Plovdiv in October of 1993, with a distraught seven-year-old Ivayla in tow. "I cried a lot and kept saying that I just wanted to go home. My parents would say, 'This is your home, this is where you were born, this is where your family is.' But, for me, home was Toronto."

Before leaving Canada, Ivayla's parents had been notified that they would be welcome to reapply, as immigrants rather than refugees. Shortly after their return to Bulgaria, they sent in their application. Nearly two years after having left Canada, the family was approved and soon headed back to Toronto. "It was one of the happiest days of my life," Ivayla says. "My parents did it almost entirely for me. Their whole family was in Bulgaria; they left everything they had behind. They started their lives over, from scratch, three times, in order for us to live here."

Both Ivayla's and Ivana's parents' goal for a life of opportunities for their daughters came to fruition; Ivana is a Senior Manager at PwC and Ivayla a Senior Manager at Deloitte Canada. The friends see each other as often as their busy schedules allow. They occasionally include Ivayla's husband, Ian Macdonald, another BCom'09 classmate whom they met on that Frosh Week cruise 12 years ago. When the university sweethearts married last year, Ivana was one of the bridesmaids.

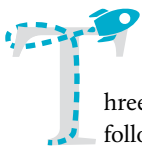


"While getting to know each other at Queen's we realized that we'd actually met before," says Ivana. "It was at a birthday party for a mutual friend of our families. We would have been about ten years old, but neither of us remembers having met each other that day."

It would take another chance meeting, at Queen's, to pave the way for this lasting friendship to take hold. 🍁

Start-Ups Snapshot

By Shelley Pleiter



Three new ventures launched by Smith School of Business alumni are profiled in the following pages. Many others are showcased on our website at ssb.ca/startups.

MAURO REPACCI, AMBA'13 Co-Founder and CEO, Navut navut.com

My company, Navut, was established to solve one of the biggest issues people face when moving to a new city, namely choosing the right neighbourhood to live in. Our data-driven neighbourhood-finder accesses 50 official sources to match people with areas that best fit their lifestyle needs. We also have the real-estate background and technology to address an even bigger need: streamlining the entire home-buying process. We've launched a new solution that assists home buyers every step of the way, and have partnered with financial institutions and mortgage providers to get this product in front of the people who need it the most.

Why I started the company: I'm in my early thirties and have moved eight times in three countries. After settling in Montréal in 2008, I realized that every time I'd moved, I'd spent thousands of dollars in services, products, and long-term contracts without really knowing my best options. I also realized that choosing the right neighbourhood and right home can have a huge impact on a person's quality of life.



Navut CEO, Mauro Repacci (left) and Chief Revenue Officer, Marcos Azevedo

What is the problem that your product/service solves?

Buying a home is such a crucial decision that it's ranked as the third most stressful life event a person can experience. Getting proper guidance along the way – including helpful reminders regarding next steps and access to top real-estate and mortgage specialists – considerably lowers stress levels, and lets people enjoy this major life event, while also minimizing the associated risks.

The most fun we've had so far was when we were selected in 2016 by TechStars, considered the best start-up accelerator in the world, to join their Boston program. During an exhilarating four months, our team of 12 lived together and worked non-stop to launch Navut in the U.S. We worked with hundreds of passionate founders and mentors who helped us take our business to the next level.



VINAY SINGH, EMBA'12
 Founder & CEO
 SYNG Pharmaceuticals Inc.
syngpharma.com

My company, SYNG Pharmaceuticals Inc. (SYNG Pharma), is an early-stage venture incubated in Johnson & Johnson Innovation's JLABS@Toronto. Using research discoveries originating at Queen's, we are developing a new first-in-class diagnostic test and treatment for endometriosis and certain cancers.

Why I started the company

An estimated 176 million women worldwide suffer from endometriosis and half of them may face infertility. Women dear to me have had endometriosis, uterine fibroids or infertility; my wife had polycystic ovarian syndrome-related fertility issues. So, when research revealed that a protein I had been studying for close to a decade is present in endometriosis patients, I felt compelled to take this discovery to its logical conclusion and develop this novel way to detect and treat endometriosis.

What is the business problem that your product/service solves?

Endometriosis affects one in ten women of reproductive age and is characterized by debilitating menstrual pain, discomfort during intercourse, abnormal vaginal bleeding, chronic pelvic pain and infertility. Despite being one of the most prevalent female reproductive disorders, it remains misdiagnosed, misunderstood and ineffectively treated. Often years can pass before a diagnosis is confirmed through laparoscopic surgery. Current treatments are problematic; hormone-based therapies have significant side effects and are not completely effective.

SYNG Pharma has discovered a novel biomarker protein associated with the growth of endometriotic lesions. We have validated this protein as the target for a rapid, blood-based, non-invasive diagnostic test. A peptide capable of neutralizing the protein is being developed as a first-in-class non-hormonal treatment for endometriosis.



SYNG CEO Dr. Vinay Singh

The most fun I've had so far was when I was explaining endometriosis to a group of men who had obviously never heard of it. It was a revelation for some of them to learn about the debilitating pelvic pain and other symptoms of endometriosis. I have found it deeply satisfying to help men realize that this disease is not simply "bad periods" and that endometriosis affects not just women, but also their families and communities.

What the business needs most right now is funds to complete pre-clinical studies before entering clinical trials within three years of receipt of funding. I'm reaching out to potential angel investors and families affected by endometriosis and infertility for their support, either through funding or helping spread awareness of this debilitating condition. I am also seeking strategic partners around the world for co-development or co-commercialization of this diagnostic tool and therapy.





Co-founders Connie Lo (right) and Laura Burget

CONNIE LO, BCom'15

Co-founder

NIU BODY

niubody.com

Our company, NIU BODY (“niu” meaning “coconut” in Hawaiian), produces coconut-oil-based makeup-remover wipes featuring unique essential-oil blends for each of the four common skin types – normal, dry, combination and oily. Our made-in-Toronto products are natural, free of synthetic ingredients and vegan-friendly.

Why we started the company: Being avid makeup users and skincare enthusiasts, we were frustrated by the harshness of synthetic-laden makeup-remover products that dominate the market. In our quest to find the best natural solution, we turned to coconut oil, a beauty favourite. However, having to scoop out solid coconut oil from large jars cluttering up our bathroom vanities just wasn't working for us.

Recognizing the need for a natural makeup remover in a convenient format, we decided to create NIU BODY makeup-remover wipes, which also moisturize, protect skin from microbial infections and combat premature aging.

The most important thing we've learned about starting a business is that it's important to ask for help. You have to acknowledge that since you're just starting out you don't know it all yet – and that's ok! We've been very fortunate that everyone we have approached has helped us navigate our way along this entrepreneurial journey. This help has allowed us to improve everything from the product formula to packaging, from our website to our marketing plan.

One of our most rewarding experiences happened in our first week of operation when we received our first international order, and it was from a complete stranger. We were working together on researching new products, when we received a notification of an online order from someone in California. It was surreal to discover that a stranger had not only heard about this niche product, but actually wanted to make a purchase. Shortly afterwards, when we started receiving orders from countries such as Switzerland and Taiwan, we realized that people all over the world are seeking natural skincare products. We have since expanded our product line to include makeup-remover oil and lip scrub, and will be introducing more new products soon!

Learn more via Instagram ([@niu.body](https://www.instagram.com/niu.body)) or by e-mail (hello@niubody.com). ■



Do you have a new venture you'd like to profile?

Visit ssb.ca/newventures to describe your company.

Your story will appear online and be considered for inclusion in a future print edition of the magazine.

NEXT-GEN START-UPS

Many students don't wait until graduation to launch their new ventures. They juggle budding businesses with their studies, which many continue to build upon after graduating. The Centre for Business Venturing supports these enterprising students and recent alumni by running business plan competitions that award prize money, and providing funding and critical resources through the Dare to Dream program, to help increase the odds of success for these start-ups. Some recent winners, and their innovative ventures, are profiled below.

Dare to Dream Internships

Five Dare to Dream internships were awarded in March to students and recent graduates. Thanks to financial support from several alumni and corporate donors, each of these interns received up to \$15,000 in funding, office space and access to mentoring to help get their new ventures up and running.



Mark Balovnev, BCom'17, received the Battat-Steffensen Dare to Dream Internship for EduChain, a decentralized platform for the issuance and sharing of digital academic credentials such as transcripts and diplomas. Donors **Dany Battat** and **Gia Steffensen** are **BCom'78** classmates. (An update: Mark nabbed second place at the Global Blockchain Summit in Dubai in April.)



Altair Ioffe, GDB'15, MBA'17, was chosen the RLS Foundation Dare to Dream Intern for Ioffe Biotechnologies. Its first product is Indezone, a non-prescription remedy that enhances cognitive performance.



Manny Kandola, EMBA'15, was awarded the Cogeco Dare to Dream Internship for InterestPiggy, an online marketplace that helps consumers find the most competitive interest rates for mortgages, loans, savings and guaranteed investment accounts.



Colin Harding, BCom'17, was named the Valerie Mann Dare to Dream Intern for Iris Technologies. The company produces an e-paper screen for LCD screens that reduces the negative health repercussions for those suffering from minor brain injuries, migraines or eyestrain. The award is funded by Smith Advisory Board member **Valerie Mann, BCom'86**.



Lisa Orr, BCom'01, AMBA'16, received the CIBC Dare to Dream Internship for LaBroga, which produces vintage-inspired luxury shoe bags.

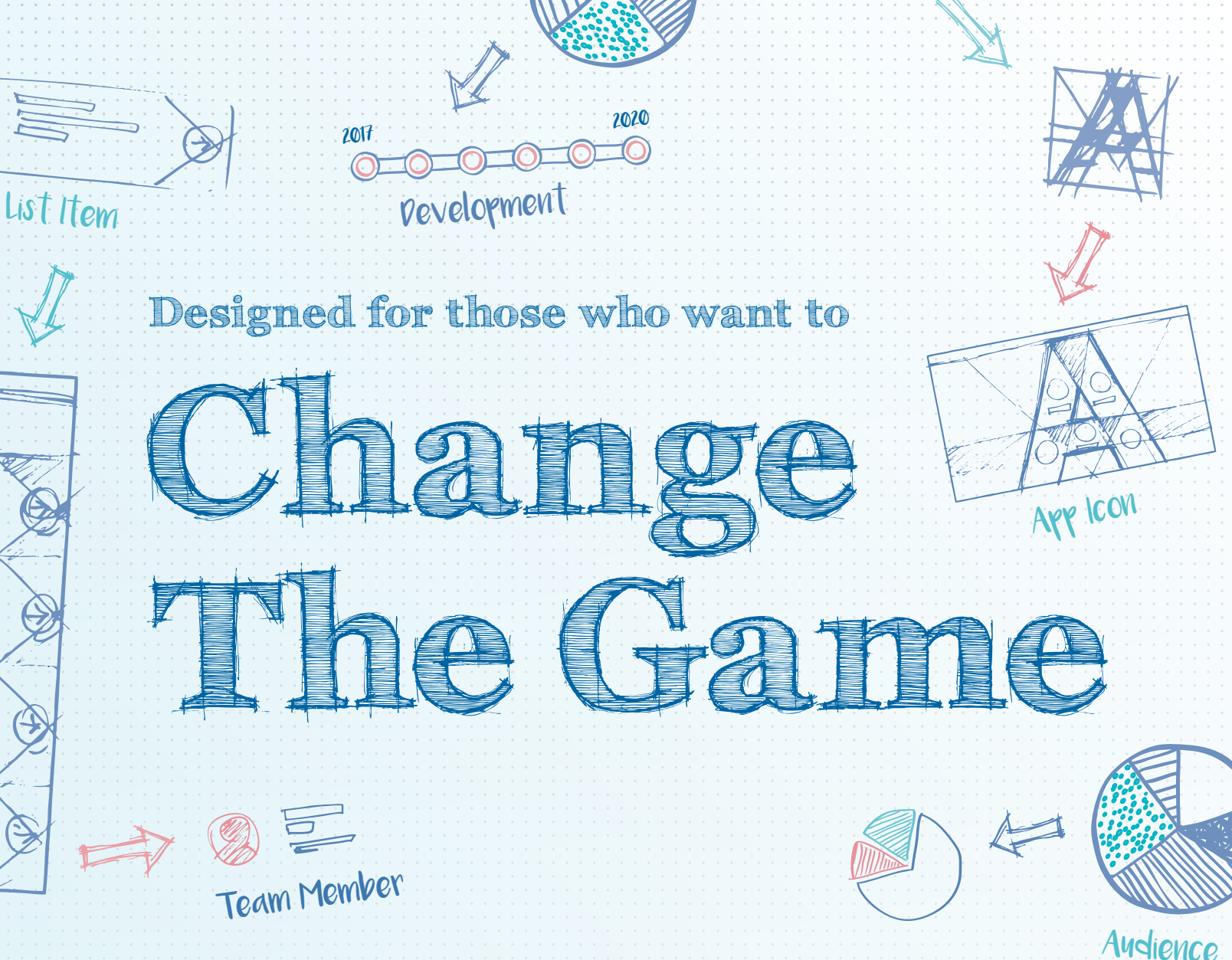
Paul and Tom Kinnear Business Plan Competition

Established in 2008 by **Dr. Tom Kinnear, BCom'66, LLD'02**, this competition awards the winning team \$5,000 to launch or further the ongoing operations of its venture. Each year, teams that include at least one Commerce student submit their business plans. After a preliminary round, the final four teams present to a panel of judges, which selects the winner.

This year's winning team of **Hyla Nayeri** and **Adrien Bettio**, both **BCom'17s**, impressed the judges at the March 30 finals by showcasing their venture, 437 SWIMWEAR, an e-commerce retailer specializing in women's swimwear. ■



Hyla Nayeri (left) and Adrien Bettio



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Alumni Notes

1940s

1942

Robert Wong, BCom, died in January, aged 97. Robert was born in Guandong Province, China, and immigrated with his family to Canada at a young age. He had a successful career as an industrial engineer, eventually moving to Anaheim, CA. He is survived by his wife May; children Stephen (Nancy) and Debra (Dr. Francis Wong); and extended family.

1948

James (Gordon) Hird, BCom, died peacefully in November 2016 in his 95th year, after a long battle with Alzheimer's disease. Born in Toronto, Gordon served in WWII as an officer in RCAF Coastal Command. He spent his career at Simpsons, eventually becoming National Insurance Manager for Simpsons and Sears before retiring and starting his own management-consulting firm. Gordon is survived by Joan, his wife of 61 years; children Susan O'Connor (Colm), James, and Ian (Zaibeen); sister Anne Larkin; and several grandchildren.

John Purkis, BCom, celebrated his 100th birthday on April 8 at Kingston's Portsmouth Olympic Harbour, his wife Shirley (Ayers-Brooks), BA'41, by his side. Among the 200 attendees were three of John's children, **John Purkis, MBA'85**, Sandra Nandi (Purkis), BA'69 and Lise Purkis; extended family; classmates; and friends from across North America and as far away as France.

Many speakers that day lauded John's commitment to his family and contributions to his community. BCom'48 classmate **Gerry Sutton** spoke about their unique class, comprised of many WWII veterans who received government support to attend the university. He also thanked John for his crucial role as class president and champion of the largest of the business school's class-endowed funds, The Commerce'48 Admission Award, which currently totals \$1.27 million.

Dean David Saunders congratulated and thanked John for his continuous strong support of Smith School of Business and for



his contributions as a past member of the Queen's University Council.

Friends in attendance included those John made in Kingston; Kitimat, B.C.; Montréal and Saguenay, Que.; and Spain during his long career in treasury and finance, which lasted until he retired in 1982. Post-retirement, John continued to serve as an elected member of the Alcan Pension Committee until 2010, and also launched a tax-and-accounting small business with son Ian Purkis, BA'86.

John's lifelong commitment to giving back to society was acknowledged by speakers who touched on his volunteer

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activities for such organizations as Scouts Canada, the Kitimat Hospital Board, and Junior Achievement, and on his significant role in helping establish the Kingston Seniors Centre. Both John and Shirley were recognized in 2003 when they were named Kingston Seniors of the Year.

When it was John's turn to speak, he attributed his good health and longevity to "always choosing the positive path and having a plan with reasonable goals," which now includes a plan for his 101st year. After the speeches, John and Shirley took to the floor, dancing to the applause and best wishes of all in attendance.

Herbert Thiele, BCom, died in December 2016, aged 96, at his home in Tallahassee, Florida. Born in Wiesbaden, Germany, Herbert served in the Canadian Armed Forces before launching a successful career as a developer. He was predeceased by his wife of 50 years, Bertha, and is survived by his sons Richard (Jeryl), and Herbert (Kathi); his sister Gisela Kemsis; six grandchildren and one great-grandchild.

1949

Wilfred Arthur Darby, BCom, died on April 6, in his 96th year, at The Carpenter Hospice in Burlington, Ont. Wilfred served in the RCAF in the Middle East from 1942-1945. Following his 1986 retirement from Stelco as Assistant Comptroller, he became an accomplished landscape artist. He is survived by Jeanie, his wife of 67 years; his son Kim (Catherine); and two grandchildren. He was predeceased by his daughter Jane Darby-Hipple (Don).

1950s

1953

Nancy Clare, BCom, died January 31, in her 86th year, in Toronto. Nancy was predeceased by her husband James and brother Victor Lowe, and is survived by her son George and daughter Muriel Hart (Nigel).

1960s

1963

Donald Johnston, BCom, died February 21, aged 77. Don was a Chartered Accountant who enjoyed a varied and successful career teaching at McMaster and Waterloo universities, as a partner at Ernst & Young, and as founder of the Financial Planning Standards Council. He is survived by his wife Rosalind (Martin); sons Martin and Christopher; daughter-in-law, Stephanie Bartlett; sister Lois Bishop; and three grandchildren.

1964

Elaine Howard, BCom, died on November 22, 2016, at Credit Valley Hospital in the company of family and friends. She is survived by her children Sean (Erin) and Tracie (Ian); four grandchildren; sister Cathy; and extended family.

1966

Frederick Chamberlain, BCom'57, MBA, died on January 5, in his 84th year, in Ottawa.

1970s

1971

Joel Ellis, BCom, died in December 2016, at the Rideaucrest Home in Kingston, in the arms of his wife Marian, in his 78th year. He is survived by members of his extended family of brothers- and sisters-in-law, nieces and nephews.

1972

Donald Trenerry, BCom, died peacefully in January at Rosedale Hospice in Calgary, surrounded by family, in his 73rd year. He is survived by Colleen, his wife of 50 years; children Kathryn Trenerry-Harker (Stuart); Chris Trenerry (Jennifer); and extended family.

1974

Douglas Walters, BCom, died peacefully March 11, aged 66 years, in hospital in Thunder Bay, Ont., with his family by his side. Douglas worked as a controller, accountant and landlord before becoming a Youth Correctional Officer. He is survived by his wife Christine; sons Cory and Ryan (Jessica), and their mother Joy Prentiss; step-children Jennifer and Michael Owens; his three grandchildren and extended family.

1976

Michael Brosko, BCom, died in February, aged 64 years, in hospital in Oshawa with his family by his side. He is survived by his wife Stephanie; children Nick, Melissa (Ron) and Tim; two grandchildren and extended family.

Allan Stewart, BCom, President and CEO of Human Synergetics Canada, recently published *Get Your Head in the Game*. Focused on leadership and coaching, the book draws on best practices from business and sports to help leaders and coaches improve. The book can be purchased through the company's website at hscanada.com

1978



John McIntyre, BCom, received the Queen's University Alumni Association's (QUAA) Alumni Humanitarian Award on April 8 in recognition of his

work with Aboriginal youth and various charities. The award is given to a Queen's alumnus/alumna for distinguished work or volunteer service that has made a difference to the well-being of others. (See p. 6 of the summer 2016 issue to read more about John's philanthropy.)

1979

Geoffrey Arnoldi, BCom, died suddenly in January in Creemore, Ont., three weeks after celebrating his 60th birthday at a boisterous party with family and friends. Geoff worked in senior roles at major marketing and advertising agencies, but was happiest running his own business, The Arnoldi Group. He is survived by his wife Susan Corbett; children Michael Arnoldi (Lindsey Mocherniak), Meghan Arnoldi, Kristopher Phippen (Alisa Jonas), and Jillian May (Jeffrey); and two grandchildren.

Gord Nixon, BCom, LLD'03, received the QUAA Alumni Achievement Award, the highest honour bestowed by the Alumni



Association. The Chair of the Queen's Initiative Campaign and former Royal Bank of Canada CEO was recognized for his impressive career and dedication to Queen's.

1980s

1980

Richard (Grant) Howes, MBA, died suddenly at his home in Waupoos, Ont., in January. Grant had worked in finance in Toronto before moving to B.C., where he was involved in a number of businesses, before returning to the family farm in Prince Edward County, Ont., to open a cidery. He was a mentor and friend to others in the cider industry and became recognized as the grandfather of cider in Ontario. He is survived by his wife and partner in the County Cider Company, Jennifer Dean; son Alastair; his father Bill; sister Liz Howes (Stewart Colvin); and step-children Cassie and Neil Dobosh.

1981



Iain Bruce, BCom, after retiring in 2015 from his position as a Senior Managing Director of NYC-based Ambac Assurance Corp., is now

operating Barrell Mill Advisors, LLC, an independent consultancy in credit-risk management and related fields. He has immersed himself in not-for-profit board work in and around his hometown of Westport, CT. He is the Chairman of the Board of Trustees of the New York Genealogical and Biographical Society and Vice-Chairman of the Board of Trustees of the Westport Weston Family YMCA Foundation. As a member of the Board of Trustees of the Westport Library, he chairs the Building Committee responsible for the Library's \$19.5M renovation. He is a member of the Board of Directors of Staples Tuition Grants, an organization providing needs-based university-tuition assistance to graduates of Westport's public high school. He continues to serve on the Smith School of Business Advisory Board and Global Council.

1982

Mary Wilson Trider, BCom, was incorrectly identified as Mary Trider in an Alumni Note in the Winter issue. She graciously accepted our apology for the error.

1983

Pat Andrews, BCom, after a 33-year career with Manulife, in Canada

and Japan, has retired from his position as VP, Information Technology. He plans to spend time travelling, golfing, curling and pursuing his woodworking hobby. Having visited the edges of all seven continents over the past 15 years, mostly by cruise ship, he and his wife Leslie plan to fill in the middle sections of their travel map.



1986



Grant Lawrence, BCom, recently took the helm of VA Angels Kelowna, an accredited investors group, which, since 2003, has been one of Canada's most

active such enterprises. The group offers investors a variety of ways to connect with entrepreneurs: as investors, mentors, and community and networking supporters. Visit vaangels.com/kelowna-chapter for details.

1990s

1991

David Peters, PhD, is currently teaching Advanced Financial Accounting at the University of Guelph-Humber in Toronto. He is also busy fulfilling his responsibilities as executor of the estate of his late father, Dr. Douglas Peters, BCom'63, whose October 2016 passing was noted in the Winter issue.

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1992

Jennifer Campbell, MBA, encourages her classmates to mark their calendars for Friday, October 13 to celebrate their class's 25-year anniversary in Toronto. For updates, ensure Smith School of Business has your contact info (smithalumni@queensu.ca) or contact Jennifer directly at jen.jon@sympatico.ca.

1993



Bruce Sellery, BCom, has launched a new radio show, Moolala: Money Made Simple, on SiriusXM. This is in addition to his regular appearances across Canada as

the personal finance expert for Cityline and CBC Radio. He is also leading the design of a new financial-literacy program for Carrot Rewards, an app that uses loyalty points to nudge users to improve their financial well-being.

1994

Paige Wilson, MBA, BSc(Mining Engineering)'83, is a Senior VP of Bechtel Corporation, and recently assumed the additional role of President of the company's Mining and Metals Division, with responsibility for the global engineering and construction business.



1998

Dorrie (Block) Manu, BCom, has recently moved with her son to PEI to be closer to family. While continuing her work as Associate Director of Global Missions, Power to Change – Students, she will be spending more time at the family's B&B, Victoria Inn: victoriainnpei.com



1999



Edward (Ted) Laing, EMBA, is the VP of Operations for Calgary-based Evans, a company that designs, manufactures and equips mission-critical operations centres around the world. Contact Ted at tlaing@evansonline.com.

Brett Sampson, EMBA, BA'88, died June 26, 2016, aged 51, peacefully in his home, surrounded by family, after a long battle with cancer. He leaves his wife of 30 years, Kim Townsend, Artsci'88; daughters Brooke, Charlotte, and Tess; and extended family. After graduating from Queen's Economics, Brett travelled throughout Asia and worked in a U.N. refugee camp in Thailand. Upon his return to Canada, he completed his MBA, started his family, and built his career in the printing industry. He had many passions, including canoe tripping, cycling, skiing, "fixing things", reading, gardening, and anything to do with airplanes.



2000s

2002



Monica Dingle, BCom, received the 2017 QUAA Marsha Lampman Branch Volunteer Award in recognition of her leadership role in reviving

the Montréal branch and serving as its president for six years. One of her proudest accomplishments was relaunching the John Stirling Montréal Medal in 2013 that honours outstanding alumni in the community.

2003

Ken Adams, BCom, has been promoted to the role of Vice President of Human Resources at PC Financial in Toronto.



2007



Ethan Pancer, BCom, MSc'08, PhD'13, an Assistant Professor of Marketing at the Sobey School of Business, has been named as one of the

world's top 40 business professors under 40 by Poets & Quants. In this academic year, he received two university-wide teaching awards (undergraduate and MBA), coached three MBA teams to three national business championships, and published one of Ivey Publishing's best-selling cases. He lives with his wife Ann Manderville, BSc'07, BA'08, BEd'10, and one-year-old son Owen.

Neeraja Ramjee, MBA, is producing and appearing in the play *Broken Images* at Toronto's Red Sandcastle Theatre from August 11 to 20. Neeraja is a Principal (Knowledge Expert) at Boston Consulting Group, based in New York City, currently working in Toronto. She describes the play as a psychological thriller that rips the mask off a celebrity and focuses on the conflicts and desire for fame within us all. Visit brokenimages.eventbrite.com for details and ticket information.



2010s

2010

Andrew Lahey, MBA, JD, is now at Stikeman Elliott LLP in Toronto, practising in the firm's corporate and securities law department. He returned to Canada from New York City, where he had worked as an M&A attorney at Paul, Weiss, Rifkind, Wharton & Garrison LLP.



2012



Robin (Greschner) Lee, BCom'08, AMBA, and husband Paul in August 2016 welcomed Grace Lee, a future Queen's grad, Robin hopes, having already shown off the campus to Grace during a visit to Kingston.

2008

Daniel Clark, MBA, completed his PhD in Entrepreneurship and International Business at Indiana University in May, and has accepted a position as Assistant Professor of Entrepreneurship at IE Business School in Madrid, Spain. His research explored how entrepreneurs make the decision to expand internationally.

2011



Patricia McLeod, EMBA, has been appointed Chair of the Board of the Calgary Co-operative Association, one of North America's largest retail cooperatives.

Katherine Wong Too Yen, BCom, was recently promoted to a new role as Manager of Communications and Customer Care, Digital Banking, at the Equitable Bank in Toronto. In her spare time, she continues to work in the sports industry at theScore, and is now in her third year of running its social media platforms.

2013



James Austen, MBA, and his wife Jennifer welcomed Niamh Elizabeth Austen in March.



Monica Butta, EMBA, has launched Heal Me Energy, a reiki practice. Following her EMBA graduation she completed two degrees in the Usui

System of Natural Healing. She is now a registered practitioner with the Canadian Reiki Association. healmeenergy.com



R.L. (Rod) Prendergast, AMBA, in May released *The Confessions of Socrates*, his third book of historical fiction. His first

novel, *The Impact of a Single Event*, became a national bestseller. His books are available from Chapters, Barnes & Noble, Amazon, Apple and Kobo.

2014

Casey Burgess, CQEMBA, has been promoted to the positions of Executive Assistant City Attorney and Chief of the Municipal-Regulatory Section of the Dallas City Attorney's Office.

Jayson Chakkalakal, AMBA, in March accepted a new role as Product Manager, Marketing, for PCM Canada (formerly Acrodex) in Edmonton. Jayson's new role entails managing Evolve, an end-to-end SMB IT solution with a focus on the Canadian market.

Tyler Hennick, BCom, has joined the Agricultural Transformation Agency in Addis Ababa, Ethiopia, as a Project Leader on a one-year contract.

Rajesh Lakshmanan, MBA, and his wife Pradeepa welcomed Deeraj, a brother for their four-year-old daughter Deeksha, in November 2016. The family continues to reside in Toronto.



Tanvi (Jani) Manser, MIB, and Armin Manser, met in the MIB program during Armin's semester as an international exchange student. Several MIB alumni and exchange classmates traveled to India from around the world to celebrate the couple's wedding in November 2016.



Bhairav Mehta, CQEMBA, was promoted to the position of Senior Data Scientist, Battery and iOS Power Log, at Apple Inc., in Cupertino, CA in April. In his spare time, he continues his work at Datalnquest Inc., a company he founded in 2014 that offers training in big data, data science, machine learning and artificial intelligence.

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2015



Johnny Chen and **Wenting Gao**, both MIB, welcomed their daughter Scarlett in the fall of 2016. Chen and Gao were married in Goodes Hall in April 2016.

Michelle Chow, EMBA, and husband Jason proudly announce the March birth of their daughter Livia Yael Chow.

John Hui, EMBA-Americas, continues to impress with his healthcare IT startup, Twiage, which won the MATTER Observation Challenge for its solution to improve throughput and patient satisfaction.

Luxmi Jeyavel, MBA, and her husband Mano welcomed a baby boy in December 2016.



2016

Nadiya Abbas, MIB, married Abdul Mughees in March in ceremonies that took place in Islamabad and Lahore, Pakistan.



Elias Beetz, **Alex Herrera** and **Piero Ramos** were hosted by fellow MIB classmate **Jordan Cattaruzza** at a reunion in Italy; they took in a EURO16 match between Italy and Spain in Milano.



Update Your Contact Info

Contact us at
smithalumni@queensu.ca
with any updates to your
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Erica Carleton, PhD, has joined the faculty at the University of Saskatchewan's Edwards School of Business as an Assistant Professor

of Human Resources and Organizational Behaviour.

Hema Dhamodaran, MIB, and Arvindan Sridharan were married in India on May 18.



Erica Hamel and Joshua Hamilton, both MBA, got engaged in February in the mountains of San Miguel de Allende, Mexico. Their wedding is planned for September 2017 at a family cottage in Muskoka, Ont.



Erik Jensen, MMA, BSc'99, MSc'04, PhD'13, is celebrating his one-year anniversary as an analytics consultant at the Toronto office of Pricing Solutions,

a global pricing-strategy and -research consulting firm. In April, he presented some innovative modeling work from a recent project in the food-service industry at the INFORMS Business Analytics conference in Las Vegas.

Abhishek Mangipudi, MBA, and his wife Swathi are happy to announce the arrival of their daughter Mihira in January.

Raashee (Raina) Reddy, MBA, and Dinesh Reddy were married in March at Neemrana Fort-Palace in Rajasthan, India.



Stefany Singh, EMBA, has been promoted from Manager, Digital Strategy and Communications, TD Asset Management to Senior Manager, Strategic Initiatives, Mobile Wallets, TD Bank. Her responsibilities include defining, developing and executing TD's mobile-wallet strategy and defining mobile-wallet marketing, media and communications plans to customers.



Late Breaking

1992

Heather (McDonald) Geiger, BCom, was named 2017 Emerging Training Leader by *Training Magazine*, after

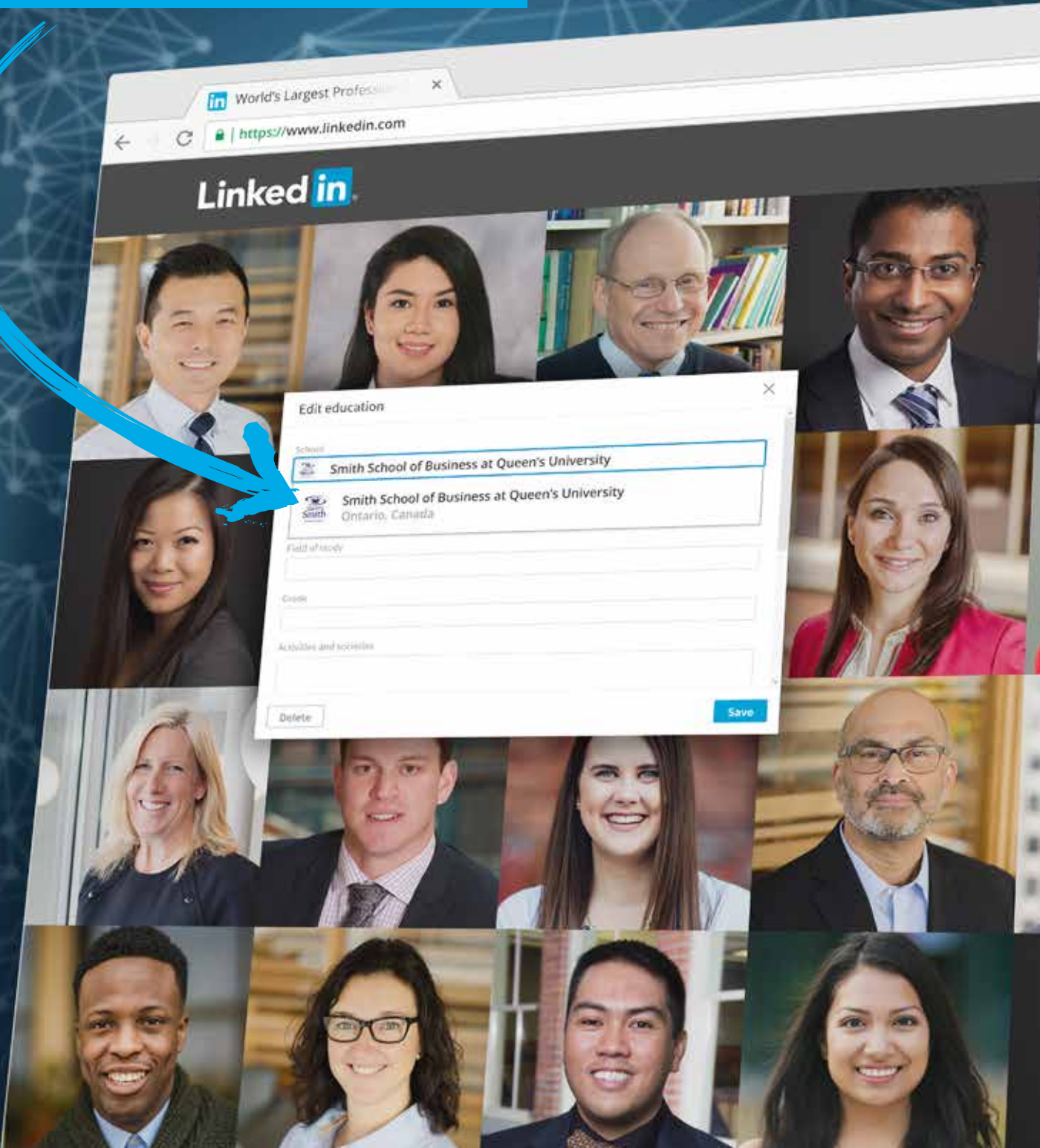


being nominated by her INSEAD business partners for stellar leadership of the INSEAD-Accenture Online Strategy Certificate Programme. This programme had earned the Gold Chief Learning Officer (CLO) Business Partner Award in 2016. Heather celebrates 25 years with Accenture in June. ■

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Alumni News



The owner of the Mississauga Steelheads, Elliott Kerr, MBA'75 (fourth from right), hosted the Toronto Smith Business Club at a Steelheads game in March. After a behind-the-scenes tour of the arena, alumni and their families settled into great seats to watch this Ontario Hockey League team take on the Sarnia Sting.



Jake Norman, Head of Agency Development Canada at Facebook (centre) joins members of the Toronto Business Club Executive at an event at the company's Canadian head office in April. His presentation to alumni and guests focused on how the social media giant is working to keep the world connected.

The Smith Women in Analytics (WIA) steering committee hosted a *Women Inspiring Women* event featuring Smith marketing professor Ceren Kolsarici and female executive panelists from TD, BMO and the Art Gallery of Ontario. Current students and alumni of the Master in Management Analytics program took advantage of the great networking opportunity afforded by this February event in Toronto.



At a Toronto reception following their CPA convocation in March, recent Queen's Commerce graduates celebrated with Professor David McConomy, MBA'69, their successful completion of the 2017 CPA Common Final Examination (CFE).



Smith alumni and guests participated in a lively discussion following a presentation by Bob Espey, President & CEO of Parkland Fuels, at a Calgary Business Club event in February.





OCTOBER 13-15

Homecoming 2017

Join fellow Smith alumni for our annual Alumni Brunch in Goodes Hall on **Saturday, October 14.**

All alumni and their families are welcome, with a special invitation extended to alumni celebrating milestone reunions (years ending in '2' and '7').



Visit smithconnect.com, watch your inbox or contact smithalumni@queensu.ca for details.

Alumni and students of Smith's MBA programs gathered for an informal evening of networking in Montréal at an April event coordinated by Geneviève Pagé, EMBA-Americas'16 (far right).



BCom'83 alumni get ready to take on their BCom'09 rivals in the 29th Annual Commerce Alumni Hockey Tournament held in Kingston in May. The event wouldn't have been possible without the hard work of event coordinators Andrew Mitchell, BCom'07, and Yianni Fountas, BCom'11.



The Smith downtown Toronto campus hosted more than 100 alumni and students of the Master of Management Analytics program at an evening of networking in May.





In May, a group of Smith students, alumni, staff and faculty gathered in Beijing for an evening of networking that gave current students and alumni of the Queen's Master of Finance – Beijing program the chance to meet representatives of the New Horizon Career Club. This non-profit organization is dedicated to supporting the career development of young professionals in the finance industry. ■

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Homecoming 1983