



# ANNUAL REPORT

2018 | **2019**



School of  
Business

# SCHOOL OF BUSINESS UPDATE

## Academic Year 2018/19



What a year it has been for the KPU School of Business. We were officially reaffirmed June 2019 for accreditation with the Accreditation Council of Business School and Programs (ACBSP). We have brought on two new associate deans with the search continuing for a third. We have had faculty recognized for teaching excellence, research accomplishments, and collaborative initiatives with our students and colleagues across the university and a new Dean. As your new Dean, I am proud of the accomplishments the School of Business has achieved overall in the past year.

The growth of the School of Business (SoB) is unprecedented. We have hired 35 new faculty since September 2018 for a total of 259 faculty members. We have had an increase of approximately 720 students in SoB programs and an increase of 1500 students taking SoB courses overall in the last two years. We launched two new Graduate Diploma programs January 2019 and have increased our student numbers in the Post Baccalaureate (PB) programs by 126. We graduated 1,017 students last year. We now have 7,351 students in the school and have 278 faculty and staff. We are a large business school!

Our Human Resources Post Baccalaureate program will be offering a revised version September 2020 adding to the successful lineup of our school's PB education. The growth in the PB programs' Operations and Supply Chain Management and the Technical Management and Services has allowed the two areas to become their own department; the Operations and Technical Management department officially became a reality in April 2019. Our Public Relations and Applied Communications departments have merged as one. The Applied Communication & Public Relations department has been able to maintain their distinct disciplinary uniqueness, yet have gained more interdisciplinary collegial support working together as a department. Our Public Relations diploma has undergone a grand curriculum renewal and will be launching their open registration program September 2020. Faculty from the Business Department and Applied Communications have created two new courses that are specifically tailored to support our international students pursuing a business degree. These courses will be the first of their kind for our School which directly support our international students and are a testament to the collegial collaboration between departments in our school.

We have welcomed the addition of a faculty chair position for the SoB Curriculum committee and plan to have this as a permanent release for 2020 to be able to continue the faculty leadership of educational excellence. Our Faculty Council, chaired by a faculty member, has been consistently guiding the education quality standards as described within our Accreditation and Ministry standards. The Standing Committee on Education Quality (SCEQ), a working group of Faculty Council, has been integral both with the accreditation process and supporting the entire documentation of course/program learning objectives to better inform our pursuit for teaching and learning excellence. Alongside our goal for continued education quality, the SoB has been able to complete program reviews for all but three departments. The three remaining programs are currently engaged in completing their reviews and we anticipate they will all be completed by September 2020. We are happy to report, many programs are completing their one year follow-up reports with positive outcomes and meeting or surpassing their one year targeted goals.

Currently, the School of Business's efforts to become a more inclusive and decolonized school of business has had some success. KPU's School of Business is becoming known for its work within this initiative. We truly have the potential to be the leaders in our Province when it comes to inclusive business education and it will give us the opportunity to engage in positive change in the business world through our amazing graduates. Industry experts have expressed businesses are looking for graduates who can work within diverse, complex contexts and who genuinely embrace being flexible, open minded, and problem solving thinkers. Program Advisory Committee members from all

our programs have positively remarked that our strengths are the innovative applied learning opportunities we offer and the attention we pay to ethical and inclusive business practices. We are going in the right direction. Recently Faculty Council passed a motion for further exploration in attaining the Principles of Responsible Management Education (PRME) designation for our school, which will mean we will join a team that includes some of most prestigious business schools in the world.

International students have been increasing in numbers over the past few years, which has resulted in a dramatic change in our classrooms. Through the efforts of our faculty, teaching in a culturally diverse classroom is becoming more comfortable through the professional development opportunities the School of Business has offered. Recently we have been working together with the KPU Teaching and Learning office to continue to offer the important learning opportunities to our faculty. Many faculty are participating in workshops and actively learning more about how best to serve our students in creative ways to design learning plans and assessments.

None of our successes as a business school would be possible without the amazing Dean's office team. The advising team, administrative support team, business manager and our associate deans, all make it possible for our school to operate in a fast paced environment and maintain and improve efficiencies to make our day to day work easier. I also want to acknowledge our faculty, who in my opinion, are simply the best faculty team working in post-secondary business education. Your extra time and effort for our students and the school has not gone unnoticed.

Thank you to the entire KPU School of Business for your unmitigated dedication to a quality learning experience for our students, who graduate job ready and are prepared for the dynamic and ever changing world they are entering into as alumni of our school.



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## KPU SCHOOL OF BUSINESS

**Vision** » Develop exceptional individuals that will shape the way organizations and businesses operate and are led

**Mission**

- » To Engage and Inspire Students of diverse backgrounds, ages, and aspirations
- » To deliver Industry Desired skills and knowledge based education through Innovative Experiential learning
- » To Foster Collaboration across all of our stakeholder groups that drives change and new practices

### Strategic Priorities

Strengthening the Brand of the **School of Business**

Continue to focus on **Quality Education Initiatives**

Continue to strive for **Operational Streamlining and Efficiencies**



## THE KPU **BUSINESS GRADUATE**

is a well-rounded business professional who is ready to work:

- » Being personally accountable for their performance and behaviour
- » High performing team members identifying and sparking changes in their organizations
- » Think critically and support their decisions with sound business principles, appropriate research and specialized, practical expertise in specific business discipline
- » Present a business case for the initiatives they recommend
- » Demonstrate strong analytical skills integrating their financial literacy, business expertise, and breadth of knowledge to think with the whole in mind, and in an increasing global environment
- » Communicating effectively in a variety of situations and audiences – use English professionally when speaking and writing
- » Perform in a social, environmental, and ethical manner
- » Job-ready, willing to learn and eager to contribute where their employer needs them, knowing that career success is built on results

# 2018/19

## ACCOMPLISHMENTS

### Program Review Updates

ACCT – Working on QAP  
ECON – Complete  
MRKT – Working on one-year follow up  
ENTR – Working on one-year follow up  
HRMT – Working on QAP  
BUSI – Working on QAP  
PRLN – Complete. Working on first year goals  
CSIT/INFO - Started review process

Hosted an Intercultural Workshop by Kyra Garson, TRU

The CSIT department hosted the 5th Annual Symposium on Cyber Security and Digital Forensics

The School of Business & KPU International hosted the 3rd Annual Welcome Party for Global Business Students

Hosted the first Exchange Extravaganza to build awareness and interest in study abroad field school programs

School of Business faculty helped launch the Law School Forum to provide information to students who wish to continue into law school

KPU Civic Plaza opened in January 2019

Launched the Graduate Diploma in Business Administration in Green Business Management & Sustainability and one in Global Business Management

The School of Business was reaffirmed by the Accreditation Council for Business Schools and Programs (ACBSP)

The School of Business Standing Committee on Education Quality (SCEQ) organized a Course Learning Outcome Alignment Workshop

The School of Business Post Baccalaureate Programs had it's first graduate – Harpreet Singh, Post Baccalaureate Diploma in Operations & Supply Chain Management

The Accounting department hosted the 2nd Annual KPU Accounting Alumni Networking event at KPU Civic Plaza

The Accounting Department organized a presentation on Blockchain, Bitcoin and Cryptocurrency

A workshop on Approaching Reconciliation, Indigenization, and Decolonization was presented by Andrea Niosi

The Marketing department organized a NABS Fraser Valley Speed Mentoring Event at KPU Surrey

The Economics department organized a two day professional development workshop on Economic Principles using Excel.

Judy Benevides designed and implemented a new Faculty Orientation & Onboarding Hub

The School of Business provided time releases to invest in education quality

Marla McMullen received the time release for the HRMT Post Baccalaureate Program Update

Andrew Frank received the time release for the Public Relations Diploma Curriculum Update

Arley Cruthers received the time release for the Faculty Champion on Decolonization/Indigenization

Anita Sangha received the time release for the Faculty Champion on Intercultural/Diversity

Lyndsay Passmore received the time release for the School of Business Curriculum Chair

Judy Benevides received the time release for the Faculty Champion on Faculty Orientation & Onboarding

The School of Business hosted a viewing of the Mindset Matters Documentary – Teaching Entrepreneurial Thinking in K-12

The School of Business sponsored the Genesa Chartered Accountants' Connecting Curious Minds event

The School of Business sponsored the Greater Vancouver Board of Trade's Leaders of Tomorrow program

The School of Business hosted the first Industry Insider event for Post Baccalaureate and Graduate students

*And much more...*

## DEGREE ADVISING UPDATE

**This past year** the School of Business has seen a lot of change in terms of staffing. In February we celebrated Lacey Crowie, our degree advisor, for both her achievement of a Master’s Degree in Children’s Literature as well as her new chapter in life, motherhood. As a result, our team welcomed two new degree advisors, Tiffany Valle Anaya and Temi Ojo, a recent KPU graduate in HR. A new student success coach for our post baccalaureate and graduate diplomas was also welcomed to our team, Theresa Voorsluys.

We also welcomed a new coordinator to lead our advising team, Tracey Bowles. Tracey brings a student focused approach and strives to be highly collaborative, engaging with the breadth of various student services and resources across the institution.

The advising team plays a critical role in promoting student success and as a result helps to retain them. Our team strives to ensure the student experience is a positive one. Our focus over the last year, and continues to be, is a “what can be done today to ensure success tomorrow” approach.

**The biggest contributor** impacting student experience this past year has been the institutions implementation of My Action Plan (MAP), a web based tool that provides a more accessible, convenient and organized way for students to know where they are academically. Divided

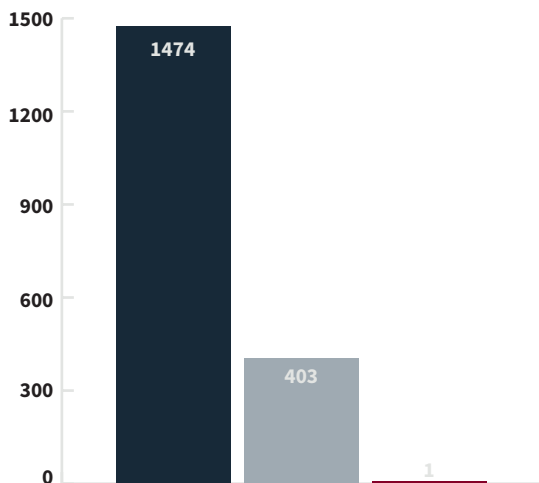
into block requirements such as general electives, breadth electives and program requirements, it provides information on how each requirement was satisfied and what courses can be taken to complete the remaining requirements. This has been well received and continues to be a valuable tool for both students and academic advisors and is most likely a key factor in the decrease in appointments for spring.

Another focus is the expansion of outreach efforts. In an effort to move away from reactive advising, we have been able to reach out to large groups of students, keeping them well informed ahead of important dates and deadlines. Strategies include targeted mass emails and spot checking student records to review progress, as well as identifying anomalies in student enrolment patterns. Our hope is that these outreach efforts will alleviate some of the stresses that result from last minute planning and will elevate the student’s overall experience.

Data is being utilized to determine many different factors in our area. One area in particular is where best to provide our services to better serve our students. In the past, full time advising services were offered on the Richmond campus, however due to the vast difference in enrolment between Surrey and Richmond, we recently reduced our presence at the Richmond campus to two days a week. This allows us to open more appointment availability at the Surrey campus. Data will continue to be utilized in an effort to maintain our students’ best interests.

### Appointment by Campus

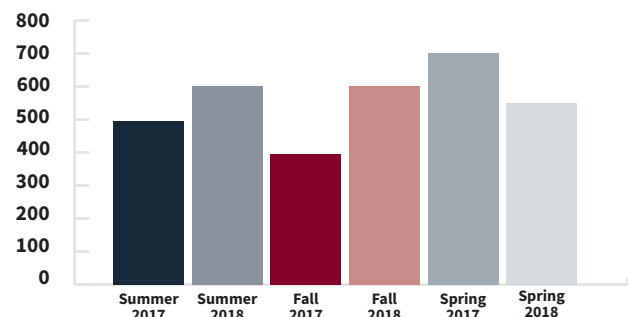
■ Surrey ■ Richmond ■ Langley



### Program Highlights



### Degree Advising Appointments





HIGH  
LIGHTS

2018 | 2019



School of Business Scholarship and Awards evening

## STUDENT HIGHLIGHTS

**Harpreet Singh is the first graduate of the Operations and Supply Chain Management (OSCM) Post Baccalaureate Diploma program.** He started the program in the Fall of 2017 and completed all program requirements at the end of December 2018, with a GPA of 3.92. Harpreet was very perseverant and never missed a class. In February 2018 he attended a 2-day career development workshop, “Transitioning Into Your Profession” offered by the School of Business, where he learned about workplace cultural differences and how to develop a professional network. His first job in the logistics industry in Canada was with Eurostar Distributors in Surrey. During his Co-op work term in the Fall 2018 he started a Procurement Specialist position at Nanak Foods in Surrey.

Harpreet comes from a small Punjab village called Singriwala. He worked in the supply chain industry since 2010 at India’s third largest tractor manufacturer – International Tractor Limited (Sonalika) in Hoshiarpur, Punjab.

While looking to earn a credential in this field, Harpreet found the OSCM program at KPU and thought this was a perfect mix of business and supply chain related courses.

**Twinkle Arora, Jasmine Marahar, and Gordon Clarkson used the research** that their CMNS 1140 class did on textbook barriers to create a game that helps faculty develop empathy for the decisions students make surrounding textbooks. The game was presented at an international conference, The Cascadia Open Education Summit, where it was very positively received. Our hope is to bring the game online so that it can be used for faculty onboarding. Twinkle, Jasmine and Gordon are first and second-year students, so it's even more impressive that they were able to shine at an international conference.



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**KPU School of Business (ENTR) Alumnus, Forrest Wong published a book called *The Paradigm*, and it is intended to be an all-encompassing self-improvement book.** It seeks to rectify some current shortcomings of the genre by focusing on empirically backed strategies and not just focusing on one fact of life. The book is currently available globally on Amazon's website.

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Student **Jatin Suneja has been involved in multiple hackathons in Canada and the US** where he was always surrounded by either students of UBC or the University of Washington. While being the only student representing KPU, he has won several Hackathons in Vancouver and Seattle.

Apart from that, Jatin has been actively attending events and conferences, creating new connections and representing KPU, showcasing the eagerness to learn from others and be a valuable contributor in the community.

Also, Jatin has been helping other students become more confident with programming languages, and has been contributing in open source software development.

At the very last minute, Jatin was offered a free networking pass at the 2018 BC Tech Summit through an ACE-WIL BC pass his Co-op instructor offered him, knowing he'd likely take the opportunity.

Jatin has also noted a lack of knowledge in KPU students about Github, and has offered to host a workshop on this for KPU IT students, which he is working on with both his Co-op instructor and one of his IT instructors to try and coordinate in order to help students succeed if they are interested in development roles.

Jatin has also secured his own programming opportunity and turned it into an 8 month Co-op term - connecting KPU to a new employer that has had only great feedback on his performance.

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**Emily Haugen is one of our BBA MRKT students** who has achieved a great amount this year:

- » She was one of 338 young women who were selected to be delegates at the 2019 Daughters of the Vote initiative at Parliament Hill in Ottawa. Daughters of the Vote (created by Equal Voice Canada) is - "A bilingual, member-based, multi-partisan organization that - since 2001 - has been advocating for the equal representation of women in Canada's Parliament, in provincial and territorial legislatures, and on municipal and band councils." [daughtersofthevote.ca](http://daughtersofthevote.ca)
- » Within the 4-day leadership event, there were presentations on gender equity and women in non-traditional fields (such as STEM and politics).
- » Emily also collaborated on community initiatives to accelerate advocacy efforts in our local communities. All delegates are given 1-year to create a community action proposal, and upon approval will be given \$1000 micro-grant to help execute it.
- » She also had the opportunity to sit in our MP's seat for a sitting of the House of Commons, led by a female delegate chosen as "speaker of the house." This sitting including many speeches by delegates who spoke about the action required to help their communities. [youtube.com/watch?v=CIP8y5eROLk](https://youtube.com/watch?v=CIP8y5eROLk)

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**Aria Khondoga and Haidar Waled** have led a revival of the defunct HR Student Club this year. Working with a dedicated team of students, they have organized a club constitution, a leadership team, a website, social media presence and have already offered two really well attended events connected to HR professionals and their organizations. They are putting the club on a solid footing to sustain it well into the future.



## STUDENT HIGHLIGHTS continued

### CASE COMPETITIONS

#### **ACHIEVE Case Competition – RYERSON UNIVERSITY, TORONTO**

**A group of Kwantlen Polytechnic University (KPU) accounting students have become the first team from British Columbia to win a leading undergraduate accounting conference.**

ACHIEVE 2019 brings together accounting students from across Canada to present business cases to various Chartered Professional Accounting (CPA) firms.

“This was a particularly dedicated and self-motivated group of students, they really were a pleasure to work with,” says KPU accounting instructor, Sam Newton.

The four students from KPU (pictured above from left to right) who took part in the competition in Toronto were Dilsharn Kaur Mokha, Sam Garzitto, Henry Flowers, and Taran Takhar.

Participation in the competition is by invitation only. KPU was invited last year, but did not win.

“I had a strong determination that this year we would prepare to do better than all other teams and our team

would bring the trophy home,” says Mokha. “We started researching about the theme of the competition from the day we received the invite. Henry and I started planning the approach and how to better implement the feedback we had received last year.”

All teams are given a business case which they must research, evaluate and present within a couple hours. In reality, real-life business cases take much longer to present.

“A complete rush of joy. It was a reward not just for us but for all involved in the process,” says Flowers. “We had abundant support from faculty, firm representatives, case team alumni, and, of course, our coach Sam Newton.”

“We’re glad that we could make KPU proud and we hope that we can keep the winning streak going with future KPU case teams.”

Both Flowers and Mokha say the hands-on approach at KPU helped them not only with their education but also application in the real world.

“KPU instructors not only provide theory knowledge of accounting, but they also focus on the application of concepts through case studies in class,” says Mokha.

I was just talking to a partner at a local accounting firm that hires a lot of KPU students. He said that if you lined up all the accounting new hires in BC it would be obvious which ones were from KPU,” says Newton. “He said our emphasis on case writing and case analysis really differentiates KPU students from others in the Province.”

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### **CaselT Event - VANCOUVER**

KPU, School of Business sent a team to the CaselT event in Vancouver February 17 to 22. The premier international undergraduate MIS business case competition was hosted by the Beedie School of Business, SFU-Vancouver, Canada. The CaselT competition brings together business students, distinguished faculty members, highly experienced judges and dedicated SFU student organizers. The goal of the event is to collectively challenge conventional thinking, and redefine the boundaries of business and technology to build global connections. Coached by Carlos Calao, Duane Radcliffe, and Robert Wood KPU’s team of Christina Pooni, Katrina Stevenson, Nick Tuan Phong Pham, and Rhejjs Wicks performed well over the 6-day event.

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### **HRC West – KAMLOOPS, CPHR BC & YUKON COMPETITION**

KPU, School of Business sent a team to the HRC West – Kamloops, CPHR BC & Yukon competition March 1 and 2. CPHR BC & Yukon, along with its partners at CPHR Alberta, bring together teams of students from post-secondary business programs across Western Canada to test classroom learning by merging theory with real-life simulations in a competitive environment. Student teams were faced with a comprehensive business case that explores a pressing HR challenge identified by working CPHRs. Coached by Marla McMullen, KPU’s team of Aireen Aquino, Garry Pawha and Judy Lee performed well over the 2-day event.

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### **COMMUNITY ENGAGEMENT**

#### **North Delta Off Campus Case Competition – NORTH DELTA SECONDARY SCHOOL**

On April 17, KPU held its first ever case competition at North Delta Secondary School. 83 students from grades 10 and 11 were in attendance and were asked to analyze a business case from the Ivey Business School facilitated

by KPU’s School of Business faculty. The students were given 90 minutes to create a small business proposal and conduct short pitches to the KPU judges/faculty. The winning team was able to successfully analyze the case and create a thorough business plan that included projected costs and profits over the next year. It was disclosed to us after the event that one of the members of the winning team is currently failing their Business class at school; nevertheless, within his group he was able to collaborate with his peers, effectively present ideas to the judges, and play a vital role in securing their win. This is what KPU is all about—renewed chances and realizing potential. We look forward to continuing this event next year and building on this model by hosting case competitions in other school districts. It is one activity that allows KPU and School of Business to leverage and network with another influencer group—teachers, counsellors, and career educators—at the school level. Faculty Judges/Facilitators: Mike Ford, Anita Braaksma, Robert Ironside

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### **Future Business Leaders Conference**

On April 26 & 27 at KPU Surrey 21 teams of four to five grade 11 and 12 students attended the 4th annual Future Business Leaders Conference on the Surrey campus.

Participants were mentored by faculty in the School of Business, gained university-level business skills, and had the opportunity to network with industry professionals. Schools from over six school districts participated, including Coquitlam, Port Moody, Abbotsford, Delta and the three districts within KPU’s region. The event structure included two mini case competitions with the final main case competition judged by three KPU faculty members in a “Dragon’s Den” format. Each member of the winning team (Sullivan Heights in the Surrey School District) received a \$1000 scholarship to KPU, while the second- and third-place teams (North Delta Senior Secondary and Terry Fox) won a donation to their respective school’s business education department or business club. This event was started four years ago by Marcelo Machado and Carlos Calao. Attendance: Marcelo Machado, Carlos Calao, Judy Benevides, Stephanie Howes, Dean, School of Business, Lindsay Wood, Khairunnisa Ali, Anita Sangha, Candy Ho and John Grant.

## STUDENT HIGHLIGHTS continued

### STUDENT CLUBS

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#### KPU MARKETING ASSOCIATION (KPUMA)

**Portrait Sessions Event on October 10 and 11.** The KPUMA hosted portrait sessions at no charge to students to update their LinkedIn profiles. Events were held at Richmond and Surrey campus. The two event's goals were to help students prepare their professional profiles for job searches. The student club is holding three different industry tours at three different companies in October and November. On October 18, the students visited the corporate office of O2E brands. On November 7, the students visited the corporate office of digital marketing agency Wider Funnel. On November 19, the students will be visiting the corporate office of StudioThink. At each industry tour, the students get the opportunity to meet with marketing professionals at local marketing firms.

**KPU, Marketing Association remains active and sponsored 3 events in addition to the NABS Fraser Valley Speed Mentoring Event.** The events are outlined below:

- » KPUMA Student Marketing Club Annual Networking Mixer event that provided students the opportunity to hear about the wide-variety of marketing careers available.
- » KPUMA Student Club Industry Tours provided students with the chance to visit and tour local companies while making industry contacts.
- » KPUMA Professional Development Workshops to assist students with learning about branding and ads on Google and Facebook
- » Seminars on: Facebook ads and Google ads 101
- » Seminars on: Branding 101: The importance of visual branding

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#### ACCOUNTING SOCIETY OF KWANTLEN (ASK)

**ASK (Accounting Student Club) Konnect Roundtable Networking Event:** Approximately 60 students and 12 public accounting practice firms attended the event held

at the Wilson School of Design in Richmond on May 24. Accounting firms represented at the event included: DMCL, Crowe MacKay, Davidson Co., D&H Group, Evolve Accounting Group, MNP, KPMG, Grant Thornton, EY and BDO.

Students were first invited to attend a CPABC seminar regarding Professional Poise. (The CPABC Network Series 'Professional Poise' events review the 4 pillars of professional poise: Wardrobe, Body Language, Verbal Communication and Business Etiquette.

Overall, the event was a success and received positive feedback from students and accounting professionals and CPABC in attendance.

**In November the Accounting department held "Careers in Accounting.** This year, there were over 100 accounting students from all levels of the Accounting program as well as over 60 designated accountants (CPA's), from industry, public practice, government, including many KPU alumni in attendance.

The event provided a tremendous benefit to students as they had the opportunity to learn about the various accounting career paths early in their education from people who are currently working in the accounting profession. The purpose was to motivate and to help accounting students determine their career path early.

Careers in Accounting event benefits Kwantlen Polytechnic University as it provides the university with exposure to external accountants which many are key decision makers within their organizations. It connects us with Alumni as it gave our former students an opportunity to come back and share their successes, while offering KPU accounting students the opportunity to showcase their knowledge and skills to accounting professionals and to potential future employers

**The Accounting department held its 2nd annual KPU Accounting Alumni Networking event on Friday, March 1 at KPU Civic Plaza.** The event was planned by the Accounting Alumni Chapter along with the Accounting faculty, to help establish a stronger relationship between Accounting faculty and KPU Alumni and provided a chance for Alumni to share their past education and work experiences with current students.



Careers in Accounting event

**The annual Ice Cream Social hosted by the Accounting Society of Kwantlen (ASK) this July had over 150 students, faculty, and accounting firm representatives in attendance.** This is not only one of the largest events the student club hosts, with this year's attendance being the highest the club has ever had, but one of the largest events held for students attending schools in the Fraser Valley. The purpose of the Ice Cream Social is to connect firms and students in a casual setting and is part of the CPA Recruitment process. Additionally, the event provides students the opportunity to meet and get to know their potential employers and colleagues.

#### **KWANTLEN HUMAN RESOURCES ASSOCIATION (KHRA)**

**On Friday March 29 the KHRA [the KPU-HR student club] ran a superb tour of four tech related HR organizations.** Sixteen KPU HR students were fortunate to be able to attend. Students toured Amazon's fulfillment center, where they saw the skylift machines in action and learned about the organization's operations.

The next stop on the tour was Kabam's Studios where students learned more about the mobile gaming industry.

Third on the agenda was Sony Pictures Entertainment which provided students with a backstage look at the business of creating animated feature films. Their VP of People Operations, Laurie Murdoch hosted students

and faculty in their theatre for a look at the trailer of their 2018 products. Laurie then explained her route to VP, her challenges and hosted an informative Q&A session for the group.

The last tour of the day was Microsoft's downtown Vancouver location which is located in the same building as Sony. Microsoft offered another side of the "tech industry" and another approach to HR management.

Student leaders Aria Khondoga and Haidar Waled and the leadership team at the KHRA did an amazing job organizing the day.

**Under the banner "Kwantlen Human Resources Association" [KHRA] students in Human Resources Management revitalized their student club with a launch event on January 21.** The KHRA plans to run

a number of learning, networking and social events to augment the experience of HR students at the University. The Club will also liaise with the Charter Professionals in HR, BC & Yukon Chapter which is the professional body for HR practitioners

**On Tuesday, March 5 the HRMT department, the KPU HR Club and CPHR partnered together to host a networking event for all HR students from all local Lower Mainland post-secondary institutions.** HR Industry Expo Night provided the opportunity for students to meet with industry HR professionals from a variety of companies.

## FACULTY HIGHLIGHTS

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**Andrea E. Niosi** secured a grant to write an Open Textbook for Consumer Behaviour with BCCampus. The book's content will include several themes with an emphasis on social justice. The themes will include:

Gender and ethnic stereotypes (over/under representation)

LGBTQ25 sub cultures

Social class and structural discrimination

Minimalism (over-consumption, sustainability; materialism)

Andrea will be starting her book in January 2019 with an expected completion date of January 2020.

Andrea has been accepted as a candidate in the UNESCO OER Program called Open Education For a Better World [unesco.ijs.si/project/open-education-for-a-better-world](https://unesco.ijs.si/project/open-education-for-a-better-world) ("OE4ABW"). The program accepts only 50 candidates worldwide.

OE4ABW is a critical initiative's in the UN's Sustainable Development Goals — bringing open and barrier-free education to everyone around the world.

Andrea Niosi presented to the School of Business during the Reading Break PD day on Approaching Reconciliation, Indigenization, and Decolonization. The presentation was well-received with approximately 85 faculty, staff and administration in attendance.

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On October 22 and 23, previous **Associate Dean Dr. Lou Villalba**, now faculty member, lectured on Green Business Management and Sustainability at our partner institution – Sustainability Management School (SUMAS). He also had the opportunity to start operationalization of the laddering of KPU – graduate programs into SUMAS – Master's programs.

On November 1, **Dr. Lou Villalba** was given an award recognizing him as one of the Ten Most Influential Hispanic Canadians. The award was partially given in recognition for the design of the Green Business graduate program at KPU. The award ceremony was led by the Federal Minister of Heritage. The Honourable Pablo Rodriguez.

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**Stephen Peplow** completed his Amateur Radio Transmitter license. This was a life-long goal of Stephen's and prepares him to be help out with communications in case of a disaster. His call sign is VA7MMP.

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**Xing Liu** published the following works:

*Publications:*

***A Small Java Application for Learning Blockchain***, IEEE IEMCON 2018 (The 9th IEEE Annual Information Technology, Electronics and Mobile Communication Conference), University of British Columbia, 1-3 November 2018, Vancouver, Canada

***Building A Collection of Labs for Teaching IoT Courses***, Cyber 2018, 18-22 November 2018, Athens, Greece.

***Workshop on Internet of Things***: IEEE IEMCON 2018

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**Dr. Wei Li**

Dr. Wei Li started with KPU School of Business for the summer term of 2018. Dr. Li's work has focused on research in AI and intelligent networks. He has initialized an intelligent vehicle project and gathered a team of expert researchers. In December 2018 he co-authored and published a conference paper and submitted a project proposal on pedestrian safety via Innovation Canada Solutions for possible funding support.

Paper published under KPU: C. Han, Z. Wei, Z. Feng and Wei Li, "***Delaunay triangulation based cognitive information compression for cognitive radio networks***," Proc. 2018 IEEE/CIC ICC, August 16-18, 2018.

Research funding application submitted:

***“Enhancing Pedestrian and Cyclist Road Safety”***, Wei Li, et. al., research proposal submitted to INNOVATIVE SOLUTIONS CANADA, December 9, 2018.

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**Dr. Mandeep Pannu**, Information Technology and Computer Science, presented a paper titled “Web based Project Management Systems for small to midsize businesses” proceedings of the IEEE 2018 - 9th International Conference on Information Technology, electronics and Mobile Communication, UBC.

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**Dr. Marcelo Machado – ENTR**

On December 12, Marcel Machado and Stephanie Howes met with the leadership of Tamwood Global Startup School. As a group, we determined multiple opportunities for collaboration and potential synergy in enhancing student's experiences. Marcelo will be working with Tamwood to map and clearly define those opportunities. This will allow potential 3rd and 4th year transfer students from their Diploma in Business and Management program to complete their business degree BBA at KPU. Students at Tamwood are all International students from varying different countries. Marcelo and Stephanie look forward to building further relationships with Tamwood. The relationship will help to attract more students to Tamwood with the degree completion option and will assist KPU in attrition in 3rd and 4th year sections, as well as elevate our BBA internationally. [tamwoodcareers.com](http://tamwoodcareers.com)

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**11 School of Business Faculty members** have registered in an online course on Reconciliation in Indigenous Education offered through UBC.

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**Valerie Warren**, Chair of the Accounting department, presented at the Wiley Ed Teaching and Learning Summit in Both Vancouver and Toronto during the month of January. Valerie presented on the Characteristics of Generation Z and the ways to engage these digital natives using technology. The summit was attended by Accounting faculty from Universities and Colleges from across the country.

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**Sam Newton** (Accounting) was awarded an Open Education Grant for his co-development of an open textbook for Introductory Taxation with students using principles of open pedagogy.

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**Dr. Chinmaya Mahapatra** successfully completed his PhD.

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**Dr. Brad Anderson** successfully completed his Doctor of Business Administration.

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**John D. Shepherd's** third journal article: "A User Study of the Steveston and Brighthouse branches of the Richmond Public Library" is soon to be uploaded to a library science journal's website.

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**John D. Shepherd and Alym Amlani** published a business case in Accounting Perspectives called "Leaning Tower of Pizza: A Business Start-up."

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**Don Reddick** co-authored a chapter in Volume 15 of the series "Innovations in Higher Education Teaching and Learning" is a book entitled "Language, Teaching, and Pedagogy for Refugee Education" [Emerald Publishing, United Kingdom] published January 2019. Don collaborated with Lisa Sadler of the Langley School District with the title of the chapter "Post-secondary Education and the Full Integration of Government-Assisted Refugees in Canada: A Direction for Program Innovation" [Chapter 4, pp.59 – 73].

[researchgate.net/publication/330078707\\_Chapter\\_4\\_Post-secondary\\_Education\\_and\\_the\\_Full\\_Integration\\_of\\_Government-Assisted\\_Refugees\\_in\\_Canada\\_A\\_Direction\\_for\\_Program\\_Innovation](https://www.researchgate.net/publication/330078707_Chapter_4_Post-secondary_Education_and_the_Full_Integration_of_Government-Assisted_Refugees_in_Canada_A_Direction_for_Program_Innovation)

## FACULTY SPOTLIGHT

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### LESLEY McCANNELL

Joining the School of Business as an instructor in 2002, Lesley has devoted herself to sharing her knowledge with students and colleagues, going above and beyond to support others in their educational journey. She's been active on multiple School of Business committees and has spearheaded initiatives including the implementation of an e-portfolio system, which has now been adopted in other areas of the university. Openly sharing resources with other instructors, mentoring those around her, and working towards a goal of creating a better experience for students earned Lesley an excellence in teaching award from KPU at spring convocation. But the recognition doesn't end there. Lesley was also a regional recipient of the 2019 Accreditation Council for Business Schools and Programs (ACBSP) Teaching Excellence Award and is now a candidate for the international award, continuing to bring passion and unwavering enthusiasm to all she does, always focused on helping others succeed.



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### ARLEY CRUTHERS

As an instructor, Arley Cruthers has been an innovative leader in the open education movement at KPU. She was an early adopter of open pedagogy and has continued to use this approach in all the courses she teaches, inspiring others to embrace open educational resources. Now, Arley's been named the recipient of the Award for Excellence in Open Education from BC Campus. Emphasizing the need for open educational resources, she led classes where students collaborated to research and report the impact of textbook costs on students. The reports then needed to be presented in a new format for a different audience. Arley and several students presented one of these projects—a game—at the Cascadia Open Education Summit. The presentation was well received by educators from BC, Washington, Oregon, and beyond. Inspiring many others in the School of Business, Arley presented on the research results at the 2019 KPU Symposium.



You can find the article highlights Arley's Award here:

[/bccampus.ca/2019/05/30/award-for-excellence-in-open-education-arley-cruther](https://bccampus.ca/2019/05/30/award-for-excellence-in-open-education-arley-cruther)





Public Relations' Dress for Success Charity event

## PROGRAM HIGHLIGHTS

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**The 5th Annual Symposium on Cyber Security and Digital Forensics was held on Friday, March 29 at Kwantlen Polytechnic University, Richmond.** The symposium was organized by the Computer Science and Information Technology Department, School of Business, KPU and IEEE Vancouver Joint Computer Chapter. It was sponsored by the Natural Sciences and Engineering Research Council of Canada, and supported by the Office of Research, KPU. Featured presenters included academics, industry, law enforcement and government representatives to provide diverse view points in the identification and response to challenges and opportunities in the context of cyber security and digital forensics. This year the symposium included a panel discussion about Careers in Cybersecurity. The panel included representatives from Carmel Info-Risk Consulting, Mountain Equipment Co-op, Coast Capital Savings, University of Strathclyde in Glasgow and the City of Surrey.

The 2019 symposium provided an informal atmosphere for industry and academia to discuss their planned goals, progress and achievements. It raised awareness of global cyber security potential threats, ethical issues and challenges, and in the process provide opportunities for collaboration and networking between academics, students and industry. This year we welcomed over 110 guests to this event.

### **First Student Orientation held at KPU Civic Plaza!**

School of Business hosted an orientation and welcome session in Collegiate Space on the sixth floor of the new campus for our brand new Graduate Diploma students and our current Post Baccalaureate students on January 11. We were able to celebrate our first classes of the Graduate Diploma and the new campus at the same time! Many faculty attended and were able to express warm welcomes and some sage advice. Dr. Jane Fee, Dean of Student and Vice-Provost, Stephanie Howes, Dean, School of Business, and Dr. Darren Francis, Associate Dean, School of Business were all in attendance. The School of Business would like to thank Magdalena Mot, Success Coach, School of Business for organizing the successful and welcoming event!

In addition to our first classes of the Graduate Diploma and our new campus, we also had the opportunity to celebrate our first Post Baccalaureate Graduate, who spoke to the students in attendance.

### **KPU's, Accounting department has created an award named after the late department colleague David Sale.**

The accounting department faculty, along with the Surrey, Langley, North Delta chapter of the Chartered Professional Accountants of B.C. (CPABC), announced the David Sale Endowed Memorial Award in a news release January 29. The \$20,000-endowment award will offer an annual \$1,000-award for an accounting student in their third or fourth year of study at KPU.

## PROGRAM HIGHLIGHTS continued

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### **The Public Relations cohort of 2019 held its “Works of Art” wine & cheese fundraising event on March 7.**

This final project is designed to showcase the many skills acquired throughout the two-year diploma, including project management, communications and media planning, media and influencer relations, budgeting, graphic design and production, social media promotion, and sponsorship procurement and fulfillment. The all-female cohort chose Dress for Success Vancouver as the focus of its efforts as the charity’s mission aligns closely with that of the class. Dress for Success empowers women into the workforce by providing professional clothing and skills training. The evening, which took place at 100 Braid St. Studios in New Westminster, featured a silent auction, hors d’oeuvres, and live music, including vocal and keyboard performances by students in the cohort. More than 60 guests attended, including family, friends, and several School of Business faculty and administration. Guests had the honour of touring the artists’ studios and hearing moving speeches by Stephanie Howes, Dean, and Geraldine Roxas, Client Ambassador for Dress for Success. Congratulations to the 2019 cohort for an expertly executed event, which raised \$5,500 for the charity.

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### **The Public Relations program is relaunching in the Fall of 2020 with an entirely redesigned curriculum and open registration.**

The courses, developed in consultation with our professional advisory board, are aligned with global standards in Public Relations, feature up-to-date coursework that matches today’s quickly evolving industry, and can be applied toward a business or arts degree.

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### **NABS Fraser Valley Speed Mentoring**

On March 28, KPU hosted its first NABS Fraser Valley Speed Mentoring Event at the Surrey Conference Centre. Event Organizer Rajinder Singh hosted a terrific event. Rajinder was supported by KPU Faculty members: Andreas Schwartz, Pamela Ip, Anita Sangha, Jeannette Paschen and Jaime Mah. School of Business team members Travis Higo, Julie Merkl and Loren Coutts also supported the event. Marketing department Chair Neil Tracey and KPUMA president Daman also helped with planning and promotion of the event. In total we had 66 Marketing students attend the event with 20 industry mentors meeting with students. Two of the industry mentors were KPU business alumni.

## TEACHING ABROAD

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### **Marcelo Machado taught four workshops to MBA students at KPU’s partner University INSEEC in**

**France.** Two workshops were in Paris, France, February 4 and 5 and two were in Bordeaux February 7 and 8. In addition to facilitating four workshops, Marcelo had the chance to network with more than 20 faculty members from universities from countries around the world including Mexico, Poland and France.

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### **Andrea Niosi attended the UNESCO 4-day workshop on Open Education for a Better World in Slovenia in July where she presented on Consumer Behaviour.**

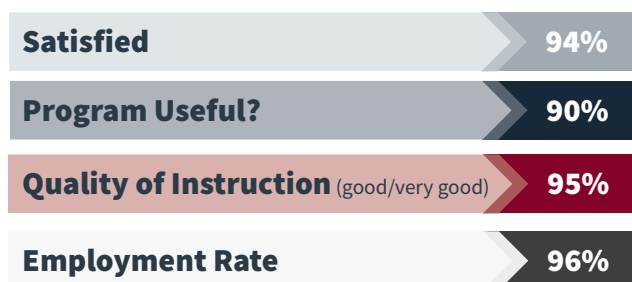
This workshop attracted educators from around the world that are interested in Open Education format courses.

Andrea Niosi also traveled to Vienna University of Applied Science to teach e-Marketing to undergraduate students who are on exchange or international students to Austria.

## SCHOOL OF BUSINESS STATS

### GRADUATES

Graduate Data 2018 **BBA Programs**



### FACULTY & STUDENT COMPOSITION

	AY 15/16	AY 16/17	AY 17/18	AY 18/19
<b>Regular Faculty Members</b>	130	138	160	174
<b>Headcount</b>	6,276	6,631	8,116	7,375
<b>Student FTE</b>	3,781	4,078	5,068	4,892
<b>Sections Offered</b>	1,118	1,189	1,468	1,483
<b>Seat Count</b>	33,346	35,073	43,441	45,313

### CO-OP

2018/19 Placements by **SoB Co-op Program**

	Summer 2018	Fall 2018	Spring 2019	Total	Change
<b>ACCT</b>	42	37	55	134	-4%
<b>BTECH</b>	28	22	19	69	13%
<b>CISY</b>	16	12	12	40	21%
<b>HRMT</b>	17	26	25	68	21%
<b>MRKT</b>	9	5	5	19	-32%
<b>ENTR</b>	6	2	2	10	-17%
<b>OSCM</b>	0	11	2	13	N/A

	Summer 2017	Fall 2017	Spring 2018	Total
<b>ACCT</b>	50	40	50	140
<b>BTECH</b>	26	17	18	61
<b>CISY</b>	10	10	13	33
<b>HRMT</b>	20	16	20	56
<b>MRKT</b>	13	7	8	28
<b>ENTR</b>	3	5	4	12
<b>OSCM</b>	0	0	0	0

### SCHOLARSHIPS

\$186,334 was the total amount of scholarships and awards given out at the November awards dinner. It was a fantastic evening, showcasing School of Business students and their dedication to their education. Students and donors had the opportunity to meet each other, thereby, creating a lovely, energized and positive evening for all.



[kpu.ca/business](http://kpu.ca/business)

