

# DEAN'S REPORT

2014–2015



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## MESSAGE FROM THE DEAN

Guided by our vision to set the pace for the next generation of business schools, and our mission to provide an engaging learning and research environment that inspires us to go beyond the commonplace for the development of business and society, we have completed the first year of implementation of our five-year strategic plan and have made great advances as a business school.

I am continually heartened by the remarkable achievements of our students, staff, faculty and alumni. This report highlights some of their accomplishments and demonstrates the progress that we have made vis-à-vis our seven strategic imperatives:

- Innovating in Pedagogy and Curriculum
- Elevating the Student Experience
- Enhancing Relationships with Alumni and the External Community
- Excelling in Executive Education
- Increasing Research and Knowledge Transfer
- Developing International Presence and Appeal
- Attracting and Retaining the Best Faculty

Thank you for your contribution to what was another banner year for the John Molson School of Business.

Sincerely,  
Steve Harvey





## VISION

To set the pace for the next generation of business schools.

## MISSION

To provide an engaging learning and research environment that inspires us to go beyond the commonplace for the development of business and society.

## VALUES

Advancing Knowledge

Building on Diversity

Daring to Innovate

Promoting Responsible Business

Going Beyond the Classroom

Respecting the Individual

Contributing to the Community

## STRATEGIC IMPERATIVES

Innovating in Pedagogy and Curriculum

Elevating the Student Experience

Enhancing Relationships with Alumni and the External Community

Excelling in Executive Education

Increasing Research and Knowledge Transfer

Developing International Presence and Appeal

Attracting and Retaining the Best Faculty



## JMSB FACTS AND FIGURES

**40+** Exhibitors from various industries attend JMSB's annual Career Fair

**119** JMSB Chartered Accountancy graduates passed the 2014 Uniform Final Examination

**11.74%** total return achieved by the students in the Kenneth Woods Portfolio Management Program

**87%** pass rate on the CFA Level I exam by first-time exam takers (Worldwide pass rate: 42%)

**891** Co-op students

**85** Beta Gamma Sigma inductees



## STRATEGIC IMPERATIVE INNOVATING IN PEDAGOGY AND CURRICULUM

### NEW GRADUATE DIPLOMA AND CERTIFICATE IN BUSINESS ADMINISTRATION

JMSB's Graduate Diploma in Business Administration and the Graduate Certificate in Business Administration were redesigned to provide students with functional knowledge in the fundamental areas of business, teach them how to identify, analyze, and propose solutions to business issues and effectively communicate with and influence their business' stakeholders.

Some of the highlights include new courses in professional business skills (GDBA and GCBA) and a new course in strategic management (GDBA). The content of all the current courses has been modernized.

➔ Two new and improved programs at JMSB

### VAN BERKOM INVESTMENT MANAGEMENT PROGRAM

A \$1 million donation by alumnus J. Sebastian van Berkom will establish the Van Berkom Investment Management Program, where eight students per year will manage funds with a view to achieving above-average returns long term.

Why give to his alma mater? "It's pretty simple. Sir George accepted me as a student and I've done tremendously well ever since. There's only a certain amount of money one needs in life. After that, I believe in giving back to society," says van Berkom.

He has to date donated \$2.3 million to Concordia.

➔ A proud graduate invests in his alma mater



A man with short dark hair, wearing a dark blue suit, white shirt, and blue patterned tie, is speaking and gesturing with his hands. He is standing in front of a light-colored wall with a wooden door to the right. A large teal diagonal graphic is on the left side of the image.

## STRATEGIC IMPERATIVE ELEVATING THE STUDENT EXPERIENCE

### *BUILDING ON DIVERSITY*

#### INTERNATIONAL STUDENT ALUMNI CAREER PANEL

Career Management Services hosted an event featuring alumni working in Montreal, who had been international students at JMSB.

One of the panelists, Denise Zhiwen Zhang, came to Concordia from China, graduated with a bachelor's degree in accounting, and is now a senior tax accountant at Ernst & Young. Zhang agreed to participate as a panelist, because of the support she received from CMS while at Concordia.

"I had a lot of help from CMS, from mock interviews to personal discussions on career planning," she says. "The advisors really cared."

Zishan Ding, an undergraduates from China, was encouraged by the panel. "I was impressed by the speakers. They all had such positive attitudes. It made me feel motivated to go out and apply for more jobs."

➡ A leg-up in the corporate job market



## GOING BEYOND THE CLASSROOM

### CASE COMPETITIONS

JMSB's undergraduate case competition program enjoyed one of its most successful years to date. In 27 competitions, JMSB students garnered:

- 18 gold medals
- 80 silver medals
- 5 bronze medals
- 10 other awards

JMSB once again played host to four world-class business case competitions:

- The John Molson Undergraduate Case Competition
- The Engineering and Commerce Case Competition
- The John Molson MBA International Case Competition
- The Van Berkom – JMSB Small Cap Case Competition

→ Concordia's international MBA case competition sets the 'gold standard'

The Engineering and Commerce Case Competition is back

Concordia's undergraduate business competition sets a global benchmark







## CEO FOR A DAY

Three BComm students spent a day with one some of the country's top senior executives after being selected to shadow the CEOs of Via Rail Canada, Quebec's Liquor Board — the SAQ and gaming giant Ubisoft Montreal.

Jesse Carmichael, Anthony Esposito and Michael Richardson were among the six Quebec winners of executive search firm Odgers Berndtson's annual CEO for a Day competition, which pairs third and fourth year undergraduate finalists from across the country with local CEOs.

➔ JMSB students selected to be "CEO for a Day"

## ACCOUNTING EXCELLENCE

A team of JMSB accounting graduates was awarded the 2015 Fernand-Cloutier Award.

Hadia Amrane, Robert Masciotra, Roselaine Rocheleau and Charles Auguste Taschereau received the \$6,000 prize, funded by the CPA Foundation, at the Quebec CPA Order's annual Ambassadors Gala on November 22.

The award is given annually to the team of Executive Program graduates that obtained the best results during the final stage of the CPA, CMA accreditation process, which consists of a written and oral report to the board of directors.

➔ JMSB accounting graduates win Fernand-Cloutier CPA award



## STRATEGIC IMPERATIVE

# ENHANCING RELATIONSHIPS WITH ALUMNI AND THE EXTERNAL COMMUNITY

## PROMOTING RESPONSIBLE BUSINESS

### “SUSTAINABLE ENTERPRISE”

In April, JMSB and the global law firm Dentons co-hosted a panel discussion on the role that business and industry, as engines of wealth creation, have to play in tackling the challenges of global environmental change.

The panel included JMSB’s Paul Shrivastava, who is Executive Director of Future Earth, the UN global research platform, Rémi Quirion, Chief Scientist of Quebec and representatives from two companies that are long-time leaders in corporate sustainability practices: Alain Lemaire, from Cascades, and Marie Giguère, from the Caisse de dépôt et placement du Quebec.

➔ Dentons - ‘The natural resource in shortest supply is time’

### “BIG IDEAS FOR BETTER BUSINESS”

In November, JMSB hosted an event focused on small and medium-sized enterprises (SMEs). The day showcased the school’s collaboration with local businesses and allowed SME owners to learn more about institutional resources, including access to cutting-edge research and technology, innovation, knowledge transfer and the university’s pool of student talent.

A panel discussion on succession planning in Quebec was held as part of the event. The panelists for the discussion were JMSB researchers Peter Jaskiewicz and Alexandra Dawson as well as Norman Hébert Jr., chairman of the Board of Governors at Concordia and president and CEO of Groupe Park Avenue Inc., and Diane Lanctôt, president of Lanctôt Ltée Distributor.

➔ Open Doors, Open Knowledge – Why succession planning is essential to Quebec’s future

Open Doors, Open Knowledge – Big ideas give small businesses a boost





## *DARING TO INNOVATE* **INNOVATION IS GREAT**

In partnership with the British Consulate General in Montreal, JMSB played host to an event dedicated to innovation in the automotive and aerospace industries in Quebec and the UK.

The day's proceedings began with a discussion of the technological advancements of the Bloodhound – the world's fastest car, an interactive mockup of which was on display in the school's atrium.

This was followed by the final round of a case competition organized by Aéro Montréal which required teams of local engineering students to present the concept for a new cargo aircraft.

A second panel discussion on the topic of international, inter-industry cooperation was moderated by Peter Jaskiewicz, CIBC Distinguished Professor of Entrepreneurship and Family Business at JMSB. The panel, made up of representatives from Rolls Royce, Bombardier, Mecachrome and M1 Composites Technology, explored the importance of cross-sector collaboration to industrial innovation.

➡ Innovation is GREAT – The car that's 135 times more powerful than an F1 racer





## CONTRIBUTING TO THE COMMUNITY – RESPECTING THE INDIVIDUAL

JMSB has a strong tradition of community service and in return those communities contribute to JMSB's unique and vibrant organizational culture. Over the course of any given year, hundreds of our students, alumni, staff and faculty members give of themselves in ways that benefit the community.

### THE ALEXANDRE BILODEAU FUND

JMSB accounting student and two-time Olympic ski champion Alexandre Bilodeau has set up a fund for therapy and rehabilitation services for children with motor and sensory impairments. The Alexandre Bilodeau Fund's \$1 million campaign will finance physically impaired children's athletic dreams and rehabilitation.

➔ Concordia Olympian helps kids achieve goals

### CIBC 401 BIKE CHALLENGE

A JMSB alumnus, Gene Piccoli, founded a bike-a-thon in support of sick children. The CIBC 401 Bike Challenge is a 580-kilometre cycling marathon, which starts at the Sick Kids Hospital in Toronto and ends at the Montreal Children's Hospital.

"What we raise goes towards things like cancer research and buying equipment for these kids," says Piccoli, who is a vice-president of CIBC Wood Gundy.

➔ Concordian keeps fundraising wheels in motion

### DEAN'S AWARDS

In December, JMSB celebrated the achievements of nine individuals at the annual Dean's Awards ceremony. The awards were established in 2008 to recognize exceptional faculty members for their scholarly and teaching achievements, as well as staff who have distinguished themselves in the area of support service.

#### DISTINGUISHED SCHOLARSHIP

- Navneet Vidyarthi – Emerging Scholar Award
- Alexandra Dawson – Mid-Scholar Award
- Isabelle Dostaler – Established Scholar Award

#### TEACHING EXCELLENCE

- Tara Ramsaran – Full-time Graduate
- Larry Jacobson – Part-time

#### STAFF RECOGNITION

- Amanda Holt
- Marie Lyster
- Sandra Romanini
- Arlene Segal



## GIFTS TO JMSB

### NATIONAL BANK

A major gift from Montreal-based National Bank will advance business research at by establishing the National Bank Initiative in Entrepreneurship and Family Business. The \$1 million gift will propel research on entrepreneurship and family businesses and support graduate and undergraduate students.

➤ National Bank donates \$1 million to Concordia's John Molson School of Business

### CQG

Denver-based CQG donated 24 licenses of its Integrated Client, high tech software designed for charting and analyzing derivatives markets. The licences are valued at \$1.6 million.

About 150 Department of Finance students will benefit annually and gain competitive edges in financial services job markets.

➤ CQG donates \$1.6 million of software to Concordia's John Molson School of Business

### FORMULA GROWTH

Montreal-based investment firm Formula Growth Limited donated \$1.1 million to support initiatives at Concordia, Bishop's, McGill and HEC Montréal. At JMSB, the gift was directed toward the John Dobson—Formula Growth Investment Room to ensure that students continue to have access to the financial information and related academic support that is vital in learning how to become top-notch investment professionals.

➤ Formula Growth donates \$1.1 million to four Quebec universities





## STRATEGIC IMPERATIVE EXCELLING IN EXECUTIVE EDUCATION

### NEW ICAO AGREEMENT

A new arrangement with the International Civil Aviation Organization (ICAO) has led to the establishment of an Executive Certificate in Civil Aviation Management to be offered under the umbrella of ICAO's TRAINAIR PLUS Programme.

Through the John Molson Executive Centre's Aviation Management Institute, JMSB will offer certificates in Human Resources Management, Strategic Management, and Operations Management. The programs will be taught at a level equivalent to that of a graduate program.

➔ JMSB to offer more training programs for aviation professionals



A woman with long, wavy red hair is smiling and looking down at a smartphone she is holding. The background is a dark, blurred indoor setting. The image is partially covered by a large, dark red diagonal overlay on the left side, which contains the text.

## ADVANCED MANAGEMENT PROGRAM

The John Molson Executive Centre launched its new Advanced Management Program, which covers fundamental principles across business disciplines in a condensed form over 14 weeks.

The program is designed for managers who do not have the time to complete a degree or diploma, the program is a particularly good fit for those who wish to successfully transition to a role that involves a broader range of functional areas.

➔ A tool kit for time-pressed managers





## STRATEGIC IMPERATIVE INCREASING RESEARCH AND KNOWLEDGE TRANSFER

### ANNUAL GRADUATE RESEARCH EXPOSITION

Student researchers in the Master of Science (MSc) and Doctoral (PhD) in Administration programs at JMSB presented their original research to the academic and business communities at the Annual Graduate Research Exposition (AGRE) in November. The AGRE showcases the type and scope of research done at JMSB and helps students get recognition and valuable feedback from independent judges representing the academic and business communities.

Making research accessible (and fun)

### ENTREPRENEURSHIP

JOHN MOLSON  
SCHOOL OF BUSINESS



1. JOHN MOLSON SCHOOL OF BUSINESS IS IN THE TOP 10 IN THE WORLD WHEN IT COMES TO EXPERTISE IN FAMILY BUSINESS. (FROM LEFT) ALEXANDRA SIMON, DIRECTOR OF THE NATIONAL BANK INITIATIVE IN ENTREPRENEURSHIP AND FAMILY BUSINESS; PETER JASKIEWICZ, CIBC DISTINGUISHED PROFESSOR IN FAMILY BUSINESS; ROB NASON, ASSISTANT PROFESSOR; AND MICHAEL CARNEY, CONCORDIA UNIVERSITY RESEARCH CHAIR IN STRATEGY AND ENTREPRENEURSHIP.



## The entrepreneur's B-school

Concordia's John Molson School of Business is becoming a knowledge hub for business owners and entrepreneurs

YURI MYTKO

Greg Adelstein, GrDip (sports admin.) '93, knows a thing or two about entrepreneurship. Founder of iGotha Media, a Montreal-based digital signage agency, he has been developing high-tech companies for more than 15 years. What he enjoys most though is sharing tips and tricks with young business students. As the new entrepreneur-in-residence at the John Molson School of Business (JMSB), Adelstein does just that.

"I meet with students one-on-one or in groups in the classroom and try to help

guide them through the entrepreneurial process," says Adelstein. "I also act as a judge in some of the entrepreneurship-focused competitions that JMSB runs."

In addition to mentoring students, Adelstein guides research projects and delivers lectures in JMSB's entrepreneurship classes. His position is part of the National Bank Initiative in Entrepreneurship and Family Business, established at JMSB in 2014 thanks to a \$1 million gift from the National Bank. The initiative aims to further knowledge and understanding of the distinctive character of family enterprise and entrepreneurship — key drivers of economic growth in

Quebec and Canada. It funds research, scholarships and fellowships for students with an interest in entrepreneurship, a speaker series and the National Bank Entrepreneur-in-Residence.

Alexandra Dawson, associate professor in the Department of Management and director of the initiative, says that research-probing issues that affect small- and medium-sized enterprises (SMEs), like succession planning for instance, can play a very important societal role. The CIBC estimates that in the next 10 years half of all small- and medium-sized businesses in Canada will experience transfer of ownership. "Over 70 per cent of those businesses,

according to estimates, are family-owned and -managed, so advancing knowledge in this area is vital," says Dawson.

"I would say that at the moment we are in the top to business schools in the world when it comes to knowledge creation in the area of family business," says Peter Jaskiewicz, associate professor in the Department of Management and CIBC Distinguished Professor in Family Business. His hiring in 2013, and the recruitment of Rob Nason, a PhD in entrepreneurship from Syracuse University, are among the many exciting developments at JMSB that promote its new direction toward becoming a hub of entrepreneurial expertise.

JMSB faculty members have been tremendously successful in recent years in their applications to federal and provincial agencies for SME-related research grants.

"We have made great strides in entrepreneurship and business ownership over the course of the last few

years," says JMSB Dean Steve Harvey, who also notes that a new academic chair in this field will be announced soon. "It has been an area of focus for JMSB and we are now seeing the positive results of our collective efforts."

Harvey sees the spirit of collaboration among faculty members as the key to this success. "As we begin to further the function of this cluster, we also look to replicate these achievements in other areas of business scholarship."

Harvey says that a number of initiatives are being planned for this fall that will focus on business ownership as a fundamental part of entrepreneurship. A central part of these initiatives will be the creation of additional entrepreneur-in-residence positions like Adelstein's.

"There's just no substitute for experience, and there is no shortage of successful businesspeople willing to share their experiences and impart some wisdom," says Adelstein. "It's important for young entrepreneurs to have someone

to bounce ideas off and to share their hopes and fears with. Surrounding oneself with experienced individuals is very valuable."

According to Dawson, this type of mentorship is a powerful complement to theoretical instruction. "Hearing Greg's stories and anecdotes really gets students' curiosities going," she says. "He makes the notion of being an entrepreneur come to life. Programs like this can help sow the seeds of entrepreneurship because many students don't know they want to be entrepreneurs. In the safe environment of a classroom, where you can make mistakes, they feel comfortable asking questions like, 'Is this for me?'"

Through its education and support of young entrepreneurs, and through the expertise that it shares with the business community, it is evident that JMSB is well on its way to being regarded as a top resource for the next generation of business mavens. ■

### 7TH ANNUAL GRADUATE RESEARCH EXPOSITION

Institutional Ownership and Firm Performance

Get a taste of MSc and PhD research at JMSB. The Annual Graduate Research Exposition showcases the research findings and talent of JMSB's doctoral (PhD) and master of science (MSc) programs. Everyone is invited to meet our faculty and students and ask them questions about their work.

The event uses a "poster" format that provides students in the PhD and MSc programs a forum to present their original research to the academic and business communities. The participants' posters and presentations are judged by executives from Montreal's business community, who express great enthusiasm for the event. They are often hard pressed to choose the winners for the Best Poster prizes, as the calibre of the work displayed is very strong.

November 12, 2015 4 p.m.-5:30 p.m.  
John Molson School of Business Building Atrium  
1450 Guy St., Montreal  
concordia.ca/agre





## Entrepreneurship in Action – DARING TO INNOVATE

In addition to advancing knowledge in the area of entrepreneurship, JMSB is committed to supporting young entrepreneurs through a variety of initiatives.

### THE DOBSON PRACTICUM

Now in its fourth year, the practicum uses hands-on learning to encourage Concordia entrepreneurs to start their own ventures.

It is funded by the John Dobson Foundation and was started by John Molson School of Business professors Ron Abaira and Tim Field. Speaker events and other activities are organized with the help of the Enactus Concordia team.

➔ Got a business idea? Learn how to make it happen

An entrepreneurial spirit runs through many of our students and graduates, as is evidenced in their varied innovative endeavours

and accomplishments. Here are but a few examples:

### NEURO STARTUP CHALLENGE

Concordia-based Motion Correct competed in the U.S. National Institutes of Health (NIH) Neuro Startup challenge. The competition invited groups to develop business plans around patents for inventions currently available for licensing. Motion Correct chose to work with Invention 14 — a device that improves MRI imaging.

The startup includes two John Molson School of Business MBA students, Alina Parapuf and Motion Correct co-founder Andy Chang, who is also a software programmer and biomedical engineer.

➔ A startup approach to improving MRIs





### PPLCONNECT

Another BComm graduate, alumna Jenviev Azzolin, developed an app that allows users to continue their cellphone conversations across other devices. She co-founded PPLCONNECT, a company that has received two Canada Media Fund awards, received funding from the National Research Council of Canada, raised private equity and been named one of Canada's most innovative startups.

➔ Outsmarting our smartphones

### KEEP ACCOUNTING

BComm graduate Cameron Hushyar launched his own online bookkeeping and payroll service, Keep Accounting. The company serves accountants by tapping into the trend of migrating professional services online.

➔ How a Concordian found entrepreneurial groove







## STRATEGIC IMPERATIVE

# DEVELOPING INTERNATIONAL PRESENCE AND APPEAL

### MBA PROGRAM RANKINGS

This year marked the first time that the John Molson MBA was ranked in Bloomberg Businessweek – a clear indicator that the program’s international reputation continues to grow.

- 20<sup>th</sup> among international programs in Bloomberg Businessweek’s “Best Business Schools”
- 81<sup>st</sup> in the world and third in Canada in The Economist’s “Which MBA?”
- 4<sup>th</sup> in Canada in Canadian Business’ “Top Ten”
- 40<sup>th</sup> in the world in Poets & Quants’ “Definitive List of the Top International MBA Programs.”

➔ Best International Business Schools 2014: Concordia’s MBA ranks 20<sup>th</sup>

John Molson MBA ranks among the best in the world according to *The Economist*

Canadian Business ranks John Molson MBA fourth in Canada



# ATTRACTING AND RETAINING THE BEST FACULTY

## ADVANCING KNOWLEDGE

### NEW RESEARCH CHAIRS

XIAO HUANG, Department of Supply Chain and Business Technology Management  
*Concordia University Research Chair in Supply Change Management (New Scholar)*

ZEYNEP ARSEL, Department of Marketing  
*Concordia University Research Chair in Consumption and Markets (Tier 2)*

### NEW FACULTY MEMBERS

#### AHMAD HAMMAMI (ACCOUNTANCY)

Hammami received his PhD in Accounting from McGill University. His PhD dissertation examined how fair valuations influence discounts in closed-end funds. Hammami's research interests are in financial accounting and they include fair valuations, earnings management, auditing and audit pricing. His work has been presented at the Canadian Academic Accounting Association (CAAA) Annual Conference and at various universities. Prior to his doctoral studies, he worked as an auditor at PwC. Hammami teaches financial accounting as well as accounting theory.

#### ROBERT NASON (MANAGEMENT)

Nason received his PhD in Entrepreneurship from Syracuse University and his research interests lie at the intersection of strategy and entrepreneurship. He has examined the family's influence on entrepreneurial activity ranging from the portfolio activity of business families to the informal institutional influence of family households on economic activity in impoverished settings.

Nason is also developing theory on firm growth as a distinct performance outcome. Specifically, he is exploring how firms access external resources without owning them and how the decoupling of growth dimensions affects the boundaries of the firm.



#### JULIANE PROELSS (FINANCE)

Proelss completed a doctorate in 2009 at European Business School (EBS) in Oestrich-Winkel with a thesis entitled "Strategy Optimization for Alternative Investments". She worked as research assistant at the PFI Private Finance Institute / EBS Finance Academy in Oestrich-Winkel and was awarded the titles of Chartered Alternative Investment Analyst (CAIA), Certified Financial Planner (CFP), Certified Foundation and Estate Planner (CFEP).

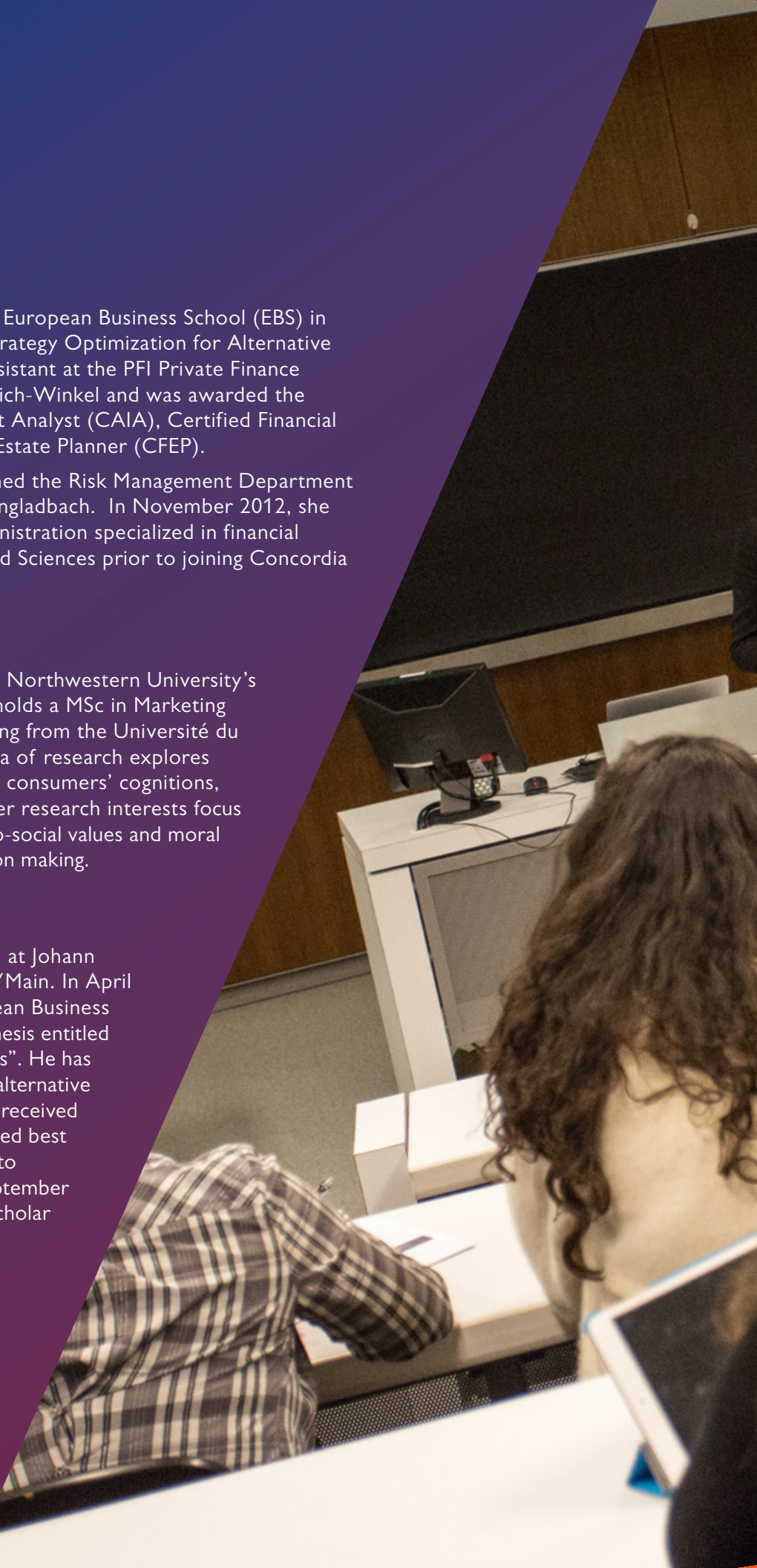
Upon completion of her PhD, Proelss joined the Risk Management Department of Santander Consumer Finance, Mönchengladbach. In November 2012, she was appointed professor in business administration specialized in financial management at Trier University of Applied Sciences prior to joining Concordia in 2015 as assistant professor in finance.

#### CAROLINE ROUX (MARKETING)

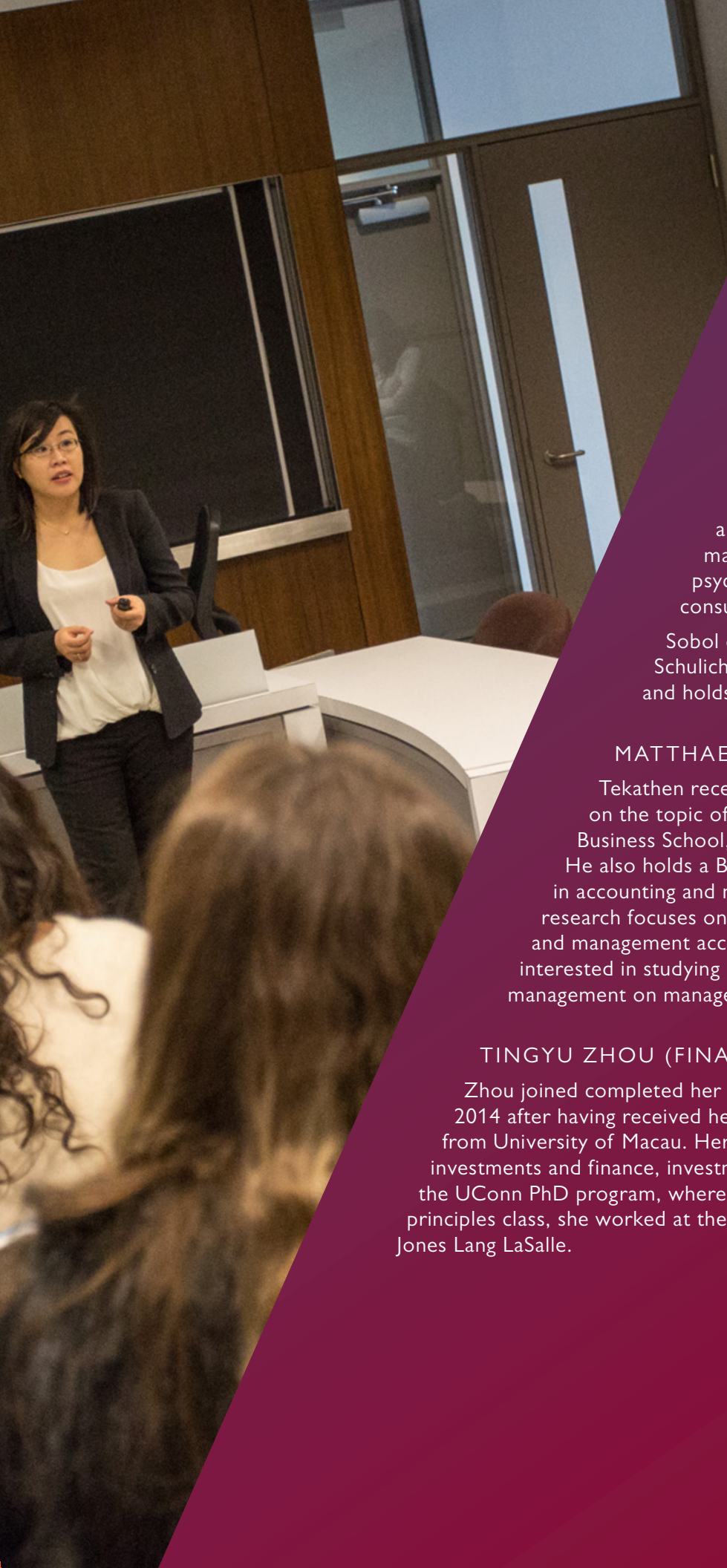
Roux received her PhD in Marketing from Northwestern University's Kellogg School of Management. She also holds a MSc in Marketing from HEC Montréal and a BBA in Marketing from the Université du Québec à Trois-Rivières. Her primary area of research explores how reminders of resource scarcity affect consumers' cognitions, judgment and behaviour. More broadly, her research interests focus on advancing the understanding of how pro-social values and moral considerations influence consumers' decision making.

#### DENIS SCHWEIZER (FINANCE)

Schweizer studied business administration at Johann Wolfgang Goethe-University in Frankfurt/Main. In April 2008 he completed a doctorate at European Business School (EBS) in Oestrich-Winkel with a thesis entitled "Selected Essays on Alternative Investments". He has published numerous articles in the field of alternative investments and corporate finance and has received multiple research awards. He was also named best teacher three years in a row at WHU – Otto Beisheim School of Management. From September 2011 until January 2012, he was a visiting scholar at New York University.







#### KAMILA SOBOL (MARKETING)

Sobol's main body of work examines how advertisements that evoke self-related thoughts and images generate positive versus negative effects on consumer outcomes. More specifically, she investigates how self-perceptions and self-goals commonly primed in the mass media induce counter-intuitive psychological, motivational and behavioral consumer reactions.

Sobol earned her PhD in Marketing from the Schulich School of Business at York University and holds an MSc in Marketing from JMSB.

#### MATTHAEUS TEKATHEN (ACCOUNTANCY)

Tekathen received his doctoral degree for his dissertation on the topic of enterprise risk management from EBS Business School, Oestrich-Winkel/Wiesbaden, Germany. He also holds a BSc and MSc in Management with majors in accounting and management accounting and control. His research focuses on the intersection between risk management and management accounting and control. In particular, he is interested in studying organizational effects of (enterprise) risk management on management accounting and control practices.

#### TINGYU ZHOU (FINANCE)

Zhou joined completed her PhD at University of Connecticut in May 2014 after having received her MBA in Finance and BBA in Economics from University of Macau. Her research spans topics in real estate investments and finance, investments and corporate finance. Prior to joining the UConn PhD program, where she taught an undergraduate real estate principles class, she worked at the Investment and Research department in Jones Lang LaSalle.





JOHN & MOLSON  
SCHOOL OF BUSINESS



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