



Pursuing our *Asper*-ations

THE ASPER SCHOOL OF BUSINESS STRATEGIC PLAN 2019-2023





Table of Contents

MESSAGE FROM THE DEAN	3
MISSION AND VISION	5
VALUES	6
STRATEGIC PRIORITIES	7
Themes and Actionable Items	
I. Experiential and Active Learning	8
II. Research Excellence	10
III. Reconciliation Through Business Scholarship	12
IV. Engagement, Inclusion and Community	13
Stu Clark Graduate School	15
V. World-Class Graduate Programs	16
VI. Infrastructure, Physical Space and IT	17
TRACKING OUR PROGRESS	18
USHA MITTOO – IN MEMORY	22
ASPER SCHOOL OF BUSINESS – CENTRES AND VALUED PARTNERS	23
ASPER FACULTY AND STAFF	24



The I.H. Asper School of Business is one of the world's leading institutions of business education and research. Established in 1937 and accredited for the past two decades, we strive for teaching excellence and innovative research. We reflect the values embodied in our province of connected community, cultural diversity, and strong work ethic. Our 18,000 alumni have and continue to strengthen businesses and hold leadership positions in organizations around the world.



CFA Institute®
University Affiliation
Program

The Master of Finance and MBA (Financial Analyst stream) programs at the Asper School of Business are CFA® Institute University Affiliation programs. The CFA® designation is one of the most respected and globally recognized credentials in the financial services industry.

PURSuing OUR **ASPER**-ATIONS

Message from the Dean



FOR MORE THAN 80 YEARS, the I.H. Asper School of Business has stood at the centre of economic activity in Manitoba by providing a world-class business education for our students. When students enroll in the Asper School of Business, they enroll in more than just a school; they join a global community, including over 18,000 dynamic alumni, dedicated to ensuring our success.

We developed this plan with a view to building explicitly on these strengths and strong legacy, while we continue to advance our School in a new strategic era. The Asper School of Business' 2019-23 Strategic Plan, Pursuing our *Asper*-ations, was written with this objective firmly in our sights.

We have identified six key priority areas for action, each breaking into several actionable objectives for which we will hold ourselves accountable in the coming four years. They build on our strengths while pushing us to be the best we can be as leaders in business education, research and engagement, for our community and society.

In the pages to follow you will see our plans to further develop and realize our potential in:

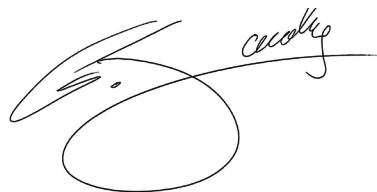
- Experiential and Active Learning (a strength for Asper, with our co-op program and other areas; we will build on these while also further internationalizing our programs);
- Research Excellence (we have top researchers in many fields and we need to make sure we support them and continue to attract excellent new faculty);
- Reconciliation through Business Scholarship (we are uniquely placed to contribute to our country and society through reconciliation with Indigenous peoples through business and education, and have several new initiatives in this regard);
- Engagement, Inclusion and Community (another key strength for our School, where we can do more, in particular in terms of welcoming, involving, and mutually learning from and with ALL members of our community, including our international students);
- World-class Graduate Programs (with this plan, we focus more on graduate programs as we have new strategic directions to fulfill here; our flagship undergraduate program remains essential and central to our success and will not lose our attention);
- Infrastructure, Physical Space and IT (the School's financial position allows it to make significant improvements and updates to our facilities.).
(cont'd)

As we pursue reconciliation in this strategic plan, we are cognizant of the relationship between Indigenous peoples and the lands on which the University of Manitoba, and Asper School of Business now stand. We are guided by the Truth and Reconciliation Commission's Call to Action framework (especially Calls to Action 92 and 57) as we work toward truth and reconciliation in business education and research.

The plan was created through in-depth consultation, beginning with a strategy retreat in January 2019, in which we sought advice and listened to priorities for excellence from all academic faculty and administrative staff. Our 12-member Strategic Planning Committee then met on multiple occasions to develop a renewed mission, vision and values, as well as strategic priorities and actionable objectives, while continuing to consult with stakeholders. We will track the progress of our plan through annual reporting, and alignment with our AACSB mandate.

We are very proud of the quality contributions we received from our diverse community and involved all of our stakeholders in the strategic planning process. We consulted through a series of Town Hall meetings with our students at all degree levels, prominent members of the Indigenous community, the Provost and senior administration in the School, the Associates of the Asper School, all administrative staff and faculty. We have listened to and incorporated your input and feedback in the development of the plan.

I would like to thank the Strategic Planning Committee for their dedication to creating a plan that accurately reflects the vision we share for our School. I would also like to thank all stakeholders who provided their invaluable input during the consultation process. Our community's hard work and commitment to our School have minted a strategic plan that will guide us to reach our aspirations for the next four years. We are eager to execute the plan and we look forward to achieving our new vision.



Gady Jacoby, PhD
Dean, CPA Manitoba Chair in Business Leadership

Mission

Our mission is to lead in knowledge creation and develop our students as ethical business leaders who embrace diversity and advance innovation.

Vision

We will be known internationally for excellence in research and teaching, experiential learning, leadership in Indigenous business scholarship, outstanding engagement locally and globally, and the quality of our graduates.



*The I.H. Asper School
of Business namesake,
Dr. Israel Asper 1932-2003.*

Values



Site of former Guy Hill Residential School. Photo by Peter Pomart

Excellence

Delivering excellence in research and teaching as balanced mandates, in administrative support, and in preparing graduate students.

Agility

Remaining on the forefront of knowledge creation, and preparing graduates to be innovative change agents in a dynamic global business environment.

Inclusiveness

Providing a welcoming and respectful environment that honours Indigenous perspectives and embraces diversity* in all its forms.

Integrity

Promoting accountability, sustainable practices, critical thinking, academic freedom, and ethical conduct.

Community

Building exemplary and diverse partnerships (internal and external) that contribute to the University, Manitoba, the country and the world.

**We consider diversity to refer to diversity of ethnicities, races, cultural backgrounds, Indigenous ancestry, gender, gender identity, and accessibility needs.*

Strategic Priorities

The faculty consultations resulted in six strategic priorities that allow us to build on our strengths and advance our leadership in business education and research over the coming four years.



Experiential and Active Learning

Increase our experiential learning opportunities and ensure high standards of teaching excellence, enabling high student success, retention, and career placement for domestic and international students.



Research Excellence

Support research excellence through new concerted measures; publicize our research achievements, building our international research reputation; increase external research funding.



Reconciliation Through Business Scholarship

Develop curriculum and promote research incorporating Indigenous (First Nations, Métis and Inuit) perspectives, advancing reconciliation and mutual learning among Indigenous and non-Indigenous students and the broader community.



Engagement, Inclusion and Community

Prioritize strong participation and inclusiveness within school activities, build on our diversity to foster learning, further increase engagement in the life of the School across faculty, staff, students, alumni, and the business community.



World-class Graduate Programs

Expand and enhance the School's professional (MBA and MFin) and research programs (MSc and PhD); develop new programs to address the changing environment; boost the impact and reach of the School through our world-class programs.



Infrastructure, Physical Space and IT

Transform the facility to the standards of a state-of-the-art business school, supporting our other strategic priorities and the needs of students, faculty, staff and community members.

Themes and Actionable Objectives

For each priority, several themes will direct our actions in the coming four years.

EXPERIENTIAL AND ACTIVE LEARNING

THEME 1: Increase cooperative education and career development opportunities

Actionable Objectives:

- Increase meaningful and diverse placements.
- Continue to be the top choice for employers in Manitoba and the broader region
- Expand our reach including with international placements

THEME 2: Build upon existing strengths with more undergraduate research, entrepreneurship, ethics, leadership and real-world learning activities, including through the new James W. Burns Leadership Institute.

Actionable Objectives:

- Expand venture competitions
- Provide new opportunities for entrepreneurs to coach, mentor and share their wisdom in workshops, seminars, and in-class activities
- Integrate Bloomberg Market Concepts into undergraduate Finance and MFin curriculum
- Integrate stock market simulations into undergraduate and MBA investment courses
- Launch minor programs with experiential learning opportunities for Asper students with students from other faculties
- Sponsor ethics case-competition participation
- Expand course offerings on sustainability



Asper undergraduate student pitches her business idea at the Stu Clark Centre for Entrepreneurship ENTR 2030 Pitch Competition.

EXPERIENTIAL AND ACTIVE LEARNING (CONT'D)

THEME 3: Create new online learning opportunities to provide students with flexibility and reach part-time students who are working professionals in ways that accommodate their commitments and time constraints

Actionable Objectives:

- Identify existing courses or new courses that can be taught online
- Create e-learning modules to address gaps in current training

THEME 4: Foster leadership in teaching development

Actionable Objectives:

- Create opportunities for instructors to enhance their leadership in teaching development
- Communicate best practice in teaching and learning



Arni Thorsteinson Study Exchange Program students at the SodaStream headquarters, based in the Negev Desert, Israel.



Undergraduate Sustainability Marketing students at Fort Whyte Alive for the Asper Sustainable Leadership session.



RESEARCH EXCELLENCE

THEME 1: Reward research excellence

Actionable Objectives:

- Develop more robust definitions of research excellence
- Reward research excellence

THEME 2: Increase external funding and develop a culture of application for funding

Actionable Objectives:

- Support external grant applications
- Support tri-council bridge funding

THEME 3: Improve research recognition and reputation – develop our brand as a research excellent school in balance with excellent teaching

Actionable Objectives:

- Create and maintain professors' online research profiles
- Promote and publicize our new research



*Dr. Brianna Caza,
Richard Morantz &
Sheree Walder Morantz
Associate Professor
of Business Ethics*



*Dr. Zhenyu Wu,
Canada Research
Chair in
Entrepreneurship
and Innovation*

RESEARCH EXCELLENCE (CONT'D)

THEME 4: Further develop research capacity

Actionable Objectives:

- Construct and launch a new Behavioural Management Research Lab
- Continue and enhance speakers series, methods training, and data access
- Create a new Professorship in Business Sustainability
- Support faculty collaboration with PhD students

THEME 5: Enhance research excellence in graduate students and improve graduate student (PhD) training

Actionable Objectives:

- Require consistent attendance at research seminars and training sessions
- Support and require conference presentations
- Reward success
- Renew supports for PhD student placements
- Reward successful supervision



*Dr. Lysa Porth, Guy Carpenter Chair in
Agricultural Risk Management and Insurance*

RECONCILIATION THROUGH BUSINESS SCHOLARSHIP

THEME 1: Advance reconciliation through business education

Actionable Objectives:

- Hire an Indigenous Business Executive in Residence
- Increase inclusion of Indigenous matters within curricula
- Include Indigenous programming during orientation and welcome dinners for undergraduate and graduate students.
- Host speaker series in partnership with other units such as the James W. Burns Leadership Institute

THEME 2: Engage with Indigenous Communities and Businesses

Actionable Objectives:

- Offer outreach events to prospective Indigenous students and community at large
- Engage faculty and staff in two-way exchange and learning through workshops in northern communities
- Offer workshops, seminars, and speaker series that engage the business community with the concept and benefits of Indigenous reconciliation.

THEME 3: Promote research excellence on Indigenous matters

Actionable Objectives:

- Organize a themed research conference on Indigenous matters
- Support/encourage Indigenous research and meaningfully engage with relevant communities
- Hire an Indigenous Business Scholar

All themes and efforts related to this objective will be coordinated through a newly created **Asper Business and Reconciliation Hub**.



In 2018, the Indigenous Business Education Partners (IBEP) program celebrated its 125th graduate.

ENGAGEMENT, INCLUSION AND COMMUNITY

THEME 1: Build and foster our collaborations between the business community and faculty

Actionable Objectives:

- Continue to promote partnership with the Asper Associates by inviting business leaders into the classroom
- Bring research to the Associates
- Encourage faculty to invite alumni into the classroom to share their experience

THEME 2: Increase faculty engagement and social bonds throughout the school

Actionable Objectives:

- Institute an annual Asper all-employee summit
- Launch new awards for support staff
- Provide more professional development opportunities to support staff
- Build faculty social bonds through common initiatives, e.g. new wellness initiative

THEME 3: Capture and increase alumni engagement

Actionable Objectives:

- Continue to engage alumni base and strengthen the overall relationship with alumni
- Balance a social engagement model with workshop-based programming to increase faculty and alumni interaction



Colin Ryan, Chair of the Associates, speaks with executive members of the Commerce Students' Association.



Asper support staff Marjorie Medina, Financial Analyst (left), and Blessie Volfango, Office Assistant, check-in students at the Bachelor of Commerce Dinner.

ENGAGEMENT, INCLUSION AND COMMUNITY (CONT'D)

THEME 4: **Develop** a culture of inclusion to differentiate the Asper brand

- Build mutual learning from our diversity among students, faculty, staff and alumni
- Workshops to share best practices in diversity and inclusion in other business schools
- Provide enriched opportunities for students to learn from one another in diverse teams and projects

THEME 5: **Increase** engagement with business and entrepreneurial community

- Lead the Manitoba and Saskatchewan region of the national Women's Entrepreneurship Knowledge Hub (WEKH)
- Continue to expand Executive Education mandate
- Advance outreach and engagement within and outside the university through our nationally unique James W. Burns Leadership Institute and Stu Clark Centre for Entrepreneurship.

THEME 6: **Continue** our trajectory of philanthropy and advancement

- Build on our relationships with our stakeholders including identifying potential future contributions
- Tell the story of the faculty and build affinity with our partners and community
- Raise funds and attract new resources to meet the needs of faculty, staff and students



Student volunteers kick off annual 5 Days for the Homeless campaign.



Students and Subbu Sivaramakrishnan, Associate Dean, collect donations during the 5 Days for the Homeless campaign.



Elder Margaret Lavallee, Centre for Aboriginal Health Education in the Rady College of Medicine and Professor Susanne Gagnon, Director of the James W. Burns Leadership Institute, at the President's Student Leadership Program Welcome Reception.

Stu Clark Graduate School

In 2019, esteemed Asper School of Business alumnus and entrepreneur, Stu Clark, donated \$10 million to the Asper School of Business to establish the Stu Clark Graduate School, home to the Asper MBA, MFin, MSc and PhD programs.

This gift elevates all graduate programs in the Asper School of Business, supporting innovative graduate student research in emerging areas such as behavioural finance, and bolstering scholarships to unprecedented levels.

“I believe very strongly in the vision and direction the Asper School and the University of Manitoba have taken towards sparking students’ entrepreneurial spirit,” said Stu Clark. “Supporting our future leaders, and bolstering their potential, is the best investment you can make.”



Dr. Stu Clark and Dr. Gady Jacoby at the Stu Clark Graduate School announcement event.

WORLD CLASS GRADUATE PROGRAMS

THEME 1: **Build** our world class student body

Actionable Objectives:

- Continue enhancing quality and diversity of incoming students in our professional programs
- Increase career support for graduates
- Address the unique needs of international students regarding academic and career support
- Improve marketing and recruitment efforts to attract top research students
- Create a pathway for undergraduate students interested in research

THEME 2: **Build** our world class professoriate

Actionable Objectives:

- Increase number of 'star professors' in graduate programs through development and recruitment
- Mobilize professors through professional development to identify emerging areas where we need to create new knowledge and programming

THEME 3: **Create** world class graduate programming

Actionable Objectives:

- Develop additional, market-driven graduate programs
- Conduct systematic department-level curriculum review every three years
- Offer course/programs that are leading and cutting edge, distinctive to our strengths



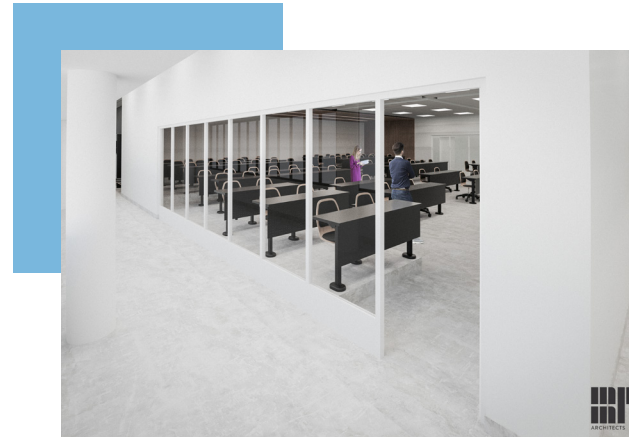
The class sizes in the Asper MBA program create opportunities for frequent class collaboration.



Dr. Lukas Neville, 2019 Reg Litz MBA Luminary Teaching Award winner.

THEME 4: **Align** with industry and government priorities

- Continue working with industry and government to identify trends in future labour market needs
- Develop high quality graduates who contribute to the Manitoba economy



New classrooms for Stu Clark Graduate School students as part of the 5th floor renovation.

INFRASTRUCTURE, PHYSICAL SPACE AND IT

THEME 1: **Enhance** our physical space

Actionable Objectives:

Multifaceted enhancement, development and updating of the interior space of the Drake Centre

- Renew the faculty, staff and graduate student lounges
- Renew the IBEP space
- Install new artwork, including Indigenous art
- Multiple significant improvements to office spaces and facilities
- Construct student gender neutral washrooms
- Upgrade Drake Centre lighting and flooring

THEME 2: **Upgrade** our facilities

Actionable Objectives:

- Create the 5th floor student and office areas – home to the new Stu Clark Graduate School
- Construct the Behavioural Management Research Lab
- Upgrade the Career Development Centre and Undergraduate Program Office
- Renovate classrooms



Dr. Gady Jacoby, Dr. Arni Thorsteinson, Dr. Susan Glass, Mr. Paul Soubry, and Asper MBA student Ms. Emily Sanders, following the announcement of a \$1 million gift to the Stu Clark Graduate School from Drs. Thorsteinson and Glass.

THEME 3: **Enhance** our IT capabilities

Actionable Objectives:

- Install larger, curved monitors at the Scotiabank Technology Centre
- Add Behavioural Lab Supportive Technologies
- Install security cameras throughout the Drake Centre
- Enhance the network capacity at the Drake Centre
- Install digital interactive signage throughout the Drake Centre

Tracking Our Progress

Sample Actions and Timelines

This summary provides sample actions and timelines for each objective. Detailed KPIs can be found [here](#). This is a live document that will be regularly updated as we progress.

EXPERIENTIAL AND ACTIVE LEARNING

- 1. INCREASE COOPERATIVE EDUCATION AND CAREER DEVELOPMENT OPPORTUNITIES** – Between Summer 2020 and Summer 2021, the Career Development Centre will begin a review of current placements with employers to address any gaps, and develop additional opportunities for students to travel abroad. We will focus on new placements that align with Asper's new/developing programming areas, for example: Business Analytics, Master of Finance, Indigenous Business, and Supply Chain and Logistics.
- 2. BUILD UPON EXISTING EXPERIENTIAL LEARNING** – In Summer 2020, the school will launch a new catalogue of undergraduate research opportunities to match more students with faculty members. The Stu Clark Centre will foster new opportunities to coach students at the undergraduate and graduate levels. New simulation opportunities will be introduced into undergraduate and graduate courses by Winter 2021.
- 3. CREATE NEW ONLINE LEARNING OPPORTUNITIES** – Beginning in Fall 2020 and continuing through 2023, Asper will identify possible online learning opportunities to better reach part-time students, within our Undergraduate Program Curriculum Review process.
- 4. FOSTER LEADERSHIP IN TEACHING DEVELOPMENT** – In Fall 2020, to align with the Reg Litz Teaching Day, a variety of initiatives will be announced to support teaching development for all faculty members at the Asper School of Business. This will include several new awards and professional development opportunities. In Summer 2020, Asper will work with The Centre (formerly CATL) to support all current faculty and generate strategies to support new faculty entering the Asper School, as part of the New Faculty Orientation.

RESEARCH EXCELLENCE

1. **REWARD RESEARCH EXCELLENCE** – Between Fall 2020 and April 2021, we will work towards full implementation of this initiative. Each department in Asper will develop robust definitions specific to their discipline. Several new awards will be introduced.
2. **INCREASE EXTERNAL FUNDING** – Between Summer 2020 and Winter 2021, the Dean's Office will establish new support systems for faculty writing applications and introduce supports for tri-council bridge funding.
3. **ENHANCE RESEARCH RECOGNITION/REPUTATION** – Between Fall 2020 and Fall 2021, the Dean's Office will work with faculty members to develop and maintain a current digital profile for research and a detailed archiving system, which will be aligned with the new University of Manitoba website.
4. **FURTHER DEVELOP RESEARCH CAPACITY** – In Fall 2021, the Asper School of Business will open the new Behavioural Research Lab. The lab will assist faculty with carrying out research, developing additional research capacity based on cutting edge trends and multidisciplinary collaboration. We will introduce new workshops to further enhance the research potential of our graduate students and stimulate faculty collaborations.
5. **ENHANCE RESEARCH EXCELLENCE IN GRADUATE STUDENTS** – Starting with the new intake of graduate research students in Fall 2020, a focus will be placed on enhancing the participation of graduate students in faculty events. We will introduce a new graduate student colloquium, and align research requirements with participation requirements to further build upon the research culture of the Asper School. Within the 2021-2022 academic year, several awards will be introduced for graduate student recognition. While working to establish a strong graduate research student reputation, faculty will also be encouraged and acknowledged for transitioning students successfully to the job market.

RECONCILIATION THROUGH BUSINESS SCHOLARSHIP

1. **RECONCILIATION THROUGH BUSINESS EDUCATION** – Beginning 2020 and continuing through 2024, various initiatives will be undertaken by the Asper School to focus on reconciliation through business education. The Indigenous Awareness Infusion Committee, which was formed in 2019, will assist departments with integrating Indigenous content into courses. This will include specific teaching material, Indigenous business cases, and increased experiential learning on Indigenous matters.
2. **ENGAGEMENT WITH INDIGENOUS COMMUNITIES AND BUSINESSES** – Beginning in Fall 2020, additional outreach events will be brought to campus targeted to recruiting prospective Indigenous students, current Indigenous students and the community at large. In Fall 2021, IBEP will work with the Stu Clark Centre and the James W. Burns Executive Education Centre to engage northern communities in a two-way knowledge exchange and learning workshops.
3. **CONDUCT, SUPPORT AND PROMOTE RESEARCH EXCELLENCE ON INDIGENOUS MATTERS** – With planning to begin in Fall 2020, the Asper School of Business will offer a Research Conference on Indigenous matters in Spring 2021. The Asper School of Business will continue funding a three-year grant for faculty undertaking Indigenous focused research.

ENGAGEMENT, INCLUSION AND COMMUNITY

- 1. BUILD AND FOSTER STRONG COLLABORATION BETWEEN THE BUSINESS COMMUNITY AND FACULTY** – Between Spring 2020 and Fall 2020, we will launch two initiatives to bring business leaders and alumni into the Asper classrooms to share their knowledge and experience to help foster collaboration.
- 2. INCREASE FACULTY ENGAGEMENT AND SOCIAL BONDS THROUGHOUT THE SCHOOL** – Beginning in January 2020, the Dean's Office will implement multiple engagement initiatives for all employees at the Asper School, starting with an all-employee summit scheduled in January 2020.
- 3. ACTIVELY CAPTURE AND INCREASE ALUMNI ENGAGEMENT** – Implementation of this objective will align with Homecoming in September 2020, with a focus on engaging our alumni base and strengthening overall relationships. There will be a focus on balancing social engagement with workshop-based programming during alumni events to highlight both faculty and alumni interaction.
- 4. DEVELOP A CULTURE OF INCLUSION TO DIFFERENTIATE THE ASPER BRAND** – Between Winter 2020 and Spring 2021, a diversity and inclusion team will launch a series of workshops and online tools to be shared with the Asper School of Business community to promote best practices and provide equal opportunity. These tools will be shared with the broader community along with a communication plan to demonstrate progress to the external community.
- 5. INCREASE ENGAGEMENT WITH THE BUSINESS AND ENTREPRENEURIAL COMMUNITY** – In Winter 2020 and continuing through 2023, the Stu Clark Centre for Entrepreneurship will work on multiple initiatives involving current and potential new students at the Asper School to increase engagement on all fronts. This will include, as examples, new experiential learning opportunities through Partners in Education, and increasing the College Entrepreneurship Organization (CEO) Group activities across the University.
- 6. CONTINUE OUR TRAJECTORY OF PHILANTHROPY AND ADVANCEMENT** – Ongoing through 2023, Asper will build on our relationships with stakeholders and identify future contributions regarding philanthropy and advancement.

WORLD CLASS GRADUATE PROGRAMS

1. **BUILD OUR WORLD CLASS STUDENT BODY** – During Winter 2020, new communication and marketing campaigns will launch with directed messages to enhance the quality and diversity of incoming students. This will include a focus on attracting domestic students looking to continue their education, increasing representation of women in our professional graduate programs, targeting top performing University of Manitoba students with new entrance scholarships, and broadening recruitment for professional programs from targeted international markets.
2. **BUILD OUR WORLD CLASS PROFESSORIATE** – In Fall 2020, and continuing through 2021, Asper will launch diverse initiatives to support faculty in the classroom, including additional training awards and development opportunities to increase recognition for innovation in teaching, research and engagement.
3. **CREATE WORLD CLASS GRADUATE PROGRAMMING** – Building upon current efforts, and continuing through 2022, Asper will develop and implement several new market-driven professional masters programs, including: Master of Supply Chain and Logistics, Master in Data Analytics, JD-MBA Master of Entrepreneurship and Innovation, and Master of Accounting. New course introductions aligned to these programs will be developed and introduced.
4. **ALIGN WITH INDUSTRY AND GOVERNMENT PRIORITIES FOR MARKET NEEDS** – Between Fall 2020 and Winter 2021, Asper will continue to work with senior business and community leaders to ensure that new programming is responsive to the needs of employers.

INFRASTRUCTURE, PHYSICAL SPACE AND IT

1. **ENHANCEMENT OF PHYSICAL SPACE** – Continuing on the progress from 2019, several new space renewals will be completed in 2020: the Indigenous Business Education Program space, the faculty, staff, and grad student lounge, new gender neutral washrooms, upgraded lighting and flooring throughout Drake, and new art installations throughout the Drake Centre.
2. **CREATION AND UPGRADES OF FACILITIES** – Beginning in 2020 for completion by the end of 2021, the new Behavioral Management Lab will be opened. The undergraduate program office will be renovated and relocated, new student study offices will be completed on the fifth floor of the Drake Centre, and several classroom renovations will be completed.
3. **ENHANCEMENTS OF IT CAPABILITIES** – Throughout 2020, the Asper School will explore options to enhance the network capacity within the Drake Centre necessary to facilitate several other identified IT enhancements to be completed during the period of this plan. This includes: deployment of digital interactive signage, additional security cameras, larger curved monitors for the Scotia Technology Centre, and supportive technologies for the new Behavioral lab, including virtual reality, augmented reality, and eye tracking, as examples.

Usha Mittoo — In Memory

We honour the memory of Professor Usha Mittoo, who passed away in September 2019. Usha was a key member of the Strategic Planning Committee and played a pivotal role in developing the strategic priority on Research Excellence.

Usha received her PhD in Finance from the University of British Columbia and an MBA from the Asper School of Business. Usha joined Asper in 1988 and has since had a long-lasting positive impact on the faculty and the field of finance. She was a prolific researcher known worldwide for her influential work in the areas of international and corporate finance.

Usha was the first female Associate Dean at the Asper School of Business (1996–98), and in this role she spearheaded the faculty's first AACSB accreditation. Usha received numerous awards and notations for her research, teaching and service. She held the BMO Professorship in Finance from 2000 to 2012 and the Stu Clark Professorship in Financial Management from 2012 until her recent passing.

Usha made a difference to the lives of the thousands of students she taught at all levels, especially to her doctoral students who aspire to follow in her footsteps.

“Her care for her students touched my heart. While we are all overwhelmed and saddened by her passing, our sincere sympathies go to Usha’s family. Usha will be greatly missed by her family, colleagues and students,” – Gady Jacoby, Dean and CPA Manitoba Chair in Business Leadership, Asper School of Business.



Asper School of Business – Centres and Valued Partners

Stu Clark Graduate School

Stu Clark Centre for Entrepreneurship

Indigenous Business Education Partners

University of Manitoba Transport Institute

Warren Centre for Actuarial Studies

James W. Burns Leadership Institute

James W. Burns Executive Education Centre

Career Development Centre

The Asper Associates and Young Associates

Commerce Students' Association



Asper Faculty and Staff

