



Rotman Reader

NEWS AND EVENTS AT THE ROTMAN SCHOOL OF MANAGEMENT

MAY 2001

Microsoft Canada Announces Strategic Partnership with Rotman

Microsoft Canada Co. has announced a strategic partnership with the Rotman School that will see the firm assist with the design, development, deployment and support of the school's Web Portal Project. Microsoft's support of the project will comprise a \$500,000 sponsorship -- \$250,000 in cash and \$250,000 in software. The announcement was made on May 1 at CAN>WIN, a one-day business competitiveness summit for 200 of Canada's top business leaders, hosted by Microsoft Canada and the Rotman School, and supported by Compaq Canada, Deloitte & Touche/Deloitte Consulting, Intel and KPMG.

The Microsoft Web Portal will be built on Microsoft technology and based on architecture delivered by Liberty Technology Services Ltd., a member of the Norigen Group of Companies. It will reflect the business community the school serves and help create a seamless transition for Rotman's graduates as they enter the business world.

"We recognize that an educated population is vital to Canada's ability to compete on the global stage," said **Frank Clegg**, president, Microsoft Canada Co. "That is one of the reasons we are so proud to work with the Rotman School on this project. The school is a recognized leader in business education in this country and around the world, and the Microsoft Web Portal Project will help place Rotman at the forefront of technology integration into all aspects of learning."

The Microsoft Web Portal Project will be the first of its kind ever attempted at a Canadian business school and will help position Rotman as a leader among business schools in

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\$2-Million Gift Establishes Chair in Competitiveness and Prosperity

The critical need for Canadian companies to see beyond their own borders in order to compete globally is a key component in the creation of a new endowed Chair in Competitiveness and Prosperity at the Rotman School.

Made possible by a gift from **Douglas and Ruth Grant**, the Chair in Competitiveness and Prosperity will reside within the Centre for Global Competitiveness, one of the lead research centres at the Rotman School. The annual income generated by this gift will be supplemented by funds from the Canada Research Chairs (CRC) Program, enabling the support of a senior scholar.

Robert J. Birgeneau, president of the University of Toronto, says that the chair marks a new era in funding at the university. "This donation from the Grants and funding through the Government of Canada's inspired CRC program is proof-positive of how the private and public sectors can together play a leading role in retaining the country's best academic brains. The work of the chairholder will also have a far-reaching impact, contributing to the overall competitiveness of the Canadian economy and helping to enhance our international standing amongst our trading partners."

The chair will focus on the development and dissemination of innovative strategies to enhance the competitiveness of both regions and nations. The chairholder will be an international scholar in competitiveness issues and will study transitions and trends in the nature of competition and the process of globalization. The Chair will also be dedicated to creating and disseminating research on competitiveness policy in Canada's public and private sectors.

Microsoft Partnership

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North America. Microsoft and Microsoft Consulting Services will help design a Web presence for the school that will allow students to share information quickly, capture and preserve knowledge and resolve issues from anywhere in the school.

"Functioning in today's fast-paced, global business environment demands total comfort with new technology and a networked environment," said Dean **Roger Martin**. "Microsoft's support will help Rotman pioneer the use of Internet technology to enhance our MBA program and help to ensure that our graduates are fully equipped with the knowledge and experience necessary to take advantage of advances in technology. This initiative is another important building block in our efforts to make Rotman one of the world's top ten business schools."

Through the Microsoft Web Portal, Rotman students will be able to access fully-customized course materials, virtual workgroups, class discussions, and social event listings, yielding a highly personalized experience. The initiative will also help students, faculty and alumni dramatically enhance their knowledge and information management capabilities, their ability to work in teams, and their comfort level with a customizable Web.

"By investing in this project, Microsoft is contributing directly to Canada's competitiveness by reaching out and helping to train the knowledge assets we will need to compete in the global economy," added Mr. Clegg. "The timing of this announcement is particularly appropriate as we are today hosting CAN>WIN, a national summit on competing to win in the global economy."

Created by Microsoft Canada Co. in partnership with the Rotman School and sponsored by Compaq Canada, Deloitte & Touche, Deloitte Consulting, Intel of Canada and KPMG Consulting, CAN>WIN featured speakers such as **Steve Ballmer**, CEO of Microsoft Corp; **Michael Porter** of Harvard Business School; **Eleanor Clitheroe**, CEO of Hydro One; **Frank McKenna**, former Premier of New Brunswick, and **Tim Dattels**, Managing Director of Goldman Sachs.

Rotman Reader co-editors are Ken McGuffin and Betty Kung. Submissions are welcome from the Rotman community for the next edition of the Rotman Reader. They can be sent by e-mail to mcguffin@rotman.utoronto.ca or bkung@rotman.utoronto.ca or left in the Rotman Reader mailbox in the mailroom on the third floor of the Rotman School.

Princeton Professor Kicks Off Finance Speaker Series

Over 450 people packed the Fleck Atrium on April 4 to hear noted economics professor **Burton Malkiel** give a presentation on "Asset Allocation for the New Millennium". The event was the first lecture in the *Bonham Centre for Finance Speaker Series*.

The series is sponsored by the Bonham Centre for Finance, established in 1999 by a generous gift from **Mark Bonham**, BCom '82, Chief Executive Officer of Bonham & Co. Inc. The Speaker Series program provides an avenue for sharing high quality, relevant research in finance with the business community.

Professor Malkiel is the author of the widely-read investment book, *A Random Walk Down Wall Street*, now in its seventh edition. He has served as chairman of the Economics Department at Princeton and dean of the Yale School of Organization. He holds degrees from Harvard and Princeton Universities and began his career in the investment banking department of Smith Barney & Co.

Nobel Laureate Speaks at Great Minds Lecture

On March 6, more than 100 people gathered at the Rotman School to hear Dr. **Robert Mundell** speak at the *Great Minds for Great Business Lecture*. Dr. Mundell, who is a Canadian-born 1999 Nobel Laureate in Economics, presented a speech entitled "How Big Should Government Be?"

The presenting sponsor of the event was AIM Funds Management Inc.

Alumni Gather for Executive MBA Dinner

The second annual **William Waters EMBA Alumni Dinner** was a huge success with more than 150 Executive MBA graduates in attendance. Graduates from as far back as the first EMBA class (1985) were present at the dinner, which was held at the Rotman School on February 22.

The dinner is named in Dr. Waters' honour as a result of his valued contribution to the Executive MBA program and his influence on the lives of countless alumni. He was the first academic director of the program and taught business at the U of T for 35 years.

New Appointments Enhance Rotman School's MBA Program

Two new administrative appointments were recently announced at Rotman. These appointments are part of the continuing restructuring, growth and enhancement of the Rotman MBA program.

Brendan Calder, an accomplished business leader and entrepreneur with 30 years of experience in the financial services industry, has accepted the position of Executive Director of the Rotman MBA Program. In his new role, he will oversee all administrative aspects of the MBA program including career center and student recruitment activities, as well as lead a project to enhance the program's overall service to the Rotman community, particularly our service responsiveness to existing and potential students. Mr. Calder's distinguished career is characterized by successive achievements in the areas of customer service, loyalty and retention; organizational change; and innovation. He holds a Bachelor of Mathematics degree from the University of Waterloo and attended Harvard's Advanced Management Program. Most recently he was Chairman, President and CEO of CIBC Mortgages Inc., and he is a director of several firms including FirstService Corporation and FiLogix Inc. He is also chair of WirelessMoney Inc., serves on the board of Canada's Top 40 Under 40, and is Deputy Chairman of the Peter F. Drucker Canadian Foundation. He is also a director and past chair of the Toronto International Film Festival, among other activities.

Glen Whyte, professor of organizational behaviour, returns to the Rotman administrative team in the newly-created position, of Associate Dean, Curriculum. He will oversee the transformation of the curricula of all Rotman programs as the School aims to reinvent business education, which includes continuing to develop the best, most innovative and integrative MBA curriculum in the business school fraternity. Professor Whyte has taught at U of T since 1989, and served as the director of the MBA program from 1995 to 1998. He is also a lawyer, an award-winning teacher and researcher, and the former holder of the Simon Reisman Chair at the Treasury Board of Canada. Professor Whyte holds an MBA from the University of Toronto and MA, MPhil, and PhD degrees in organizational behaviour from the School of Management, Yale University. He is an expert in negotiation, decision-making, dispute resolution, and risk management and has extensive consulting experience in both private and public sector organizations.

Dean Roger Martin thanked Prof. **Ramy Elitzur** for his outstanding service to the School over the past two years as director of the MBA Program. "Under his leadership the quality and calibre of our students has risen steadily and he has helped to enhance career centre and recruiting activities," said Martin.

Special Events To Honour The MBA Class Of '01

This year's MBA Convocation Ceremony takes place on June 12 from 2:30 to 4:30 pm at Convocation Hall at 31 King's College Circle. Graduate students from other professional faculties will also be graduating at the ceremony.

For the first time, Rotman has reserved the Hall from 4:30 to 6:00 pm for a "Celebration of Rotman Excellence" at which four valedictorians representing the full-time, part-time, EMBA and GEMBA programs will each share their experiences. The Class of 2001 Dean's List Graduates will also be honoured. The end of the formal Celebration will be an ideal time for group and family photos.

An informal Convocation Open House will follow in the Fleck Atrium at Rotman from 6:00 to 7:30 pm. The Convocation Ceremony is by invitation only but all members of the Rotman community are invited to participate in both the Celebration of Rotman Excellence and the Open House. Please watch your mailbox and your e-mail during the week of May 7 for complete details.

Events Provide Support for Women in Management

An initiative by female MBA students to encourage more women to enroll in the program attracted over 120 potential and current students, faculty, and alumni to the Rotman School on March 14. The Rotman Women in Management Association hopes the informal reception helped potential female students discover the value of the pursuing an MBA. Event organizers **Eliza McDougall**, LLB/MBA'01, and **Catherine Ward**, MBA'01, said the evening provided an informal atmosphere in which women could meet with female students, graduates and faculty of the Rotman MBA Program.

The open house was the first of two events during March sponsored by the Women in Management Association. On March 23, the sixth annual Women in Management Conference was held featuring **Lorna Borenstein**, General Manager, eBay Canada, as the keynote speaker, with introductory remarks by **Susan Black**, Vice President, Catalyst Inc.

E-business Executive Larry Baldachin Joins Rotman

The founder of one of Canada's leading e-business consulting and integrative services companies has been appointed Rotman's e-Executive in residence. **Larry Baldachin**, EMBA'94, president and founder of Liberty Technology Services Ltd., is the first person to hold this newly-created position.

In his new role, Baldachin, who also serves as a director on the Rotman School Alumni Board, will help enhance the Rotman School's e-commerce strategy, providing advice both inside and outside the classroom. In addition to helping Rotman to develop its e-commerce curriculum, Baldachin will assist the School to enhance the online Rotman community and network for students, faculty and alumni through the School's various Web projects.

As President and Founder of Liberty Technology Services Ltd., Baldachin is the driving force behind the strategic direction and corporate development of the company. He will continue to steer the dramatic growth of Liberty following the recent acquisition of Liberty by Norigen Communications.

Rotman Students Victorious in Saturn Project

For the second consecutive year, a team of Rotman MBA students has been awarded first place in Saturn Canada's Business School Project.

The five-member team received the top award of \$15,000 for a marketing plan developed to introduce the new Saturn VUE sport utility vehicle in the university market. For their plans, University of Alberta School of Business was awarded \$6,000, McGill University Faculty of Management, \$5,000 and the Faculty of Commerce and Business Administration, University of British Columbia, \$4,000.

Those participating in the Saturn Business School project had five months to conduct market research and create a marketing plan for the Saturn VUE, the first sport utility in the car-maker's family of vehicles. Each team was given a virtual budget of \$2 million to develop its marketing plan.

"We thought the best way to use the budget effectively was to combine advertising in student media, urban weeklies and on the Internet, student event sponsorships and direct marketing," said **Michelle Stinson**, MBA'01, and member of the winning team.

The project was also popular with the staff who assigned it to their classes.

"This project was a very enriching experience for our students. The students put a lot of effort into the project and it gave them the chance to use their knowledge in a real world environment that will help prepare them for the workforce," said **Andrew Mitchell**, Patricia Ellison Professor of Marketing.

Impact Consulting Group Ready for Business

The latest incarnation of Impact Consulting Group opened its doors to the community on April 30th. This year's team consists of MBA 2002 candidates **Sean Sofin**, **Jamie Stiff**, **Randal Slavens**, and President **Danielle Denomy**, who is a JD/MBA 2003 candidate.

The partners each bring unique skills and backgrounds to the Impact team; their combined experience includes marketing strategy, management consulting, Internet entrepreneurship, legal practice, and logistics management in the healthcare sector.

Based at the Rotman School, Impact is well positioned for success. In addition to state-of-the-art research facilities, the Impact team has year-round access to the expertise offered by the Rotman School's renowned faculty. These unique resources allow Impact to provide clients with integrated, dynamic, and low-cost solutions.

For more information, visit Impact's Web site at www.rotman.utoronto.ca/impact or phone 416-978-4343. You can also visit the Impact office in Room 159 of the Rotman School.

Rotman Marketing Team Wins Two More Awards

Rotman School's innovative marketing strategy has received rave reviews from the Canadian Council for the Advancement of Education. The CCAE announced that the School has won the Silver Medal in the categories of Best Programs: Public Affairs, Marketing and Communications and Best Web Site for the 2001 Prix D'Excellence awards program. The School's achievements will be honoured at the CCAE's annual conference in Montreal June 2-5.

Jack Mintz Speaks About Canadian Prosperity

Jack Mintz, Arthur Andersen Professor of Taxation and President & CEO of the C.D. Howe Institute, spoke at a Canadian Club luncheon on April 2. His topic was "Smart Sovereignty: Canadian Prosperity in an Integrating World Economy". Prof. Mintz discussed how Canada can achieve prosperity and enhance sovereignty by developing creative, unique public policies such as switching to a consumption-based tax system. Professor Mintz is an internationally-renowned expert on business taxation and has consulted widely with various types of organizations, including the World Bank, the IMF, the OECD, the governments and numerous provinces of Canada, and non-profit organizations.

\$24,000 Research Grant Awarded to Professors

Dan Segel, Assistant Professor of Accounting, and **Jeff Callen**, Rotman Chair in Accounting, received a \$24,000 grant from the Canadian Academic Accounting Association (CAAA) for their research proposal on the long-term effects of earnings restatement. The proposal by the Rotman faculty members was one of only five funded by the Research Committee of the CAAA. The grant was announced in February.

MBA Student News

In addition to completing final assignments and writing exams, MBA students were kept busy voting in a number of elections and contests during the month of April.

Uli Menzefricke was voted the First Year Professor of the Year by the MBA class of 2002. He teaches statistics in both the full-time and part-time MBA programs. **Tim Rowley** and **Ramy Elitzur** were close runner-ups in the voting. **Jim Fisher**, who teaches a course on organizational design, was voted the 2nd Year Professor of the Year by the MBA class of 2001. Professor **Joel Amernic** placed a close second for this honour.

The results of the 2001/2002 Graduate Business Council elections are also in. Congratulations go out to the following new members:

President: **David Diestel**

Vice-President: **Sean Martin**

Treasurer: **Andrea Mains**

MBA Games Representative: **Susan Dolan**

Social Representatives: **Kimberly Skakle** and **Marice Hart**

Commerce Students Win Two GRADitude Awards

This year's Commerce GRADitude Campaign was a great success, winning the Best New Campaign and Best Arts & Science Campaign awards.

GRADitude is the oldest and most successful graduating student gift campaign of its kind in Canada. The Campaign held a closing reception at Hart House on March 28 where awards were given in recognition of exceptional campaigns.

UTM Commerce Chair **Edward Lam** and his team raised \$1,300 (with a participation rate of 26%) for business publications and won the Best New Campaign award.

St. George Commerce Chair **Herman Tsui** and his team raised \$2,287 (with a participation rate of 33%) towards a GRADitude scholarship. The St. George team's outstanding effort earned them the Best Arts & Science Campaign Award.

The MBA GRADitude Campaign has also concluded. The approximately \$2,000 raised will be used to partly finance the establishment of the @Rotman E-Mail For Life System. The free e-mail forwarding service was established this spring as a service for all Rotman alumni to keep them in contact with the School and their classmates.

Institute for International Business Roundtables

On April 2, **Motoshige Itoh**, Professor of Economics, University of Tokyo, spoke at a special luncheon roundtable jointly sponsored by the Institute for International Business (IIB) and the Japan External Trade Organization.

Professor Itoh addressed Japan's current economic crisis as well as the country's changing trade policy framework.

On April 25, Professor **Peter Pauly**, Associate Dean, Research and Academic Resources, discussed "The World Economy: Prospects and Risks", drawing together his own research as Research Director of Project Link, a cooperative research project among economists from over 80 countries, and that of the IMF, the OECD, United Nations and World Bank.

On May 9, **Kim Bates**, Assistant Professor of Strategic Management, will discuss the topic "Agents Watching Agents: Activist Institutional Investors and Competitiveness".

If you are interested in attending the roundtable events, please contact **Liza Tham** at 416-978-2451 or e-mail her at tham@rotman.utoronto.ca.

Staff Changes

Dean **Roger Martin** recently announced a restructuring of the marketing & communications, development, and alumni areas of the School. In an effort to create an integrated approach to the advancement of the School, these areas have been combined into one Advancement portfolio under the direction of **Kate Eccles**, who will serve as Assistant Dean, Advancement. **Steve Arenburg** has been promoted to the position of Executive Director, Advancement Events & Strategy, continuing to report directly to Kate.

Joining this new, dynamic team recently are **Jennifer Peng**, **Mary Ann Gratton**, and **Jennifer Hildebrandt**.

Jennifer Peng is the new Senior Development Associate. Since 1996, Jennifer has worked for the University of Toronto, Department of Alumni and Development. In her last role as Senior Development Officer, Student Awards, she was the University's main authority and first point of contact for donations and donor issues related to student awards. Prior to this position, Jennifer was Senior Development Officer, Major Gifts, and part of a team responsible for Major Gift strategy for the President and the Vice-President and Chief Development Officer.

Mary Ann Gratton brings 15 years of experience in journalism and communications to her new role as Manager, Advancement Communications. Mary Ann's most recent position was at Mount Sinai Hospital, where she served as Managing Editor of a quarterly fundraising magazine, a bi-weekly staff newsletter, and other publications. She is an alumna of the University of Toronto (MA 1990, English literature) and has a Bachelor of Journalism and joint English degree from Carleton University.

Jennifer Hildebrandt will be responsible for database marketing and special events management in her new role as Manager, Connectedness & Community Liaison. Prior to joining the School, Jennifer coordinated the direct marketing program at UNICEF Canada for two years. She has also coordinated major conferences at her previous position at Insight Conferences. Jennifer reports to Steve Arenburg, who was also her colleague at Insight.

Jennifer Gibson is now working for Rotman's Recruitment & Admissions Office as Assistant Director. In addition to recruiting and marketing the part-time MBA program, Jennifer will assist with the full-time and combined MBA programs.

Jeannie An has joined the Business Information Centre as the new Public Services Librarian. Jeannie brings to this position experience in both government and academic libraries, with her most recent position being a librarian at InfoLink, the research service for the Ministry of Municipal Affairs and Housing.

Iwona Piotroska is the new Program Assistant for the Executive MBA Program. Iwona will be providing a full range of front line administrative services for the EMBA program. Previously, Iwona worked at StockHouse Media Corporation where she researched, compiled and maintained an extensive database of various companies and industries.

Wilma Sanson joins Rotman's Executive Programs department as Marketing, Communications Coordinator. Wilma has worked extensively in database, project and event management at Bonner Communications, the Canadian Cancer Society and the Art Gallery of Ontario.

Faculty News

Anil Verma, professor of the Centre for Industrial Relations, conducted a presentation on the Future of Work & Employment, at Hitotsubashi University in Tokyo, Japan on March 12-17.

Anil also gave a presentation on "Emerging HRM Models for the Knowledge Economy" at the Annual Conference of the Human Resources Professional Association of Ontario, on February 21.

Dan Ondrack, Academic Director, Executive Programs, was a keynote speaker at a conference on March 1st organized by the Ministry of Attorney General of Ontario. His topic was "Strategies for Competing for Scarce Talent". He was also the keynote speaker at the National Business Technology Conference on March 8th, where he made a presentation entitled "Perils of Success: Management Challenges for High Growth, Hi Tech Firms".

Professor **Sridhar Moorthy** presented his research on "Information Sequence and Decision Quality" at the Society for Consumer Psychology Conference in Scottsdale, Arizona on February 15-18. This work was done in collaboration with **Dan Ariely** (MIT), and **Ashesh Mukherjee** (McGill University).

Gary Latham, Secretary of State Professor of Organizational Effectiveness served as the moderator at a one-day meeting to celebrate the first anniversary of the Ontario Power Generation (formerly Ontario Hydro).

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Faculty News

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Professor Latham also addressed the Young Presidents on ways to hire people who are aligned with the organization's strategic plan. He gave a similar talk to the Millstone Nuclear Group in Connecticut.

A book by **Andrew Stark**, Associate Professor of Strategic Management entitled *Conflict of Interest in American Public Life* recently received glowing reviews from the *London Times Literary Supplement* and the *New Republic*.

Sharmistha Law, Assistant Professor in Marketing, presented a paper entitled "Dual Effects of Repetition in a Competitive Environment" at the Society for Consumer Psychology, in Scottsdale on February 16th.

Rotman in the News

The recent CAN>WIN summit on Canadian competitiveness held at the Rotman School on May 1 received extensive national media coverage.

The report on Canadian competitiveness by Rotman Dean **Roger Martin** and Prof. **Michael Porter** of Harvard Business School received coverage in the *Globe & Mail* on April 26, May 1, May 2, and May 3. It was excerpted by the *Financial Post* on May 2 and featured in Post editorials on May 2 and May 4. It was also featured in the *Toronto Star* on May 1 and May 2. Prof. Porter appeared on CTV NewsNet on May 1 to discuss the report. A second interview will air on CTV NewsNet during the weekend of May 4-5.

The speech given by **Steve Ballmer**, CEO of Microsoft Corp., at CAN>WIN also received coverage in the Canadian and international media.

Opinion pieces by summit participants **Frank Clegg**, President of Microsoft Canada, and **Tim Dattels**, Managing Director of Goldman Sachs, were published by the *Globe & Mail* on May 1 and May 2 respectively.

Other Rotman professors and events continued to receive significant media coverage.

Prof. **Gary Latham**, appeared on CBC Newsworld on May 2 providing advice to beleaguered Canadian Alliance leader Stockwell Day on crisis management. This followed an article in the April 29 issue of the *Toronto Star* in which both Prof. Latham and Prof. **Glen Whyte** offered Day advice.

Recently Prof. **Len Brooks** has been quoted on a wide range of business ethics issues including in the *Toronto Star* on April 29. The joint JD/MBA program was profiled in the April 16 issue of

the *National Post*. Prof. **Ramy Elitzur** and **Daniel Debow**, JD/MBA'00, were quoted in the story.

Prof. Elitzur also discussed the Israeli high-tech industry on ROB-TV on April 24.

The first lecture in the Bonham Centre For Finance Speaker Series by Prof. **Burton Malkiel** on April 4 received coverage in the *Financial Post*, *Toronto Star*, and the *Investor's Digest of Canada*.

A study on workplace stress and control co-authored by Prof. **Jia Lin Xie** received extensive press coverage in North America during the week of April 30. The study, published by the *Journal of Applied Psychology*, challenges the popular belief that giving workers a lot of control mitigates workplace stress.

Upcoming Events

Friday June 1, 2001

Rotman Life-Long Learning 2001

Integrative Thinking II - Uncovering the Hidden Pieces

8:15 am to 3:00 pm, Fleck Atrium

Attendance is restricted to Rotman School alumni but a limited number of tickets are available for Rotman graduate students from Jack Thompson via e-mail at thompson@rotman.utoronto.ca

Wednesday June 5, 2001

Making e-business Canada's Business: An Executive Breakfast Forum

8:00 am to 11:15 am, Fleck Atrium

Presented by: IBM Global Services, *National Post* and the Rotman School. Tickets are \$295 per person. A limited number of complimentary tickets for Rotman graduate students and faculty are available from Jack Thompson via e-mail at thompson@rotman.utoronto.ca.

Tuesday June 12, 2001

Rotman Celebration of Excellence 2001

4:30-6:00pm: Four Class of 2001 Valedictorians Share Their Experiences, Convocation Hall

6:00-7:30pm: Open House for Family & Friends, Fleck Atrium and throughout the School. Hosted by Roger Martin, Dean, Rotman School of Management. All are welcome.

Thursday August 23, 2001

Rotman School Golf Day

Noon to 9:00 pm

Cedar Brae Golf and Country Club, 6431 Steeles Ave. East, Scarborough, Ont.

\$375/person; \$1400/foursome

For further information contact Alumni Relations at alumni@rotman.utoronto.ca