
Saint Mary's University

Convocation

Sunday

20 October 1996



GOD SAVE THE QUEEN

God save our gracious Queen
Long live our noble Queen
God save the Queen.
Send her victorious
Happy and glorious
Long to reign over us
God save the Queen.

O CANADA

O Canada! Our home and native land!
True patriot love in all thy sons command.
With glowing hearts we see thee rise,
The True North strong and free!
From far and wide, O Canada,
We Stand on guard for thee.
God keep our land, glorious and free!
O Canada, we stand on guard for thee,
O Canada, we stand on guard for thee.

Convocation is a joyous yet solemn event, bound by traditions which have evolved over centuries. It is a continuum with a formal beginning and an end. By being present here today, you have indicated your interest in being part of this academic tradition. Graduating students and their guests are therefore expected to remain in their seats until this formal ceremony has been completed in its entirety - the Chancellor of the University has officially closed Convocation and the stage party and graduates have recessed.

Order of Academic Procession

Marshal of Convocation

Graduates

Guests

Faculty

Board of Governors

Deans of Faculties

Recipients of Honorary Degrees

Vice-President (Academic and Research)

President

Vice-Chancellor

The audience is requested to stand when the Academic Procession arrives, to remain standing until the close of the Prayer of Invocation, and at the close of Convocation, to remain standing until all the Academic Procession has recessed.

The music for today's Convocation is provided by Saint Patrick's High School Concert Band under the direction of Gary Ewer. It is appearing through the cooperation of the Athletic Federation of Musicians, Local 571, AFM, Peter Power, President.

Please note that names of graduates listed in this program are subject to revision.

Order of Proceedings

Processional

The Royal Salute

O Canada

Invocation

Reverend John Gahan, S.J., B.A., M.Div., S.T.M.
University Chaplain

Valedictory Address

Paulo Eusebio, B.A.

Presentations:

President's Award for Excellence in Research
Terry H. Wager
B.A., B.Comm., LL.B., M.B.A., M.I.R., Ph.D.

Symbolic Hooding and Presentation of Alumni Pin

Leona Burkey

Remarks

Kenneth L. Ozmon, B.A., M.A., Ph.D.
President

Conferring of Honorary Degrees

To be Doctors of Commerce:
P. Michael Maher, B.E., M.B.A., Ph.D., P.Eng.
Diane E. McGarry, Bs.B.A., D.Sc.

To be Doctor of Science:
J. Philip Vaughan, Dip.Eng., B.Sc., B.E., D.Eng., P.Eng.,
F.E.I.C., F.C.S.C.E.

Conferring of Degrees, Diplomas, and Certificates

Arts

Michael J. Larsen, B.A., M.A., Ph.D., Dean of Arts, will present the candidates.

Commerce

Paul S. Dixon, B.A., M. Math, Ph.D., Acting Dean of Commerce, will present the candidates.

Science

David H. S. Richardson, B.Sc., M.Sc., M.A., D.Phil., Dean of Science, will present the candidates.

Education

Michael J. Larsen, B.A., M.A., Ph.D., Acting Dean of Education, will present the candidates.

God Save The Queen

Recessional

Vice-Chancellor of Saint Mary's University

Reverend Owen Connolly, V.G., B.A., B.Th.

Chairman of Convocation

J. Colin Dodds, B.Sc., M.A., Ph.D.

Vice-President (Academic and Research)

Marshal of Convocation

Reverend William A. Stewart, S.J., B.A., S.T.L., Ph.L., D.D., D.Litt.(Hon.)

Professor Emeritus of Philosophy

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Photography

To ensure that there is no interference with the conferring of degrees, diplomas, and certificates, and to comply with fire regulations, audience guests will not have access to the floor area in front of the stage or the aisles during the Convocation ceremony.

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The Administration and Faculty of Saint Mary's University wish to express grateful acknowledgement for the generous assistance received during the past year from individuals and groups in the form of contributions of scholarships, bursaries, prizes, and numerous and varied services.

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BACHELOR OF ARTS

Adhami, Imran Yahya	Halifax, NS
AuCoin, Janice Florence	Cheticamp, NS
Aucoin, Michael William	Reserve Mines, NS
Bannister, Darren Wayne	Moncton, NB
Bastow, Allison Barbara	Halifax, NS
Beckerson, Trina Lynn	Bedford, NS
Blanchet, Nathalie L.	Halifax, NS
Bogart, Jason Edward Lance	Fredericton, NB
Bond, James Robert	Middleton, NS
Bourgeois, Margaret Ann	Sydney, NS
Bryant, James Edward Cassidy	Whitby, ON
Callaghan, Erin Elizabeth	Porter's Lake, NS
Canavan, Brian D.	Halifax, NS
Canning, Jacqueline C.	Halifax, NS
Carroll, Kathy	St. Jules, QC
Cooke, Christopher Robert	Halifax, NS
Cornelius, Shauna Lee	Dartmouth, NS
Cox, Keigan S. A.	Castries, St. Lucia
Currie, Shauna Lynne	Sydney, NS
Dagenais, Lawrence A. J. (cum laude)	Dartmouth, NS
Davis, Larry Calvin	Ennismore, ON
Denomey, Suzanne Marie	Halifax, NS
DeVine, Daniel Harold	Halifax, NS
Dickson, Jacqueline Suzanne	Halifax, NS
Dobson, Kevin G.	Halifax, NS
Doiron, Paul A.	Halifax, NS
Doiron, Sara R.	Halifax, NS
Doyle, Shawn Edward	Dartmouth, NS
Garrett, Linda M.	Black Cape, QC
Gaudet, Dianne M. (cum laude)	Halifax, NS
Ghiz, Peter Atallah	Halifax, NS
Gillam, Margaret-Ann	South Branch, NF
Green, David A.	Halifax, NS
Green, Jacob R.	Halifax, NS
Gunter, Pamela M.	Halifax, NS
Hall, Brendan Wayne	Dartmouth, NS
Hanam, Gweneth Christine	Sydney, NS
Hannam, Gary Matthew	Middleton, NS
Hartnett, Nancy Dawn	Sackville, NS
Hartt, Marion E.	Enfield, NS
Hasegawa, Hisayo	Nukata Aichi, Japan
Henry, Shely Jean	Lower Sackville, NS
Hingston, Pauline Mae	Dartmouth, NS
Hollis, Keri Lynn Sandra	Bramalea, ON
Johnson, Douglas Roy	East Mountain, NS
Kaizer, Jeffrey H.	Halifax, NS
Kane, Charles James	Halifax, NS
King, Jeremy E. C.	Dartmouth, NS
Koch, David Guenter (magna cum laude)	Halifax, NS
Lang, Cynthia Rae	Brackley, PE
Lawrence, Scott Richard	Beaverbank, NS
Leck, James W.	Dartmouth, NS

Litt, Joel Michael	Bridgewater, NS
Livesay, Lawrence M. S.	Peterborough, ON
Lowe, Heather-Jean Elizabeth	Falmouth, NS
Lundrigan, Nicole Janine (Hon. Anthropology)	Upper Gullies, NF
MacDonald, Aaron Joseph	St Peter's, NS
MacFarlane, Kerry L.	Riverview, NB
MacIsaac, Darren P.	Dartmouth, NS
MacKay, Andrea Gene	Waverley, NS
MacKenzie, Suzanne Chantal	Summerside, PE
MacKinnon, Tracy L.	Sydney River, NS
MacLean, Patricia Leslie (cum laude)	Halifax County, NS
MacMaster, Frank P.	Port Hawkesbury, NS
McDonald, Samantha Dawn	Halifax, NS
McGrath, April Cher	Dartmouth, NS
McNair, Alison M.	Dartmouth, NS
Marshall, David C.	Whitby, ON
Muise, Carmen	Yarmouth, NS
Munro, J. Blair	Whycocomagh, NS
Nadeau, Shane Robert (cum laude)	Halifax, NS
Nelson, Troy E.	Timberlea, NS
Newcombe, Michael William	Ottawa, ON
Nightingale, Pamela N.	Dartmouth, NS
O'Dell, Kristi Lynn	Halifax, NS
Oikle, Sean Richard	Shelburne, NS
Ormon, Lisa Marie	Halifax, NS
Osman Madar, Idris	Halifax, NS
Ottens, Stephanie Laura	Lunenburg, NS
Palmer, Norman Christopher	Dartmouth, NS
Pearce, Edith Julia Rose	Lower Sackville, NS
Piercey, Jennifer D.	Corner Brook, NF
Ratkovic, Susan Allison	Regina, SK
Reeves, Marques Anthony (cum laude)	Greenwood, NS
Sampson, Charity Elissa	Halifax, NS
Savoie, Sonia M.	Bathurst, NB
Scott, Richard Hartley	Dartmouth, NS
Skinner, Steven D.	Dartmouth, NS
Smith, Nicole C.	Bridgewater, NS
Snowdon, Bonnie Jean (cum laude)	Halifax, NS
Stacey, Kimberly Giovanna	Toronto, ON
Starzomski, Joanne Kathleen (magna cum laude)	Dartmouth, NS
Steeves, Sandra Dawn	Moncton, NB
Stephens, W. Douglas	Lockeport, NS
Stoddart, Peter Alan	Halifax, NS
Stultz, Tanya Elizabeth	Riverview, NB
Tanguay, Gilles Damien	Halifax, NS
Teal, Michael Laurie	Bridgewater, NS
Thomson, Tanya Jay	Hammonds Plains, NS
Todd, Jennifer Lorraine	Dartmouth, NS
Turner, Stefanie Dawn	Lower Sackville, NS
Williams, Todd David	Bedford, NS
Wilson, Mark Ronald	Lower Sackville, NS
Young, Carrie Ann	Sydney, NS

**MASTER OF ARTS
(INTERNATIONAL DEVELOPMENT STUDIES)**

Campbell, Meredith Anne	Hammonds Plains, NS
Coombes, Peter Allan	Vancouver, BC
Eusebio, Paulo M. C.	Nazare, Portugal
Poirier, A. Colette	Halifax, NS
Sitepu, Ruslan U.	Halifax, NS
Stuewer, Nadia Claudine	Brantford, ON
Varela de Diaz, Nuria	Halifax, NS

CERTIFICATE OF HONOURS - ARTS

Conroy, Colleen Anne (Hon. Psychology)	Charlottetown, PE
Grennan, Damon Gerald (Hon. History)	Halifax, NS
Lipp, Judith R. (Hon. Economics)	Waterville, NS
Rankin, Ian Andrew (Hon. Philosophy)	Halifax, NS

CERTIFICATE OF CRIMINOLOGY

Adhami, Asna	Halifax, NS
Maclsaac, Darren P.	Dartmouth, NS
Reeves, Marques Anthony	Greenwood, NS

BACHELOR OF COMMERCE

Amirault, Lisa Anne (cum laude)	Lower Sackville, NS
Anderssen, Michael Stephen	Mahone Bay, NS
Anfalt, Klas Mattias	Halifax, NS
Benjamin, Beverly A.	Castries, St. Lucia
Bertin, Cecil A.	Castries, St. Lucia
Bezabeh, Feker	Halifax, NS
Boleszczuk, Michelle Elizabeth (cum laude)	Dartmouth, NS
Bryden, Kevin Craig	Corner Brook, NF
Cameron, Gregory M.	Halifax, NS
Campbell, Darrin R.	Port Hawkesbury, NS
Chan, Yuen-Ha Ruby	Hong Kong
Conway, Cindy Ann (magna cum laude)	Gatineau, QC
Crowell, Michael B.	Halifax, NS
Dagenais, Lawrence A. J. (cum laude)	Dartmouth, NS
Dicker, Scott E.	Dartmouth, NS
Fitzgerald, Sylvia M.	Halifax, NS
Fraser, Krista Dawn	Bedford, NS
Gammon, Keri Mae (cum laude)	Coldbrook, NS
Garrett, Linda M.	Black Cape, QC
Gaudet, Dianne M. (cum laude)	Halifax, NS
Gebreyohannes, Yodit	Halifax, NS
Gillam, Margaret-Ann	South Branch, NF
Graham, Roger Gillis	Toronto, ON
Grant, Debora Elizabeth	Halifax, NS
Griffiths, Michael Robert	Gander, NF
Henderson, Matthew S.	Halifax, NS
Hill, Todd B. E.	Lower Sackville, NS
Holt, Carolyn Marie	Halifax, NS
Horne, Brian Roy (cum laude)	Dartmouth, NS
Hynes, Marina Clare	Dartmouth, NS
Illingworth, David Frederick	Greenwood, NS
Kung, Jonny K.	Dartmouth, NS
Langille, Jacqueline L. (cum laude)	New Glasgow, NS
Lawson, Joseph Guy	Sackville, NS
Lin, Chi-Chaou (cum laude)	Taipei, Taiwan
Lister, Michael Richmond	Toronto, ON
Lo, Kenny King Fung	Halifax, NS
Luke, Josina Tania	St John's, Antigua
MacDonald, G. Therese	Port Hood, NS
McCarthy, Perry J.	Halifax, NS
Marchand, Steven Bradley	Richmond County, NS
Matthews, Daniel N. J.	Lunenburg, NS
Murray, Tanya V.	Nassau, Bahamas
Nadeau, Edward G.	Sydney, NS
O'Grady, Donna Lynn	St John's, NF
Paquette, Kym L. (cum laude)	Halifax, NS
Pearson, Robert D.	Stellarton, NS
Penny, Marshia A.	Bedford, NS
Pinto, Villa	Halifax, NS
Pothier, James Andrew	Falmouth, NS

Roberts, Kathleen Victoria (cum laude)

Sears, Bonita Suzanne

Sienicki, Kasia A.

Smart, Cory Andrew

Thompson, Karyn Sue

Tom-Yew, Christian Roger

Tremblett, William Joseph

Wang, Wan-Ching Sara

Watkins, Kevin O. C.

Watson, Gordon Alexander

White, Yvette Elizabeth Mae

Wiseman, Sheldon John

Wuerr, Sara Elizabeth

Halifax, NS

Halifax, NS

Halifax, NS

White Lake, ON

Embrun, ON

Pointe-a-Pierre, Trinidad

Sydney Mines, NS

Vancouver, BC

Halifax, NS

Cole Harbour, NS

Dartmouth, NS

Gondola Point, NB

Bedford, NS

MASTER OF BUSINESS ADMINISTRATION

Barrie, John Todd

Bulman, Marc

Cameron, Peter Jay

Campbell, Anastasia Leann

Finney, Sherry Lee

Fitzner, Peter Scott

Ge, Weiqi

Guindi, Rania Zakaria

Hartati, Sri

Hicks, Leslie Gordon

Hingston, Michael P.

Hurley, Janet Ann

Logan, Jane Alison

Lyons, Donna Michele

MacIntosh, H. Ross

McCarron, Ronald V.

Mains, Kevin Gordon

Manulang, Janri

Martin, Gregory Stewart

Murphy, Rhonda Anne

Payne, Chris John

Poirier, Stephen Craig

Purwoko

Stevens, Jacqueline P.

Sullivan, Jacklyn Corrine

Sumedi, Didi

Wortman, Jacques Paul

Yip, Bryant

Sydney Mines, NS

Bedford, NS

New Victoria, NS

Amherst, NS

Sydney Mines, NS

Halifax, NS

Wuxi, China

Dartmouth, NS

Jakarta, Indonesia

Sydney, NS

Dartmouth, NS

Bedford, NS

Halifax, NS

Toronto, ON

Stellarton, NS

Big Pond, NS

Kingston, ON

Jakarta, Indonesia

Halifax, NS

Bedford, NS

Halifax, NS

Sydney River, NS

Jakarta, Indonesia

Halifax, NS

Antigonish, NS

Bogor, Indonesia

Halifax, NS

Vancouver, BC

BACHELOR OF SCIENCE

Berglund, Carl E.

Burkey, Leona Marie (Hon. Psychology: First Class)

Cavicchi, Trevor J.

Chapman, Gayle (Co-operative Education)

Halifax, NS

L'Ardoise, NS

Halifax, NS

Hubbards, NS

DeLorey, Elizabeth Ann (Hon. Psychology)	Halifax, NS
Dzierzanowski, Martin	Halifax, NS
Evans, Brenton David (cum laude)	Halifax, NS
Forsac, Amatus Fonge (Hon. Math/Computing Science)	Buea, Cameroon
Goudey, Glenn Robert	Bridgewater, NS
Hartnett, Nancy Dawn	Sackville, NS
Hatcher, Jennifer Naomi (cum laude)	Sydney, NS
Hussien, Jamiyat Awel	Halifax, NS
Keating, Cora Lynn	Miramichi, NB
Kornechuk, Thomas Daniel	Halifax, NS
LeBlanc, Valerie Michele	Sydney, NS
MacDonald, N. Edward	New Glasgow, NS
McDonald, Erin Patricia	Cole Harbour, NS
McDonnell, Lisa A.	Dartmouth, NS
Mitton, Peter M.	Lunenburg, NS
Murphy, Suzanne (cum laude)	Colliers, NF
Musolino, Suzanne Dawn	Halifax, NS
Penney, Jason James	Halifax, NS
Ritcey, Jennifer Ann	Dartmouth, NS
Roy, Roopa P.	Kegala, India
Sawlor, Timothy M.	Cow Bay, NS
Strong, David Andrew	Halifax, NS
Tannahill, Krista Irene	Dartmouth, NS
Thiel-Kopstein, Mady A.	Dartmouth, NS
Thomas, Joy Erma	Lower Sackville, NS
Towle, David A.	Dartmouth, NS
Wambolt, Jill Ann	Lower Sackville, NS
Wong, Antony Hon Kit	Halifax, NS

BACHELOR OF SCIENCE AND DIPLOMA IN ENGINEERING

Oo, Aung Myo	Yangon, Myanmar
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MASTER OF SCIENCE (ASTRONOMY)

Barkhouse, Wayne Alan	Western Shore, NS
Casey, Michael P.	Halifax, NS
Fuller, Todd Michael	Port Dover, ON
Sills, Kenneth Royal	Windsor, ON

MASTER OF SCIENCE (APPLIED PSYCHOLOGY)

Downing, Stewart Laurie Roy	Dartmouth, NS
Fagan, James J.	Dartmouth, NS
Gushue, Natasha Rae-Anne	Cole Harbour, NS
Rumstein, Orly	Ottawa, ON

CERTIFICATE OF HONOURS - SCIENCE

Frail, Cheryl Mae (Hon. Biology) Caledonia, NS

DIPLOMA IN ENGINEERING

Cameron, Earle Murray	Westville, NS
Chisholm, Tracy D. (with distinction)	Halifax, NS
Hue, Jennifer Anne	Dartmouth, NS
MacDonald, Chad Robert	Cole Harbour, NS
MacIsaac, Tammy Lea	Lower Sackville, NS
MacPherson, Angus Stewart	Dartmouth, NS
Matthews, Jane Annette	Dartmouth, NS
Myers, Christopher P.	Halifax, NS
Nguyen, Hanh Hong Thi	Halifax, NS
States, George E.	Windsor, NS

BACHELOR OF EDUCATION (VOCATIONAL)

Rice, Donna L. Coldbrook, NS

BACHELOR OF EDUCATION IN ASSOCIATION WITH NOVA SCOTIA TEACHERS COLLEGE

Cox, Merrill Percy Middleton, NS

MASTER OF EDUCATION

Bower, Nancy C.	Mary's Harbour, NF
Chisholm, John Sandy	Dartmouth, NS
Cunningham, Mary Patricia J.	Bedford, NS
Curry, Carrie Ann	Dartmouth, NS
Farrell, Hubert Joseph	Halifax, NS
Gray, Beverley Ireen	Halifax, NS
Gunn, Ethel Grace	Antigonish, NS
LeBlanc, Mary Angela	Halifax, NS
Melnyk, Anne Marie	Halifax, NS
Murphy, Carolyn Theresa	Dartmouth, NS
Reynolds, RONALDA YVONNE	Upper Musquodoboit, NS
Riley, Brenda L.	Antigonish, NS
Walsh, Joseph Thomas	Dartmouth, NS
Walzak, Taya R.	Halifax, NS
Wicha, Peter	Halifax, NS

Awards and Presentations to Faculty

President's Award for Excellence in Research

Established in 1989, this annual award honours outstanding research conducted by a full-time faculty member who has been employed at the University for at least three years. Presentation of the award takes place at Convocation. A detailed nomination procedure has been delineated whereby each Dean of Faculty may select one member of his Faculty who has been nominated by the 15th October, and whose candidacy he is prepared to support. Other sponsors must be researchers, at least two of whom must be from outside Saint Mary's University. The award is adjudicated by the Senate Research Committee, which has the authority to decide which nominee, if any, is deserving of the award. The selection criteria consists of two component parts, namely productivity, whereby the nominee must have a record of continued exceptional contribution to research/scholarship; and secondly, recognition. The nominee must have attained national or international recognition as an authority in a major field of knowledge. The President's Award for Excellence in Research consists of a framed certificate presented at Convocation together with a cheque for \$1,000. Previous winners of this significant award are:

- 1989 Dr. George Mitchell (Astronomy)
- 1990 Dr. John Chadwick-Jones (Psychology)
- 1991 Dr. John Reid (History/Atlantic Canada Studies)
- 1992 Dr. Jaroslav Dostal (Geology)
- 1993 Dr. Arthur Monahan (Philosophy)
- 1994 Dr. Michael Zaworotko (Chemistry)
- 1995 Dr. John C. O'C. Young (Chemistry)

The recipient of the President's Award for Excellence in Research this year is **Dr. Terry H. Wagar**, B.A., B.Comm., LL.B., M.B.A., M.I.R., Ph.D., Associate Professor of Management.

Born in Kingston Ontario, Dr. Wagar received a Bachelor of Arts with honors from Queens University; a Bachelor of Commerce with honors from the University of Windsor; a Bachelor of Law from the University of Ottawa's Law School; an MBA from the University of Toronto; a Masters in Industrial Relations from Queens University; and a Ph.D. from R.B. Pamplin School of Business, Virginia Polytechnic Institute and State University. He first taught at Saint Mary's University from 1 September 1985 to 31 May 1986 and then rejoined the faculty on 1 September 1988, and has been with the University ever since. He teaches in the undergraduate, MBA, and EMBA programmes, with the bulk of his teaching being in the area of Industrial Relations. He has received several previous awards for his teaching from both the MBA and EMBA students; also awards for research; and four major grants from the Social Sciences and Humanities Research Council of Canada. His research has resulted in more than 120 scholarly papers, published in journals in Canada, the United States, Europe and Australia. Profiles of his research have appeared in several outlets, including The Daily News, Chronicle Herald/Mail Star, Globe and Mail, Toronto Star, The Lawyer's Weekly, Labour Notes, Human Resource Professional magazine, and Workplace News.

His major research projects can be divided into four major areas. The first is Workforce Reduction/Restructuring. The purposes of this research are to explore in more detail the linkages between workforce reduction and financial performance outcomes; examining the workforce reduction in the public sector and small business; and investigating union

leaders' attitude toward downsizing. In addition, he has just finished collecting data on workforce restructuring from almost 450 acute care hospitals in Canada. This latter research has been undertaken with Dr. Kent Rondeau of Dalhousie University. The second area of Dr. Wagar's research involves Human Resource Management and Employee Involvement. He is continuing longitudinal data collection on his research involving human resource management, employee involvement and labour-management cooperation in Canada. In 1995, he completed data collection (in collaboration with Dr. Clive Gilson of the University of Waikato, Hamilton, New Zealand) for a study examining human resource management and employee involvement in three countries - Australia, Canada, and New Zealand. The third area of his research involves Industrial Relations in Canada. Recently, he has been approached to participate in a national study of industrial relations designed to result in a book which examines labour relations in each of Canada's provinces. His role will be to write the section for Nova Scotia. In addition to the above, he is continuing his work on the grievance arbitration process and, by the end of this year, will have analyzed all Nova Scotia cases from 1980 to 1995, and all published Canadian cases from 1975 to 1995 with the help of student assistants. He is also carrying out research on wrongful dismissal law, and in this regard, has developed a statistical algorithm to predict reasonable notice awards in dismissal cases.

In addition to his academic and scholarly work, Dr. Wagar has a number of non-work interests which include travelling, hiking, reading, music; also a number of sports (hockey, football, cricket, and Formula 1 auto racing). In his spare time, he is slowly chipping away at a mystery novel.

While undertaking his Masters degree in Industrial Relations at Queens University, he met his wife, Leslie (who grew up in Halifax) and they now have a daughter, Emily, who was four on 6 October. His wife is a Legal Researcher/Analyst at McInnes, Cooper and Robertson in Halifax.

Honorary Degree Recipients

At this Fall Convocation, Saint Mary's University will award three honorary degrees.

P. Michael Maher

Doctor of Commerce (honoris causa)

Dean Maher has stated that his life time objective is "to successfully contribute to Corporate Canada by building and enhancing meaningful relationships among business, academic, and government organizations". Graduating with a Bachelor of Engineering degree from the University of Saskatchewan, he completed an MBA degree at the University of Western Ontario, and five years later, was awarded a Ph.D degree by Northwestern University. He also carries the designation of Professional Engineer in the Provinces of Saskatchewan, Alberta, Ontario and Quebec. Dean Maher is the holder of a pilot's license.

Dean Maher began his professional career with DuPont of Canada, first as a Development Engineer, then as a New Venture Analyst. In 1968, he entered the academic world as Research Engineer for the Department of Industrial Engineering and Management Science at Northwestern University. Two years later he was appointed Professor and Research Coordinator in the Faculty of Business Administration and Commerce, the University of Alberta. Six years later, he moved to the University of Saskatchewan to become Dean and Professor of Administration for the College of

Commerce; and in 1981, was appointed to his present position which is Dean and Professor in the Faculty of Management, University of Calgary.

He has been Chair of Canada's two business school associations, namely, the Canadian Federation of Deans of Management Science (1982-84) and the Canadian Consortium of Management Schools from (1990-present). In addition, he has been a member of various committees of the American Assembly of Collegiate Schools of Business and a member of committees of the International Management Development Network (INTERMAN). In addition, he has served on corporate boards of directors of such organizations as Pratt & Whitney Canada Inc., Calgary Airport Authority, Computalog Limited, Westronic Inc., Nascor Corporation, Teknica Resources Corporation, Nu-West Group Ltd, National Research Council of Canada, SED Systems Inc., Newberg Energy, and the Canadian Institute for Petroleum Industrial Development. In addition, he has served as a working member for a number of small to medium-sized organizations involved in high-level technology, real estate, construction, manufacturing, general insurance and travel from 1970 to the present. In public sector organizations, his appointments have included such boards as the Alberta Economic Development Authority, Theatre Calgary, United Way Cabinet, CNIB, White Cane Foundation, Glenrose Hospital, Canadian Chamber of Commerce, Calgary Chamber of Commerce, Saskatoon Board of Trade, Calgary Economic Development Authority, and the International Labour Organization/United Nations Development Programme (INTERMAN) - Technology Subcommittee on National Strategies on Science and Technology. He has also served as a member of the Visitation Team for the American Assembly of Collegiate Schools of Business, Reaccreditation Committee for such Universities as Syracuse, Washington State, California State at Northridge and University of California at Hayward.

In the area of publications, his work has appeared in professional and academic journals on topics from budget allocation to diffuse decision-making in hierarchical organizations through methods that motivate through to improving overall organizational performance.

In all of the above, Dean Maher has had an enduring commitment to management education in Canada which, in his particular case, takes a number of forms. These include an enduring commitment to building a school which followed a generous donation from Ralph Scurfield which was matched by the Provincial Government. Dean Maher, in turn, conducted a very successful fundraising campaign which resulted in an endowment fund of 20 million dollars. He has also an enduring commitment to excellence through a programme of continuous improvement to quality programmes and service to faculty and students. By continually challenging conventional wisdom, his Faculty has earned the respect of the university, business and student communities. As his own work indicates, he also has an enduring commitment to research and, therefore, has strengthened the research culture within the Faculty of Management, not simply by urging Faculty to achieve greater research productivity, but by backing up his commitment in meaningful ways such as the creation of appropriate workloads for them and sufficient funding.

Dean Maher has also an enduring commitment to the University community, actively seeking ways to support other Faculties at the University of Calgary through such new initiative as project management which was undertaken in the Faculty of Engineering. His cooperative efforts extend beyond the University of Calgary as witnessed by the recent development of a joint Alberta Executive MBA programme with the University of Alberta. He has also an enduring commitment to globalization, under which he actively pursues exchange agreements with institutions to create opportunities for students around the world. Recently, his Faculty of Management Science signed an agreement to facilitate sustainable development in the energy sector of Latin America and the Caribbean region.

With respect to the business community, Dean Maher has also made an enduring commitment and has successfully cultivated a strong relationship between his Faculty and the business community in Calgary. Much of this has taken place through the Management Advisory Council, whose role is to advise the Dean of the Faculty, and serve as the liaison with the community. This business community liaison continually offers an industrial perspective which, in turn, contributes, in a significant way, to the creation of new programmes and services in his Faculty. He, in turn, has provided links with the community by his very active participation on numerous boards.

Two other enduring commitments of Dean Maher are worthy of mention, namely, that of programme innovation. He was a key player in the development of the Faculty's new Enterprise MBA programme which represents a strategic shift in the full-time MBA programme by which students are actively involved in "clinics" involving dozens of business organizations. He has also had a strong commitment to the development of appropriate technologies to support programme initiatives and the needs of his Faculty and staff. For example, the hardware and software currently in place for his Faculty, exceeds 1.5 million dollars. The other enduring commitment is to management education in Canada, which he has demonstrated by his participation on standard setting and governing bodies, as well as authoring a number of scholarly publications on the challenges facing management education in Canada.

The final enduring commitment to be mentioned is his sincere interest in students, both undergraduate and graduate. He established the Association of Management Student Organizations and is an active participant in their meetings. In addition, his commitment to students is demonstrated by the growing emphasis on a "customer focus" in his Faculty of Management.

He and his wife, Illa, (who holds a Master of Adult Education from St. Francis Xavier University) have three daughters - Allison, who is a Chartered Accountant; Andrea, who is a Medical Doctor (scheduled to return to Halifax next year with her family to complete her 4th year of surgery residency); and Jennifer, who is presently a student in the Faculty of Management at the University of Calgary. He is the proud grandfather of his six month old grandson, Ivan Michael. All the Maher family members have a very warm affection for the East Coast, and especially the Halifax area, as all have spent time here.

Diane E. McGarry

Doctor of Commerce (honoris causa)

A native of Oakland, California, Ms. McGarry earned a Bachelor of Science in Business Administration from the University of Redlands, California in 1980. The Ryerson School of Business Management bestowed an honorary Doctor of Science degree on Ms. McGarry earlier this year.

Currently she is Chairperson, President and Chief Executive Officer of Xerox Canada Inc. having joined Xerox in 1973 as a Sales Representative in Fort Wayne, Indiana. She notes that this first appointment occurred three months after her initial interview and twelve meetings later. She indicated that there "were very few women at the time. I am sure that they worried about the reputation of the Company or whatever". She soon allayed her employers fears and began her continuous ascent through the all important sales end of the business: Vice President and Regional Manager for the Eastern United States Region and then, Executive Assistant to the Chairman and Chief Executive Officer

for Xerox, Paul Allair, two years later. In 1991 she was named Director of Sales Operations for the United Kingdom in Rank Xerox, a joint venture between Xerox and the Rank Organization, marketing Xerox products throughout Europe and parts of Asia. She indicated that "I'm not sure what they liked least, the fact that I was a woman or the fact that I was an American". However, her success in that area resulted in her being named, three years later, to her current position.

Dr. McGarry is a Director of the C.D. Howe Institute and is on the Board of Directors of the National Quality Institute. She serves on the Dean's Advisory Council of the Faculty of Management, University of Toronto and the Board of Directors of The Conference Board of Canada. She is also a member of the Business Council on National Issues in Canada; the Board of Governors, Canada Post Learning Institute; and the Honorary Advisory Board of Earth Day Canada. She is an avid Formula 2000 race car fanatic.

In reading articles and short biographies which have been written on Dr. McGarry, there is tremendous emphasis on the fabric of team work which she and her colleagues have brought to Xerox Canada Inc. Employees indicate that they enjoy being together and working together. "There is a team-spirit at Xerox that other companies can only dream about". It has been suggested that if there is a single factor that accounts for the remarkable employee loyalty and enthusiasm, it may well be the company's total dedication to the principles of quality. It has been noted that quality emphasis within the organization is engrained in everything the employees do. There is tremendous respect for the individual and for what the individual needs. For example, the company will pay 50% of the cost of completing an M.B.A. and will give students paid time off to study. The best single comment came from one employee who indicated "when I got my job at Xerox twelve years ago, I thought I had died and gone to heaven".

Dr. McGarry indicated that family is all important to her. She is the first daughter and second of seven children born to "double degreed" parents who pushed each of their children to be the best they could be. To this day, she holds her Mother up as a role model. "She is the only person I know who, at 71, sent her resume out to see if she could get more music students". These days the 77 year old grandmother has her own swing band and teaches music. McGarry indicates that her parents had three rules which proved a good formula for all six of her siblings - you will go to college; you will pay for it yourself; and the college will be 1000 miles away from home. Notwithstanding the fact that she began her work at Xerox in 1973 as a twenty-three year old newly-divorced single mother, McGarry regards her greatest single accomplishment as her daughter, Rachel, now 26 and a dancer in New York City. She embraces quality and change as a means for growth both at Xerox and in her personal life.

J. Philip Vaughan

Doctor of Science (honoris causa)

Born in Halifax, J. Philip Vaughan received his early education at Alexander McKay School and Saint Mary's College High School. He graduated from Saint Mary's College in 1942 with a Diploma in Engineering and the next year, with a Bachelor of Science degree. Two years later, he received a Bachelor of Engineering degree from The Technical University of Nova Scotia. In 1991, that same institution awarded him an honorary Doctor of Engineering degree.

After twelve years as Chief Bridge Engineer with Nova Scotia Department of Highways, he started his own consulting firm in 1959 and continued as its president until 1988 when, after selling his firm, he became Chairman of the Board of Vaughan Engineering Associates Limited, the position which he holds today. This company is one of the largest consulting engineering firms in Atlantic Canada, with projects both in this area, and overseas.

Among his other activities, Dr. Vaughan became Lieutenant Colonel and Commanding Officer of 5 Field Engineering Regiment, Reserve Force at age 34, and continues his interest in the Military Engineers Association of Canada, having served as its National President in 1963.

He has been a member of the Boards of the following institutions: the Halifax Infirmary; Saint Mary's University; The Technical University of Nova Scotia; and Mount Saint Vincent University. He has been president of the following organizations, namely: Saint Mary's University Alumni; the Alumni of The Technical University of Nova Scotia; and the Association of Professional Engineers of Nova Scotia. He has also served as chairman of the Saint Thomas Aquinas Parish Council ; the Pastoral Council for the Archdiocese of Halifax; the Halifax City Regional Library Board; and the Admissions Standards Committee of the Canadian Council of Professional Engineers. He has also been both Vice-Chairman and Chairman of the National Design Council; the National Council of the Royal Commonwealth Society; the Nova Scotia Consulting Engineers Association; and the Halifax Board of School Commissioners.

Active in the affairs of Saint Thomas Aquinas Parish, Halifax, he has been a lay minister there for the past 25 years and continues to serve in that capacity. He also represents the Catholic Social Services Commission on the Board of an interfaith group home in Halifax, known as Genesis House.

He has been the recipient of a number of prestigious awards and honours, including the Association of Professional Engineers of Nova Scotia's "Citizenship Award" (1981); elected a Fellow of the Canadian Society for Civil Engineers (1982) and also elected a Fellow of the Engineering Institute of Canada (1987); the Saint Mary's University Alumni Association "Distinguished Community Service Award" (1991); and the "Alumni Achievement Award" of The Technical University of Nova Scotia (1993). Two years ago, he was elected as an Honorary Life Member of the Association of Professional Engineers of Nova Scotia.

Earlier this year, Dr. Vaughan and his wife, Hilda, celebrated their 50th wedding anniversary. Three of their seven children, and one of their grandchildren, are also alumni/ae of Saint Mary's University.

Valedictorian

Paulo Eusebio

Born in Nazaré, described as a picturesque fishing village on the Atlantic coast, (100 Km north of the capital of Lisbon), Portugal, Mr. Eusebio attended primary and secondary schools in Portugal and also spent time in high school in Toronto. He began his post-secondary studies at York University in 1985 but due to conflicting work-related travel and schedules, he eventually interrupted his university studies when he came to Saint Mary's. In the interim he worked in the airline industry, with some 20 multinationals and affiliate companies in Canada (Toronto/Vancouver/Calgary); the United States (New

York); and Europe (London/Paris/Lisbon). The last six years of this period were spent in various managerial capacities as airlines merged one with another.

Realizing that additional formal education was required for career opportunities and advancement, Mr. Eusebio began exploring options available for post-secondary education in Canada "I first learned of Saint Mary's at the Canadian Embassy in Lisbon. University calendars and a number of programme leaflets were kept in one of the wall units in the waiting room of the Embassy. A little pamphlet describing the International Development Studies programme at Saint Mary's sparked my interest." The resulting quick service of Mr. James Sharp, Director, Division of Continuing Education, enabled this student to apply and be accepted as a mature student in a very short period of time. Two weeks after his acceptance was issued, he and his family moved from Lisbon to Halifax where he began his studies in the First Summer Session of 1994. In the ensuing fifteen and a half months, he was able to complete all the requirements for a Bachelor of Arts degree with a double major in International Development Studies and Political Science which was conferred exactly one year ago. At that Convocation, he was also the valedictorian. In the winter of 1995, he found time to represent Saint Mary's University at the Harvard United Nations. Here he had an opportunity to have reinforced, the value of the International Development Studies programme which he had been pursuing at Saint Mary's. His particular area of interest is the issue of sustainable food security in light of some 20 million human beings dying annually of hunger and related diseases. He will graduate later today with a Master of Arts degree in International Development Studies after what he terms "a very busy year". He has been accepted into the United Nations Development Programme and is currently being considered for an overseas posting.

Candidate to Be Hooded & Presented With Alumni Pin

Leona Burkey

Hailing from L'Ardoise, this Cape Bretoner entered Saint Mary's University in 1992 after completing her secondary schooling at Saint Peter's District High School where she was an extremely busy student in such extra curricular activities as serving as Secretary for the Student's Council; working as a Peer Educator; as a member of the Yearbook Committee; and participating in such athletic endeavours as cross country running and cross country skiing. Outside the high school, she was the Director/Guitarist with L'Ardoise Parish Youth Choir and the leader of its Parish Youth Group. She is also an active member of La Fédération Acadienne de la Nouvelle Ecosse and has worked as a volunteer musician with Richmond Villa (a senior citizens' home). She has also found time to volunteer with the Kidney Foundation. In the summer she served as the Commanding Officer for the L'Ardoise Army Cadet Corps and was employed on the staff of the Army Cadet Camp Argonaut, Canadian Forces Base Gaagetown. While attending Saint Mary's, she was a Residence Assistant for several years; worked for Saint Mary's University Student Association, Inc. for one year; was on the varsity rugby team; and was a peer counsellor for one year. Leona is fluently bilingual and is presently employed as a guide at Citadel Hill. In January she will leave to take part in Saint Mary's University's French programme in Angers, France and plans to complete her Master of Science degree in Psychology in the near future. She will graduate later in this Convocation with a Bachelor of Science degree with First Class Honours in Psychology. During her studies at the University earned Dean's List placement in 1992-93 and '94-95. She has also led the singing of the Queen and O Canada at all of Saint Mary's University's Convocations in 1996.

History of Saint Mary's University

Saint Mary's University was founded in 1802 to provide opportunities for higher learning to young Catholic men. Its founder, the Reverend Edmund Burke, had meagre resources to work with, but on later being named Bishop with responsibility for Nova Scotia, he continued to support the college as essential to the development of the Catholic community. In 1841, the Nova Scotia House of Assembly gave formal recognition of its academic role. Its legal status was confirmed in perpetuity by enactment in 1852.

In 1913, the Christian Brothers of Ireland, a teaching order, were invited by the Archdiocese of Halifax to direct the college and its academic program. During the ensuing years, Saint Mary's University became more widely known for the quality of its undergraduate teaching and continued to develop new instructional programs, most notably within its Faculty of Commerce. In 1940 the Upper Canada Province of The Society of Jesus was invited to succeed the Christian Brothers as administrators and teachers in the University, and for thirty years until the enactment in 1970 of the new act of incorporation, the college remained under Jesuit supervision. The long-standing emphasis on liberal arts and commerce was extended to include new programs in science, engineering, and teacher education. Extension courses became an important part of the University's commitment to an active educational role in the community. Currently, the University is working out details of a consortium Plan with six other post-secondary institutions in the Halifax Metropolitan Area.

An Explanation for our Guests: The Convocation Ceremony

(a) The Procession

The ceremony starts with the procession — the entering of the members of Convocation, beginning with the Marshall of Convocation and the students who will be presented with degrees, diplomas, and certificates during the service. As the students fill up the chairs in the Gymnasium, they will give the impression that today's ceremony really is, as convocations traditionally were, a meeting of the whole University. (The word "convocation" means "calling-together".) Indeed, the Gymnasium could not hold all the individuals who are part of Saint Mary's — the students, the professors, the administration, the staff, and a large number of alumni around the world — not to mention their families and friends.

Next in the procession are special guests, the Members of Faculty, the Board of Governors, and the Deans of the Faculties.

Next are honorary degree recipients. In addition to "earned" degrees awarded to students who have studied and met the usual requirements, annually the University confers several "honorary" degrees on individuals who have been designated by the University's Board of Governors and Senate as deserving special honour. To symbolize the degrees, they will receive hoods trimmed with specially designated colours. The people receiving this honour are introduced during the Convocation ceremony and a brief text is read to explain why they merit the award. Details are found in the earlier portion in this program.

The final members of the academic procession are the Vice-President (Academic and Research) (who presides over Convocation), the President, and the Vice-Chancellor of the University.

Many will have colourful gowns and hoods of institutions from across Canada, the United States, and many nations of the world.

(b) The Ceremonial Mace

The ceremonial mace, which is carried by the Marshal of Convocation at the head of the academic procession, was presented to Saint Mary's in April 1980 and used for the first time at the Spring Convocation of that same year. It symbolizes the University's authority to grant degrees. It was made and presented to the University by Maritime Command in recognition of Saint Mary's alumni killed in both world wars and also serving members of the Canadian Armed Forces who have been students at the University.

The mace is made of oak with a cast brass crown and brass plates carrying traditional ceremonial engravings. The plates represent the contribution to Saint Mary's by the Jesuit Fathers, the Christian Brothers of Ireland, the Archdiocese of Halifax, the LaSalle Christian Brothers, the Lay Teachers, and the Armed Forces.

(c) Degrees and Diplomas Awarded with Distinctions

At Saint Mary's University in the general undergraduate degree and diploma programs, academic distinctions are awarded to successful candidates on the basis of the following quality point averages calculated on the highest grades attained in twelve courses taken at Saint Mary's, including the last ten in the student's program in the case of the pass degree and, in the case of honours, seventeen courses (or equivalent) including the last fifteen courses in a student's degree program. In the case of the Diploma in Engineering, the best ten courses are selected. There are no distinctions awarded in Education programs, nor in graduate and certificate programs.

Program: B.A., B.Comm., & B.Sc.	Quality Point Average	Distinction: Diploma in Engineering
summa cum laude	3.91 - 4.00	with greatest distinction
magna cum laude	3.76 - 3.90	with great distinction
cum laude	3.50 - 3.75	with distinction
Honours: First Class	3.60 - 4.00	-

Traditions

Traditions form a very important component of a University. A number of these are associated with Convocation, including the four described in the following paragraphs.

(a) University Crest

Hanging above the centre of the stage is a replica of the University crest, designed in the 1940s by the Reverend Daniel Fogarty, S.J., then Dean of Education. Each symbol in the crest has a significance relevant to the various phases and history of the University.

On the outer portion of the crest, the name and location of the University are inscribed in Latin and, in Roman numerals (1841), the date the University received its charter authorizing it to grant degrees.

The book shown above the shield represents learning and knowledge. The inscription on the page of the book is in Latin — “Age Quod Agis”. This is the motto of the University which exhorts all those connected with the University to strive to do their best in everything that they do. This quotation is from the Irish Christian Brothers and symbolizes their contribution to the development of the institution.

The upper part of the shield has the official seal of the Jesuits with I.H.S. being the Latin initials for Christ’s name. Below these initials are the three nails which represent the Crucifixion, and surrounding these is the Crown of Thorns.

The two crowns represent a dual loyalty — to the then Dominion of Canada and to the British Commonwealth. Below these crowns is the thistle, which stands for Nova Scotia’s Scottish heritage.

(b) The Hooding Ceremony

As you will observe, all the graduates and members of the academic procession are attired in the basic elements of formal academic dress, which at Saint Mary’s follows the general guidelines established at Oxford and Cambridge Universities in England. Formal attire consists of academic robe, hood and mortar board, although at Saint Mary’s the latter is limited to Master’s graduates only. The academic dress worn by each participant depends upon the academic level attained. There is a special attire for the Bachelor level candidates, for the Master’s, and the Doctorate. While tradition has dictated the style or cut of the academic attire, each university, for the most part, will amend certain details of the attire to suit its own particular tastes and traditions.

The academic hood which each graduate is wearing symbolizes the degree into which the student will be or has been admitted. The hood itself traces its tradition back to the Middle Ages, when its prototype, with a cowl-like appendage and tail, was used to cover the shoulders in the cold and draughty medieval buildings or in inclement weather. Gradually this garment was modified and the hood assumed an academic rather than functional significance. The hood has two basic elements: the trim on the outer edge and an inner satin lining. Each hood has its outer edge trimmed with a colour to indicate a particular faculty and degree: white symbolizes Arts; gold, Science; grey, Commerce; and white with pale blue, Education. The hood for the Master’s candidates is essentially the same as the Bachelor’s hood except that the trim is usually an inch or two wider. All the Bachelor level hoods are lined with satin in the colours of the university granting the degree. Hence at Saint Mary’s the hood is lined with maroon satin with a white chevron.

The Master’s hood at Saint Mary’s is lined with maroon satin only to give it added distinction from the Bachelor’s.

A symbolic hooding ceremony has become a traditional feature of all Convocations at Saint Mary’s.

(c) Flags on the Stage

Each year Saint Mary’s has a number of non-Canadians in its student body. The flags which you see displayed on the stage for Convocation are from some of the countries from which these students come, not necessarily graduating students, but those in any year of study. The globalization of the Saint Mary’s University community is a feature of justifiable pride which contributes markedly to the growth and understanding of both Canadian and non-Canadian students. Also included in the University’s permanent collection of flags is one from the International Year of the Disabled signifying the University’s permanent commitment to people with disabilities.

(d) Graduation Alumni Pins

The Alumni Association of Saint Mary's University has generously provided an Alumni Pin to each member of the Fall Class of 1996. This is a tradition which started with the 1992 Spring Convocation. Graduates are encouraged to wear theirs with pride and to consider becoming an active member of the Association.

A symbolic presentation of an Alumni pin to the Hooding Candidate by the President of the Alumni Association has become a traditional feature of all Convocations at Saint Mary's University.

(e) Alumni Framing Service

Congratulations to all graduates and their families. The Saint Mary's University Alumni Association, in conjunction with the University's Bookstore, is pleased to provide an on-site, instant framing programme following graduation ceremonies. (**Please note:** This service is NOT available during the Convocation ceremony.) Here is the chance proudly to frame your diploma.

Simply present your diploma at the kiosk in the Courtside Lounge (second floor of The Tower). In seconds it will be professionally framed in a high quality, Canadian-made frame, complete with a mat emblazoned with the official logo of Saint Mary's University.

Be sure to pick up your frame today. It makes the perfect graduation gift!

* * *

The University's symbols and traditions reflect its roots as well as looking to its future, and the ritual of Convocation looks to the roots of the University as well as being a beginning for the students who now enter a new stage in their lives. Indeed, both the symbols and the Convocation look back far beyond the beginning of this University to the centuries of academic life in western civilization. Today the University dresses in clothes which are symbolic, not functional, and goes through the 600-year-old ritual of a convocation for the conferment of degrees, diplomas, and certificates.

We thank you for being present to share in it with the Saint Mary's University community.

The Board of Governors, The Senate, and the President

of

Saint Mary's University

cordially invite you to attend an

“At Home”

Convocation Day
Sunday, 20 October
nineteen hundred and ninety-six
immediately following Fall Convocation

Multi-Purpose Room
Saint Mary's University

This will provide an opportunity for the graduates and their guests to meet Faculty, Administrators, and Staff of Saint Mary's University in an informal setting.

Light refreshments will be served.