Russell A. Evans, MBA

**CONTACT INFORMATION**

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# EDUCATION

**Degree**: Doctor of Philosophy (PhD)

**Discipline**: Behavioural Accounting

**Start Date**: September 2010

**End Date**: August 2015 (Projected)

**Institution**: Queen’s University

**Location**: Kingston, Ontario

**Degree**: Master of Science (MSc)

**Discipline**: Behavioural Accounting

**Start Date**: September 2009

**End Date**: August 2010

**Institution**: Queen’s University

**Location**: Kingston, Ontario

**Degree**: Master of Business Administration (MBA)

**Discipline**: Management Accounting

**Start Date**: September 2007

**End Date**: May 2009

**Institution**: Brock University

**Location**: St. Catharines, Ontario

**Degree**: Bachelor of Physical Education (BPHED)

**Discipline**: Physical Education

**Start Date**: September 2002

**End Date**: May 2007

**Institution**: Brock University

**Location**: St. Catharines, Ontario

**TEACHING RELATED EXPERIENCE**

* Completed MGMT 993: Teaching in Business with Prof. Douglas Reid (12 weeks)
* Taught session for COMM 312: Intermediate Management Accounting with Prof. Dave McConomy. Post session student survey was very positive.
* Conducted various student information and study sessions as a teaching assistant
* Held office hours and one-on-one meetings with students as a teaching assistant
* Consulted on and created course syllabi as teaching assistant
* Delivered Asset Management Training courses to skilled trades at Stelco (2003-2007)

###### CONFERENCE PRESENTATIONS

Evans, R. (2012). “The Social and Cultural Impacts of Accountability and Transparency Initiatives on Aboriginal Community Governance”, Emerging Scholars Colloquium, 2012 Alternative Account Conference, University of Laval, Quebec City, Quebec [Forthcoming].

Evans, R. (2012). “The Culture of Business Education and its Place in the Modern University”, Western Business and Management Conference (WBM), University of Hawaii at Manoa, Honolulu, Hawaii.

Evans, R. (2010). “ISO 9000 Certification and the Financial Business Performance of Organizations after Implementation”, Administrative Sciences Association of Canada (ASAC) Conference, University of Regina, Regina, Saskatchewan.

###### Evans, R. (2008). “Protectionism: Historical Perspective and Modern Realities”, Crossing Borders Conference, Brock University, St. Catharines, Ontario.

Evans, R. (2007). “How Has Increased Border Security and the Rise of the Canadian Dollar Affected Tourism and Cross-Border Travel Between the United States and Canada?”, Crossing Borders Conference, University of Buffalo, Buffalo, New York.

###### AWARDS

* RBC Aboriginal Student Award – 2012-2013
* Ontario Graduate Scholarship (OGS) – 2011-2012
* Waban Tribal Council Bursary for Academic Achievement - 2007, 2009-2012
* Queen’s Graduate Award - 2010
* Melville S. Hatch Memorial Fellowship - Queen’s University - 2010
* Queen’s School of Business Award - Queen’s University - 2009, 2010
* Robert Sutherland Fellowship - Queen’s University - 2009
* Spirit of Brock Award – Brock University – 2009

# COMMUNITY INVOLVEMENT

* Canadian Council of Aboriginal Business (CCAB)
* Aboriginal Professionals Association of Canada (APAC)
* Canadian Academic Accounting Association (CAAA)
* Aboriginal Financial Officers Association (AFOA)
* Academy of Management (AOM)
* Certified Management Accountants (CMA) Association of Ontario
* Administrative Sciences Association of Canada (ASAC)
* Financial Industry Partnering for Aboriginal Representation (FIPAR)

**EMPLOYMENT HISTORY**

**Position**: Teaching Assistant

**Dates**: January 2012 – May 2012

**Employer**: Queen’s School of Business

**Supervisor**: Professor Gary Bissonette

**Details**: Assist the professor with marking and feedback for COMM 200: Introduction to Business. Mark mid-term exams and assignments. Observe and provide feedback on student presentations. Conduct exam preparation sessions.

**Position**: Teaching Assistant

**Dates**: September 2011 to December 2011

**Employer**: Queen’s School of Business

**Supervisor**: Professor Gary Bissonette

**Details**: Assisted the course professor with marking and feedback for COMM 401: Business Policy I. Observed and provided feedback on student presentations of strategy cases. Marked mid-term exams, assignments and presentations.

**Position**: Research Assistant

**Dates**: April 2010 to July 2010

**Employer**: School of Policy Studies

**Supervisor**: Wenjue Knutsen

**Details**: Assisted a research project funded through the Monieson Centre investigating the implementation of profit generating activities in a not-for-profit environment. Duties included contacting participants for informed consent and transcribing interviews.

**Position**: Research Assistant

**Dates**: October 2009 to August 2010

**Employer**: Queen’s School of Business Development and Alumni Relations Office

**Supervisor**: Michelle Miatello

**Details**: Used NVivo™ qualitative software to analyze 45 interviews to categorize alumni responses to a 29 question semi-structured interview regarding perception of Queen’s School of Business (QSB). The results of the analysis were used to create a feasibility report for the expansion of QSB.

**Position**: Research Assistant

**Dates**: October 2009 to May 2009

**Employer**: Queen’s School of Business Development and Alumni Relations Office

**Supervisor**: Jacline Abray-Nyman

**Details**: Used NVivo™ qualitative software to analyze 16 interviews looking for references to underlying research constructs relating to Exchange Theory and Reciprocity. The title of the working paper is “Innovative philanthropy: The role of reciprocity in co-creating value through elite gift-giving”.

**Position**: Research Assistant

**Dates**: January 2009 to July 2009

**Employer**: Brock University - Business Department (Accounting)

**Supervisor**: Professor Paul Dunn

**Details**: Conducted research of audit committee membership within large public corporations. Members were categorized according to gender, experience, internal committee memberships and external affiliations. The results were used by Professor Dunn to inform his research regarding gender and audit committee membership.

**Position**: Research Assistant

**Dates**: January 2009 to May 2009

**Employer**: Brock University - Business Department (International Business)

**Supervisor**: Professor Sheng Deng

**Details**: Analyzed surveys conducted in China in Mandarin. Using an English answer key, the results of the survey were translated and entered into an Excel spreadsheet. The research was related to entrepreneurs operating under a state run business environment.

**Position**: NightAuditor

**Dates**: May 2009 to August 2009

**Employer**: Country Inn and Suites, Niagara Falls, Ontario

**Supervisor**: Cindy Clark

**Details**: Analyzed daily transactions and corrected any variances. Created accounting reports that aided management in decision making. Increased hotel revenue by up-selling rooms to guests at check-in.

**Position**: Teaching Assistant

**Dates**: January 2009 to May 2009

**Employer**: Brock University - Business Department (International Business)

**Supervisor**: Professor Marshall Jiang

**Details**: Proctored exams, marked papers and provided feedback on curriculum for Master’s of Business Administration course MBAB 5P20: International Business.

**Position**: Teaching Assistant

**Dates**: September 2008 to December 2008

**Employer**: Brock University - Business Department (Accounting)

**Supervisor**: Professor Patricia Myers

**Details**: Proctored exams, marked papers and provided feedback on curriculum for Master’s of Business Administration course MBAB 5P01: Financial Accounting.

**Position**: Teaching Assistant

**Dates**: September 2008 to December 2008

**Employer**: Brock University - Business Department (Marketing)

**Supervisor**: Instructor Tauri Caputo

**Details**: Proctored exams, marked papers and provided feedback on curriculum for business course MGMT 1P93: Introduction to Canadian Business.

**Position**: Business Analyst

**Dates**: May 2008 to September 2008

**Employer**: Canadian Imperial Bank of Commerce (CIBC)

**Supervisor**: Theresa Harrington / Hermia Pak

**Details**: Maintained processes for updating the approved CIBC Technology Product Reference Guide, screened and processed deviation requests sent in by strategic business unit members, polled and surveyed business units on content of Technology Product Reference Guide.

**Position**: NightAuditor

**Dates**: August 2007 to April 2008

**Employer**: Hampton Inn, Niagara Falls, Ontario

**Supervisor**: Deanna Rappitt

**Details**: Increased hotel revenue by up-selling rooms to guests at check-in. Aided in management decisions by summarizing sales data into comprehensive reports. Enhanced customer trust in the hotel by maintaining 100% Satisfaction™ guarantee. Decreased number of complimentary rooms by reducing overnight complaints

**Position**: Reliability Specialist

**Dates**: January 2003 - May 2007

**Employer**: Stelco Incorporated / Hamilton Steel, Hamilton, Ontario

**Supervisor**: Paul Gilkinson / Mike Soluk

**Details**: Performed failure analyses in Blast Furnace and Coated Products division during a maintenance project which improved overall plant efficiency. Applied Reliability Centered Maintenance to maintenance areas of the plant that lowered overall production costs and increased revenue significantly. Conducted training courses in maintenance philosophy and computer applications associated with Reliability Centered Maintenance. Instituted change management techniques using interpersonal and communication skills which improved employee morale and decreased overall turnover.