Centre for Career Design

MBA Employment Report 2023

Brendon Grant (MMKG '19, MBA '22) Manager, Indigenous Services, Jarislowsky Fraser Limited



CLASS OF 2023 GRADUATE EMPLOYMENT AT A GLANCE

82%

of students seeking employment received an offer within 3 months of graduation

96%

of students seeking employment received an offer within 6 months of graduation

95%

of students participated in the survey

\$91,359*

average total compensation (includes base salary and other guaranteed compensation)

\$18,188**

average signing bonus

* For those who reported base salary and other compensation figure * For those who reported signing bonus.

\$48,392 -\$200,000

salary range

CANADA'S TOP-RANKED BUSINESS SCHOOL

Schulich MBA: #1 IN CANADA (Corporate Knights) TOP 30 MOST POPULAR MBA Program in the World (mba.com) TOP 30 IN THE WORLD for careers in Finance, Technology & Information Management (QS TopMBA) & Executive Education (Financial Times)

A Message from the Executive Director, Centre for Career Design



In reflecting upon the accomplishments of the Schulich MBA Class of 2023, it becomes evident that diversity is not just a characteristic but a hallmark of our community as Canada's Global Business School.

With a cohort exceeding 300 individuals, of which more than 50% hail from international backgrounds and 44% self-identify as female, we take immense pride in witnessing their journey through our program's 17 areas of specialization. Our graduates have equipped themselves with the requisite knowledge to pursue a myriad of passions, from roles as varied as Fundraising Specialist and Creative Director to Management Consultant, Pathways Operations Manager, and beyond.

The Class of 2023 experienced the benefits of a return to predominantly in-person recruitment efforts, coupled with an expansion in the breadth of opportunities offered by an increasingly diverse array of employers. A significant contributor to this success was the infusion of new leadership within the Corporate Relations Team at the Centre for Career Design.

Despite facing a challenging recruitment landscape, the MBA Class of 2023 demonstrated resilience, emerging triumphant with notable achievements both professionally and personally. We extend our heartfelt gratitude to our corporate partners old and new, and extensive alumni network for their unwavering belief in the potential of our students, thereby facilitating the launch of their post-MBA careers.

Hollis Sinker, MBA (she/her) Executive Director, Centre for Career Design Schulich School of Business

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Class of 2023 at a Glance

5	639	
Average Years of Work Experience	Average GMAT	
318	56%	44%
Graduating Class Size	Self-identify as Male* *Undisclosed less than 1%.	Self-identify as Female*
STRY	EMPLOYMENT BY FUNCTION	N
 Consulting (11%) Consumer Packaged Goods (8%) Energy (3%) Financial Services (28%) Government (4%) Healthcare (7%) Law / Legal Services (8%) 		Consulting (18%) Finance (19%) General Management (20%) Rotational Program (2%) Marketing / Sales (19%) Operations / Logistics (5%) Real Estate (3%)
Manufacturing (1%) Media / Entertainment (2%) Non-Profit (2%) Real Estate (3%) Retail (5%) Technology (6%) Transportation & Logistics (5%) Other (7%)		Law / Legal Services (7%) Cther (7%)
	Work Experience 3318 Graduating Class Size STRY Consulting (11%) Consumer Packaged Goods (8%) Energy (3%) Financial Services (28%) Government (4%) Healthcare (7%) Law / Legal Services (8%) Manufacturing (1%) Consumer (2%) Real Estate (3%) Retail (5%) Technology (6%)	Work Experience 318 Graduating Class Size 5 5 5 5 5 5 5 5 5 5 5 5 5

Compensation by Function

FUNCTION	SALARY (\$)			
	Average	Minimum	Maximum	Median
Consulting	87,584.59	48,392.44	125,500.00	85,000.00
Finance	85,389.58	64,567.55	135,000.00	76,064.24
General Management	113,292.57	72,302.58	200,000.00	90,000.00
Law / Legal Services	70,531.90	66,990.55	72,302.58	72,302.58
Marketing / Sales	81,338.44	55,000.00	170,000.00	66,215.91
Operations / Logistics	115,911.37	66,400.33	192,800.00	88,533.77
Rotational Program	97,000.00	92,000.00	102,000.00	97,000.00

Note: In accordance with MBA CSEA guidelines, salaries are not published for functions with fewer than 3 data points.

Compensation by Industry

INDUSTRY	SALARY (\$)			
	Average	Minimum	Maximum	Median
Consulting	84,507.05	48,392.44	110,000.00	79,311.50
Consumer Packaged Goods	81,155.63	59,022.52	94,600.00	85,500.00
Financial Services	98,365.70	64,567.55	200,000.00	78,865.55
Healthcare	96,121.52	73,573.23	140,000.00	74,791.32
Law / Legal Services	70,531.90	66,990.55	72,302.58	69,646.57
Transportation & Logistics	102,818.40	55,179.92	168,066.60	85,208.60

3

Note: In accordance with MBA CSEA guidelines, salaries are not published for industries with fewer than 3 data points.

Companies Recruiting at Schulich

The following is an alphabetized list of organizations that have engaged with Schulich MBA students over the last three years. Engagement includes, but is not limited to: networking, on-campus recruitment, company sponsored events, formal job postings, hiring, and other Centre for Career Design activities.

Companies noted in bold have hired at least one Schulich MBA graduate in the last three years.

Α

ABB Inc. **Abbott Laboratories** Able Innovations Academy of Applied Pharmaceutical Sciences Accenture Access to Success Organization Accuracy Canada **ACS Infrastructure** Development Inc. Adaptavist Advance Mortgages Ag Growth International (AGI) Agentis Capital Air Canada Aisle 24 Market Alcon AlixPartners Allanson International Inc. Amazon American Marketing Association (AMA) **Amica Senior Lifestyles** Amplifon Another Axis Consulting Antler Apotex Inc.

Aqua-Tech Sales and Marketing Inc. ARA Europe Aramark Canada Ltd. ARC Resources Ltd. Aritzia LP Arnini Stellato LLP Art by Sabeel Artha Learning Inc. Arup Aryza North America Asian Development Bank (ADB) Asigra Inc. AstraZeneca **ATB** Financial AtkinsRéalis Atlas Capital Team L.P. Audi Canada Ausenco Engineering **USA South** Autodesk Inc. Autzu Auvenir Avana Capital Corporation averQ Inc. Aviso Wealth Aviva Canada Inc. **AYF Law Firm** Aypa Power

B Bacardi Canada Inc. Baidu Inc. Bain & Company **Baker McKenzie Baker Tilly Bank of Montreal** Bayer BCE Inc. **Bdata Solutions Inc. BDO BDO Canada Bell Canada Bennett Jones** benpac **Benson Percival Brown LLP BEST Lassonde** Big Society Capital Ltd. BlackBerry Ltd. BlackRock Inc. Blacktyde Capital Partners BLADE Blake, Cassels & Graydon LLP BlueDot Inc. Blue-Mark Management Consultants **Bluevale Capital Group BMO Capital Markets BMO Financial Group BMW**

BNP Paribas in Canada

Body & Soul Clinic Bolashag Investments Ltd. Bond Brand Loyalty Bonsai Technologies Inc. Borden Ladner Gervais LLP Borrowell Boston Consulting Group Inc. **Boston Scientific** Botco.ai Brant Street Capital **Bristol Capital Management British Columbia** Investment Management Corporation **Bro Dough Brookfield Asset** Management **Budweiser Brewing** Company APAC Ltd. **Burgundy Asset** Management Ltd. **Business Development** Bank of Canada (BDC)

С

Cadillac Fairview Caldwell Securities Ltd. Canaccord Genuity Group Inc. Canada Bread Company, Ltd.

Canada Council for the Arts Canada Goose Inc. Canada Life Assurance Company Canada Revenue Agency Canada Startup Company **Canadian Automobile Dealers Association** Canadian Cannabis Clinic Canadian Climate Institute **Canadian Imperial Bank** of Commerce (CIBC) **Canadian Mortgage Capital Corporation** Canadian National Railway Company Canadian Opera Company Canadian Pacific Railway **Canadian Tire Corporation**

Canadian Venture Capital & Private Equity Association (CVCA) Cansulta Capgemini SE Capital Canada Ltd. Cardinal Health Canada CARITY AI Cassels Brock & Blackwell I I P **CBRE** Investment Management Century 21 Ceridian/Dayforce Inc. ChargePoint Inc. Chatbase CHATS - Community & Home Assistance to Seniors Chevron

Chick-fil-A Inc. Christian Dior SE CIBC Cidel Asset Management Inc. City of Guelph **City of Toronto** CleanSlate UV **CNP** Processing GmbH, trade mark Processing.kz Coast CA Coca-Cola Canada Bottling Ltd. Cognizant Col Capital Partners Inc. **Colliers International** Group Inc. Congebec Inc. Connor, Clark & Lunn Investment Management Ltd.

Constellation Software Inc. ContactMonkey CONTAX Inc. ContentFly Cooley LLP Coursera **CPA** Ontario CPG Connect Recruiting & **Executive Search CPP** Investments crawfordconnect Crédit Agricole CIB **Critical Care Services** Ontario **CSA** Group Cubeler CulturaliQ **CWB** Maxium Financial

"The Schulich MBA program allowed me to revisit my goals, grow my network, and learn how to be a better leader and collaborator in this next stage of my career."

Robert Cerjanec (MBA '21) Executive Lead, Strategic Initiatives and External Relations, Durham District School Board

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Companies Recruiting at Schulich (continued)

D

D2I **Dale & Lessmann LLP** Dark Horse Consulting Group Inc. Dark Slope DataStream Labs **Davies Ward Phillips &** Vineberg LLP **DBRS** Morningstar **Define Capital Definity Financial** Corporation Dell Deloitte Dentons Desa Global Leadership

Desjardins DIALOG **Diamond Marketing Group** Dig Insights Digbi Health **Digital Main Street Digital Shovel** Diversey Diversity in Sustainability (DiS) **DLA Piper** Dorsey & Whitney LLP Dot Food Dream **DRI Healthcare Trust DV Group** Dynamix Inc.

Е

Edison Energy LLC Educational Initiatives Efficiency Capital Inc. EMCO Corporation Enbridge Inc. Enerva Energy Solutions Inc. Engamio Enterprise Mobility Environics Analytics Environment Funders Canada EnVision Consultants Ltd. Envision Sports & Entertainment Enwave Energy Corporation Equifax Ericsson Ethnicity Matters Eudemian Ventures Eurofins Scientific Evalueserve Export Development Canada Extendicare Inc. EY EY-Parthenon

F

Farm Credit Canada Farnham Accountants & Advisors

"The Strategy Field Study (601) was one of the most challenging aspects of the program. It's one thing to learn about something in a classroom, but the 601 pushed us to question and apply those same concepts in a real-world setting. Through the 601 I not only gained valuable experience, but also built strong relationships that I know will last throughout my career."

Azra Samji (MBA '21) Manager, Inclusion, Diversity, Equity & Action, Iululemon



Fasken **FD** Technologies Federation for the Humanities and Social Sciences Fengate Asset Management Ferrero International SpA **FGF Brands** FINAM **Financial Services** Regulatory Authority of Ontario (FSRA) **Firm Capital Organization First Capital REIT Firstlight Media** Flawless Flynn Group of Companies **FNCC-CSN : Fédération** nationale des communications et de la culture **Foresters Financial** FortisBC Foundation for Black Communities Four Seasons Hotels Ltd. Foxquilt Foyston, Gordon & Payne Inc. Fulbright Canada Function X FundThrough fusionSpan Futurewatch EDEP

G

Gartner Gateway Property & Development Ltd. General Mills

Gensquared Inc. George Weston Ltd. GFL Environmental Inc. Gildan GoBolt **Goldman Sachs Goldview Property** Management Good & Well Inc. Good News Ventures Goodera Goodmans LLP Gore Mutual Insurance Company Government of Canada Government of Manitoba Gowling WLG Grand Challenges Canada Grant Thornton LLP Graywood Developments LP Greater Toronto Airports Authority Green Communities Canada Green Economy Canada Green Food Circle Hub GS1 **Guillevin International Gutmann North America** (GNA)

Н

Hatch Havas Canada Healthcare of Ontario Pension Plan (HOOPP) HealthHub Solutions HealthPartners Healthstore Holdings HelloFresh Henkel Henry Schein One Hershey Canada Inc. Hewlett Packard Enterprise High Park Nature Centre Hire Intellect Holland Bloorview Kids Rehabilitation Hospital Home Hardware Stores Ltd. HomeLife/Miracle Realty Ltd., Brokerage HSBC Bank USA HUB International Canada Hydeline Canada Hydro One

I&A Professional Corporation Chartered Professional Accountants IBM

Idea Theorem iDriveCareer (iDC) HR Consulting Canada Ltd. IGM Technology Corp Ignite AI Impak Finance Inc. Impakt Imperial Tobacco Canada I td. **INARIA Soccer** Indigo Indspire **INFINITI** Motor Company Infrastructure Ontario InMode **Innovation Factory** Intact Intangent Intellicastle Holdings Interac Corp. International Finance Corporation

International Institute for Sustainable Development Intuit Inc. Irving Consumer Products Ltd. Isaac Operations Ivanhoé Cambridge Inc.

J

J.D Power Jamieson Wellness Inc. Jarislowsky, Fraser Ltd. JC+CO growth accelerants inc. Jen M Photography Jewish National Fund of Canada Johnson & Johnson Johnson & Johnson Innovative Medicine Johnson Controls

Κ

Kaiterra Kearney Keel Global Kenvue Key Firms Key Media Kijiji Canada Klick Health Knowledge First Financial Korn Ferry KPMG Kraft Heinz Foods Company Kubota Canada Ltd.

Companies Recruiting at Schulich (continued)

L

Labatt Breweries of Canada Labelium Labour, Immigration, Training and Skills Land & Investment Group, Royal LePage Commercial Lasso Loop Recycling Lax O'Sullivan Lisus Gottlieb LLP Left Lane Associates Legal Aid Ontario Lemonway Level5 Strategy Levi Strauss & Co. LifeLabs Li-Metal **Linamar Corporation** Lipton LLP Live Nation Entertainment Inc. Loblaw Companies Ltd. Loblaw Digital Lowe's Companies, Inc. Lufthansa German Airlines Lufthansa InTouch Lululemon Athletica Lundbeck Canada Inc. Lynch & Associates Inc. Lynk

Μ

M3 Partners Mackenzie Investments Magna International Maha Technologies main + main Manulife Maple Diversity Communications Maple Leaf Foods Inc.

Maple Leaf Sports & Entertainment Marcamor Consulting Markham Fertility Centre Markham Stouffville Hospital MaRS Discovery District Mars Inc. Marsh & McLennan Companies Inc. Marubeni Corporation Mattamy Homes Mazars Group McCain Foods McCarthy Tetrault LLP McDonald's McGovern Hurley LLP McKesson McKinsey & Company McMillian LLP MeatMeat Go Medcan Medline Industries LP Mercer Meridian Credit Union Ltd. Metro Supply Chain Group Metrolinx Michael Kors Micro Interface Design Microart Services Inc. Microsoft Milton Menace Jr. A Hockey Club Mindshare Ministry of Economic Development, Job Creation and Trade MiQ MNP Monachopsis Consulting Mondelēz International Morgan Stanley

Morningstar Mosaic North America Motion Recruitment Partners LLC **Mount Sinai Health System** MRM MUFG

Ν

National Bank of Canada Natural Resources Canada Navigatr Group **NEAR** Foundation **Neighbourhood Creative** Nestlé Nestlé Purina North America NetDynamic Consulting Inc. New Relic **NielsenIQ** Nipîy Tu Research and Knowledge Centre Nomura Nordicity North Atlantic Treaty Organization (NATO) Northbridge Financial Corporation Norton Rose Fulbright Nous Group Novartis Novocure

0

OCAD University Office of the Auditor General of Canada (OAG) **Old Flame Brewing Company** Oliver Jewellery Ontario Bioscience Innovation Organization

Ontario Lottery and Gaming Corporation **Ontario Power Generation Ontario Public Service Ontario Securities** Commission **Ontario Teachers'** Pension Plan Open Farm Inc. OpenIDEO OpenText **Optimus SBR Optinum Professional** Corporation OPTrust OPX Ai Oracle Osler. Hoskin & Harcourt LLP Osmow's Inc. Ottawa Community Housing Ottawa School of Art (OSA) **Overbay Capital Partners Oxford Properties** Oxia Initiative **OYA** Ventures

Ontario Government

Ρ

Pacific Life Re Pathwise Credit Union PatSnap Peakhill Capital Peel Plastic Products Ltd. Pembina Institute Peoples Group PepsiCo Canada Pequity Plan Institute Plan Institute Plan International Canada PNC Pocketpills PolicyMe POOLCORP

Porta

Portage Ventures Power Sustainable Lios Pratt & Whitney **Precision Health Centre Primont Homes Pritt Investment Partners** Procter & Gamble **Prophix Software Proposition Sales Propulo Consulting Prosh Marketing** PT Indofood Sukses Makmur Tbk **Publicis Sapient** Purolator Inc. **Purpose Unlimited** PwC Pycap

Q

Q4 QEA Tech Qoherent QuadReal Property Group Limited Partnership Questrade Financial Group Quinn & Partners Inc.

R

RAB Design Lighting Raízen RBC Reckitt Red Ladder Productions Regen Capital **Relay Ventures Reliance Home Comfort Reprise Digital** RepRisk Response Advertising Inc. **Restaurant Brands** International **Reynolds and Reynolds** RioCan **RMP** Professional Services **Rockport Group** Company **Rogers Communications** Rogue Insight Capital Ltd. **Rosor Exploration Rotman Research** Institute at Baycrest **Roxeth Group**

Royal LePage Supreme Realty, Brokerage RP Dynamics Inc. RPIA RSM Canada LLP Rumanek & Company Ltd.

S

Sandra L. Fawcett, CPA Sanofi Canada Sapling Financial Consultants Inc. Sarona Asset Management Saucony Canada Scarborough Health Network

"One of the best things about Schulich is it's very customizable. At no point during your journey at Schulich are you restricted to certain subjects. I took strategy, sustainability, marketing, and organizational behaviour, which eventually turned out to be my specialization. Everything just came together."

Srikanth Raghavan (MBA '20) Senior Consultant, Transformational Change, Human Capital Consulting, Deloitte Canada



Companies Recruiting at Schulich (continued)

Schaefer Systems International Inc. Schneider Electric SchoolFinder Group Schulich School of Business SciCan Score Media and Gaming Inc. Scotiabank Secure Digital Markets Segal GCSE LLP Septodont **SERA** Community Ventures Ltd. Setter Capital Inc. SFR Medical SHARE

Shareholder Association for **Research and Education** Shearman & Sterling LLP Shoppers Drug Mart Shouldice Hospital **Siemens Canada Siemens Digital Industries** Software Six Degree Capital SmartCentres SmartONE Solutions Inc. Snap Social Venture Connexion (SVX) Solactive SoulRooms Inc. Southlake Community **Ontario Health Team**

Spanier Group Spark Law Specialisterne Canada Inc. Spectra Engineering **SPS** Commerce Stand.earth Starr Insurance Start Proud - Fier Depart StickerYou Inc. Stikeman Elliott LLP Sulcabrush Inc. Sullivan & Cromwell LLP Summit Leaders Sun Life Financial Suncor Sunnybrook Hospital Super Asia Foods Sustainalytics

Switch Power Synesis IT

Т

Tall Grass Ventures Tamarack Mining Services Tangerine Bank TAO Digital Solutions TCG Partners **TD Bank Group** TD Insurance Techstars Teck Resources Ltd. Tekion Corp Teladoc Health Canada **TELUS** Tennis Canada

"The flexibility of the Schulich MBA allowed me to custom design my academic experience according to my learning objectives and fields of interest by selecting courses from an extensive selection of specializations."

Puneet Kaur Gill (MMgt '22, MBA '24 Candidate) Manager, Digital Business Planning and Product Management, Canada Post

Tesla The Atmospheric Fund (TAF) The Canadian Association of Physicians for the Environment The Canadian Food Innovation Network The Chubb Corporation The Daniels Corporation The Delphi Group The Desjardins Group The Downing Street Group The Equality Effect The Five Gourmands The Hershey Company The Home Depot Canada The Hospital for Sick Children The Insurance Institute of Canada The International Business Machines Corporation (IBM) The Land Services Group The Lodgge The Mighty Readers The Ontario Cannabis Retail Corporation The PNC Financial Services Group Inc. The Poirier Group

The Regional Municipality of York (York Region) The Supporters Fund The Tula Foundation The Villa Life The Yonge Street Mission Theatre Gargantua Tidal **Tidal Commerce** TikTok **Tilray Brands** TJX Canada Too Good to Go TopOffer **Toronto Business Development Centre** Toronto Community Housing Toronto CREW **Toronto Hydro** Torys LLP TouchTunes Town of Georgina Trackunit Translatio (Shanghai) Trading & Consulting Co., Ltd. **Treasury Board** Secretariat Trexo Robotics Tridel Trillium Health Partners TTG Canada Two Labs, LLC **Two Small Fish Ventures**

U

Uber UBS Unilever Canada Uniqlo Unity Health Toronto University Pension Plan (UPP)

V

Valente, Pacitti LLP Verus Consulting Inc. Villa Charities Volaris Group Vulkan Food

W

Walmart Wasserman Group Wawanesa Insurance WeirFoulds LLP Weishaupt Design Group Wendsley Lake Corporation Wesco Whitehorse Liquidity Partners Wild Elements Williams & Partners LLP Wood Bull LLP Workplace Safety and Insurance Board (WSIB) World Vision Canada WSP Global Inc. WTW

Y

Yamaha Motor Canada Ltd. Yardi Systems Yee Hong Centre for Geriatric Care York University Youth Challenge International

Ζ

Zebra Technologies Corporation Zeta Global ZhongDiBaoLian (Beijing) Construction Engineering Co., Ltd. Zing Pantry Shortcuts

Corporate Engagement Highlights

285

recruitment events accessible to MBA students 106

companies posted MBA-level jobs 452

jobs open for MBA application 174

companies hired the MBA Class of 2023



What Our Employers Are Saying

"The Schulich MBA program attracts high-calibre individuals from various backgrounds and experiences, creating a dynamic set of candidates that are a pleasure to meet with during the recruiting process. This rich diversity of perspectives fuels innovation and fosters well-rounded business leaders that we are lucky to bring into Gartner Consulting. The program's reputation for academic rigor and practical application translates into graduates who hit the ground running. They're well-equipped with the skills and knowledge we need to succeed in our fast-paced environment. The CCD team is incredibly knowledgeable and always goes the extra mile to connect us with the perfect candidates which has led to some truly exceptional hires for our organization."

Lydia Humphreys Senior University Recruiter, Gartner



"At American Express, we have found a reliable source of top-tier talent in Schulich MBA students. The strength and diversity of the Schulich student body never fail to impress us — their unique perspectives, strong work ethic, and innovative thinking will make them valuable additions to AMEX, and many other companies.

Working with the CCD team at Schulich has been a seamless and rewarding experience. Their dedication to connecting students with opportunities and creating possibilities for both companies and individuals is truly commendable. The support and guidance provided by the CCD team have been invaluable in helping us find the right candidates to meet our business needs."

Yoni Soleyn

Bilingual Talent Acquisition Partner, Colleague Experience Group (CEG), American Express





Meet the Corporate Relations Team

Whether you're an organization new to recruiting at Schulich, an alum eager to hire from your alma mater, or a longstanding corporate partner of the School, the team in Corporate Relations takes a collaborative, creative, and data-informed approach to ensuring your recruitment goals are met.



Miles Collyer (He/Him) Associate Director, Corporate Relations



Diana Caradonna (She/Her)

Corporate Relations Specialist Portfolio:

- Accounting
- Banking
- Financial Services
- Government
- Insurance



Michael Haynes (He/Him) Corporate Relations

Specialist Portfolio:

- Diversified Industries
- Management
 Consulting
- Real Property
- Technology
- Telecommunications



Zviko Mhakayakora (She/Her)

Corporate Relations Specialist Portfolio:

- Consumer Packaged Goods
- Consumer Services
- Healthcare
- Retail
- Supply Chain



Dolly Shao (She/Her) Corporate Relations Specialist

Portfolio:

• Business Development



Jessica Costa (She/Her) Recruitment Coordinator



Mak'an Dakwal (She/Her) Recruitment Coordinator

Contact Us

Centre for Career Design, Schulich School of Business

Richard E. Waugh Suite, N202, 111 Ian Macdonald Boulevard Seymour Schulich Building, York University 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3



Connect with our recruiters: (416) 736-5080 recruit@schulich.yorku.ca



KEELE CAMPUS York University, 4700 Keele Street Toronto, Ont<u>ario, Canada M3J 1P3</u>



DOWNTOWN CAMPUS Miles S. Nadal Management Centre 222 Bay Street, Suite 500 Toronto, Ontario, Canada M5K 1K2

Driving Positive Change schulich.yorku.ca





