The Canadian Accounting Hall of Fame | Le Temple de la renommée comptable du Canada

STEVEN J. GLOVER – INDUCTED 2026

Steven J. Glover, FCPA, FCA, is a widely respected leader whose lifelong focus on quality accounting education has significantly influenced how the Canadian accounting profession has shaped its education programs. Also known for his impactful tenure with the Institute of Chartered Accountants of Alberta (ICAA) and his later contributions in corporate governance and finance, Glover's career reflects a consistent commitment to public interest, professional judgment, and lifelong learning.

Glover began his career in the early 1970s with Clarkson Gordon & Co. (now EY) in Kitchener, Ontario, completing his Chartered Accountant (CA) training through the University of Waterloo's CA co-op program. He earned his Bachelor of Mathematics in 1975 and his CA designation in 1976. These early years grounded him in financial reporting and professional standards—principles that would guide his leadership philosophy. His interest in education soon led him to academia, where from 1977 to 1979 he served as a full-time lecturer in intermediate and advanced financial accounting at the University of Waterloo, gaining early experience in shaping future professionals.

In 1979, Glover joined the ICAA, beginning a 26-year period in which he helped redefine the Alberta profession. Initially Director of Student Education, he became Executive Director in 1983, a role he held until 2005. During this time, he completed his MBA at the University of Alberta (1985), supported by the Institute. Under his leadership, the Alberta Institute became known as one of the strongest provincial accounting bodies in Canada, recognized for its emphasis on ethics, governance, and professional competence. His tenure coincided with major regulatory, competitive, and societal changes, and colleagues widely credited him with guiding the profession through this evolution.

A central theme of Glover's leadership was his belief that education is the "head, heart, and soul" of the profession's future. He insisted that the profession take direct responsibility for both pre and post certification education to ensure that values, ethics, and professional judgment were embedded alongside technical knowledge. This philosophy shaped Alberta's approach to professional education and influenced national discussions on competency-based learning.

Among his most enduring legacies is the creation of the CA Education Foundation, now the CPA Education Foundation of Alberta. The Foundation introduced a groundbreaking funding model in which all Alberta CAs contributed annually through their dues to support precertification education. These funds enabled universities to recruit exceptional faculty, supported doctoral studies for CA candidates, and encouraged innovation in accounting curricula—including early attention to emerging fields such as data analytics and artificial intelligence. Through teaching prizes, conferences, and research grants, the Foundation filled critical gaps left by traditional research funding agencies.

Glover was also a key architect of the CA School of Business (CASB), a consortium of Western provinces built on a competency-based, technology-enabled model of professional education. CASB aimed to produce graduates who were "business ready," integrating ethics and professional judgment into case-based learning. The model delivered strong national examination results and supported rapid growth in the student body as training offices expanded hiring. CASB later evolved into the CPA Western School of Business.

Nationally, Glover was an influential voice within the Canadian Institute of Chartered Accountants (CICA). He played a prominent role on the CICA Education Restructuring Task Force, which recommended a fundamental redesign of CA prequalification education. The Task Force emphasized broader university-based education, stronger integration with practice, and national standardization of competency outcomes—principles that continue to shape CPA education today.

Internationally, Glover served from 1998 to 2004 on the Education Committee of the International Federation of Accountants (IFAC). He coauthored the global standard for continuing professional education—now widely implemented worldwide—and contributed to the Committee's International Education Paper, *Accommodation of Candidates with Disabilities*. His work brought Canadian perspectives on ethics, competency-based training, and lifelong learning to the global stage.

In 2004, colleagues and members of the ICAA organized a major fundraising dinner to celebrate his 25 years of service, raising more than $200,000 to establish the Steve Glover FCA Fund for Thought Leadership. The fund supports the study and teaching of professional judgment at

Alberta universities. Glover continues to serve on a panel that adjudicates proposals from Alberta postsecondary institutions seeking grants from this and other funds administered by the CPA Education Foundation of Alberta.

After leaving the ICAA in 2005, Glover transitioned into senior corporate finance and governance roles. Until 2018, he served as Vice President Finance and Chief Financial Officer for several start-up energy and resource companies, applying his professional values in complex business environments. These roles demonstrated his ability to combine technical excellence with prudent judgment in challenging contexts.

His governance contributions were particularly notable at Genesis Land Development Corp., a TSX-listed real estate company he joined in 2010 during a period of serious accounting and regulatory challenges. As Audit Committee Chair and later Lead Director, he played a critical role in restoring financial integrity and investor confidence. His insistence on strengthened internal controls, enhanced oversight of financial reporting, and a culture of ethical accountability earned him the trust of both incumbent and dissenting shareholder groups during a subsequent proxy contest. He continues to serve on this board at the time of his induction.

Beyond the corporate sector, Glover contributed significantly to public and not-for-profit organizations, serving as a director and finance and audit committee chair for organizations in health care, financial regulation, and tourism. He is particularly proud of his governance roles supporting community foundations in Edmonton, Banff/Canmore, and Northumberland County.

Glover is also recognized as a prolific thought leader. For more than two decades, he wrote regular columns for *CA Monthly Statement* and *Spotlight*, addressing ethics, globalization, specialization, audit evolution, and the future of the profession. These writings were later compiled in *Leadership and Commitment – XXVI – Steven J. Glover MBA FCA*, presented to him upon his departure from the Institute.

His contributions have been recognized through numerous honours, including the Fellow designation (1988), the University of Alberta Alumni Honour Award (2000), the Chartered Accountant's Educational Foundation Impact Award (2012), the Queen Elizabeth II Diamond Jubilee Medal (2012), and the Alberta Lifetime Achievement Award (2015).

Steven married a fellow CA and ICAA executive, Patty Russill in 1992 and they have one son named Russill. He is grateful to Patty and Russill for their love and support over his career.