

PRESIDENT'S REPORT
SEPTEMBER 2018

ALL
WELCOME.



Algoma
UNIVERSITY



PRESIDENT'S MESSAGE

WELCOME. THUNDERBIRDS.

This past summer, our leadership team spent some time researching and deepening our understanding of the Thunderbird and how it came to be the symbol of our University. The story was shared as part of our new student orientation and is captured in the [Story of the Thunderbird](#) video. Enjoy.

We have enjoyed a wonderful and successful September start-up! I would like to thank the various teams responsible for an outstanding orientation experience for our students and to all the employees and student leaders who have helped to get each campus ready for a successful fall start! Thank you.

As we move further into the 2018-2019 school year, Algoma University continues to evolve during what promises to be an exciting period of transformation. We thank both the Board and Senate who have worked together in partnership to help identify four key strategic priorities that will guide this next chapter in Algoma's history:

- Enhancing the overall student experience;
- Workplace readiness and increased experiential learning opportunities;
- Moving forward with the commitments to Truth and Reconciliation and the University's Special Mission; and
- Increasing enrollment on all three campuses through strategic enrollment management.

The *President's Report* will highlight progress on each of these priorities in relation to the core objectives of our *Strategic Plan* and will be used to report on the progress we are making.

I would like to take this opportunity to highlight a couple of significant community accomplishments that have been a true testament to partnership, collaboration, and teamwork.

Thank you to everyone who has had a role to play in launching the Algoma University School of Business and Economics. This priority links to the Strategic Enrollment Growth strategy surpassing the enrollment targets – particularly on the Brampton campus. As we move forward, we will turn our attention to re-imagining space for the School at both our Brampton and Sault Ste. Marie campuses to accommodate growing enrollment and programming needs.

In August, the University along with the community and many special guests, celebrated the national unveiling of "Reclaiming Shingwauk Hall". This powerful exhibition was produced by the Shingwauk Residential Schools Centre (SRSC) under its mandate of sharing, healing, and learning. This is the first major Survivor-driven exhibition in a former residential school building. The exhibit honours over four decades of work led by the Survivor community. Additional funds have now been secured through the Museums Assistance Program for development of the next phase of this five-stage plan.

While I have highlighted a couple of key success stories above, what follows is a much more comprehensive reporting of the incredible work happening throughout the University. It is an absolute pleasure to be part of Algoma University during this exciting period. Thank you - *Miigwech* to everyone who continues to play a part in this next chapter of our history.

STRATEGIC DIRECTIVE: Campus Culture

A dynamic hub for community and student life with space and activities that support inspired and engaged learning and a strong sense of pride. This strategic direction will be achieved in close collaboration with student leadership to ensure all decisions reflect students' needs.

CAMPUS CULTURE ALIGNS WITH PRIORITY #1 - Student Experience

[*Strategic Plan 2016-2021 \(p.8\)*](#)

Under this *Strategic Direction* the University has been actively focused on the following objective within the Campus Culture section of the *Strategic Plan*:

- Algoma University is a dynamic hub for community and student life (Objective 1.1)

(JULY-SEPT. 2018 PROGRESS REPORT)

Objective 1.1

Action: With the opening of **Student Success Central** this fall, those overseeing this development are now gathering feedback from students and others to refine related processes to ensure an enhanced student experience. With this “One Stop Shop”, students now have access to all their registration, advising, and student support needs in one location.

Deliverable: Enhanced operational practices are in place by the end of the fall term.

SHARING OTHER INITIATIVES AND EVENTS SUPPORTING CAMPUS CULTURE

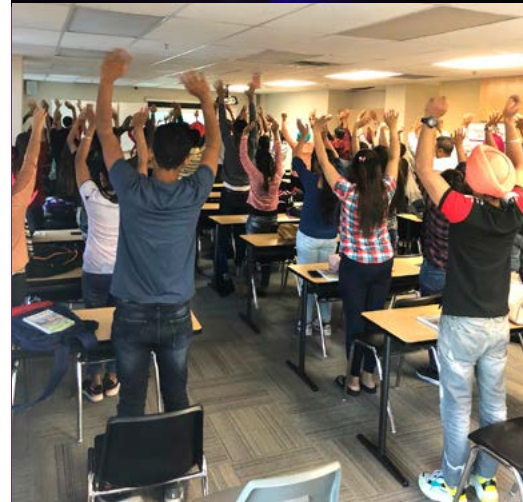
“O-Week” ensures students are ALL. WELCOME.

Based on the positive energy and enthusiasm in the air, it was clear our new and returning students were pleased with the incredible schedule of orientation activities arranged by student leaders and staff. Prior to joining the rest of the incoming class during O-Week, our new international students were introduced to the beauty of our campus and the surrounding region. Highlights included an international student event at Soo Blasters in partnership with Sault College, a visit to Treetop Adventures, roller skating in the GLC, campus camping, and much more. Orientation activities also took place in Brampton and Timmins.

A big thank you to everyone involved in making this a memorable week and ensuring all students were welcomed into the Algoma University family.

President's Welcome

During the President's Welcome, President Asima Vezina and Chancellor Shirley Horn welcomed incoming students and staff to the Algoma U community at a commemorative ceremony held outside the main entrance to Shingwauk Hall. This new event provided a special opportunity for students and others to learn about the history of the campus, our special mission, and the significance of the Thunderbird. Those in attendance also heard from a panel of impressive student leaders on the importance of student engagement. The afternoon ended with a community barbeque on The SpeakEasy patio.





Mental Health Supports

Student Success has partnered with community agencies such as The Candian Mental Health Association and other practitioners to provide a holistic approach to mental health services. Students can now access on-campus counselling seven days a week. Karen Hudson, Manager of Student Success and Wellbeing, was recently featured in an [interview](#) on this important issue.

Enhanced Residence Assistants Training

Our Residence Advisors participated in an intensive training session that provided them with the critical skills required to help them assist those living on campus. The Residence Life team is excited to provide an engaging student experience for all residence students this year!

Tennis Tuesdays - Workplace Wellness

As part of Algoma U's ongoing commitment to workplace wellness, a number of new initiatives and activities were organized this summer. Congratulations to support staff members Eunjung Riauka and Ryan Refcio on being crowned 2018 Tennis Tuesday champions! Wellness activities will continue into the fall and winter terms.



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STRATEGIC DIRECTIVE: Vibrant Programs

An integrated suite of programming that is current, relevant, attractive, and aligned with students' expectations.

VIBRANT PROGRAMMING OBJECTIVES AND ALIGNMENT WITH INSTITUTIONAL PRIORITIES:

[Strategic Plan 2016-2021 \(p.10\)](#)

Under this *Strategic Direction*, the University is currently focused on achieving the following:

PRIORITY - Experiential Learning

- Developing systems to support the use of experiential and work-integrated learning in classroom settings and in overall curricular delivery (Objective 2.1)

PRIORITY - Strategic Enrollment Growth

- Strengthen and diversify program offerings at extension sites (Objective 2.3)

(JULY - SEPT. 2018 PROGRESS REPORT)

Objective 2.1

Action: Career Ready funding provided by the Ministry of Training, Colleges and Universities is supporting the development of two exciting new programs: the Career Link Program and the New Graduate Transition Program. These programs will link students to experiences that develop core skills important to employment success.

Deliverable: The New Graduate Transition Program will kick off this fall with the Career Conference 2.0 on Friday, October 26. This conference, co-hosted by Algoma University and the Sault Community Career Centre, will feature keynote speaker and host of the Canadian Football League, Brodie Lawson. A variety of workshops and a networking hour with local employers will also take place. The Career Link program is on track to launch this fall and is currently being refined based on partner feedback and consultation.

Action: Experiential Learning (EL) Hub launched and operational by fall 2018.

Deliverable: The Experiential Learning Team has been preparing for the launch of the EL Hub. Renovations to the second floor of Shingwauk Hall are in the final stages and the opening of the Hub is scheduled for October 2018. The EL Hub will serve as a physical and virtual space to showcase experiential learning opportunities, experiences, and resources. The EL Hub will include collaborative workspace for students and EL project space.

Objective 2.3

Action: The School of Business and Economics was launched in late July as a primary driver of the University's strategic enrollment growth priority.

Deliverable: Efforts to grow enrollment have exceeded initial targets, particularly on the Brampton campus where enrollment has more than doubled this fall.





**BETTER.
BUSINESS.**

SHARING OTHER INITIATIVES AND EVENTS SUPPORTING VIBRANT PROGRAMMING

New Vibrant Programming - School of Business and Economics

The creation of the School of Business and Economics in July was highlighted by launch events in both [Sault Ste. Marie](#) and [Brampton](#). A wide range of business professionals, community leaders, students, faculty, and alumni were on hand to learn more about this exciting next phase of program development. The School of Business and Economics programming is forecasted to generate significant enrollment increases in both Sault Ste. Marie and Brampton, thereby aligning with the institution's strategic enrollment growth priority.

New Vibrant Programming - Department of Geography and Geology

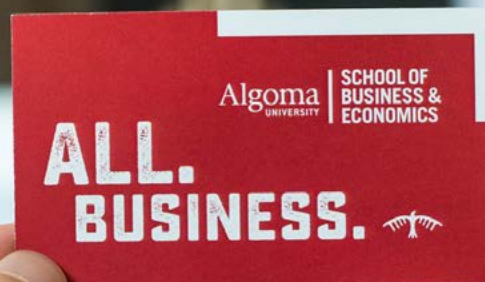
The [Akii \(Land\) & Environmental Stewardship Certificate](#) is designed to support land managers and professionals in the development of land stewardship skills with a particular focus on working in or with First Nations communities. The certificate program can be completed in one year and has been designed to allow for a seamless transition into a full-time degree program. The certificate was developed by the Department of Geography and Geology in partnership with NALMA and a community advisory circle.

NALMA Partnership Agreement

Representatives from Algoma University travelled to Whitehorse, YK to sign a partnership agreement with the National Aboriginal Lands Managers Association (NALMA). Algoma will now be the Eastern Canada site for delivery of the NALMA Professional Lands Management Certification Program Level 1, beginning in 2019.

Engineering Students Commence Studies

This fall, Algoma welcomed its first cohort of students into the Engineering First Year program. These students began their studies at Algoma University, and will transfer seamlessly in year two to complete their Bachelor of Engineering degrees at Laurentian University's Bharti School of Engineering.



3

STRATEGIC DIRECTIVE: Research and Innovation

A culture of research and innovation that leverages existing strengths and produces an exceptional student experience while contributing to the sustainability of the community and region.

RESEARCH AND INNOVATION ALIGNMENT WITH INSTITUTIONAL PRIORITIES:

[*Strategic Plan 2016-2021 \(p. 12\)*](#)

Under this *Strategic Direction*, the University is focused on scholarship and research to enhance student learning, support faculty growth, and contribute to local economic development (Objective 3.1).

(JULY - SEPT. 2018 PROGRESS REPORT)

Objective 3.1

Action: Dr. Pedro Antunes and his team are leading efforts to formally establish a physical presence in the [Office of Research and Innovation](#), in order to raise the profile of this important institutional initiative which helps support all strategic priorities, most notably improved student experience, experiential learning and strategic enrollment growth.

Deliverable: The Office of Research and Innovation will be in place by the start of the fall term, housed on the main floor of the Essar Convergence Centre. An official inauguration is being planned for November 20th, 2018.

SAMPLE INITIATIVES AND EVENTS SUPPORTING RESEARCH AND INNOVATION

Research Funding

The team at the Office of Research and Innovation has been working one-on-one with five faculty members applying for Tri-Council funding this year, including our Canadian Research Chair nominee in Truth and Reconciliation.

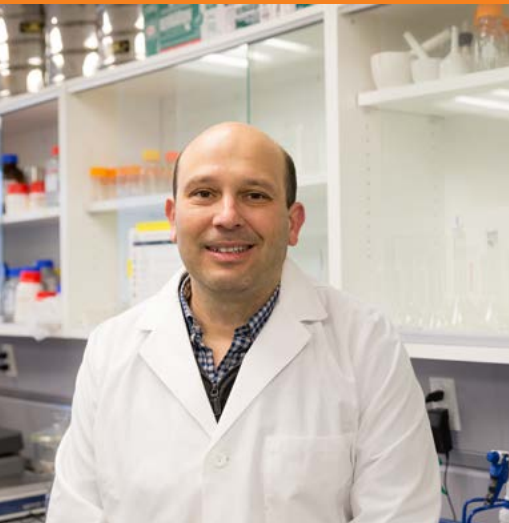
Renewal of Partnership with Ontario Forest Research (OFRI)

Algoma University and Ontario Forest Research Institute (OFRI) recently renewed their current memorandum of understanding, signifying each institution's commitment to a continued successful partnership. We look forward to future collaborations with OFRI in research and innovation.

Research Network (GLFC/OFRI/AU/Sault College)

Algoma University has recently been holding talks with three other key partners (GLFC, OFRI, and Sault College) to form a research network between the four institutions and to sign a four-way MOU. The aim of this joint partnership is to create new initiatives to encourage student and faculty research at all four institutions, attracting more students to the region in the process.





New Faculty Publications

In August, Dr. Jennifer Foote co-authored a paper, entitled “Early singers attend to conspecific but not heterospecific behavioural cues at dawn”. The paper, published in the *Journal of Avian Biology*, investigates whether the behavioural cues of different species of songbirds influence dawn chorus timing.

Dr. Pedro Antunes co-authored a paper currently in press, entitled “Enemy of my enemy: evidence for variable soil biota feedbacks of *Vincetoxicum rossicum* on native plants”. The paper focuses on a major hypothesis in invasion biology: the “enemy of my enemy (EE)” hypothesis, which tests biotic rhizosphere interactions in plant invasions.

Dr. Paulette Steeves’ upcoming publication in the *Global Encyclopedia of Archaeology* entitled “Clovis and Folsom, Indigenous Occupation Prior to”, discusses the archaeological evidence for a human presence in the Americas more than 11,200 years ago.

Canadian Society for Ecology & Evolution (CSEE) Meeting 2018

Research and innovation at Algoma U was strongly represented in July as a number of faculty and students presented their research at the **Canadian Society for Ecology and Evolution (CSEE) Meeting** in Guelph. Professors in the Biology Department, Pedro Antunes, Jennifer Foote, Brandon Schamp, and István Imre, Dr. Akihiro Koyama (postdoc), and students Katherine Duchesneau, Hannah Brazeau, and Riley Gridzak all presented at the conference.





STRATEGIC DIRECTIVE: Anishinaabe Inendamowin

A recognized leader in Anishinaabe learning through partnerships, the incorporation of Anishinaabe language and culture throughout the institution, and fulfillment of our special mission.

ANISHINAABE INENDAMOWIN ALIGNMENT WITH INSTITUTIONAL PRIORITIES:

Strategic Plan 2016-2021 (p.14)

PRIORITY - SUPPORT FOR SPECIAL MISSION

Algoma University characterizes and distinguishes itself by its Anishinaabe programming. Under this *Strategic Direction* the University is currently focused on achieving the following:

- Create and sustain programming in Anishinaabe Studies
- Reaffirm and strengthen linkages with Shingwauk Kinooamaage Gamig
- Utilize the Shingwauk Residential Schools Centre archives in academic programming
- Partner with Anishinaabe organizations and institutes to deliver programs in ways that meet the needs of and expand access for Anishinaabe learners
- Encourage the integration of Anishinaabe teachings, worldviews, and ways of learning in all disciplines, while minimizing content overlap (Objective 2.2)

Additional Strategic Plan objectives of note;

- Algoma University is recognized as a leader in Anishinaabe learning in Canada (Objective 4.1)
- Enhance cross-cultural competencies of faculty, staff, students, and administration (Objective 4.1)
- Strengthen its relationship with Shingwauk Kinooamaage Gamig through the Covenant (Objective 4.2)

(JULY - SEPT. 2018 PROGRESS REPORT)

Objective 2.2

Action: The Anishinaabe Peoples' Council (APC) met over the summer months to produce a *Strategic Plan* that is based on Algoma's *Strategic Plan and Priorities 2016-2021*. Ratification of the plan is tabled for their September 26th meeting.

Deliverable: The APC continues to be a working forum of partnerships between Algoma University and the Anishinaabe communities of Batchewana, Garden River, North Shore Tribal Council, and key Indigenous organizations such as Neech-ke-wehn Homes Inc., Sault Indian Friendship Centre, Métis Nation of Ontario, Shingwauk Education Trust, the Children of Shingwauk Alumni Association, and the Shingwauk Anishinaabe Students' Association.

Action: Anishinaabe Initiatives (AI) has been working with the Peel Region School Board, the Peel Aboriginal Network, the City of Brampton, and staff from the School of Business and Economics in Brampton to organize a two-day cultural learning opportunity on November 9th and 10th, 2018, at Fletcher's Meadows Secondary School. The theme is Honouring Indigenous Veterans and will feature presentations by alumnus Cole Nolan and local Indigenous veterans. Cultural workshops, demonstrations, a mini-pow wow, and traditional Round Dance will also be featured.

Deliverable: AI is building partnerships with the Anishinaabe and Indigenous communities in the Peel region that support enrollment growth for the Brampton campus and School of Business and Economics.





Objective 4.1

Action: A special ceremony to unveil the “Reclaiming Shingwauk Hall” exhibition was held on August 3, 2018 in the Wishart Library. The event drew a standing-room-only crowd and featured presentations by former students of Shingwauk Hall, First Nation and Métis Leadership, as well as Mayor Provenzano, Sault MP Terry Sheehan, Sault MPP Ross Romano, and the Lieutenant Governor for Ontario, Elizabeth Dowdeswell.

Deliverable: Successful hosting of both events supports Algoma’s special mission and ongoing efforts to raise the institution’s profile as a national leader in Truth and Reconciliation.

Action: Administration leadership, Shingwauk Kinooomaage Gamig, Anishinaabe Initiatives, and the Anishinaabe Peoples’ Council, gathered for a presentation based on a report produced by Culturescapes for AI on Anishinaabe Student Success at Algoma for the period 2012-2017.

Deliverable: Engaging partners in implementation of the report recommendations in ways that meet the needs of and expand access for Anishinaabe learners

Action: The APC approved to assist with the costs required to modify the former Registrar’s Office on the third floor of Shingwauk Hall to become the new Anishinaabe Life Student Centre. The target date for completion is mid-October 2018. The space will include a full kitchen, Elder/Spiritual room, new computer lab and laptop bar, more lounge space, and an office for the Shingwauk Anishinaabe Students’ Association (SASA) Executive.

Deliverable: Providing space for Anishinaabe students to practice culture that engages the Algoma community to participate in traditional and ceremonial practices.

SHARING OTHER INITIATIVES AND EVENTS SUPPORTING ANISHINAABE INENDAMOWIN

Shingwauk Gathering & Conference

A large group of former Shingwauk Residential School students were on campus in early August to participate in the annual Shingwauk Gathering and Conference. The gathering commenced with a Sacred Fire and private viewing of the “Reclaiming Shingwauk Hall” Exhibition.

Anishinaabe Student Orientation

Anishinaabe Welcome Week commenced September 17th featuring activities to engage Anishinaabe students as part of the Algoma U community.

Partnership Agreements

In a true cross-cultural manner, Algoma University will sign three significant agreements that will strengthen and expand our capacity to deliver Anishinaabe Inendamowin. In September, the Ontario Indian Residential School Support Services (OIRSSS) will sign an MOU with Algoma to support connecting Elders with students while funding a variety of activities on campus. In October, we will celebrate the signing of the Addendum to the Covenant, renewing our commitments to Anishinaabe education with Shingwauk Education Trust (SET) and Shingwauk Kinooomaage Gamig (SKG). Also in October, Algoma will formalize our partnership with the Sault Ste. Marie Police Services to provide awareness education to their entire workforce.

5

STRATEGIC DIRECTIVE: Institutional Excellence

A talented community of lifelong learners in which students, faculty, staff, and administration work together to engage in planning, professional development and the generation of revenue that supports fiscal stability and clear institutional identity.

INSTITUTIONAL EXCELLENCE ALIGNS WITH ALL KEY INSTITUTIONAL PRIORITIES:

[*Strategic Plan 2016-2021 \(p.16\)*](#)

The University continues to make considerable progress on this particular Strategic Direction in order to support the four strategic priorities referenced throughout this report. Over the past two few months, particular attention has been directed to the following objectives:

- 5.1 Organizational Alignment
- 5.3 Talent Management

(JULY - SEPT. 2018 Progress Report)

Objective 5.1

Action: Senior Executive is working with members of the Director's Leadership Team to establish Key Performance Indicators (KPIs) and related metrics that align with institutional priorities and SMA2 metrics.

Deliverable: Finalized KPIs will be incorporated into administrative performance objectives by the end of September.

Objective 5.3

Action: Secure Director of Strategic Advancement to assist the President's Office in fulfilling the strategic priorities that advance the mission, vision, values, and success of the institution.

Deliverable: Selection to be finalized by the end of September.

SHARING OTHER INITIATIVES AND EVENTS SUPPORTING INSTITUTIONAL EXCELLENCE

Leadership Retreat

In late August, Algoma University's renewed administrative leadership team completed two intensive days of leadership development that included planning activities and team building intended to focus their collective efforts on driving forward key institutional priorities established by Algoma's Board and Senate.

Renewed Team Focussed on Student Success and Engagement

Karen Hudson (Manager, Student Success and Wellbeing) and Dave Trudelle (Director of Student Experience) were recently appointed to roles focussed on enhancing the academic and non-academic student experience. Together, their mission is to provide Algoma University students with a unique, personal, northern, and student-centric approach to services and experiences.





Director of Shingwauk Residential Schools Centre Announced

In August, Elizabeth Edgar-Webkamigad was the successful applicant for the Director of the Shingwauk Residential Schools Centre (SRSC). This position is a shared position that reports to both the Shingwauk Residential Schools Centre and Algoma University. The position is expected to play a key leadership role in raising the profile of the Centre locally, regionally, nationally, and internationally.

Algoma U Welcomes New Tenure-Track Faculty

Three new tenure-track faculty members have joined Algoma University: Dr. Paulette Steeves (History), Dr. William Dew (Environmental Science), and Dr. Nusrate Aziz (Economics). Dr. Steeves most recently taught at Mount Allison University, and she will be Algoma U's nominee to the Canada Research Chair program for a CRC in Healing and Reconciliation. Dr. Dew joins us from Trent University, and brings expertise in environmental chemistry. Dr. Aziz secured a tenure-track position within the School of Business and Economics having previously held a limited-term faculty appointment with the University.

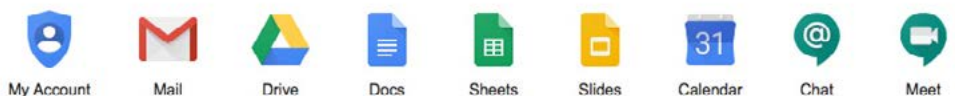


School of Business & Economics Leadership

Nadine Landon has been seconded from the President's Office to the School of Business and Economics as their Executive Director. Nadine will work closely with Cathy Denomme, the Director of the School. Thank you for your tireless efforts over the past couple of months and congratulations on this outstanding success.

GSuite Transition

Information Technology Services (ITS) has successfully completed the migration of all campus email to Gmail. All members of the University community are now utilizing Google Suite for Education (GSuite), a cloud-based platform that allows for improved collaboration on campus. Training opportunities for staff and faculty will be available throughout the year.



UPCOMING EVENTS

Sept 17-21 Anishinaabe Welcome Week

Sept 20-22 Homecoming

Oct 17 John Rhodes Scholarship Dinner

Oct 20 Student Leadership Conference

Oct 26 Career Conference 2.0

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SOMETHING
FOR
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