



# ANNUAL REPORT

OFFICE OF THE PRESIDENT - JUNE 2019

Algoma  
UNIVERSITY



# PRESIDENT'S MESSAGE

The month of June is always a special time at Algoma University as we collectively celebrate the accomplishments of our graduating students while reflecting on the important progress we have made as a university community during the previous twelve months.

The June President's Report provides a high-level summary of the progress achieved on key initiatives and metrics tied to our four strategic priorities while "setting the stage" for the exciting year ahead.

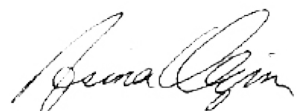
Before commencing the year-end review, I want to share the distinct pleasure I experienced when celebrating the academic accomplishments of 300 Algoma University graduates at our recent convocation ceremonies in Timmins, Sault Ste. Marie, and Brampton. These events - and the opportunity they provide to bring family, friends and community partners together in celebration - are the highlight of the year! A big *thank you* to all those who contributed to the success of our students - *what an incredible Class of 2019!*

"Transformational change" has been a consistent theme during the 2018-19 academic year and will continue into 2019-20. The Annual Report demonstrates the talent and collective resolve exhibited by the Algoma University community to successfully execute our transformational journey. As we chart our path forward, we will deepen our focus on our four core priorities through a shared leadership model and collaborative approach to change management.

Partnership will continue to be an underlying theme of our transformational journey. As an institution, we will continue to focus on partnerships that support the four key priority areas including, but not limited to: industry, research and innovation, Indigenous stakeholder groups, International partners, all levels of Government, and community organizations supporting mental health and well-being.

In closing, words cannot express the gratitude I have for all those who have embraced this exciting period of Algoma University's transformation. Change is both energizing and challenging. I truly look forward to leading Algoma's efforts as we continue to drive forward the four strategic priorities jointly established by the Board of Governors, Academic Senate, and our Administrative Leadership Team. Algoma University is poised to enter the exciting next chapter of its history, and together, we will accomplish great things!

Chi-Miigwech and thank you for this opportunity - it is truly an honour to serve in this role.



Asima Vezina, President and Vice-Chancellor, Algoma University

# 2018-19 Strategic Priority Update and 2019-20 Project Overview

## PRIORITY I: STUDENT EXPERIENCE

*Enhancing the overall student experience was identified as the institution's top priority during the 2018-19 Academic Year. Continued development of a rich and dynamic student experience that is recognized across the post-secondary sector will have a positive long-term impact on both student recruitment and retention.*

### 2018-19 STUDENT EXPERIENCE METRICS UPDATE\*

Performance objectives and related metrics within the “**Student Experience**” priority area primarily fell into one of three categories as outlined below:

CATEGORY	OVERALL OBJECTIVE STATUS
Student Spaces	3 new student spaces (Student Success Centre, Anishinaabe Student Life Centre, The Globe - International Student Centre) operational. 2019-20 budgets secured to allow for finalization of space enhancements. School of Business and Economics student space renovation under completion.
Student Activities	Student life strategy developed for each campus. “Destination University” concept under development, pilot to commence Fall 2019. Residence and campus life enhancements underway.
Student Supports	Student support staffed in accordance with new organizational chart and new integrated student-services model. Continued attention required on Anishinaabe Student academic and cultural supports.

### \* PERFORMANCE METRICS CHARTS LEGEND:

Green	Performing to plan. All aspects of project viability are within tolerance. No action needed.
Yellow	Barriers impact on project performance but can be dealt with by the project manager/ team. Action should be taken to resolve the problem/further decision-making required.
Red	Significant issues with the project; requires corrective action to meet objectives; one or more aspects exceeds current capacity to achieve project viability.

Students describe their experience at Algoma University  
as the opportunity to understand and see  
**'MAADIZIWIN - THE GOOD LIFE'**  
and what that could mean for them.



"I've grown immensely as a student, athlete, and activist at Algoma U because of the opportunity to take on leadership roles, develop strengths, build community, and challenge my own way of thinking and learning. Sault Ste. Marie has become my home because of the people that have welcomed me here: teaching me, guiding me, and challenging me to be better, do better, and see better in the places and spaces I am in. My student experience has touched on everything I could have hoped for: learning, seeking and finding adventure, and making a meaningful impact."

*Marissa Ditoro, Social Work*

## **2019-20 STUDENT EXPERIENCE METRICS OVERVIEW & KEY PROJECTS**

Continued focus on enhanced Student Spaces, Services and Student Life

- Further space enhancements; Phase 1 of SpeakEasy renovation complete
- Implementation of Student Life and "Destination University" strategies in place
- Student Life events calendar implemented
- Focus on mental health supports/sexual violence prevention/improved food services satisfaction/residence experience and other priority areas

Specific performance objectives and related metrics are being refined for each initiative.



## PRIORITY II: STRATEGIC ENROLMENT MANAGEMENT

*Enrolment growth is the key to Algoma's long-term success. Considerable progress was made in 2018-19 as the institution charts a path to grow to 3000 students across all three campus locations (Brampton, Sault Ste. Marie, Timmins) by strategically aligning recruitment activity on priority programs and prospective student populations.*

### 2018-19 STRATEGIC ENROLMENT MANAGEMENT METRICS UPDATE

CATEGORY	OBJECTIVES / METRICS PROGRESS OVERVIEW
<b>School of Business and Economics</b>	SchoolBE successfully launched (July 2018) with enrolment exceeding projections by 230%. Continued program and space development underway.
<b>Sault Ste. Marie campus - all programs</b>	International enrolment strategy surpasses 18/19 enrolment target. Five new graduate certificates launched.
<b>Timmins - all programs</b>	2 new pathway agreements signed (Feb 2019). Program expansion study led by NORDIK currently underway.
<b>Anishinaabe Recruitment</b>	Achieved target of 20% increase in Anishinaabe enrolment (HC). New recruitment strategy being developed.
<b>Continuing Education</b>	Third party relationship to assist with this initiative established. Finalizing space on campus in 19-20 to expand related business planning.
<b>eLearning - academic courses</b>	Plan to develop online/hybrid delivery strategy continues to progress. Development of 3 yr eLearning training program underway.
<b>SEM Plan (School of Science/Computer Science/Anishinaabe)</b>	Implementation of 18-19 SEM plan well underway. Associated metrics on track for completion.
<b>2+2 College Pathway Programs</b>	Five pathway agreements signed at Sault College and Northern College since June 2019. College applications up by 28%. Additional pathway program areas/partners being examined.

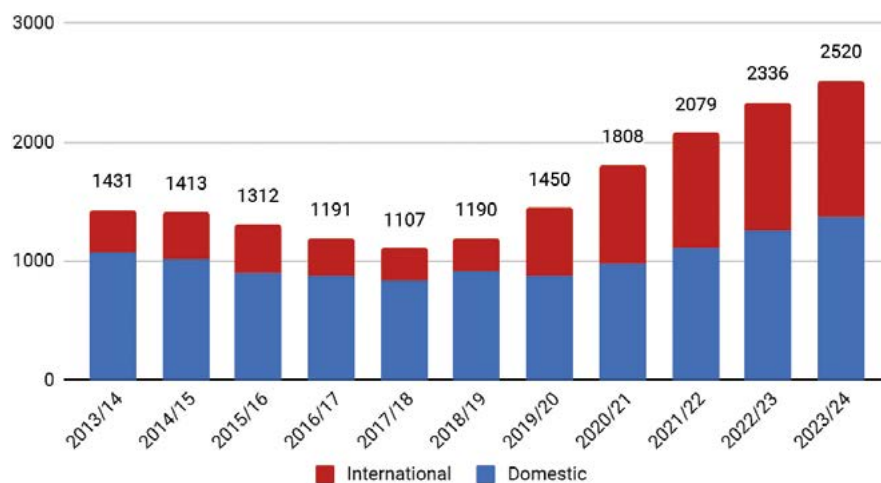


“Coming to Algoma U has opened up doors of knowledge. The school offers numerous activities and events that cater to international students throughout the year to make it a better experience for those of us that are not from here.”

*Emilea Muchenje, International Student*



## Algoma Enrolment: Historical and Forecast (FTE)



## First Nation Sponsored Student Forecast (FTE)

2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
62.5	65	72	79	85	90	100

Our winter welcome [video](#) captures some of the outcomes generated through our SEM efforts - growing enrolment, international diversification, Brampton expansion, etc.

## 2019-20 STRATEGIC ENROLMENT MANAGEMENT METRICS OVERVIEW

Ensure SEM plan strategies are implemented to achieve enrolment growth metric of 1800 FTE across all campus locations by 2020/21.

Accomplished through;

- Brampton academic program expansion
- Diversification of international enrolment
- Build on college transfer success
- Retention

Specific performance objectives and related metrics are moving forward for each theme.



## PRIORITY III: SUPPORT FOR SPECIAL MISSION

*Situated on the site of the former Shingwauk Residential School, Algoma University has a special mission to cultivate cross-cultural learning between Aboriginal communities and other communities, in keeping with the history of Algoma University College and its geographic site.*

### 2018-19 SUPPORT FOR SPECIAL MISSION METRICS UPDATE

CATEGORY	OBJECTIVES / METRICS PROGRESS OVERVIEW
<b>Cultural Awareness Training</b>	Comprehensive plan for training of students, employees, volunteers (including BOG) under development. Three sessions of SHIFT (Shifting Indigenous Frontline Tactics) training underway with SSM Police Services. Progress made on increasing awareness of site history (SSM, region, province, Canada, World).
<b>Academic Programming</b>	Review of academic course content for integration of Anishinaabe/indigenous content underway.
<b>National Leader in Reconciliation</b>	Successful launch of Reclaiming Shingwauk Hall project provided significant exposure (Aug 2018-ongoing). Universities Canada selects AU/SKG as host site for 5th Annual National Building Reconciliation Forum (Oct 8-10, 2019). Canada Research Chair awarded in Healing & Reconciliation. Environmental Stewardship certificate agreement with National Aboriginal Land Managers Association (NALMA). AU and APC successfully hosted Taking Care of the Land Symposium (May 2019), new partnerships established for future Anishinaabemowin Teg gatherings.
<b>TRC Calls to Action and AU's Commitments</b>	Campus-wide teachings to deepen AU community understanding of Grandfather Teachings underway. Continued development and funding for MAP Phase 2 & Phase 3 or Reclaiming Shingwauk Hall. Ministerial consent for 3-year BA in Anishinaabe Studies (May 2018). Degree to be conferred by SKG.







“Students get a chance to build on a strong foundation of cultural history, the significance of this site as it was a residential school, and to have their voices heard while having a strong community here on the campus of Algoma and Shingwauk Kinoomaage Gamig. Students become a member to a legacy that is left behind for future students, participating in cultural events and activities throughout the year which is so important to who we are as a people, especially for those coming from their own communities wherever that may be.”

*Serena Hill, 2nd year Anishinaabemowin*

## 2019-20 SUPPORT FOR SPECIAL MISSION METRICS OVERVIEW

Recent planning activities have identified the following themes as areas of focus for 2019-20:

- Expanding community relations and development
  - Establish closer working relationship with First Nations communities through signing of 3-5 formal agreements.
  - Expand SHIFT Program to new community groups.
- Deepening collaboration with Internal Stakeholders
  - Strengthen relationships and understanding of the roles each stakeholder plays in achieving the Special Mission (SASA/AUSU, AU, SET, SKG, CSAA, SRSC, JWG, APC, AID, Elders Council).
  - Deepen collaboration among Anishinaabe research, academic departments, Student Success and the Shingwauk Residential Schools Centre.
  - Campus-wide integration of Seven Grandfather Teachings and special mission related teachings into employee onboarding and PD.
- Positioning Algoma U as a National leader in healing, truth and reconciliation.
  - Hosting Universities Canada 5th Annual Building Reconciliation Forum.
  - Support Canada Research Chair, Truth and Reconciliation Nominee to expand academic research and other aspects contributing to AU's national profile.

Specific performance objectives and related metrics are moving forward for each theme.



## PRIORITY IV: EXPERIENTIAL LEARNING

*Experiential Learning initiatives aim to establish a clear link between academic programming and career related outcomes - a top priority for today's undergraduate student.*

### 2018-19 EXPERIENTIAL LEARNING METRICS OVERVIEW

CATEGORY	OBJECTIVES / METRICS PROGRESS OVERVIEW
Strategy Development	Comprehensive long-term EL strategy continues to evolve.
EL Student Hub	Physical and Virtual student spaces to support EL activity established and continue to evolve.
Academic Program Integration	Identify signature academic EL experiences and integrate into recruitment and retention material and processes. Resources and support developed for incorporating EL into credit-based course work.
Internship Course	New for-credit internship courses introduced in Political Science, Visual Arts, and Anishinaabemowin.
EL Signature Initiatives	Career Link and New Graduate Transition Programs successfully launched, participation rates met or surpassed established targets.



"I am grateful for the chance to explore my interest in occupational health and safety management, and I don't think I could have found such an opportunity at another school. Algoma U is constantly connecting its students with local professionals and potential employers. As a result, I know I will be able to hit the ground running when I graduate!"

*Katie McLellan, School of Business and Economics  
Human Resources Management*



"The CESD program and classes has really helped to guide and give me hands-on learning experiences based on my community involvement. I'm really looking forward to implementing my education and teachings that will help to shape and promote healthy community development for our future generations."

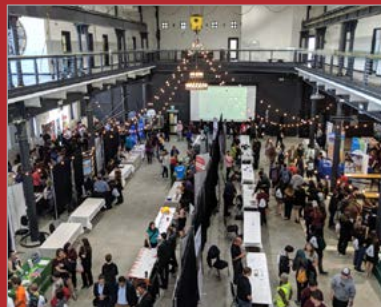
*Courtney Solomon, Community Development*

## 2019-20 EXPERIENTIAL LEARNING METRICS OVERVIEW & KEY PROJECTS

The primary focus of the EL team over the next academic year is to continue to refine and enhance activities and programs established in 2018-19, including;

- Evaluate and improve signature EL programming, including co-operative education, Career Link, and New Graduate Transition Program.
- Continue to build and nurture partnerships with faculty and employers to build quality and breadth of opportunity for students.
- Expand quality and quantity of course-based experiential learning in all disciplines.
- Action plans centered on the outcomes of graduate employment, recruitment, and retention.
- Explore a model for programming around entrepreneurship, including replicating the successful interdisciplinary bootcamp model.
- Establish plan for enhanced EL program delivery and support in Brampton and Timmins.

Specific performance objectives and related metrics are being refined for each initiative.





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Algoma University  
1520 Queen Street East, Sault Ste. Marie, ON P6A 2G4  
1.705.949.2301 1.888.ALGOMAU  
[algomau.ca](http://algomau.ca) [info@algomau.ca](mailto:info@algomau.ca)

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