

ITEM	LEAD	A/D/I	MIN	TIME															
1.0 CALL TO ORDER Acknowledgment of Traditional Territories We wish to acknowledge that we are on the traditional lands of the Anishinaabek Nation. We also acknowledge that we are on sacred lands set aside for education as envisioned by Chief Shingwauk for our children and for those as yet unborn. 1.1 Chairs Opening Remarks 1.2 Declarations of Conflicts of Interest 1.3 Consent Agenda 1.3a OPEN Agenda for meeting dated November 28, 2019 1.3b OPEN Minutes – September 19, 2019 [Appendix 1] 1.3c OPEN Minutes Special Meeting – September 7, 2019 [Appendix 2] 1.3d Written Reports from Board Committees and University Bodies [Appendix 3]: <table><tr><th>Committee/University Body</th><th>Chair</th><th>Report</th></tr><tr><td>APC</td><td>N/A</td><td>Minutes of Sept 25/19</td></tr><tr><td>Board Executive</td><td>S Schell</td><td>Minutes of Sept 10/19</td></tr><tr><td>Board Finance</td><td>M Moraca</td><td>Minutes of Oct 15/19</td></tr><tr><td>Nominating & Governance</td><td>M Pitcher</td><td>No Report</td></tr></table> MOTION: <i>That all items listed under the date November 28, 2019 ‘Consent Agenda’ be approved as recommended without the Open Minutes of September 19, 2019 and the Open Minutes of November 7, 2019.</i> Moved by: Seconded by:	Committee/University Body	Chair	Report	APC	N/A	Minutes of Sept 25/19	Board Executive	S Schell	Minutes of Sept 10/19	Board Finance	M Moraca	Minutes of Oct 15/19	Nominating & Governance	M Pitcher	No Report	Chair	A	5	5:30
Committee/University Body	Chair	Report																	
APC	N/A	Minutes of Sept 25/19																	
Board Executive	S Schell	Minutes of Sept 10/19																	
Board Finance	M Moraca	Minutes of Oct 15/19																	
Nominating & Governance	M Pitcher	No Report																	
2.0 REPORT FROM THE PRESIDENT 2.1 November President’s Report [Appendix 4]	D Rogers	I	5	5:35															
3.0 PRESENTATIONS 3.1 Progress Reporting: Strategic Priorities [Appendix 5] <ul style="list-style-type: none">Internationalization Strategy 3.2 Strategic Mandate Agreement 3 (SMA3) Process Update [Appendix 6]	B Krmpotich, D Trudelle, D White D Rogers	I I	10 2	5:40 5:50															

4.0 BUSINESS ARISING				
4.1 Board Member Participation at AU Events [Appendix 7]	S Schell	I	2	5:52
4.2 Board Retreat - February 7-8, 2020	M Pitcher	I	2	5:54
5.0 ITEMS FOR DECISION / DISCUSSION				
5.1 Sexual Violence Policy and Annual Report [Appendix 8]				
MOTION: <i>The Board of Governors approve the Sexual Violence Policy as presented, effective as of November 28, 2019 and to be reviewed moving forward, every three years or as legislation warrants.</i>	B Pringle/ K Hudson	A	5	5:56
Moved by:	Seconded by:			
6.0 NEW BUSINESS ITEMS				
6.1 Ancillary Fee Opt-Out Report [Appendix 9]	D Trudelle, S Shaver, A Trudeau	I	2	6.01
7.0 INFORMATION ITEMS				
7.1 Strategic Enrolment Management Report [Appendix 10]	D Rogers			
7.2 Economics - Final Assessment Report (FAR) [Appendix 11]	D Rogers	I	5	6:03
7.3 Save the Date: Conference of Council of Ontario University Board Members - June 5, 2020	Chair			
8.0 MOVE INTO CLOSED SESSION				
MOTION: <i>That the Board move into CLOSED Session.</i>	Chair	A	1	6:08
Moved by:	Seconded by:			
17.0 APPROVALS OF MOTIONS MADE IN CLOSED SESSION				
MOTION: <i>To approve the motions that were made in the CLOSED Session of the November 28, 2019 Meeting of the Board.</i>	Chair	A	1	8:11
Moved by:	Seconded by:			
18.0 ADJOURNMENT				
MOTION: <i>That the November 28, 2019 meeting of the Algoma University Board of Governors be adjourned.</i>	Chair	A	1	8:12
Moved by:	Seconded by:			

Next meeting date: January 23, 2020

LEGEND: A = Approval D = Discussion I = Information

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BOARD OF GOVERNORS

September 25, 2019 - APC Meeting

12:00 pm - 2:00 pm | EW 206

Sault Ste. Marie Campus

2019/20 Meeting Dates:

Nov 13, 2019 | Jan 29, 2020 | March 4, 2020 | May 20, 2020

OPEN SESSION MINUTES

Present: A. Vezina, D. Roach(Interim GRFN Rep), L. Bloomfield, C. Syrette , T. Kakapshe

Regrets: A. Sayers, C. Sayers, L. Rainville, M. Case, M. Yourchuk

Guests: L. Nasby (Acting Secretary), T. Araba (Human Resources for 3.1 & 3.2), K. Hudson (for 3.1), B. Krmpotich (3.2)

1.0 OPENING PRAYER & SMUDGE (C. Assiniwai)

Meeting started late due to SKG Board meeting running late.

C. Assiniwai started smudge & prayer at 12:30 p.m.

Appointment of Chair for this meeting: T. Kakapshe volunteered, all agreed. A conversation ensued about whether D. Roach could be included in the quorum count. D. Roach explained that with the new Chief in Council the selection of the new member would need to go the Chief and Council. D. Roach has been appointed as the interim Garden River representative of APC until a permanent representative has been determined. Consensus was that D. Roach would be counted as part of quorum.

1.1 Approval of Agenda

A. Vezina request to add agenda item 2.5 *Spiritual/Cultural Support*

L. Bloomfield asked to add agenda item 3.5 *Smudge Policy*

MOTION: *That APC approve the Sept 25th agenda as presented with the additional items.*

Moved by: C. Syrette

Seconded by: C. Assiniwai

Carried.

1.2 Approval of Minutes

MOTION: *That APC approve the Sept 5th minutes as presented.*

Moved by: D. Roach

Seconded by: C. Assiniwai

Carried.

2.0 BUSINESS ARISING

2.1 Nominations and Election: Chair & Co-Chair Position Vacancy

It was decided that this item will be deferred until the next meeting due to the absence of a number of APC members. It was noted that there was a lack of quorum at various meetings in the past year, which made it a struggle for APC to function correctly.

2.2 APC TOR: Review and revision of current TOR

A. Vezina discussed the option of maintaining the existing TOR for the interim, and that a small committee begin to consider a revision in parallel with the restructuring underway.

Volunteers would be selected to establish a working group to revise the TOR. Tom Kakapshe, D. Roach, C. Assiniwai expressed interest. A call out to APC for any further interest will be sent following the meeting. A. Vezina suggested some members from the other stakeholder groups (Liz(Director of Shingwauk Residential School Centre), Della (Shingwauk Kinnoomag Gagmig), Shingwauk Education Trust (Amy Sayers)? A. Vezina indicated that at this time, A. Sayers has suggested that perhaps SKG should sit as a member instead of SET.

2.3 Restructuring of the Anishinaabe Initiatives Division Director's Position (Report & Discussion)

A. Vezina discussed the 4 themes that emerged from the stakeholder circle (4 days): Student Success/Student Experience, Cross Cultural-Classroom Experience, Community, and Special History. She shared a draft internal assessment of leadership needs within the 4 areas that emerged from the circle.

A. Vezina suggested that to achieve the aspiration/vision coming from the stakeholder circle would require a Senior Leadership position(s) that would oversee change management and implementation across the four quadrants. APC discussed possible next steps for the President:

1. Further assess internal leadership and staff capacity;
2. Utilize small committee with representation from stakeholder groups to assist in guiding the leadership restructuring;
3. Set a date for the next stakeholder circle.

2.4 Administrative Support Position: Recommended changes

L. Nasby and A. Vezina to work with HR to revise the job description that would be positioned specifically to support the Special Mission. This will be an agenda item for the next meeting of APC. Funding to come from APC reserve. Consensus of the group to move forward with this position.

2.5 Spiritual, Cultural Advisement and Support

A. Vezina has been accessing community cultural support into the university to assist with key events (i.e. National Reconciliation Forum, Stakeholder Circle meetings)and some advisory work to the President's office re. Day to Day operations. She has been using community organizations, elders and honorariums but is planning to move to a short-term contract position for 10-15 hours per month to advise her specifically on Spiritual and Cultural teachings until the organization can build this capacity within.

3.0 INFORMATION

3.1 Anishinaabe Student Advisor - HR update

T. Araba (HR Director) joined in the meeting in person and K. Hudson (Manager, Student Success) via teleconference regarding recommended changes to the Anishinaabe Student Advisor job description. APC supported by consensus the revisions to the job description. AU will move forward with the process to formalize the new job description following the meeting.

3.2 Update: Hiring Committee; Anishinaabe Outreach Officer Maternity Leave

A team approach is being used to make sure students are taken care of. OUF will be covered by a student with staff support. A. Vezina reported a failed search. Local events in early October will have SKG, AID and SRSC assistance; more student involvement was requested. Concerns were raised around securing a high-quality candidate for a 9-month position. SKG may be posting for a permanent recruiter, Asima will work with D. Anaquod to discuss partnership and collaboration in recruitment. Another update will be brought forward in November.

3.3 Report from Anishinaabe Cultural and Social Program Coordinator

The Pow Wow budget was cut from \$30,000 in previous years but we are looking to return to that investment. A. Vezina to discuss the budget with M. Agawa, and A. Vezina/M. Agawa to review further support from committee members, internal departments and SASA.

3.4 Invitation: National Reconciliation Forum Oct 8-10th

Discussion on the Forum and registration process. All APC members welcome to opening ceremonies and gala dinner as well as the event itself. AU will cover costs.

3.5 Smudging policy

Defer until the next meeting.

4.0 KEY DATES AT THE UNIVERSITY

- Universities Canada Reconciliation Forum - October 8-10
- Circle - Internal Stakeholders - December 11
- Language Conference Symposium - A-Teg - March 26-28
- Pow Wow - Mar 7-8
- CSAA/SRC Gathering - 50 year Commemoration - July 1-4

5.0 ADJOURNMENT

MOTION: *That the Sept 25th, 2019 meeting of APC be adjourned.*
Adjournment by consensus. 2:17 pm

DRAFT MINUTES**BOARD OF GOVERNORS****Board Executive Committee**

September 10, 2019 | 7:00 p.m. | NW 306
Sault Ste. Marie Campus

OPEN SESSION MINUTES

Present: M. Nadeau, D. Nanang, R. Linklater, S. Schell (Committee Chair), A. Vezina*
Regrets: M. Nogalo
Guests: L. Nasby (Acting Secretary) *Teleconference

1.0 CALL TO ORDER

MOTION: *Call the meeting to order.*
Moved by: R. Linklater **Seconded by:** D. Nanang **Carried.**

2.0 APPROVAL OF AGENDA

MOTION: *To approve the OPEN Agenda for Sept 10th, 2019 meeting of the Board Executive.*
Moved by: R. Linklater **Seconded by:** D. Nanang **Carried.**

3.0 APPROVAL OF MINUTES

MOTION: *That the Board Executive approve the OPEN minutes of June 10, 2019.*

DISCUSSION: R. Linklater brought up a clerical error that was made with regard to the attendance. It was asked that we move M. Nogalo to regrets and M. Nadeau to present.

Moved by: R. Linklater **Seconded by:** D. Nanang **Carried.**

4.0 BUSINESS ARISING - NONE**5.0 PRESIDENT'S REPORT**

A. Vezina highlighted the following:

- The National Building Reconciliation Forum, the purpose of it and set the context of the forum as it relates to A.U's four corporate priorities;
 - O-Week activities across the three campuses and shared highlights from the overall orientation process;
 - The Campus Master Plan progress and plans to present to the Board in November and January. There is one final consultation scheduled with students and employees later this month.
-

6.0 ITEMS FOR DECISION/DISCUSSION

6.1 OPEN Board of Governors Minutes from June 20, 2019

6.2 Development of OPEN Board of Governors Agenda for Sept 19, 2019

S.Schell asked to take “Special” out of the title. All agreed it was important to keep the Strategic Priorities presentation updates on the Board meeting agendas as a standing item.

D. Nanang discussed COU meeting and will provide an update to governors at the next board meeting, he and Asima will discuss where in the agenda to add it.

M. Nadeau brought up housing concerns in the city for students. A. Vezina updated the group that AU has met with the city with regards to housing; Admin will add this to the November agenda under “International Student Strategy.” The Board Executive would like an update on how our International students are transitioning into the community and the status of housing and the overall transition is going. A. Vezina will have a presentation on the Internationalization strategy at the next Board meeting.

7.0 NEW BUSINESS

7.1 Secretary to the Board (update)

A. Vezina shared that the Registrar has fulfilled the obligations of temporarily filling the Board Secretary role and that the Administration had moved forward with posting the vacancy due to the secondment of N. Landon to the School of Business and Economics. She shared that it was her expectation to have the position to be filled before the first Board meeting of the Fall.

7.2 Strategy for increased Board presence at key University events

The group all agreed that a focus for the Board this year should be to increase Board presence at events throughout the year. It was determined by the committee that a recommendation to attend at least one event per year as a Board member should be made. The upcoming important events and overall strategy for increasing Board attendance at events to be discussed with the board.

7.3 Universities Canada National Forum Gala

A. Vezina gave an update on the Forum planning and discussed the importance of Board presence at the Forum particularly at the opening ceremony and gala dinner.

8.0 MOVE TO CLOSED SESSION

MOTION: *That the Board Executive move to the CLOSED session of the meeting of Sept 10th, 2019.*

Moved by: M. Nadeau

Seconded by: D. Nanang

Carried.

15.0 Adjournment

MOTION: *That the Board Executive meeting adjourn.*

Moved by: R. Linklater

Seconded by: D. Nanang

Carried.

Algoma University
Minutes of Board Finance Committee
Tuesday, October 15th, 2019
NW306, 5:30 pm
OPEN SESSION

Present: S. Schell, R. Battisti, R. Linklater, A. Vezina, M. Moraca, D. Nanang

Guests: M. Murtha, L. Bailey, C. Wilson, S. Maurice, B. Krmpotich

1. CALL TO ORDER

M. Moraca called the meeting to order at 5:31 pm.

2. DECLARATION OF CONFLICTS OF INTEREST

None.

3. APPROVAL OF AGENDA

MOTION: S. Schell / R. Linklater

To approve the agenda as circulated.

Carried.

4. APPROVAL OF THE MINUTES

MOTION: S. Schell / R. Linklater

To approve the minutes of the meeting of September 10, 2019 (open session) as presented.

Carried.

5. ITEMS FOR DECISION

5.1 August, 2019 Internal Financial Statements

M. Murtha discussed the briefing note on the August 2019 internal financial statements. The report detailed a cash increase of \$1.0M due to increase in deposits from international students, an increase in Accounts Receivable-Fee of \$1.5M due to registration of fall/winter courses, and corresponding increase of assessed tuition of \$1.7M. M. Murtha also explained year to date revenues and expenses, comparing variances to the prior year. Favourable results were mainly driven by enrolment of 1,384.8 full time equivalents, of which 48.65% are

international students vs a budget of 40%.

MOTION: R. Linklater / D. Nanang

To accept the operating statements as at August 31, 2019.

Carried.

6. BUSINESS ARISING

None.

7. NEW BUSINESS

None

8. ITEMS FOR INFORMATION

8.1 Campus Renovations - National Centre Funding Application

C. Wilson led the discussion, reviewing details on the current status of the campus renovation projects and of seeking out funding opportunities. Staff is currently working on a proposal to the *Investing in Canada Infrastructure Program* (a joint initiative between the federal and provincial government).

S. Schell requested that C. Wilson provide clarity on actual dollar amounts for government funding, then for R. Battisti to create a chart with financials; projecting what has already been committed, reflecting all priorities, debts, and return on investments. Once the chart is complete, Shelly will review before sharing it with the Board for approval. This is time sensitive and will need to be sent for 'electronic vote', to the Board members for approval before November 11th, 2019.

MOTION: R. Linklater / A. Vezina

That the Finance Committee recommends to the Board of Governors the approval & support for the submission to the Investing in Canada Infrastructure Program - Community, Culture and Recreation Stream.

Carried.

8.2 2019/20 Capital Budget Expenditures Updates

R. Battisti discussed the 2019/20 Capital Budget Expenditures Update, presenting a report on capital expenditures.

8.3 Computer Science

R. Battisti discussed the Strategic Enrolment Management (SEM) plan, detailing the three program areas designed to reach a target of 3,000 FTE by 2023-24; Computer Science Program, School of Life Sciences and the Environment, and the School of Business and Economics.

As part of the Campus Plan, the Computer Science renovations were identified as the main priority for the Project D projects to ensure increased growth in the University's enrollment and its financial sustainability. The University is ready to prepare to issue an RFP for the Computer Science renovations.

The Finance Committee's recommendations to the Board of Governors management will be reviewed before an RFP is issued.

MOTION: R. Linklater / S. Schell

The Finance Committee recommends to the Board of Governors the approval of the revised Computer Science Renovations (from \$712K to \$1.9 M)
Carried.

8.4 Other Miscellaneous Updates

R. Battisti discussed the current status of various initiatives that are underway to provide growth to Algoma University's enrollment to greater than 3,000 full time equivalents by 2023/2024.

8.5 Nov. 19, 2019 Meeting Date

Agreement to change the date from November 19 to November 12, 2019.

9. MOVE INTO CLOSED SESSION

MOTION: S. Schell / R. Linklater

To move into closed session.

Carried.

10. CLOSED SESSION

11. RETURN TO OPEN SESSION

MOTION: R. Linklater / S. Schell

To ratify any decisions made in closed session.

Carried.

The meeting was adjourned at 7:07 pm.

NEXT MEETING DATE: November 12, 2019



FUTURE. FOCUSED.

PRESIDENT'S REPORT
NOVEMBER 2019

Algoma
UNIVERSITY



PRESIDENT'S MESSAGE

2019 has been an incredible year for Algoma University. The success we have experienced is the direct result of a collective effort by the entire Algoma U community to support and execute on key strategies and metrics associated with four institutional priorities co-established by the university's Board of Governors, Academic Senate and Senior Administration in 2018.

The enrolment growth experienced this academic year is a key example of our progress. Increasing enrolment on the Brampton, Sault Ste. Marie and Timmins campuses through a focused Strategic Enrolment Management Plan was a key priority for the 2018-20 academic years. For a second year in a row, the University has exceeded its enrolment projection. In 2019-2020, the University set an aggressive 20 percent growth target of 1450 FTE students. After hitting this target, the team is now working toward a stretch target of 1850 FTE putting us well on our way towards achieving our goal of growing to 3000 students by 2023-24.

As a result of this growth and the generous municipal investments by the city of Brampton (\$7.3M) and SSM (\$400K), targeted investments are being made in capital projects and attracting new talent to program areas currently experiencing significant growth: Business and Economics, Computer Science and Life Sciences and the Environment.

In Brampton, construction of the \$3.4 M School of Business and Economics and a significant investment to build a new computer science wing will be complete by January. The Board has recently approved investment of approximately \$2M in space and program enhancements for expansions to the Computer Science program in SSM, and finally, approximately \$1M has been committed by the Student Union (AUSU) to redesign the Speakeasy. As we move into the new year, concepts for the School of Business and Economics in Sault Ste. Marie and additional investments in student and programming space in Brampton will be finalized in alignment with Algoma's long-term development strategy.

Over the past several months, our community has been in consultations to develop a Campus Master Plan for both Brampton and SSM. This plan will be released publicly in January and will help to guide the University for the next 5-10 years of growth. We appreciate the many voices who have contributed to the exciting vision emerging from our community-wide consultations.

In addition to updates on our strategic enrolment management efforts, this edition of the President's Report provides a high-level overview of recent progress on targeted metrics and milestones tied to our other three institutional priorities:

- enhancing the overall student experience;
- in partnership, moving forward with commitments to AU's Special Mission and goals of being a national leader in Truth and Reconciliation; and
- providing increased workplace readiness and experiential learning opportunities for students.

The accomplishments noted would not have been possible without the exceptional talent and commitment of our community partners, staff, students, faculty, admin, Senate and Board.

As we move into the holiday season, I want to reinforce my appreciation to all members of the AU community for your tremendous leadership and effort during the past year.

Thank you - Chi-Miigwech and season's greetings to all.



Asima Vezina, President and Vice-Chancellor





STRATEGIC PRIORITY: STUDENT EXPERIENCE

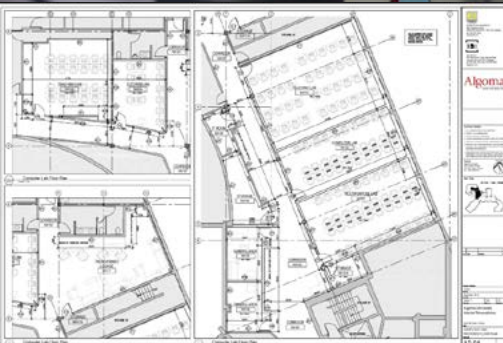
A number of strategies are moving forward to support efforts to enhance the overall student experience at Algoma University. Improvements to physical spaces and infrastructure, new staffing models to support the academic and social experience of the University's growing international student population, and the creation of new scholarship opportunities are just a few related actions from the past two-months. Key highlights and related metrics are shared below:

Campus Master Plan

As we continue to focus attention on enhancing the overall student experience, while simultaneously moving forward an aggressive enrolment growth strategy, the development of physical spaces to support student success become more and more critical. Following a six-month consultation process, we look forward to receiving the preliminary Sault Ste. Marie Campus Master Plan (CMP) report from the IBI Group on November 28th. The CMP establishes a vision and framework to guide how and where the university campus will physically change in support of the university's strategic vision and academic plan throughout all its available and future facilities over a 5- to 10-year horizon. The final CMP, including an overarching Campus Vision, supported by planning principles to guide changes, along with a range of strategies for the planning and design of current and future buildings, public spaces, and transportation systems will be presented to the Board of Governors on January 23rd.

Enhancements to Computer Science Infrastructure

Computer science is currently the fastest growing program on the SSM campus. Given current and future enrolment growth potential, the Board of Governors recently approved a \$2 million investment to support the development of new state of the art teaching and learning spaces fully equipped with industry leading technology. The new infrastructure will ensure a top-quality learning environment for students as they prepare for the careers of tomorrow. Enhancements also support high-quality faculty research in areas such as computer gaming



technology, mobile software engineering and cyber-security. Work on the new facilities will commence in winter 2020 with completion targeted for the summer term. The new lab spaces will more than double current student capacity. The overall development will include two teaching labs, a tutoring room, revamped “tech heavy” Thunderbird lounge, general computer lab, a multipurpose research lab and two gaming rooms.

Speakeasy

As a result of AUSU’s leadership and \$1 million funding commitment, plans continue to evolve for a full redesign of the Speakeasy. The new space will serve as a hub of student life programming, building on the momentum generated during the current academic year.

Scholarship Funds Continue to Grow

The Ted Nolan Foundation has generously donated \$100,000 to Algoma University to establish The Rose Nolan Scholarship. This annual scholarship, named after Ted Nolan’s mother, was established to help First Nations women achieve their educational and training goals while maintaining strong community involvement. The investment was announced during the 5th Annual National Building Reconciliation Forum in October.

Later in the month, 300 members of the extended Algoma University community attended the 2019 John R. Rhodes Scholarship Dinner. This year’s event honoured the tremendous contribution the McDougall family has made to our community while recognizing this year’s recipient of the John R. Rhodes Scholarship, Claudia Aguas, a first-year Psychology student. The dinner raised \$50,000 to support this important scholarship fund.

New Algoma University Business Society (AUBS) Brampton

Efforts to enhance the student experience at our growing campus in Brampton took another step forward with the establishment of a new chapter of the Algoma University Business Society (AUBS). Congratulations to [Simran Soi](#) on being named chapter President.





STRATEGIC PRIORITY: STRATEGIC ENROLMENT MANAGEMENT (SEM)

The Strategic Enrolment Management Committee continues to move forward a range of initiatives to ensure Algoma U achieves its stated long-term enrolment target of 3000 students by 2023-24. We are pleased to see growth occurring on all three campuses and would highlight the following recent milestones and metrics:

Fall Enrolment Update

As of November 12th, Algoma's 2019-20 reported enrolment was 1673 FTE, exceeding the budgeted projection of 1450 FTE. Algoma's enrolment currently exceeds the institution's previous enrolment record of 1431 FTE achieved in 2013-14.

Winter Term - New Student Intake

With winter term deposits secured from almost 700 new students, the institution is currently tracking to surpass its stretch target of 1850 FTE. At present, the new student intake is split almost evenly across our Brampton and Sault Ste. Marie campuses. The 1850 FTE stretch target equates to growth of 55 percent over 2018-19.

International Diversification

This fall, the Algoma University student body included individuals from 53 different countries of origin. As our international enrolment continues to grow, one key enrolment parameter established by the SEM committee is to ensure no one country will make up more than 50% of the international student body. With current enrolment from Indian subcontinent exceeding this target, we have taken a number of steps to support balanced international enrolment. A full-time recruiter with expertise in the Chinese market has recently joined our team. We also have representatives supporting enhanced efforts in Vietnam while increasing attention in Africa and the Middle East; specifically, Ghana, Nigeria, UAE, and Turkey.

We will continue to leverage existing partnerships in the Indian subcontinent including those in Bangladesh, Nepal, Sri Lanka, and Pakistan.

Amendment to the Algoma University Act

As most are aware, the Ontario Legislature reconvened in October and a number of pieces of legislation that were introduced prior to the break were rolled into an omnibus bill including amendments to the Algoma University Act. The [Better for People; Smarter for Business Act](#) includes a “broad range of regulatory changes intended to streamline, simplify and avoid duplication for businesses and not for profit organizations and impacts at least 15 ministries”. This Act includes efforts to “streamline and hasten the process involved in program approvals for colleges and universities”. Two schools impacted directly by this piece of legislation are OCADU and Algoma University.

Dr. Donna Rogers, Provost and Academic Dean, is currently in dialogue with representatives from MCU regarding the impact this new legislation will have on academic program approvals, including potential graduate studies, moving forward. We continue to work with the Minister of Colleges and Universities, Ross Romano, MPP for Sault Ste. Marie on related initiatives.

Brampton Campus Expansion

Campus expansion efforts to address projected growth as a result of new degree programming being introduced in the fall of 2020 continue in Brampton. These efforts build upon the tremendous growth experienced in the first half of the 2019-20 academic year.

In order to accommodate growing student numbers, an initial phase of campus expansion resulted in the creation of new classrooms, collaborative meeting rooms, faculty offices and other student spaces within the School of Business and Economics. While work continues on the lower level of the Market Square building that serves as the hub of our Brampton efforts, a new computer science wing including the development of two new state of the art computer science classrooms is well underway.

These efforts would not be possible without the tremendous support of the City of Brampton who are contributing \$7.3 million to our efforts. Further updates on program expansion, including the creation of the *Centre for Social, Cultural & Economic Innovation* will be shared in winter 2020.





5th Annual Building Reconciliation Forum



STRATEGIC PRIORITY: SUPPORT FOR OUR SPECIAL MISSION

Algoma University, in partnership with a range of associated organizations and groups including Shingwauk Kinooamaage Gamig (SKG), continues to move forward with commitments to the institution's Special Mission and the stated goal of being recognized as a national leader in Truth and Reconciliation. Recent and upcoming milestones of note include:

5th Annual Building Reconciliation Conference

Algoma University and Shingwauk Kinooamaage Gamig were honoured to co-host the [fifth annual Building Reconciliation Forum](#), from October 8-10th in partnership with Nipissing University, the University of Northern British Columbia and Cape Breton University.

Over the course of three days, more than 300 delegates representing over 100 organizations from across the country, and as far away as Mexico and Australia, gathered in Sault Ste. Marie to continue this important conversation. Attendees included senior leaders, faculty and students from over 60 universities, including 22 Presidents. Indigenous leaders, Elders, residential school survivors, community partners and students from across the country also participated in this national dialogue.

The opportunity to have members of the Children of Shingwauk Alumni Association (CSAA) share the truth of Canada's residential school's history on our historic site and through the award winning, and survivor-led, 'Reclaiming Shingwauk Hall' exhibit, combined with a range of land- and culture-based experiential learning opportunities facilitated by SKG provided a powerful [pre-forum](#) which set the stage for the two day forum.

Organizers are currently compiling a final report including recommendations and related next steps for the sector. In addition to numerous student, staff, faculty and community volunteers, we thank the McConnell Foundation and Tourism SSM for their valued support of this event.

Anishinaabe Inendamowin Research Symposium

On Friday, February 7th, Anishinaabe Initiatives along with Anishinaabe faculty and staff at Algoma University and Shingwauk Kinooamaage Gamig are hosting the fourth bi-ennial Anishinaabe Inendamowin Research Symposium with the theme "Mino-Bimaadizidaa (Let's have a good life)".

The purpose of the symposium is to enrich research through the integration of Anishinaabe inendamowin (Inendamowin being an Anishinaabe word signifying thought).

This initiative aligns with broader efforts to deepen collaboration among Anishinaabe researchers, academics, and student success personnel.

Anishinaabe Stakeholder Community Conversations

Over the past two months, four community conversations have been held with a range of stakeholders to strengthen the important relationships required to support efforts tied to our Special Mission while clarifying roles and responsibilities, identifying opportunities, and addressing potential challenges that could impact our collective long-term success. Thanks to members of our Elders Council, and representatives from SASA, the Shingwauk Residential Schools Centre (SRSC), SKG, Anishinaabe Peoples Council (APC), Shingwauk Education Trust (SET), CSAA, the Joint Working Group (JWG) the Algoma District School Board (ADSB) and other participating stakeholders for their ongoing commitment to this important dialogue.

26th Annual Anishinaabemowin Gathering Taking Place in March

The theme for the 26th Annual Anishinaabemowin gathering, hosted by Algoma University and Shingwauk Kinoomaage Gamig, is “Moving Forward in the Language” or “Ka’gaanjdaa’aanaa Anishinaabemowin” or “Niigaan-izhiwidooyok Anishinaabemowin”. With so much revitalization across our region, participants will celebrate the success of recent years, remember the leaders and Elders whose efforts led us to this place while working together to move into a future where Anishinaabemowin is heard in all 163 of the communities where it is the heritage language.

50th Anniversary of Closing of Shingwauk Residential School

2020 marks the 50th anniversary of the closing of the Shingwauk Residential School leading to the next steps in the journey in the movement to bring Chief Shingwauk’s original vision of a teaching wigwam to life. To recognize this important milestone, the Children of Shingwauk Alumni Association will be hosting a special gathering July 2-3. We look forward to both welcome and recognize the significant contributions of the survivor community on this historic occasion. Full details will be circulated in the new year.





STRATEGIC PRIORITY: EXPERIENTIAL LEARNING

While we head into 2020 with renewed stability and increased clarity on our long-term vision, we will also be negotiating the terms of our next Strategic Mandate Agreement (SMA 3) with the province. One strategic priority of particular importance to this effort is the work we being done to provide increased workplace readiness and experiential learning opportunities for students. Success in this area hinges on the concerted efforts of faculty, staff and external partners. A few recent initiatives to create and nurture a strong foundation that weaves experiential learning into the AU student academic experience includes:

RBC Future Launch

Through RBC Future Launch, the Experiential Learning team and RBC announced a \$250,000 investment into Career Link - an Algoma University developed program. Career Link is a Co-Curricular Certificate Program that develops career skills, networks, and includes practical work experience. The final component of the program requires students to present a Career Portfolio that serves to highlight professional experience and skills. RBC Future Launch supports initiatives for youth and others who are transitioning from post-secondary education to the world of work. Future Launch supports programs that help students gain skills, get practical work experience, and grow their networks! Current funding through RBC is intended to support this initiative over the next five years.

Career Networking Night

The Experiential Learning Hub, in partnership with the Algoma University Business Society (AUBS), the Anishinaabe Initiatives Division (AID), and RBC offered students an excellent opportunity to receive great career advice from a panel of graduates in a wide variety of fields, at the Career Networking Night.

Each panelist had a unique story to tell – and tips and strategies to share! The panelists included, Hannah Rowswell, Karen Bird, Noel Stephen, Mitch Oliverio, Paul Sayers, Mario Bruni, and Kimberly Pelletier. Students also had the opportunity to network with the panelists and a range of local employers. With over 100 students in attendance, the Career Networking Night was a very successful event!

UPCOMING EVENTS

Dec 5-17	Fall exam period
Dec 6	Academic Senate Meeting
Dec 24-Jan 1	University closed for holiday season*
Jan 2	University reopens following holiday break
Jan 3-4	Brampton Campus Frost Week
Jan 5-10	Sault Ste. Marie Campus Frost Week
Jan 6	Classes commence for winter term
Jan 10	Academic Senate Meeting
Jan 23	Board of Governors Meeting
Jan 29	SASA Lounge Grand Opening
Feb 7	Anishinaabe Inendamowin Research Symposium
Feb 21-23	OUA Nordic Ski Championships
March 7-8	Annual Gathering at the Rapids Pow Wow

**some exceptions, such as GLC and cafeteria services, apply*



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BOARD OF GOVERNORS REPORT



TOPIC	Progress Report - Internationalization Strategy Open Agenda Meeting Date: November 28, 2019 Agenda Action: Information
PREPARED BY	Dave Trudelle, Director of Student Experience, Dawn White, Director of Experiential Learning and International Affairs, Brent Krmpotich, Director of Enrollment Management and International Operations
PURPOSE OF REPORT	Update the Board of Governors on Internationalization strategy for the University
RELATED DOCUMENTS	Presentation Slide Deck
BACKGROUND	International student enrollment has grown considerably over the past year. With that growth comes the need to create a strategy for internationalization of Algoma University. This presentation will highlight both academic and non-academic supports either currently offered or planned for international students, staff and faculty.
CURRENT STATUS	<p>The internationalization of education can be defined as the process of integrating international, intercultural, and global dimensions and perspectives into the purpose, functions and delivery of education. It shapes institutional values, influences external relations and partnerships, and impacts upon the entire educational enterprise. (CBIE Statement of Principles)</p> <p>At Algoma, internationalization is a comprehensive framework that complements strategic enrolment management as we welcome a growing and diverse international student body. The internationalization plan outlines how we will meet the needs of a growing international student body, and how we will foster international engagement to enrich the learning environment for all students, staff, and faculty.</p> <p>Enrollment of International Students at Algoma is almost 1000 FTE in 19/20, representing 55 different nationalities. Two countries, India and China, have over 50 students. An internationalization strategy is being created focusing on Student Success, Student Experience, International Research and Partnerships, Mobility, Internationalization at Home, and Experiential Learning and Entrepreneurship. The slide deck outlines both current objectives and sample outcomes in the short to medium term for each of those areas.</p>
FUTURE STATUS	<p>Projected International Student Enrollment is over 1500 FTE in 2023/24, representing 80 different nationalities. This will include seven countries with over 50 students enrolled.</p> <p>Next steps in the short term for the internationalization strategy will be to finalize the plan, roll out communication and action steps, and monitor and refine the plan. Regular reports to the Board regarding progress will be provided.</p>
ACTION	None

Internationalization Strategy

Dawn White	Director of Experiential Learning and International Affairs
Brent Krmpotich	Director of Enrolment Management
Dave Trudelle	Director of Student Experience

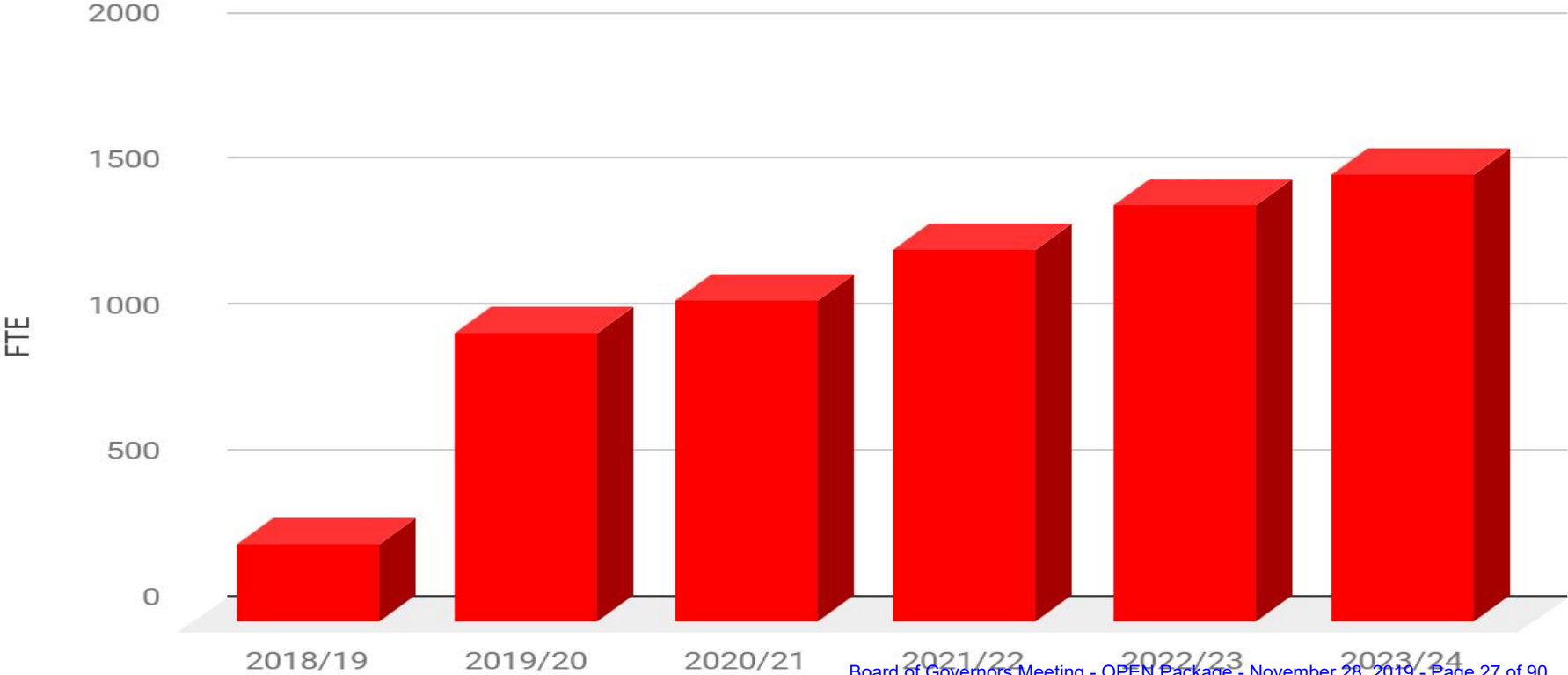
November 28, 2019

Internationalization

The internationalization of education can be defined as the process of integrating international, intercultural, and global dimensions and perspectives into the purpose, functions and delivery of education. It shapes institutional values, influences external relations and partnerships, and impacts upon the entire educational enterprise. *(CBIE Statement of Principles)*

At Algoma, internationalization is a comprehensive framework that complements strategic enrolment management as we welcome a growing and diverse international student body. The internationalization plan outlines how we will meet the needs of a growing international student body, and how we will foster international engagement to enrich the learning environment for all students, staff, and faculty.

Growing International Enrolment



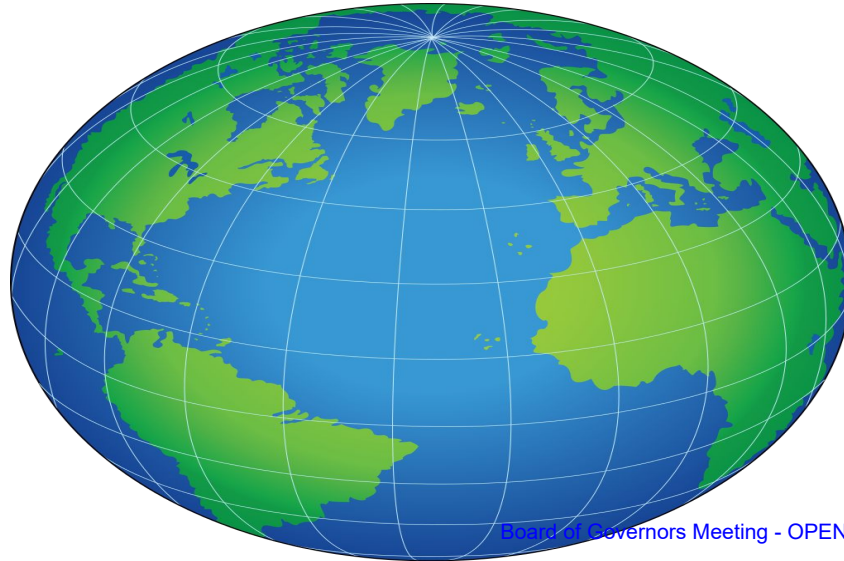
Diversifying Enrolment

In 2019-20, 55 different nationalities make up Algoma's student body.

- Two countries (India and China) have over 50 students enrolled.

By 2023-24, 80 different nationalities will be enrolled at Algoma.

- Seven countries will have over 50 students enrolled.



Internationalization Strategy

Key Areas of Focus 2019-22

1. Student success and student experience
2. International Research and Partnerships
3. Mobility
4. Internationalization at Home
5. Experiential Learning and Entrepreneurship



Student Success

Objectives:

Align support structures and processes to meet student needs.

Build and foster community partnerships to enhance access to culturally-relevant support.

Sample Outcomes by Year:

Year 1 - Increase the number of Academic Advisors with Regulated International Student Immigration Advisor (RISA) qualifications.

Immediate increase in tutoring support for students.

Counselling support 24 hours a day in 180 languages through IAMWell App.

Adapt Information Sessions to accommodate cultures students are coming from

Year 2 - Increase the number of upper year international students trained as tutors and notetakers.

Student Experience

Objectives:

Welcome international students to Canada, the cities they live, and the university by helping them adapt and succeed

Adapt non-academic supports to meet needs of international student population

Provide student life experiences that international students find engaging and memorable

Sample Outcomes by Year:

Year 1 - International Student Support Team

Continually adapt Orientation program based on trends and feedback

Help students through the periods of culture shock, regular check ins

International Student Life Calendar

Year 2 - Expansion of student spaces

Community Connections for supports and experiences

Changes to Food Service options to meet international student demands

Housing

Objective:

Have Infrastructure in place to support International Students living on and off campus

Sample Outcomes by Year:

Year 1 - Maximize on campus housing, diversity in RA Team

Educate landlords on incoming students

Work with municipalities on integration of student population and inventory of housing

Educate students on tenant rights/responsibilities

Year 2 - Outsourcing Homestay and Airport pick up programs

Off campus housing online system

Off campus housing support staff

International Research and Partnerships

Objectives:

Attract international research, scholarship and educational collaborations by showcasing expertise and success.

Build and foster partnerships that align with and support the strategic priorities and special mission.

Sample Outcomes by Year:

Year 1 - International partnerships reviewed and 10-20 identified as high priority.

Year 2 - A minimum of 5 faculty have accessed new funding sources for international research collaboration

Year 3 - Host an international seminar or symposium that highlights research expertise on a global stage.

Mobility

Objectives:

Increase range, variety, and quality of international mobility opportunities for staff, faculty, and students.

Sample Outcomes by Year:

Year 1 - Identify departmental priorities, partners, and explore new mobility models.

Offer one new short-term mobility program that is accessible to non-traditional student groups.

Shift focus to education abroad model incorporating student development theory.

Year 2 - Student participation grows in new and traditional mobility offerings (e.g., north2north)

Year 3 - Minimum of 5 staff and faculty per year participate in mobility programming. Well developed system in place to share learning when they return.

Internationalization at Home

Objectives:

Increase the level of intercultural competence and cultural awareness amongst students, staff, faculty, administration, and Board of Governors.

Increase opportunities for domestic students to build cultural competence on campus.

Sample Outcomes by Year:

Year 1 - Launch intercultural training and development program.

More opportunities for international students to engage with local community partners.

Establish International and Racialized Student Council in partnership with AUSU.

Year 2 - Intentional internationalization of curriculum begins as faculty incorporate new learnings into teaching and learning practices.

Launch of signature co-curricular programming that fosters purposeful engagement between domestic and international students.

Year 3 - Launch of Global Engagement Certificate and Global Citizenship badge.

International Experiential Learning

Objectives:

Increase the variety and number of high quality international experiential learning opportunities within and outside the curriculum.

Integrate intercultural competencies into all experiential learning programming.

Sample Outcomes by Year:

Year 1 - Launch internship course in Brampton.

Promote internship abroad with support of Career Ready Fund.

Year 2 - Host entrepreneurial case studies with an international context.

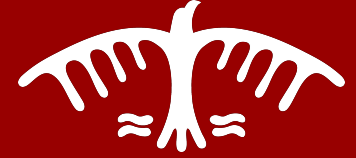
Year 3 - Launch joint international degree program in yet-to-be-identified area.

Next Steps

Finalizing strategy.

Roll out of communication.

Monitor and Refine plan.



Overview/Update: *Strategic Mandate Agreement 3* (SMA3) Process, 2020-25

*Presentation to Board of Governors Open Session --
November 28, 2019*

SMA3 process

On April 11, 2019, the Ministry of Training, Colleges and Universities (TCU) announced the process for implementing the next round of Strategic Mandate Agreements 2020-25 (SMA3), and performance/outcomes-based funding.

1. Proportion of Funding

- Tying a larger portion of funding to metric performance starting at a system-average of 25% and ramping up to 60% of total TCU operating grant funding

2. Priority Areas and Metrics

- Metrics and priority areas that align with the priorities of the Ontario government
- Reducing the number of metrics from 38 for colleges and 28 for universities to **10 performance-related metrics for each sector**
- Metrics that focus on outcomes and improved data sources

3. Mechanism

- Recognizing the different strengths of Ontario institutions through a Differentiated Improvement performance/outcomes-based funding mechanism

4. Implementation/Next Steps

- Five-year cycle for SMA3
- A graduated activation of performance/outcomes-based funding to align with graduated implementation of new metrics

Conceptual Postsecondary Education System Funding Model at its Mature State in 2024-2025

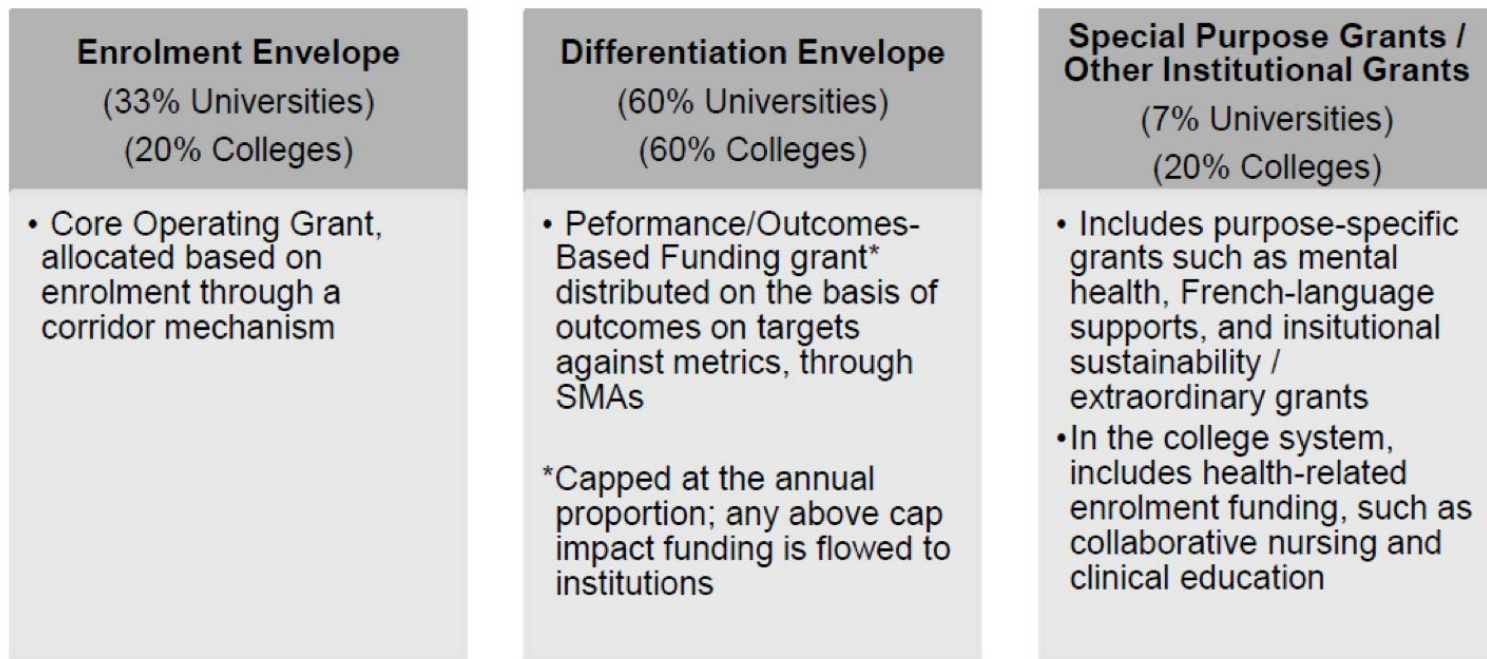


Figure 1. Conceptual College and University Funding Models: 2024-25

*Proportions are system averages of total provincial operating funding. Special Purpose Grants include institutional differentiation grants. The college system proportion of Special Purpose Grants/Other Institutional Grants includes health-related funding not modified in per-student funding reduction exercise to create the expanded Differentiation Envelope(s).

Mechanism Design Elements

Metrics Tied to Funding

All system-wide metrics, and a limited number (one) of institution specific metrics are tied to Outcomes-Based Funding

Performance Measurement

Institutions are measured against themselves. Targets are based on an institution's historical data & established criteria

Key Design Elements

Differentiation Weighting

Institutions assign proportional weightings for each metric that is tied to Outcomes-based Funding – adjustments considered

Outcomes Evaluation

Performance is evaluated using a pass/fail approach, with bands of tolerance and scaling for under-achievement

Metrics: Skills and Job Outcomes

Metric	Activation Year
Graduates' Employment- Employed in a field related to their degree	2020-21
Institutional Strength/Focus- subject area	2020-21
Graduate Earnings – 2 years out (tax linkage)	2021-22
Experiential Learning – # of graduates with an EL experience	2021-22
Skills & Competencies – standardized test	2022-23

Metrics: Economic and Community Impact

Metric	Activation Year
Research Funding and Capacity – Tri-Council funding	2020-21
Community / Local Impact – University size relative to local population	2020-21
Institution-specific Economic Impact	2020-21
Innovation – Industry and private research funding	2021-22
<ul style="list-style-type: none">• MCU will also report on the following metrics for “accountability and transparency”- (not tied to funding):<ul style="list-style-type: none">○ Faculty Workload○ Faculty Compensation	

Target-setting example

Example*:

Targets are set for the first 6 university metrics to be activated in 2020-21

Metric	Historic Performance	Target for 2020-21	Band of Tolerance
Employment in a related field	Yr1: 94% Yr2: 92% Yr3: 93%	94%	+/-3% (e.g., must achieve/exceed 91.18%)
Institutional Strength/Focus (Engineering)	Yr1: 14.0% Yr2: 14.2% Yr3: 14.1%	14%	+/-2% (e.g., must achieve/exceed 13.72%)
Graduation Rate	Yr1: 86% Yr2: 85% Yr3: 86%	86%	+/-2% (e.g., must achieve/exceed 84.28%)
Tri-Council Research Funding	Yr1: \$45.04M Yr2: \$45.17M Yr3: \$44.62M	\$45.39M	+/-5% (e.g., must achieve/exceed \$43.12M)
Community / Local Impact	Yr1: 21.6% Yr2: 21.9% Yr3: 22.8%	23.5%	+/-3% (e.g., must achieve/exceed 22.76%)
Institution-Specific (Economic Impact)	Yr1: 17.4% Yr2: 13.5% Yr3: 30.2%	20.4%	+/-5% (e.g., must achieve/exceed 19.38%)

****This demonstrates an example target-setting approach for the first year of SMA3 for illustrative purposes only. Targets will be institution-specific and finalized in discussion with institutions.***

Metric Weighting

- Institutions will assign metric weightings to the performance/outcomes-based metrics during SMA3 discussions.
- Metric weightings will impact the share of an institution's notional funding that can be received for successful performance related to a particular metric. The ministry will set parameters around metric weightings, which at **steady-state will be a minimum of 5% and a maximum of 25%.**
- As metrics will be added and activated during the first three years of the SMA3 period, **metric weightings will be phased in** as metrics are activated for funding, subject to the following maximums and minimums:
 - 2020-21: Maximum 35%, minimum 10%
 - 2021-22: Maximum 30%, minimum 5%
 - 2022-23: Maximum 25%, minimum 5%
- Metric weightings **must total 100%** and must be **established for the duration of the SMA3 period** during the SMA3 discussions and will be quantified by the ministry. However, at the government's discretion, institutions may be eligible to adjust weightings once during the SMA3 period.

SMA3 development process for Algoma University

Our team:

- Donna Rogers, Provost and Academic Dean
- Robert Battisti, Vice-President, Finance and Operations
- David Marasco, Registrar and Director of Institutional Research
- Dereck Whitmell, Interim Director of IT
- Dawn White, Director of Experiential Learning and International
- Pedro Antunes, Executive Lead Research
- Kramer Rousseau, Director of Financial Services

Bonnie Patterson is advising and assisting the Algoma University SMA3 team

SMA3 development process for Algoma University

Process overview 2019-20:

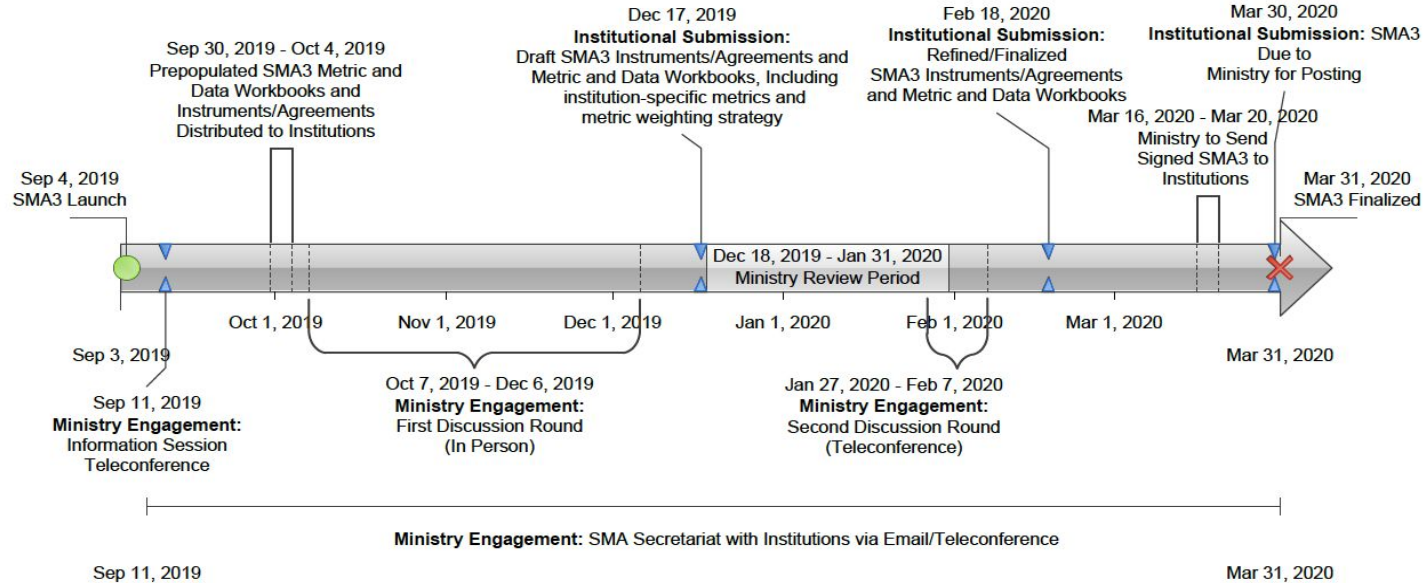
- ✓ September 4 launch
- ✓ October 4 Ministry sends us prepopulated worksheets (external data)
- October-December round one of consultations with the Ministry and in-house data development
 - December 5: Ministry SMA3 leads make site visit to Algoma University for final discussions for round one
- December 18 draft SMA3 due to Ministry
- December-January Ministry reviews first draft...

SMA3 development process for Algoma University

Process overview 2019-20:

- January-February round two of consultations with the Ministry and final negotiations
- February 18 Final SMA3 due to Ministry
- mid-March final agreement signed and posted publicly

Overview: 2020-25 Strategic Mandate Agreements (SMA3) Bilateral Discussions



NOTE: The Strategic Mandate Agreements Secretariat will engage with institutions throughout the Bilateral Discussion process via email and teleconference as needed.

AU Events for BOG Participation

[illegible]

BOARD OF GOVERNORS REPORT



TOPIC	Sexual Violence Policy and Annual Report Open Agenda Meeting Date: November 28, 2019 Agenda Action: Approval/Information
PREPARED BY	Brianne Pringle, HR & Employee Relations Officer Karen Hudson, Manager, Student Success and Wellbeing
PURPOSE OF REPORT	For the Board of Governors to approve the Sexual Violence Policy and review the Sexual Violence Annual Report.
RELATED DOCUMENTS	1. Sexual Violence Taskforce 2. Sexual Violence Policy (proposed) 3. Sexual Misconduct Policy (current) 4. Sexual Violence Annual Report
BACKGROUND	<p>The Sexual Misconduct Policy is to be reviewed every three years and approved by the Board of Governors, the last approval was December 2016.</p> <p>The following are Ministry requirements (Pursuant to Subsection 17(7.1) Ministry of Training, Colleges and Universities Act):</p> <ol style="list-style-type: none"> 1. Creation of a Sexual Violence Taskforce, comprised of members of the University Community; 2. The Sexual Violence Policy be updated and presented to the University Board of Governors; 3. Annual Report to the Board. <p>The Ministry's requirement is that the Board be presented with the updated Sexual Violence Policy and Annual Report on or before December 31, 2019.</p>
CURRENT STATUS	<p>Policy Review:</p> <p>There were two main recommendations that came out of the policy review:</p> <ol style="list-style-type: none"> 1. Separation of policy and procedure. 2. Change the term Sexual Misconduct to Sexual Violence. <p>Human Resources, along with the Manager, Student Success and Wellbeing and a Faculty advisor re-drafted the policy to include Ministry requirements (Sexual Violence Taskforce), removed procedures and ensured the policy aligns with other existing, relevant policies at Algoma University. In this review, several other policies were reviewed to ensure consistency among post-secondary institutions.</p> <p>Annual Report:</p> <p>Please see attached for the Annual Report for the 2018- 2019 Academic Year to the Ministry, as per Ministry requirements.</p>

BOARD OF GOVERNORS REPORT



FUTURE STATUS	<ul style="list-style-type: none">• Updated Policy to be posted on the Algoma University Website.• Notice to Algoma University Community of the updated Policy.• Annual report to be presented to the Board no later than June 1 of each Calendar year.• Sexual Violence Policy to be reviewed every three years or as legislation warrants.
ACTION	Motion: <i>The Board of Governors approve the Sexual Violence Policy as presented, effective as of November 28, 2019 and to be reviewed moving forward, every three years or as legislation warrants.</i>

Sexual Violence Taskforce Mandate

The Sexual Violence Taskforce is a University committee comprised of students and employees (Faculty, Staff, Administration) who together will make recommendations regarding the University's Policy on Sexual Violence and coordinate efforts regarding resources to prevent university sexual violence. The committee works collaboratively towards effective change at the individual, institutional and cultural levels, with the goal of creating a safer campus environment for the Algoma University community.

The specific roles of the Committee will be to:

- annually review and make recommendations, if necessary, concerning the *Sexual Violence Policy*.
- make recommendations on existing programs, services, resources and protocol implementation;
- make recommendations regarding training and educational initiatives;
- improve communication and information-sharing among campus partners and allies; and
- provide a forum to discuss emerging issues and initiatives related to sexual violence.

The Committee will be composed of the following members:

- Faculty Resource(s)
- Manager, Student Success and Wellbeing
- Human Resources & Employee Relations Officer
- Director, Shingwauk Residential Schools Centre and/or Representation from the Anishinabe Initiatives Division team
- Student(s) Representatives (AUSU/SASA representation, International Student representation, Residence Advisor)
- Campus Life Coordinator
- Community Representative(s)

Sexual Violence Policy

Category:	Health, Safety, and Security
Number:	
Responsibility:	Human Resources
Approval:	November 2019 Board of Governors
Amendments:	To be reviewed every 3 years or as circumstances or legislation warrants

POLICY STATEMENT

All members of the Algoma University community have the right to work and study in an environment that is free from any form of sexual violence. Sexual violence of any kind is unacceptable and will not be tolerated. This policy's intention is to make individuals feel safe and enable them to make a report in good faith about sexual violence that they have experienced or witnessed. Individuals and groups who commit or attempt to commit acts of sexual violence will be held accountable through a process that ensures procedural fairness.

We recognize that any form of sexual violence can occur between individuals regardless of sexual orientation, gender, gender identity or relationship status, as articulated in the Ontario Human Rights Code. We also recognize that individuals who have been affected by any form of sexual violence may experience impacts that are emotional, academic or social.

To create a campus environment where sexual violence is not tolerated, a Sexual Violence Taskforce has been developed. The committee works collaboratively towards effective change at the individual, institutional and cultural levels, with the goal of creating a safer campus environment for the Algoma University community.

SCOPE

This Policy applies to all members of the University community: students, staff, faculty, administration, members of the Board of Governors, visitors, and guests. All members of the University community have a responsibility to uphold the principles outlined in this policy.

The Sexual Violence Policy addresses incidents that occur on Algoma University's campus(s) or at an University approved event/activity. Support (*excluding investigations*) provided under this policy are available to all members of the university community whether the event occurred on or off-campus.

PURPOSE

Algoma University recognizes the challenges faced by those who have experienced all forms of sexual violence, and urges individuals to make use of the supports available to them. All those who have experienced any form of sexual violence have a right to:

1. be believed, and treated with compassion, dignity and respect;
2. be informed about on-campus and off-campus (community) services and resources;
3. decide whether to report the incident to Student Success, Human Resources, campus security, and/or the local police;
4. be provided with assistance in formulating a safety plan;
5. be provided with necessary appropriate accommodations including but not limited to:
 - a. unwanted contact with the perpetrator if the perpetrator is a member of the campus community;
 - b. appropriate academic and/or work accommodations.
6. a fair and unbiased on-campus investigation with the full cooperation of the institution, if applicable as outlined in the Scope of this Policy;
7. choose amongst these supports, selecting all, some, or none of the above options.

Individuals who wait to initiate a complaint must understand that in the absence of an investigation and/or a finding of wrongdoing, there may be a limit to the scope of possible remedial actions.

Algoma University reserves the right to initiate an internal investigation and/or inform the local police of the need for a criminal investigation, even without the consent of the individual who experienced sexual violence, when the safety of the university community is believed to be at risk or to comply with any legal requirements it may have. The individual will be advised of the disclosure.

In addition, Algoma University is committed to:

- responding to sexual violence as outlined in this policy;
 - educating and training the University community about prevention, how to assess situations for risk for sexual violence and about how to reduce and prevent these forms of violence and harassment;
- working closely with student groups such as Algoma University Students Union, Shingwauk Anishinaabe Students Association (SASA) and peer mentors on sexual violence prevention;
- maintaining annual statistics on disclosed and reported incidents of sexual violence on campus for the purposes of community education and legislated reporting that may be required. This data will not include any information that would identify any community member and is the responsibility of Human Resources and Student Success and Wellbeing.

CONFIDENTIALITY

Ensuring confidentiality is a key principle in creating an environment and culture where survivors feel safe to disclose and seek support and accommodation. The University is committed to ensuring such an environment and culture exists. As such, all members of the Algoma University community who receive a disclosure of sexual violence or who are involved in addressing or investigating the incident(s), must keep the matter confidential, (except in accordance with the terms of this policy), in order to protect the rights of those involved in the allegations, prevent an unjustified invasion of personal privacy, and preserve the integrity of the investigation.

The University will make every reasonable effort to balance confidentiality with its legal responsibility to provide a campus environment free from sexual violence. The University protects personal information and handles records in accordance with its policies, the Freedom of Information and Protection of Privacy Act, the Personal Health Information Protection Act, and the provisions of applicable employee collective agreements.

Notwithstanding the above, there are additional circumstances where the Response Team (comprised of Human Resources, Student Experience and Student Success and Wellbeing) may be required to disclose information within or outside the University in order to address safety concerns or to satisfy a legal reporting requirement. In such circumstances, the minimum amount of information needed to allow such concerns to be addressed, or meet such requirements, will be disclosed. These additional circumstances might include:

- an individual is at risk of life-threatening self-harm;
- an individual is at risk of harming others;
- there is an identified risk to the safety of the university and/or broader community;
- there is evidence of sexual violence in the public realm (such as videos posted on social media).
- disclosure is required by law; for instance, under the Child and Family Services Act, reporting is legally required if an incident involves a child 16 or under; or, to comply with the Occupational Health and Safety Act or with Human Rights Legislation.

These above circumstances represent exceptions, not the rule, and are necessary to ensure the University is meeting its legal obligations. If one of these situations applies to an individual, they will be fully informed and supported at every step of the process.

REPORTING AND RESPONDING TO SEXUAL VIOLENCE

Any member of the University community who becomes aware of, or witnesses an incident of sexual violence has a responsibility to report the behavior. In all instances, if a community member witnesses an incident of sexual violence, the survivor should be advised that a report will be made and they should be encouraged to file a report themselves. If the survivor has not given their express consent to disclose, the survivor's name will be kept anonymous. Members who have been affected by sexual violence are encouraged to come forward to report as soon as they are able to do so.

A report of sexual violence can be filed under this policy by any member of the University community. The decision making power is always with the survivor about whether they would like to disclose to anyone. If they choose to disclose, they also decide which type of report they would like to make. This includes the choice to file an informal, formal and/or police report.

Measures to ensure the emotional and physical safety of the survivor can and will be made.

The University will seek to achieve procedural fairness in dealing with all reports. As such, no sanction and/or disciplinary action will be taken against a person or group without their knowledge where there is a reported breach of this policy. Respondents will be given reasonable notice, with full details of the report, and provided with an opportunity to answer to the report(s) made against them.

SEXUAL VIOLENCE TASKFORCE

The Sexual Violence Taskforce is a University committee comprised of students and employees (Faculty, Staff, Administration) who together will make recommendations regarding the University's Policy on Sexual Violence and coordinate efforts regarding resources to prevent university sexual violence. The committee works collaboratively towards effective change at the individual, institutional and cultural levels, with the goal of creating a safer campus environment for the Algoma University community.

The specific roles of the Committee will be to:

- annually review and make recommendations, if necessary, concerning the *Sexual Violence Policy*.
- make recommendations on existing programs, services, resources and protocol implementation;
- make recommendations regarding training and educational initiatives;
- improve communication and information-sharing among campus partners and allies; and
- provide a forum to discuss emerging issues and initiatives related to sexual violence.

The Committee will be composed of the following members:

- Faculty Resource(s)
- Manager, Student Success and Wellbeing
- Human Resources & Employee Relations Officer

- Director, Shingwauk Residential Schools Centre and/or Representation from the Anishinaabe Initiatives Division team
- Student(s) Representatives (AUSU/SASA representation, International Student representation, Residence Advisor)
- Campus Life Coordinator
- Community Representative(s)

RELATED DOCUMENTS

The university has a number of related policies, procedures including, but not limited to:

- Sexual Violence Procedures
- Health and Safety Policy
- Student Code of Conduct (Non-Academic)
- Workplace Violence and Harassment Policy and Program
- Human Rights Policy & Procedures
- Code of Conduct - Respectful Workplace Policy
- Student Athlete Code of Conduct

APPENDIX: DEFINITIONS

Complainant is the person who reports a policy infraction, in this case, a person who reports sexual violence that they have been affected by.

Consent subsection 273.1(1) of the Criminal Code of Canada, defines consent as the voluntary agreement of the complainant to engage in the sexual activity in question. Conduct short of a voluntary agreement to engage in sexual activity does not constitute consent as a matter of law.

For greater certainty, subsection 273.1(2) sets out specific situations where there is no consent in law; no consent is obtained:

- where the agreement is expressed by the words or conduct of a person other than the complainant
- where the complainant is incapable of consenting to the activity
- where the accused induces the complainant to engage in the activity by abusing a position of trust, power or authority
- where the complainant expresses, by words or conduct, a lack of agreement to engage in the activity, or
- where the complainant, having consented to engage in sexual activity, expresses, by words or conduct, a lack of agreement to continue to engage in the activity.

Consent must be informed, freely given and active, and ongoing.

Respondent is the person who is responding to a report of a policy infraction. In this case, a person who is responding after being named in a report of sexual violence.

Sexual Assault is a criminal offence under the Criminal Code of Canada. Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim and involves a range of behaviours from any unwanted touching to penetration. Sexual assault is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frighten threatened, that is carried out in circumstances in which the person has no freely agreed, consented to, or is incapable of consenting to.

Sexual Harassment is defined in the Criminal Code as a course of vexatious comment or conduct of a sexual nature that is known or ought reasonably to be have been known to be unwelcome.

Sexual Violence means any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent. It includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation. Instances of sexual violence covered by this policy include those that occur in person or online.

Sexual violence consists of a range of behaviors that vary in severity. The term includes, but is not limited to, sexual violence, sexual harassment, sexual assault, the threat of sexual assault, criminal harassment (including stalking and cyber harassment), and relationship violence.

Sexual Misconduct Policy

Category:	Health, Safety, and Security
Number:	HS10
Responsibility:	Director of Ancillary and Student Services, & Director of Human Resources
Approval:	December 1, 2016, Board of Governors
Amendments:	To be reviewed every 3 years or as circumstances or legislation warrants

PURPOSE

All members of the Algoma University community have the right to work and study in an environment that is free from any form of sexual misconduct. The purpose of this document is to:

1. Define and prohibit sexual violence and misconduct;
2. Promote a safer campus environment in relation to sexual misconduct, both through awareness, support, education, training, and prevention programs;
3. Provide a swift, coordinated, consistent, fair and transparent response to disclosures and allegations of sexual misconduct; and
4. Ensure all members of the University community are aware of the support services and resources available to those who may be directly or indirectly affected by sexual misconduct.

SCOPE

This Policy applies to all members of the university community: students, staff, faculty, administration, members of the Board of Governors, visitors, and guests. Supports provided under this policy are available to all members of the university community whether the event occurred on or off-campus.

DEFINITION

Sexual violence. means any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

Sexual misconduct. Sexual misconduct consists of a range of behaviours that vary in severity. The term includes, but is not limited to, sexual violence, sexual harassment, sexual assault, the threat of sexual assault, criminal

harassment (including stalking and cyber harassment), and relationship violence. Each of these terms is defined in Appendix A, which also includes definitions of the terms *consent*, *incapacitation*, *force*, *coercion*, and *bystander intervention*.

POLICY

Sexual misconduct violates our institutional values, in particular, the right of all individuals to be treated with dignity and respect. Algoma University has zero tolerance for sexual misconduct and is therefore committed to:

- Ensuring that those who disclose experiences of sexual misconduct of any kind are treated with dignity and respect;
- Assisting those who have experienced sexual misconduct in obtaining the resources they need, including counselling and medical care (if required), whether on or off campus;
- Providing those who have experienced sexual misconduct with information about reporting options and respecting their choices (should they opt not to make reports);
- Ensuring on-campus (internal) investigation procedures are available and the process is understood in the case of sexual misconduct;
- Providing those who experience sexual misconduct with appropriate academic and other accommodation;
- Providing statistical information to the University community as described
- Educating and training the University community about responding to the disclosure of sexual misconduct;
- Providing education and information to students, faculty and staff about how to assess situations for risk for sexual misconduct and about how to reduce and prevent these forms of violence and harassment; and
- Working closely with student groups such as AUSU, SASA, and peer mentors on sexual misconduct prevention.

SURVIVOR SUPPORT

- a) All members of the Algoma University community (staff, faculty and students) should expect to receive support if they have experienced sexual violence.
- b) Survivors will be able to access support regardless of when, where or by whose hand they experienced an incident of sexual violence.
- c) Student Services/Human Resources will work with individual survivors in determining their support and/or workplace and academic accommodation needs and assist them in accessing these.
- d) Survivors need only to disclose their experience to seek support and will not be required or pressured to make a formal report or complaint. In some very rare cases the university may be required to take some action without the survivor's consent (see confidentiality below). If this is necessary individuals affected would be fully informed and supported at every step of any process.
- e) Survivors have the right to determine what and how much they choose to disclose or report about their experience and to decide whether to report to police and/or Security.

ALGOMA UNIVERSITY'S COMMITMENT:

Algoma University recognizes the challenges faced by those who have experienced sexual misconduct, and urges individuals to make use of the supports available to them. All those who have experienced sexual misconduct have a right to:

1. Be believed, and treated with compassion, dignity and respect;

2. Be informed about on-campus and off-campus (community) services and resources;
3. Decide whether to report the incident to the Campus Response Team, campus security, and/or the local police;
4. A fair and unbiased on-campus investigation with the full cooperation of the institution;
5. Be provided with assistance in formulating a safety plan;
6. Be provided with necessary appropriate accommodations to prevent further unwanted contact with the alleged perpetrator if the perpetrator is a member of the campus community; and
7. Choose amongst these supports, selecting all, some, or none of the above options.

Individuals who wait to initiate a complaint must understand that in the absence of an investigation and/or a finding of wrongdoing, there may be a limit to the scope of possible remedial actions.

Algoma University reserves the right to initiate an internal investigation and/or inform the local police of the need for a criminal investigation, even without the consent of the individual who experienced sexual misconduct, when the safety of the university community is believed to be at risk or to comply with any legal requirements it may have. The individual will be advised of the disclosure.

PROCEDURES

1. Confidentiality

Ensuring confidentiality is a key principle in creating an environment and culture where survivors feel safe to disclose and seek support and accommodation. The university is committed ensuring such an environment and culture exists. Campus Response Team members will maintain confidentiality when we consulting with other individuals and offices at the University unless they have obtained the express consent of the individual involved. When sexual misconduct is disclosed, the confidentiality of all parties must be protected **Individuals who experience sexual misconduct should be aware that filing an incident report with campus security or university staff is confidential and does not necessarily lead to a criminal investigation.** If an investigation is carried out, the names of those involved will not be released except as required to conduct the investigation and as required by law. At the completion of the investigation, the name of an individual determined to be in violation of the sexual misconduct policy may be released by the university as part of any disciplinary outcome. The public accusation of sexual misconduct without engaging appropriate procedures for adjudication of the complaint is a violation of community standards, privacy, and due process.

But there are limits to confidentiality. In very rare cases, the university may be required to take some action without consent. This happens in cases where:

1. An individual is at imminent risk of self-harm;
2. An individual is at imminent risk of harming others;
3. Reporting or action is required by law;
4. There are reasonable grounds to believe that others in the university or wider community may be at risk of harm; and/or
5. There is evidence of sexual violence in the public realm (such as video posted on social media).

In such circumstances, information would only be shared with necessary services to prevent harm. The name of the person who has experienced sexual misconduct would not be released to the public.

To ensure due process while a formal complaint process pursuant to this Policy is underway, the person making a formal complaint, the person who is said to have engaged in sexual misconduct and others who may have knowledge of the matter, including a support person, must maintain confidentiality in accordance with this Policy and not make public statements pending the outcome of the complaint. Breaches of confidentiality may jeopardize the proper handling of the matter and the functioning of the formal complaint process outlined in this Policy. If a breach of confidentiality occurs, the circumstances of the breach and its impact on properly addressing the matter and the fairness of the formal complaint process may be considered in the ensuing handling of the matter and in the processing of the formal complaint.

2. What to do if you are a person who has experienced Sexual Misconduct

If you have been sexually assaulted you may:

- Attend Sault Area Hospital's Emergency Room and request to see a Sexual Assault Nurse Examiner
- Dial '4444' from an internal phone or call 705-949-2301 ext. 4444 to contact Security
- Call 911

WHERE TO START

- Do share with someone you trust. Share with a friend, a coach, a co-worker, or your residence advisor if you live on-campus. Let them know what you need.

- Seek medical care if you have concerns about obvious injuries or have concerns about STI's, pregnancy or if you wish forensic documentation. We can help you with that process - even accompanying you to a health care provider.
- Contact the Student Services Advisor or a member of the Campus Response Team. They are here to listen to you, and will help you access resources you need.
- Security is available 24 hours a day/7 days to assist with safety planning if required.

Campus	Contact Information
Main Campus EMERGENCY:	For Immediate Assistance: INTERNAL PHONE: DIAL 9-911 EXTERNAL PHONE DIAL 911 CALL SECURITY AT EXT. 4444 (if reporting after the incident)
Campus Response Team	Student Services Advisor (Ext. 4212) Human Rights and Equity Office (Ext. 4112) Director of Ancillary and Student Services (Ext. 4729) Coordinator of Housing (Ext. 4215) Health and Safety Officer (Ext. 4373) AUSU Appointed Member
Brampton:	For Immediate Assistance: INTERNAL PHONE: DIAL 911 Building Security: Before 5:00 pm 416-884-6310 After 5:00 pm 416-319-2348
Timmins:	For Immediate Assistance: INTERNAL PHONE: DIAL 9-911 EXTERNAL PHONE DIAL 911

HOW WE HELP

Survivors have access to our support regardless if the sexual violence happened on- or off-campus, or if you were subjected to sexual violence before you came to Algoma. With your consent, we can help you with:

- Safety planning
- Referrals to counselling and medical services
- Self-care resources
- Academic and workplace accommodations
- Understanding the reporting options available to you
- Navigating systems and resources within the university and the community

Every survivor addresses violence, accesses supports, and heals from trauma in different ways. Any way you choose to survive and feel safe is valid. Our office will support you on whatever path works best for you.

HOW TO FILE A REPORT

Reporting or not reporting is your choice. If you choose to report, you have several options and there are many factors to consider. We can assist you in understanding each option so that you can make an informed decision.

If you choose to report, you have several options and there are many factors to consider. We can assist you in understanding each option so that you have all the necessary information to make an appropriate decision that best suits your needs. At no point, will you be required or pressured to file a formal complaint/report.

DOCUMENTING WHAT HAPPENED

- Although you may not choose to disclose or report immediately, it is helpful to create a paper trail of the incident(s) in case you decide to report in the future.
- First-hand, written notes are considered good evidence by courts, human rights tribunals, labour boards and employers, especially if they are dated and written as quickly as possible after the event or action occurred.
- A detailed, accurate log that includes names, dates, times, locations, witnesses, and other details is useful.
- Even a simple notation in an agenda or on a calendar is useful in formal settings, if you decide to report.

REPORTING TO POLICE

- It is always your choice whether or not you report the crime to the police.
- Reports can be made to the police in an effort to pursue criminal charges under the Criminal Code of Canada.
- It is not guaranteed that the perpetrator will face charges or be found guilty, even when you know they are.
- If you report the assault, the police will take your statement, investigate the matter and determine if there is enough evidence to lay charges. The police and the Crown will require your participation in what can become a public process. If the matter proceeds to court, you will likely be called to testify.
- The court process can seem daunting. We will provide you with resources that can support you during the process

GETTING MEDICAL ATTENTION

- If you decide to report the assault to the police, you can seek medical attention to document the violence. You can undergo a forensic medical examination at the Sexual Assault Centre located in a hospital emergency room, ideally within 72 hours. This helps to collect and preserve evidence. Some portions of the examine may be considered for collection up to 7-12 days post-assault depending on the circumstances and type of assault.
- If you are unsure about reporting to the police, but would like to preserve the evidence while you make a decision, you can specify this when you meet with the Sexual Assault Centre nurse.
- Prior to the exam, you should do your best to refrain from changing your clothing, using the toilet, showering, eating, or brushing your teeth.
- Even if you have not been injured physically, or don't want to report the assault to the police, you may want to consider being tested for sexually transmitted infections (STIs) or pregnancy.
- You can also obtain medical attention at the Algoma University Health Centre during its hours, however, they cannot provide specialized sexual assault care

REPORTING TO UNIVERSITY AUTHORITIES

There are several options for reporting sexual violence within the university community.

1. Make a formal complaint to Student Services

- The office of the Director of Student and Ancillary Services is responsible for implementing the Student Code of Conduct, Non Academic. If the alleged perpetrator is an employee or non-student member of the community, Student Services will assist you in filing a complaint under the Workplace Violence and Harassment Prevention Program of Algoma University.

2. Use the Residence Community Standards Process

- Algoma University's Residence Handbook would also apply where the individuals involved lived in residence
- Residents agree to act in a responsible manner so as not to compromise or endanger the health and safety of others (in person or via social media).
- The Coordinator of Housing and the Director of Student and Ancillary Services have the right to determine what constitutes unsafe practices and the appropriate sanctions for residents in such situations.

3. Make a complaint report to Human Resources

- If making a formal complaint under the Human Rights Policy and Procedure or the Workplace Violence and Harassment program, the Director of Human Resources will work with you to receive the report

INTERIM MEASURES AND NOTICES OF PROHIBITION

The university may impose interim measures as may be appropriate for the individuals and student groups involved in any allegation of sexual violence and for the larger campus community. Interim measures may include, but are not limited to:

- Separation of the academic and living situations of any students involved in a report of sexual violence;
- Temporary administrative suspension of a student group alleged to have committed sexual violence;
- No-Contact Orders/Undertakings;
- Notice of Prohibition;
- Any interim restrictions relevant to employees pursuant to Human Resources and Human Rights policies and procedures; and Restriction of privileges.

The imposition of any interim measure will depend on, and be in accordance with, the relevant policies.

3. What to do if you Witness Sexual Misconduct

If you see something of concern, check in with the victim and intervene. If you hear something of concern, say something. Any individual who has witnessed sexual misconduct is encouraged to report the incident immediately

4. Procedures After Report is Received

If someone discloses sexual violence to you, it may feel frightening or overwhelming. You may be worried about what to say or saying the wrong thing. This is normal and it's okay to not have all the answers. You don't need to be an expert to support them.

Individuals who have experienced sexual misconduct may disclose to different employees when seeking support and/or academic accommodation. It is the responsibility of all who receive these reports to:

- Listen without judgment;
- Respond with compassion and respect;
- Inform the student that counselling and support services are available on campus;
- Refer any student to the Office of the Director Ancillary and Student Services and work with that office to ensure that the student receives all necessary academic and other accommodation; and
- Maintain confidentiality to the greatest extent possible.

STEPS TO TAKE

If someone discloses to you that they have been subjected to sexual violence, believe them, listen to them and validate them. Then follow the steps below.

1. Ensure their safety:

Make sure they are in a safe location away from the perpetrator if they assault just happened and have a safe place to stay. If they are in immediate danger, dial '4444' from an internal phone or call 705-949-2301 ext. 44444 to reach Security.

2. Provide them options for support

If they won't be seeking medical or professional support, encourage them to tell a trusted friend or family member. Refer them of [Off Campus resources](#) who they can call for support.

You can also refer them to Student Services. You can offer to come with them or to make an appointment on their behalf if they are uncomfortable doing this alone. They have access to our support regardless if the sexual violence happened on- or off-campus, or if they were subjected to sexual violence before they came to Algoma

Student Services can help with:

- Safety planning
- Referrals to counselling and medical services
- Self-care resources
- Academic and workplace accommodations
- Understanding the available reporting options
- Navigating systems and resources within the university and the community

If they have just been assaulted and want to make a report with the police:

- A medical examination should be completed ideally within 72 hours, although some portions of the exam may be considered for collection up to 7-12 days post-assault, depending upon the circumstances and type of assault. The survivor should try to refrain from changing their clothes or taking a shower to preserve the evidence.
- If they would like to report to the police or campus security, provide them with the contact information and offer to assist them in making the call or being present with them when they do it.
- *If there is a person who has experienced sexual misconduct and he/she is in need of serious medical attention or may have sustained life threatening injuries – 911 will be called immediately.
- *If there is an assailant and he/she is considered to be an immediate threat to others - 911 will be called immediately.

3. Practice Self Care

Know your own limits. Remember that is okay to say that you don't have to know the answer to a question, and that is okay for you to have boundaries. If you need to debrief with a professional and you are an Algoma student, contact Student Services Advisor. If you are staff or faculty, contact the Employee Assistance Program (EAP).

- The student can choose to do none of these things and come back to a decision later.

Any incident of sexual misconduct involving university employees would follow the Workplace Violence and Harassment Prevention Program.

PROVIDE ACCOMODATION

A survivor of sexual violence may be impacted in the following ways:

- Disrupted sleep patterns
- An inability to concentrate or focus
- Headaches
- Anxiety and/or depression
- Fear of leaving a safe space

They may also need accommodations based upon court proceedings, and medical and counselling appointments.

STUDENTS

A student experiencing the above may seek accommodations including reducing their academic load for the semester. When there has been a situation, the university will support a change in academic expectations, even after published deadlines. This may include:

- Withdrawing from a class or for a semester
- Extensions for coursework or makeup of missed tests/assignments
- Changing course sections or classroom locations

If students develop chronic symptoms, registering with Learning Centre may be appropriate. This type of accommodation includes alternative testing options, additional time on tests and exams, note taking, and alternative formats. Registration with the Learning Centre is based on a current and thorough assessment from an appropriate registered practitioner qualified to diagnose the condition.

FACULTY AND STAFF

Faculty and staff who have been impacted by sexual violence and are unable to perform their professional responsibilities can seek accommodation with Human Resources via the Disability Management Program.

COMMUNICATION WITH INDIVIDUALS WHO HAVE EXPERIENCED SEXUAL MISCONDUCT

Sensitive and timely communication with individuals who have experienced sexual misconduct and their family members (when an individual consents to this communication) is a central part of Algoma University's first response to sexual misconduct. To facilitate communication, Algoma University will:

- Create a Campus Safety information webpage that can be easily accessed through the main Algoma University webpage. The information webpage may include, but not be limited to:
 - Information on reporting options;
 - Educational & prevention resources on sexual misconduct;
 - Contact information and links for campus and community services;
 - Links to the Student Ombudsperson; and
 - Links to Security Service's monthly crime log;
 - The Sexual Misconduct Policy and Procedures.
- Ensure a designated staff member shall be responsive to the needs of individuals and respond in a confidential, prompt, compassionate, and personalized fashion; and
- Ensure that the person who has experienced sexual misconduct is provided with reasonable updates about the status of the university's investigation of the incident when such investigations are undertaken.

5. Investigation

If an incident is reported or a complaint is filed, it will be reviewed by the Director of Student and Ancillary Services (or designate) and the Director of Human Resources (or designate) to determine which policy it falls under. The survivor has the right to choose not to request an investigation and has the right not to participate in any investigation that may occur.

Algoma University understands that persons who have experienced sexual misconduct may wish to control whether and how their experience will be dealt with by the police and/or the University. Normally, the person who has experienced sexual misconduct will retain this control; however, Algoma University reserves the right to initiate an internal investigation and/or inform the police of the need for criminal investigation, even without the consent of the person who has experienced sexual misconduct, if it believes that the safety of the university community is at risk.

During the investigation and decision-making process the individual who has experienced Sexual Misconduct has the right to be accompanied by another person of their choosing.

INVESTIGATION PROCEDURE:

1. Upon receiving an Allegation, the Investigator shall initiate an investigation into the Allegation. The investigation may include but is not limited to:
 - a. Review of all records, including email, voice mail and social media accounts, associated with the incident. The Investigator shall have the right to require production of such records from anywhere and anyone in the University.
 - b. Interviewing of witnesses, including every individual identified in the Allegation (hereinafter called the "Respondent").
2. Upon completing the Investigation, the Investigator must determine whether or not the evidence justifies further action:
 - a. If the Investigator concludes that, on the basis of the evidence further action is necessary then, the Investigator must present the Allegation and all supporting evidence to the Respondent with a request for a formal response to the Allegation.
 - b. If the Investigator determines that the evidence does not justify further action, the matter shall be terminated and so inform in writing the Complainant, with reasons.
3. After receiving an Allegation, the Respondent shall submit to the Investigator a formal response either admitting the truth of the Allegation or refuting it with whatever arguments and evidence the Respondent wishes to provide.
4. Upon receiving the Respondent's response to the Allegation, the Investigator shall review the response, the Allegation, and the evidence presented both to and by the Respondent to determine whether or not the evidence on balance justifies a penalty or disciplinary action.

REMEDIAL AND DISCIPLINARY ACTION

Individuals, regardless of status, seniority or tenure, influence or position, found to have engaged in conduct constituting a breach of this may be disciplined or restricted from access to services provided by the University. Specific sanctions will depend on the nature of the breach and what other policy the violation breached (Student Code of Conduct (Non-Academic); Code of Conduct-Respectful Workplace Policy).

Consequences or measures in response to sexual violence will depend on the circumstances, on the severity of the conduct, on any mitigating factors and on applicable collective agreements or other University policies. If a complaint of sexual violence is substantiated, consideration will be given to preventing its reoccurrence in the future, to correcting the negative impact of the incident on the Complainant and to ensuring or enhancing the safety of the Complainant and the University community. The following list provides examples of consequences and measures and is not meant to be exhaustive nor necessarily represent a progression of consequences or measures:

- a) a letter of apology,
- b) attendance at educational sessions on the impact of sexual violence,
- c) attendance at coaching sessions to improve communication or conflict resolution skills,
- d) restricted or prohibited access to University campuses and/or services

APPEAL

An appeal is not an opportunity for the Complainant or the Respondent to repeat the information provided to the review committee or to the Appropriate Authority. The right to an appeal is not automatic and an appeal will only be considered if it meets the following requirements:

- a) The appeal is of a final decision of the review committee or of the Appropriate Authority or a University governing body. There is no appeal of a final decision of the Board of Governors or of the Senate.
- b) An appeal must be made by either the Complainant or the Respondent.
- c) The appeal must be made in writing and within 10 business days after the date of the final decision that is the subject of the appeal.

- d) The appeal must include the reasons for the appeal, the reasons why the appeal should be granted, the arguments in support of the appeal and the outcome sought.
- e) The person seeking to appeal must demonstrate that:
 - there has been a fundamental procedural error in the making of the final decision and that such error has caused or will cause actual prejudice to the person seeking the appeal; or
 - there are new facts relevant to the final decision that were not available and could not have been provided to the review committee, the Appropriate Authority or the University governing body.
- f) The following is a list of some examples of situations where an appeal would not meet the requirements:
 - The appeal asks for review of a consequence or measure that has not yet been finally decided or approved.
 - The appeal repeats arguments made at the meeting of the review committee or in written submissions and does not provide any new information relevant to the final decision.
 - The appeal is based only on a disagreement with a finding of fact, including findings made about the credibility of witnesses.
 - The appeal raises new arguments that were not made, but could have been made at the review committee meeting or in written submissions or to the Appropriate Authority or University governing body.
 - The appeal amounts to a mere speculation or a bald statement of a procedural error causing prejudice and does not provide detailed and convincing information to establish the error and to establish a link between the error and actual prejudice or a reasonable expectation of prejudice to the person seeking the appeal.

The person in authority (the “Appeal Authority”) to issue a decision either dismissing or granting an appeal will depend on the Respondent, who made the original final decision, the final decision at issue and the expected outcome requested. The Director of Human Resources will determine the Appeal Authority based on the organizational structure of the University.

The appeal process is conducted in writing. The Complainant or Respondent, as the case may be, does not need to respond to the appeal unless the Appeal Authority sends a letter requesting him or her to do so.

The Appeal Authority reviews the appeal, consults with the Appropriate Authority, if necessary, to determine whether the appeal meets the requirements of this Policy and makes the decision either dismissing or granting the appeal.

If the appeal is granted, the Appeal Authority will then decide what happens next. This will depend on the particular situation. It could include returning the matter to the review committee or to the Appeal Authority or the University governing authority.

6. Education and Prevention

PREVENTION AND TRAINING

Members of the university community are encouraged to contribute to the prevention of, intervention in, and effective response to, sexual misconduct. All members of the university community may play a role in building a safe and just educational environment by learning about sexual assault through educational programs, including but not limited to:

- Educational sessions for new students during orientation;
- Specific training for the Campus Response Team, Residence Advisors, Security, and Campus Bar Staff;
- On-line training modules for administration, board of governors, staff and faculty;
- On-line training modules for students;
- Peer support training provided by qualified off-campus personnel;
- Modelling healthy and respectful behaviour in personal and professional relationships;
- Speaking out against behaviour that encourages sexual misconduct and assault, such as sexism, ableism, racism, homophobia and transphobia;
- Speaking out against behaviour which discourages reporting, such as racism and sexism, the perpetuation of rape myths and blaming of the person who has experienced sexual misconduct, and joking about sexual misconduct and gender inequality;
- Developing the skills necessary to be an effective and supportive ally to those who have experienced sexual misconduct;
- Intervening in situations that could lead to sexual misconduct when safe to do so; and
- Upstander training
 - Interrupting sexual misconduct when it is safe to do so.

Campus Security, Student Services, Athletics and Residence Life staff will take part in mandatory annual training to effectively report and investigate incidents and provide support to individuals who have experienced Sexual Misconduct. Local agencies are consulted and collaborate in all training programs.

Working with staff in Student Services, Residence, Campus Security, Health and Safety and AUSU, the Director of Ancillary and Student Services has responsibility for ensuring ongoing awareness programs are offered on campus.

ON-CAMPUS SUPPORTS AVAILABLE

Algoma University is committed to providing the following supports on campus:

- Confidential services of the Office of the Ombudsperson: ombuds@algomau.ca;
- Academic, housing, and university life advocacy through trained individuals within the University's Student Services office;
- Counselling and emotional support through Student Services including referrals to outside agencies;
- Reporting options, including through the University's Student Services office, Security and the police;
- Providing access and referral to off-campus supports including the Sexual Assault Centre, Women in Crisis, and Sault and Area Crisis (Appendix B).

Although services such as Student Health and Counselling are available only to students, administration, staff and faculty who may experience sexual misconduct are entitled to supports. Please contact Human Resources.

SECURITY BULLETINS

Security Bulletins on reported sexual misconduct play an important role in raising awareness about campus sexual assault. For these reasons, Algoma University is committed to timely, accurate, comprehensive, and sensitive communication with the campus community about complaints of campus sexual misconduct that pose a threat to community safety.

When a threat to the university community is perceived, the Director of Physical Plant (or designate) in collaboration with the Director of Ancillary and Student Services will draft a security bulletin. The bulletin must be approved by the President or a designate before it is issued to the university community. The bulletin will be disseminated to the campus community through one or more of the following means:

- my.algomau.ca alert
- Electronic dissemination to campus community members' Algoma University email accounts;

- Posting in notice boards;
- Video screens;
- Electronically on the Security Services website;
- AUSU app notification; and
- Town-hall Meetings as required.

DISSEMINATING STATISTICS

To increase awareness of sexual misconduct on campus, Algoma University will ensure that statistics on investigations of sexual misconduct are publicly available. These statistics can be extended to include statistics on all crimes committed on campus. Director of Physical Plant will be responsible for maintaining and making public these campus crime statistics.

A monthly crime log will be posted on the Campus Safety section of the AU website, which will include:

- Nature of the crime reported (e.g. mischief, theft, sexual assault);
- Date reported;
- Location where the incident occurred;
- Date and time of day that the incident occurred; and
- Status of the police investigation if applicable (i.e.: suspect identified by police, charged, serving time).

In addition to the monthly log, Security Services will tabulate annual data on number of crimes reported by type. The aggregated annual data will be made available on the Security Services website.

7. Advisory Committee

A Sexual Misconduct Advisory Committee will be developed. Reporting to the University President, the committee will be composed of the following members:

- Faculty Representative
- Director of Ancillary and Student Services
- Health & Safety Officer
- Student Services Advisor
- Student Representatives (elected by AUSU)
- Community Representative

The role of the committee will be to:

1. Monitor reports
2. Make recommendations for policy and protocol implementation
3. Make recommendations regarding training and educational initiatives
4. Review the policy and protocol at a minimum of every three years.

8. Statistics

Student Services will maintain records on:

1. The number of times supports, services and accommodations relating to sexual misconduct are obtained by students
2. Initiatives established to promote awareness of the services and supports available to students
3. The number of incidents and complaints of sexual misconduct reported by students

Student services will annually report the number of times services are accessed because of sexual misconduct.

APPENDIX A: DEFINITIONS

Sexual Harassment

Is defined in the Code as a course of vexatious comment or conduct of a sexual nature that is known or ought reasonably to be have been known to be unwelcome. Sexual harassment can include, but is not limited to:

- Unwelcome sexual advances;
- Unwanted attention that is or feels sexual in nature;
- Implied or expressed rewards or benefits for sexual favour and implied or expressed threats if sexual favours are denied;
- Requests for sexual favours;
- Verbal or non-verbal or physical conduct of a sexual nature;
- Indecent exposure (prohibited under section 173 of the Criminal Code of Canada);
- Voyeurism (prohibited under section 162 of the Criminal Code of Canada);
- Unwelcome remarks and/or vexatious comments about someone's sexuality, appearance and bodily presentation, gender or gender expression;
- Attempts to extort sexual favors;
- Inappropriate touching;
- Repeated and vulgar sexual comments;
- Display of pornographic and/or suggestive calendars, signs, posters and/or photographs; and
- Non-consensual posting of pictures, aggressive comments or stereotypes and slurs on social media, including, but not limited to: email, Facebook, Twitter;
- Non-consensual sending of images and jokes.

All forms of sexual harassment and sex-based harassment are serious offences because these actions create a hostile, intimidating, or offensive working and learning environment.

Stalking:

Stalking is a form of criminal harassment prohibited by the Criminal Code of Canada, section 264. It involves behaviours that occur on more than one occasion and which collectively instill fear in the target or threaten the target's safety or mental health. Stalking can also include threats of harm to the target's friends and/or family. These behaviours include, but are not limited to:

- Non-consensual communications (face to face, phone, email, social media);
- Threatening or obscene gestures;
- Surveillance and pursuit;
- Sending unsolicited gifts (romantic, bizarre, sinister or sexualized);
- 'Creeping' via social media/cyber-stalking; and
- Uttering threats.

Sexual Assault:

Sexual assault is prohibited by section 271 of the Criminal Code of Canada. Sexual assault is sexual touching of another person with any object or body part that is without consent or by force. Any sexual activity without consent is sexual assault under the Criminal Code. Sexual assault can occur if the alleged assailant is a married spouse, an intimate or dating partner, a friend or acquaintance, a known person in a position of authority, or a complete stranger.

Consent:

Under section 273.1 of the Criminal Code of Canada, consent is the voluntary agreement to engage in the sexual activity in question. This means that there must be an understandable exchange of affirmative words which indicates a willingness to participate in mutually agreed upon sexual activity. **Consent must be informed, freely given and active, and ongoing.**

It is the responsibility of the initiator of sexual activity to obtain clear and affirmative responses at all stages of sexual engagement. Relying on non-verbal communication can lead to miscommunication about intent and it is important each participant clarifies their willingness to continue at each progression of sexual activity to ensure active and ongoing consent. Further, impaired judgement that leads an assailant to think or believe there was consent is no excuse.

People often do not fully understand consent and can feel that the line between consensual sexual acts and sexual assault can be unclear. This is particularly true when an acquaintance or friend is the perpetrator.

Consent:

- Is not silence or the absence of 'no';
- Is never assumed or implied;
- Cannot be given by someone who is incapacitated by alcohol or drugs or who is unconscious;
- Can never be obtained through threats, coercion, or other pressure tactics;
- Can be revoked at any time, whatever other sexual activities have taken place;
- Cannot be obtained if the initiator abuses a position of trust, power or authority;
- Cannot be assumed from previous consent to similar activities; and
- Is active and ongoing.

Incapacitation:

Is a state in which someone cannot make rational decisions because the individual lacks the capacity to give consent (to understand the 'who, what, when, where and why' of their sexual interaction).

Sexual activity with someone who one knows to be, or based on circumstances should reasonably have known to be, mentally or physically incapacitated (by drug or alcohol use, unconsciousness, or a blackout) constitutes sexual assault.

- Evidence of incapacitation may include:
 - Slurred speech;
 - Bloodshot eyes;
 - The smell of alcohol on one's breath;
 - Shakiness;
 - Vomiting;
 - Confusion about self/surroundings etc.;
 - Unusual/strange behavior and/or state of emotional distress; and/or
 - Unconsciousness.

If there is evidence of any of the above, the initiator of sexual activity should always err on the side of assuming a party to be incapacitated, rather than risking committing sexual assault.

Force: In the context of sexual misconduct, force is the use of physical violence and/or imposing on and/or restricting someone physically to gain sexual access to that person. Force also includes threats of harm to self or others, intimidation, and/or coercion to overcome resistance.

Coercion: Coercion, in the context of sexual misconduct, is unreasonable and persistent pressure for sexual activity. Coercion is the use of emotional manipulation, blackmail, threats to family or friends, or the promise of

rewards or special treatment, to persuade someone to do something they do not wish to do, such as being sexual or performing particular sexual acts.

Bystander intervention

Safe and positive options that may be carried out by an individual or individuals aka a bystander to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

APPENDIX B: BACKGROUND

1.1 Statutory and Policy Framework:

The Ontario *Human Rights Code* (“Code”) prohibits discrimination in the provision of educational services and in employment on the basis of sex, sexual orientation, gender identity and gender expression. The Code also prohibits harassment in employment on the basis of sex, sexual orientation, gender identity and gender expression. The behavior prohibited by the Code includes sexual misconduct. Finally the *Code* creates a right on every person to be free from a sexual solicitation or advancement (or any reprisal for rejecting such solicitation or advancement) by a person in a position to confer a benefit or advancement where the solicitation or advancement is known or ought reasonably to be known to be unwelcome.

The Ontario *Occupational Health and Safety Act* (“OHSA”) prohibits violence in the workplace. This prohibition includes sexual violence.

The *Criminal Code of Canada* prohibits sexual assault, voyeurism and criminal harassment (including stalking, bullying, cyber stalking and cyber bullying). Sexual misconduct is an umbrella term encompassing sexual and cyber bullying, stalking, and sexual assault and any form of sexual violence or gender based misconduct.

1.2 University-Related Policies, Procedures and Protocols

The university has a number of related policies, including, but not limited to:

- Health and Safety Policy
- Student Code of Conduct (Non-Academic)
- Workplace Violence and Harassment Policy and Program
- Human Rights Policy & Procedures
- Employee Code of Conduct (under development)
- Student Athlete Code of Conduct
- Residence Community Standards Policy

APPENDIX C: RESOURCES

MAIN CAMPUS RESOURCES	OFF CAMPUS RESOURCES
<p>The following resources are available 24 hours a day/7 days a week to respond to complaints of sexual assault:</p> <p>705-949-2301</p> <p>Algoma University Campus Security Phone: Extension Ext. 4444 for emergencies</p> <p>If Applicable, Algoma University Residence Life Staff Coordinator of Housing or Residence Advisor (contact information posted in Residence buildings)</p> <p>Monday-Friday from 8:30 am – 5:00pm</p> <p>Student Services Advisor (Ext. 4212) Human Rights and Equity Office (Ext. 4112) Director of Ancillary and Student Services (Ext 4729) Health and Safety Officer (Ext. 4373) Coordinator of Housing (Ext. 4215)</p> <p>On Campus Counselling Services (see Student Services Advisor ext. 4212)</p>	<p>SAULT STE. MARIE: Sexual Assault Centre: 705-759-5143 / http://www.sacc.to/gylb/satc/CentreID=28.htm</p> <p>Women in Crisis: 705-759-1230 / http://www.womenincrisis.ca/en/</p> <p>Sault and Area Crisis 705-759-3398</p> <p>City Police - 911</p> <p>Victim Services of Algoma: 705-945-6905</p> <p>BRAMPTON: Assaulted Women's Helpline: 24-hour Line: 416-863-0511 Toll Free: 1-866-863-0511</p> <p>Chantel's Place: 905-848-7580</p> <p>Peel Regional Police: 905-453-3311</p> <p>William Osler Health Centre Crisis Intervention Team: 905-494-2120</p> <p>Victim Services of Peel: 24-hour Line: 905-568-8800</p> <p>TIMMINS: Timmins and Area Women in Crisis: 1-877-268-8380 (24/7)</p> <p>Timmins & Area Women in Crisis (TAWC) 705-268-8380</p> <p>Sexual Assault Helpline: 1-800-205-7100 (24/7)</p> <p>ALL SITES: Good to Talk 1-866-925-5454</p> <p>Employee Assistance Program: 1-877-630-6701 / TTY: 1-877-371-9978 http://www.lifebalance.net</p>

Annual Report for the Academic Year 2018-2019

(Pursuant to Subsection 17(7.1) Ministry of Training, Colleges and Universities Act)

Presented to *the Board of Governors on November 28, 2019*

Presented by *Brianne Pringle, HR & Employee Relations Officer and Karen Hudson, Manager, Student Success and Wellbeing*

Please note: Academic Year is defined as May 1 to April 30.

<p>1. The number of times supports, services and accommodation relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about the supports, services and accommodation.</p>

<p>A total of one student requested support/services/accommodations related to sexual violence in 2018-19 Academic Year. The Supports/services/accommodations provided were: Counselling support for <i>all</i> students involved, including “bystanders” involved (both indirectly and directly), access to police reporting and safety planning, academic accommodations, and student code of conduct. In addition, a safety audit of the on campus location was completed for risk assessments and changes to the space were made and retraining was completed to debrief Residence Advisors on “What to do When Someone Discloses Sexual Violence.”</p>

2. Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.

- In 2018-19 the Walk Safe Program was reviewed with student consultation and added additional walk safe students to ensure that there are always two students on shift. The Walk Safe program allows for students to have an escort on the Sault Ste. Marie Campus, such as from residence to class, class to their vehicle etc.
- Anti-Oppression Training for AUSU Board Members, which is also available to all Students.
- Created an awareness presentation for Varsity Athletes called “Our Community, Our Responsibility”.
- Created a Campus Safety presentation for all incoming new students, highlighting the message of consent.
- Revised our Student Code of Conduct policy to create a Response Team (Health & Safety/ Student Experience/ Student Success & wellbeing) to separate report/ investigation/ support for students to ensure a victim is not having to "re-tell" their story and to act swiftly to deal with potential safety concerns accordingly.
- Created a brochure for Resident Advisors utilizing resources from Ryerson University’s Sexual Violence office, including BRAVE and a 1-2-3 guide for reporting and support.
- Trained *all* Student Success Advisors to be able to make referrals for counselling and access to reporting incidents.
- Identified areas of concerns and installed new cameras/signage and alerted security to patrol additional areas.
- Developed a partnership in Sault Ste. Marie with the local Sexual Assault Care Centre and Crisis Services for response on campus in the event a victim needs assistance.

3. The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.

A total of one (1) student reported an incident of sexual violence in the 2018-2019 Academic year.

4. The implementation and effectiveness of the policy. 2016, c. 2, Sched. 3, s. 1.

The Sexual Misconduct Policy was reviewed.

There were two main recommendations that came out of the policy review:

1. Separation of policy and procedure.
2. Change the term Sexual Misconduct to Sexual Violence.

Human Resources, along with the Manager, Student Success and Wellbeing and a Faculty resource re-drafted the policy to include Ministry requirements (Sexual Violence Taskforce), removed procedures and ensured the policy aligns with other existing, relevant policies at Algoma University. In this review, several other policies were reviewed to ensure consistency among post-secondary institutions.

BOARD OF GOVERNORS REPORT



TOPIC	Ancillary Fee Update Open Agenda Meeting Date: November 28, 2019 Agenda Action: Information																																																										
PREPARED BY	Dave Trudelle, Director of Ancillary Services Savannah Shaver, President of AUSU Angela Trudeau, President of SASA																																																										
PURPOSE OF REPORT	Update the Board on Ancillary Fee Opt In numbers and plans by student government for operations moving forward																																																										
RELATED DOCUMENTS	1. Tuition and Fees Page																																																										
BACKGROUND	Fall 2019 is the first semester that the new Student Choice Initiative implemented by the provincial government has taken effect. Through that initiative, students are given the option to opt in to any ancillary fees that are not compulsory. Algoma University has 8 fees that were designated as optional under this new initiative.																																																										
CURRENT STATUS	The following fees are compulsory: <table border="1"> <thead> <tr> <th>Fee Name</th><th>3 Credits</th><th>6 Credits</th><th>9 Credits</th><th>12 Credits</th><th>15 Credits</th></tr> </thead> <tbody> <tr> <td>Recreation</td><td>\$18.23</td><td>\$36.39</td><td>\$54.56</td><td>\$72.77</td><td>\$90.94</td></tr> <tr> <td>Student Centre</td><td>\$16.49</td><td>\$32.97</td><td>\$49.46</td><td>\$65.94</td><td>\$82.43</td></tr> <tr> <td>Student Services</td><td>\$40.45</td><td>\$40.45</td><td>\$40.45</td><td>\$40.45</td><td>\$40.45</td></tr> <tr> <td>GLC Membership</td><td>\$38.23</td><td>\$38.23</td><td>\$38.23</td><td>\$38.23</td><td>\$38.23</td></tr> <tr> <td>GLC Trust</td><td>\$17.33</td><td>\$17.33</td><td>\$17.33</td><td>\$17.33</td><td>\$17.33</td></tr> <tr> <td>Varsity</td><td>\$26.68</td><td>\$26.68</td><td>\$26.68</td><td>\$26.68</td><td>\$26.68</td></tr> <tr> <td>Copyright</td><td>\$1.20</td><td>\$2.40</td><td>\$3.60</td><td>\$4.80</td><td>\$6</td></tr> <tr> <td>Brampton Facility Fee</td><td>\$56.46</td><td>\$74.62</td><td>\$92.79</td><td>\$111.00</td><td>\$129.17</td></tr> </tbody> </table>					Fee Name	3 Credits	6 Credits	9 Credits	12 Credits	15 Credits	Recreation	\$18.23	\$36.39	\$54.56	\$72.77	\$90.94	Student Centre	\$16.49	\$32.97	\$49.46	\$65.94	\$82.43	Student Services	\$40.45	\$40.45	\$40.45	\$40.45	\$40.45	GLC Membership	\$38.23	\$38.23	\$38.23	\$38.23	\$38.23	GLC Trust	\$17.33	\$17.33	\$17.33	\$17.33	\$17.33	Varsity	\$26.68	\$26.68	\$26.68	\$26.68	\$26.68	Copyright	\$1.20	\$2.40	\$3.60	\$4.80	\$6	Brampton Facility Fee	\$56.46	\$74.62	\$92.79	\$111.00	\$129.17
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The below fees are opt out eligible as per the student choice initiative:

Fee Name	3 Credits	6 Credits	9 Credits	12 Credits	15 Credits
*WUSC Fee	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00
*CFS	\$8.56	\$8.56	\$8.56	\$8.56	\$8.56
*AUSU Operations	\$64.35	\$64.35	\$64.35	\$64.35	\$64.35
*AUSU Events	\$28.92	\$28.92	\$28.92	\$28.92	\$28.92
*AUSU Clubs & Student Media	\$6.07	\$6.07	\$6.07	\$6.07	\$6.07
*Student Experience Events	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
*SASA Operations	\$32.14	\$32.14	\$32.14	\$32.14	\$32.14
*SASA Events	\$21.43	\$21.43	\$21.43	\$21.43	\$21.43

Upon registration for courses, domestic students are shown a screen that lists all of the optional fees and they select which ones they would like to to Opt in to. International students are not currently part of the initiative. Including international students, the total amount of opt-in for the optional fees was:

Total Number of Students = 2248

Fee Name	Total Number of Students Who Paid	% of Student Population	Total (\$)
*WUSC Fee	1897	84.4%	\$13,279
*CFS	1913	85.1%	\$16,375.28
*AUSU Operations	1949	86.7%	\$125,418.15
*AUSU Events	1911	85%	\$55,266.12
*AUSU Clubs & Student Media	1959	87.1%	\$11891.13
*Student Experience Events	1921	85.5%	\$38,420
*SASA Operations	1873	83.3%	\$60,198.22
*SASA Events	1877	83.5%	\$40,224.11



	<p>AUSU - Students who have not paid the events fees may need to pay into certain events. In addition, students must have paid the AUSU operations fee to participate in AUSU elections.</p> <p>SASA- Students who have not paid the events fees aren't currently being excluded for most events. However, as SASA approaches the 20S term and restructuring occurs with SASA Constitution and Governance/Fiscal policies, only students who identify as Anishinaabe, Metis and Inuit must have paid into Operations fees will participate in SASA Elections and AGM.</p>
FUTURE STATUS	<p>AUSU - While we are aware that the SCI imposes many risks to our organization, we will continue to operate as we normally would, with the exception of the execution of paid events. We are preparing for future revenue streams and planning for the worst in light of optional opt-in fees for student unions.</p> <p>SASA- SCI brings with it risks to financial sustainability of the organization. That being said, with the influx of events and operating dollars, SASA is working diligently toward solidifying it's Cousins (Mentorship) & Elders (student driven) programs as well contributing to International Student events such as the Christmas Party. Restructuring and tightening up on fiscal and governance policies are the priority areas SASA will focus on for the 2019-2020 year. Restructuring will include representatives from Timmons, Brampton and Shingwuak Kinoomaage Gamig University.</p> <p>SASA is also working with AUSU to develop partnerships for investigating possible future revenue streams.</p>
ACTION	None required by Board - Information

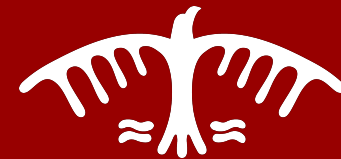
BOARD OF GOVERNORS REPORT



TOPIC	Strategic Enrolment Management Report OPEN Agenda Meeting Date: 11/28/2019 Agenda Action: Information
PREPARED BY	Brent Krmpotich, Director of Enrolment Management
PURPOSE OF REPORT	Detailed Enrolment Update for OPEN session.
RELATED DOCUMENTS	Strategic Enrolment Update (slidedeck)
BACKGROUND	Strategic Enrolment Management (SEM) has been named as one of four strategic priorities of the Board and Senate. The University is implementing key growth strategies focused on the mandate of increasing enrolment on all three campuses: Sault Ste. Marie, Brampton and Timmins with the goal of growing to 3,000 FTE by 2024.
CURRENT STATUS	<p><u>1.0 2019-20 Enrolment</u></p> <p>The University has exceeded it's 2019-20 budgeted projection of 1450 FTE and is now working towards a stretch target of 1850 FTE, an increase of 55 per cent over 2018-19 enrolment. As of November 12th Algoma's 2019-20 enrolment is 1673 FTE. Algoma's previous record enrolment was 1431 FTE in 2013-14.</p> <p>The following factors have contributed to the increased enrolment.</p> <ol style="list-style-type: none"> 1. Increase in first year domestic students (229 FTE vs 119 FTE last year, 93 per cent increase) 2. Record fall intake (over 850 new students vs. 570 last year) 3. Brampton expansion (521 FTE vs. 151 FTE last year, 246 per cent increase) 4. International growth (881 FTE vs. 222 FTE last year) <p><u>1.1 Growth At All Three Campuses</u></p> <p>The university's enrolment continues to grow at all three campuses, Sault Ste. Marie, Brampton and Timmins. The Brampton campus has seen the most significant growth with an enrolment increase of 246 per cent or 370 FTE compared to last year. The Sault Ste. Marie campus enrolment grew by 33 per cent or 278 FTE. The Timmins campus grew by 22 per cent or 6 FTE.</p>



	<p><u>1.3 Record Winter Intake Expected</u></p> <p>Algoma's enrolment continues to grow as the University prepares for a record winter intake. As of November 12th the University received tuition deposits from 684 new students. The new students are split almost evenly between the University's Sault Ste. Marie and Brampton campuses. The most popular programs among the new students in Sault Ste. Marie are Computer Science (113), Biology (Health and Environmental Sciences) (85), Human Resources (36) and Business Administration (33). In Brampton, Business Administration (123), Human Resources (72) and Information Technology (70) are the most popular programs.</p>
FUTURE STATUS	<p>The university is continuing to develop a number of SEM strategies to achieve its enrollment goal of 3,000 FTE by 2024.</p>
ACTION	



Strategic Enrolment Update

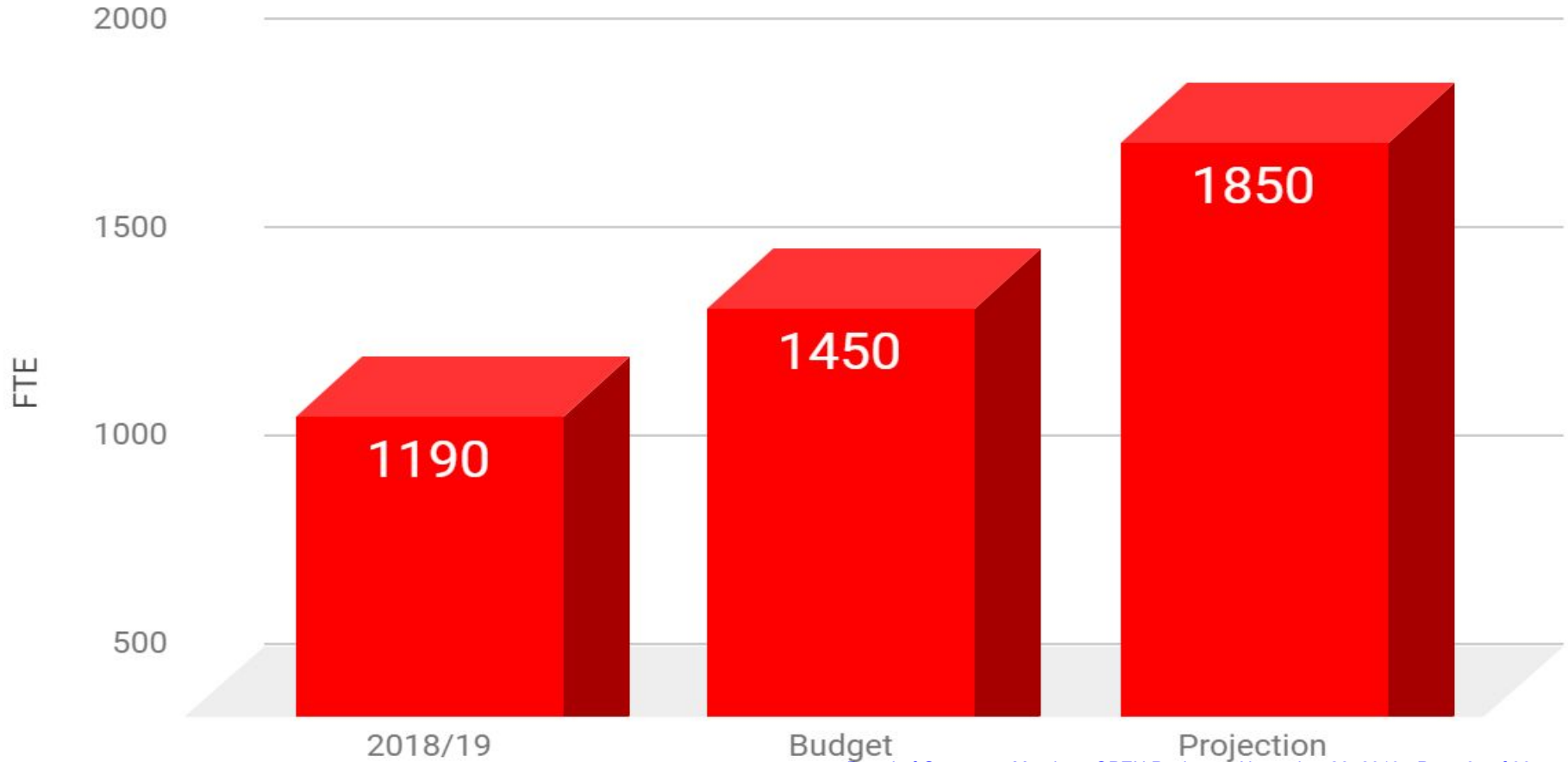
November 28th, 2019

Strategic Enrolment Management Priority

Record Enrolment

- **Current 2019-2020 Enrolment of 1673 FTE. New Record for Algoma!**
 - Previous record of 1431 in 2013-14
- **Increase in new domestic students (229 FTE vs. 119 FTE)**
- **Record Fall intake (850 new students vs. 570)**
 - International Growth (881 FTE) vs. 222 FTE)
- **Growth at all three campuses**
 - Sault Ste. Marie up 33%
 - Brampton up 246%
 - Timmins up 22%
- **Computer Science, Life Sciences, School of Business and Economics driving growth**
- **Close to 500 new students expected in January**

Enrolment Projection (FTE)



Office of the Provost and
Academic Dean
Algoma University
1520 Queen St. East
Sault Ste. Marie
ON P6A 2G4



EXECUTIVE SUMMARY & IMPLEMENTATION PLAN

PROGRAM UNDER REVIEW

PROGRAM	SENATE APPROVAL DATE	PREPARED BY
Economics	September 6, 2019	Associate Dean Academic Programs and Curriculum

A. Summary of review process and listing of programs under review

Self-study review timeline	Date
1. Self-study received by the CAO	November 5, 2015
2. Site visit conducted	April 11, 2017
3. Reviewers' report received	June 12, 2017
4. Department's response received	July 24, 2017
5. Dean's response received	February 25, 2018
6. Report on Program Quality approved by the Quality Assurance Committee	June 21, 2018

7. Final Assessment Report approved by Senate	September 6, 2019
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The members of the Review Committee were:

- Dr. Brian MacLean (Laurentian University)
- Dr. Nurlan Turdaliev (University of Windsor)

The academic programs offered by the Department which were examined as part of the review included:

- Bachelor of Arts (General) in Economics
- Bachelor of Arts (Honours) in Finance and Economics
- Bachelor of Business Administration - Economics Stream

This review was launched under the terms and conditions of the IQAP approved by Senate on November 1, 2013 and ratified by the Quality Council on December 13, 2013. Steps following the Decanal Response followed the terms and conditions of the IQAP approved by Senate on September 8, 2017 and re-ratified by Quality Council on April 20, 2018.

B. Implementation Plan

Below are the recommendations from the Review that require further and specific actions, together with the specific unit or position responsible for executing it and action timelines.

Recommendations	Proposed Follow Up	Responsible for Leading Follow-Up	Timeline for Addressing Recommendation
Develop clear and distinct learning outcomes and assessment for the BA3 and BA4	A review and revision of all program learning outcomes will be undertaken	Faculty within the School of Business and Economics are continuing this process, over the course of this next academic year	September 2019
Enhance experiential learning by engaging students in projects with local organizations	Determine which courses projects would fit and work to implement.	Faculty within the School of Business and Economics are continuing this process, over the course of this next academic year	September 2019
If resources permit, offer capstone course	COMPLETED. New program revisions have been vetted by Curcom	Faculty within the School of Business and Economics	Approval expected Nov. 2018. New course will be rostered for

	and requested edits underway.		Sept. 2019
If resources permit, offer ECON 2085, ECON 2065, or similar course each year	COMPLETED. Both courses have been revised, from 6 credits to 3 credits	Faculty within the School of Business and Economics	Approval expected Nov. 2018. New course will be rostered for Sept. 2019
Provide Economics with the hires required to offer quality programs	To be considered annually by AppCom in its hiring priorities exercise	School and Faculty in consultation with AppCom, Administration--as resources permit	No fixed timeline
Establish a regionally-focused research fund and explore greater involvement with NORDIK	With the newly revised program revisions, this has not been further discussed. In addition, the recently established School of Business and Economics will have to consider this, as opposed to the Econ program considering this - as a standalone initiative	Faculty within the School of Business and Economics	No fixed timeline
Work to attract more students Direct-from-high-school and from colleges	ONGOING. With the recent installment of the BA4 FNECON in Brampton	Faculty within the School of Business and Economics	ONGOING
Review presentation of Economics program information in calendar and on website	ONGOING: Engage in re-write of program description section of website	Economics faculty in partnership with marketing/recruitment and the Dean's Office	ONGOING