

# President's Report to the Board



February 9<sup>th</sup>, 2013

## From the President

As we prepare for a day-long retreat focused on internationalization, it is worth restating the critical importance we place on growing our domestic enrolment. Two weeks ago, a member of the public commented to me how pleased she was to hear that we now have so many international students but wondered why our Canadian student population was stagnant. I took some pleasure in pointing out that overall domestic enrolment this year is actually up by 10% ( an increase of over 100 FTE).

The good news continues. Our Director of Domestic Student Recruitment has noted that the single best predictor of new September enrolments on the SSM campus is to take the number of students who selected Algoma as their first-choice on the provincial January application deadline and add 2%. I'm pleased to report that the number of high school applicants who picked Algoma first this year is up by a whopping 18%! Once again, I attribute this progress primarily to our *Small University/Big Education* campaign and its focus on the quality of the academic experience we offer.

Some other recent pieces of good news you'll want to know:

- English Professor Michael Di Santo, an expert on the work of Joseph Conrad, recently won the Adam Dillon Book Prize from the Joseph Conrad Society of America for his book, *Under Conrad's Eyes: The Novel as Criticism* (McGill-Queen's UP, 2009)
- Sammy Mohamed, a first-year student from Toronto, set an all-time OCAA basketball record by hitting an astonishing *fourteen* three-point shots in Sunday's game against Lambton College
- Math whiz Broderick Causley departed last week to spend a semester in an elite international program called *Math in Moscow*. It is especially nice to note the members of both the Algoma University community and of the broader community stepped up with some very generous contributions to make this experience possible.
- The University opened a *Prayer/Meditation Room* last week in response to student requests for access to such a space. Director of Student Services Tom Mauro came up with a brilliant solution to this problem that displaced no one and cost us virtually nothing to create.

Speaking of space, one of my greatest preoccupations remains the need to find cost-effective ways of providing additional instructional space for our growing student population. On January 8<sup>th</sup>, we held a special meeting of the Campus Development Committee, supplemented by key figures from the Board and the Administration, to try to determine the best general path forward. We now have a good sense of what that path is and I look forward to sharing our thinking with the Board at Saturday's meeting.

Dr. Richard Myers  
President

# Vice President Academic and Research

## Summary of Issues, Initiatives and Operations since November 2012

Dr. David Schantz

### 1. Enrolment Management (Focus on International Students)

Issues regarding international students continue to be addressed. The VPAR is working with the academic dean, registrar, faculty and student advisors to ensure processes (e.g., assessment tests, attendance tracking mechanisms) and courses (e.g., foundation and transitional courses) are in place for new and returning international students which offer the best opportunity for these students to achieve academic success at Algoma University.

The VPAR has also met with ESL providers in Toronto to take further steps to improve the incorporation of writing, cultural and numeracy readiness themes into the ESL curriculum to better insure international student success upon arrival at AU. External feedback indicates that the efforts AU has undertaken to meet international and non-traditional student needs through transitions, foundations and student services programming is being very warmly received and, through this, making AU a top choice for international students.

### 2. Health Informatics Institute

The VPAR assumed the responsibilities of the Acting Director of Health Informatics Institute (HII) in December due to leave of the current Director/Research Chair and has worked with staff to insure the ongoing operations of HII (e.g., hiring of staff, financial considerations). The VPAR will continue to manage the financial and operational side of HII allowing the Research Chair to increase focus on research and contract/grant applications.

The VPAR is advancing and further developing a number of initiatives designed to increase the visibility of HII in the community, increase contract funding and develop curriculum designed to add students to the roles of AU.

### 3. Research

The VPAR is forming a Research Advisory Panel that will help to expand the institution's research capacity and initiatives for both students and faculty. The purpose of the Panel is to provide advice in the areas of policy, strategic planning and budgets. The VPAR has met with the Divisional Chairs to discuss composition of the Panel and has asked the Chairs to forward nominations from their respective divisions. The content of the new CA will also provide advice in part as to the duties and composition of such a committee.

# Vice President Finance and Administration

## Summary of Issues, Initiatives and Operations since November 2012

Sean Dwyer

### 1. President's Budget Advisory Panel (PBAP)

Planning for the 2013-14 budget has commenced. All budget holders on the Administration Team have submitted their draft budget requests to the Office of the VPFA and the President's Budget Advisory Panel (PBAP) meetings have started. The PBAP will review each individual budget with the budget holder and make recommendations to the President on the final draft budget that will go forward to the Board for approval. The Panel will meet weekly until the draft is finalized in April.

### 2. Department reorganization and new hires

The Financial Services Department has undergone a re-organization. The position of Manager of Financial Services has been created and the new department structure has the following positions reporting directly to the Manager: Accounting and Grants Officer, Accounts Payable Officer, Student Accounts Officer and the Accounts Receivable Officer. A review was conducted that resulted in several duties being shifted from one position to another in order to achieve efficiencies and enhance the segregation of duties within the department.

### 3. Updated Policies

Two updated policies are currently being reviewed by the Administration team. The Honorarium Policy has been revised to more closely align with CRA guidelines and a process to ensure proper tracking has been added. An Independent Contractor Policy has been created which makes clear the difference between an employee and an independent contractor and ensures AU follows the CRA guidelines for determining employee/independent contractor status.

### 4. Program Costing

In November 2012, the Board of Governors Executive requested a report on the costing/viability of each academic program. The intention of the report is to provide an overview of how the University is performing financially by academic program. The first draft of the report was presented to the Finance Committee on January 30, 2013.

### 5. Management Information Systems refresh

An HR information system has been selected and implementation is beginning shortly. The project has moved to the Accounts Payable process from purchase order to payment and a document flow solution will be chosen from several identified. Among other efficiencies, this will both ease the purchasing process burden on the organization and will eliminate expense reimbursement checks being written to employees, replaced by direct deposit.

# Academic Dean

## Summary of Issues, Initiatives and Operations since November 2012

Dr. Arthur Perlini

### 1. PROGRAM – QUALITY ASSURANCE & PROGRAM REVIEWS [UPDATE].

Cyclical Program Reviews aimed at quality improvements: (i) COSC– External Program Review Site-Visit completed (January 14<sup>th</sup> and 15<sup>th</sup>), (ii) MATH – Self Study in final stages of internal approvals, (iii) BIOL – Self Study in-progress, (iv) ANIS – Final Assessment Report (in-progress), and (v) 2013-14 Program Review Notices (FINA & SWRK) – issued.

### 2. PROGRAM DEVELOPMENTS:

- a. Bachelor of Arts (COSC) Accelerated Second Degree Program – Reinstatement (Spring 2013 – SSM)
- b. Bachelor of Arts – Two Years @ Home: Brockville Ontario
- c. Bachelor of Arts (Non-Honours) Single Major HISTORY
- d. Bachelor of Arts (non-honours) Combined Major HISTORY
- e. Interdisciplinary Minor – Human Development Studies.
- f. University Foundation Program: The development of a complement of four university-level courses focused on enhancing numeracy, literacy, computer and general university skills, and aimed at transitioning students into university studies.

### 3. Faculty Scholarship and Research

The Dean's Office prepares a semi-annual report on faculty scholarship and research. A copy of the January report appears in the Appendix of this *President's Report*.

## **Anishinaabe Initiatives Division**

Summary of Issues, Initiatives and Operations since November 2012.

Judy Syrette, Director

### 1. Strategic Plan – AID

The Anishinaabe Initiatives Division (AID) and Anishinaabe Peoples' Council (APC) finalized the updated strategic plan for both the department and the advisory council.

### 2. Grade Six Education Day – March 1, 2013

AID is in the process of planning and preparing for one of the popular community-outreach programs offered at AU and brings between 500 and 600 elementary students from both the Algoma District School Boards and the Huron-Superior Catholic School Board within the city as well as students from the outlying areas. This one day event provides hands on workshops by approximately 30 presenters, Aboriginal food and craft vendors and a mini-pow wow for students. The elementary students and their teachers are able to experience traditional Aboriginal arts, crafts, drumming and dancing during their visit.

### 3. 8<sup>th</sup> Annual Gathering at the Rapids Pow Wow – March 2 & 3, 2013

The Annual Pow Wow at Algoma University is rapidly becoming one of the “must attend” Aboriginal events in the area. Drummers and Dancers come from the four directions - as far away as Thunder Bay, North Bay, Attawapiskat, Michigan and Wisconsin. The attendance in the past two years has been approximately 3,000 spread over two days. This event is an opportunity for AU students, staff, faculty and administration to experience Aboriginal traditions and teachings.

### 4. Binesi Summer Camp

AID is planning the Binesi Summer Camp offered at Algoma University during the month of July. Local elementary students, particularly Anishinaabe students, are provided an opportunity to participate in one of four summer camps at no charge to the students. Some of the themes for the camps are science, cultural, music and Ojibwe language camps.

## Extension Programming

### Summary of Issues, Initiatives and Operations since November 2012

Brock Olive, Operations Director

#### 1. Algoma @ St. Thomas

Enrollment in St. Thomas programming has exceeded budget for 2012-13. Retention rates thus far in St. Thomas are also impressive, as we only have a single student not continuing in the W13 term who started with us in September. We fully expect St. Thomas to show a healthy surplus from operations this year, an impressive feat for a start-up operation in its first year.

An agreement has been signed with one of our ESL partner schools (OMNICOM School of Languages) which builds on a standing agreement between our two organizations, but specifically supports the development of international student enrollment at St. Thomas. OMNICOM has agreed to lease space from the City of St. Thomas to offer ESL programming there. Students graduating from OMNICOM's ESL program will have the ability to gain direct access to degree level programming with AU in St. Thomas or anywhere we offer programming.

#### 2. Brampton Programming

Enrollment in Brampton for 2012-13 has exceeded expectations resulting in budget surplus estimates being much greater than expected.

Steadily increasing enrollment in the BBA in Brampton is placing pressure on our facilities. An expansion plan has been presented that includes common space for students, an additional classroom with capacity for up to 60 students, study space, and office space for faculty, this space will be incremental to the space we currently occupy. We expect to be in a position to occupy this new space by mid-March 2013, in the meantime our landlord has provided us access to a vacant space in the building to temporarily house a large classroom.

We expect the facilities expansion in Brampton will be welcomed by our students who have been advocating for both common space, and additional study space. We also believe the new facilities will support our recruitment efforts as we will now have more to offer prospective students.

#### 3. Timmins Programming

Our focus in Timmins over the past few months has been on improving linkages between our partner (Northern College) and ourselves, specifically around improved access to campus services, and cooperation on promotional and recruitment initiatives. The presence of AU staff on site in Timmins has really allowed for tangible improvements in the relationship with the College which will only benefit our students studying there.

## Marketing and Communications

### Summary of Issues, Initiatives and Operations Since November 2012

Kevin Hemsworth, Director

1. New Website

The new website launched on December 19<sup>th</sup>, 2012. Response has been overwhelmingly positive. The site is focused on student recruitment, and provides opportunities for key brand messaging and personal profiles to tell the stories of the students, staff, and faculty. Other key improvements are the design (more consistent with current marketing materials), a more robust and secure platform, and a streamlined navigation. Work continues on the site to keep improving this important communications vehicle.

2. 2012-2013 Marketing/Recruitment Campaign

The recruitment advertising campaign was very successful. Hits to the *experience.algomau.ca* website were up considerably over a year ago, as is our prospect pool. We engaged students on a mix of platforms, including mobile, web banners, and social media. Mobile advertising had a very high rate of engagement, and our *Facebook*-promoted posts had significant traction. All of this has helped lead us to a record number of applications and a significant increase in first-choice applications over a year ago.

3. Offer Letters/Package

The offer packages for 101 students are complete, and have received positive feedback from those who have received them. We continue to develop information sheets for our 105 students and corresponding off-site programs.

4. Athletics Website

The Athletics website is in the design phase, and we will be receiving training on the platform in the coming weeks.

5. Athletics Recruitment

Communications is developing an athlete recruitment booklet to be handed out to prospective student-athletes. We are also adding student-athlete recruitment information to the University website.

6. New Positions

The Divisional Director of External Relations has become the Director of Communications and Marketing. In addition, the department is in the process of adding a full-time writer to assist with generating earned media, report on athletics, and write copy for marketing purposes. They will also assist with social media. We hope to have that person in place by late February/Early March.

7. Visual Identity Study

The Algoma University visual identity requires a comprehensive study to inform us of how to most effectively leverage the assets we have at our disposal. The study began last year with interviews of faculty, staff and students, and will continue on to ultimately deliver a standards guide for the University that will define how to use the various University visual marks. The study will explore possibilities for a 50<sup>th</sup> anniversary campaign and logo, and secondary marks such as Athletics. This will be done within the scope of the existing agency budget, by limiting changes to the current marketing materials in the coming year. The project begins in February.

## Human Resources

### Summary of Issues, Initiatives and Operations Since November 2012

Darla Pirillo, Director of Human Resources

#### 1. Recruitment

New appointments since the last meeting of the Board:

- Accounts Receivable Officer filled with an external applicant.
- Students Accounts Officer filled with an external applicant.
- Currently recruiting for Researcher/Curator and Writer positions.

#### 2. OSSTF - Position Evaluation

The online certification training for HAY evaluation was completed by all members of the joint Management and Staff committee. The classroom training was delivered to all members on November 29, 2012. There are now a total of 23 staff positions due for re-evaluation as based on the language of the Collective agreement. The committee has scheduled weekly meetings until the end of February to complete this task. As per the previous agreement, the training costs were shared equally between the Union and the University.

#### 3. OSSTF – Collective Agreement

OSSTF bargaining is completed and the Collective Agreement ratified by both parties. The Collective Agreement was posted on the university website January 31, 2013. The agreement will be sent for printing on February 28, 2013, to ensure that any errors/omissions have been identified. All staff and Admin will be provided with a copy of the agreement for their records. The compensation for all staff positions has been updated to reflect the 1.5% increase and any retro-active payments have been received.

#### 4. Faculty Bargaining

AUFA bargaining is completed and the Collective Agreement ratified by both parties. The CBA has been updated to reflect the changes made and both parties have had the opportunity to review in detail. The agreement will be posted to the university website in February 2013. The compensation for all faculty positions will be updated to reflect the agreed to increase and any retro-active payments will be made on the last pay in February 2013.

#### 5. Grievances/Complaints

There have been no formal grievances filed since the last report. Items of concern have been dealt with through the informal complaint process. One formal disciplinary meeting was held in November 2012.

## 6. Health and Safety

The governance document outlining responsibilities in health and safety will be communicated to all employees in the first quarter of 2013. The external audit has been completed by the University's health and safety officer representative and will be communicated to the Joint Health and Safety committee at their next meeting in February. One ergonomic assessment was completed and two are scheduled for this quarter on workplace set-up and to provide education to the participant on proper ergonomics.

## 7. Human Resources Information System

The decision has been made and we will be moving forward with the implementation of the SAGE Human Resources Information System. We are in the process of putting together the information to input into the system. We will be starting with the core functionality and attendance components. There is a plan in place for implementation of the other components of the system.

## 8. Communication

The Human Resources section of the website was completed and is now on the new university website. The HR section includes all applicable HR related information including career opportunities and other information applicable to current and prospective employees of Algoma University.

## Information Technology

### Summary of Issues, Initiatives and Operations Since November 2012

Danny Reid, Director of Information Technology

#### 1. Human Resources Management System (HRMS)

In collaboration with Human Resources department, ITS completed HRMS evaluations and has selected Sage HRMS. This product will provide the Human Resources department with several tools to keep better track of employee information, vacation, sick days, and overtime. Implementation is currently happening, and expected to be completed by April.

We continue to work with the Human Resources department in other initiatives, such as the completion of a new external staff directory located at <http://www.algomau.ca/about/contactus/directory> that integrates with an internal telephone directory to provide better accuracy.

#### 2. Helpdesk

Several changes have been happening in our Helpdesk to make more services available online, such as the ability to request student cards online, and receiving automated welcome packages by email once a student has registered for their first course. The welcome package provides students with information on their computer accounts, information on how to obtain a student card, frequently asked questions, and links to commonly accessed webpages.

#### 3. Xerox refresh

All Xerox machines on campus are scheduled to be refreshed in May/June 2013. Our goal is to deploy one consistent model across campus and off-sites, and allow users to print to a wide range of units for better fault tolerance.

#### 4. Enterprise Firewalls

We have recently evaluated enterprise firewalls, and have chosen FortiNet devices to protect our main campus and remote locations. These devices have several features including anti-virus, anti-spam, site-to-site VPN, and network traffic shapers that will prioritize network traffic during peak times (which are typically during business hours). For example, classroom traffic would be deemed more important than peer-to-peer file sharing. We hope to have these units in place by March.

## Physical Plant

### Summary of Issues, Initiatives and Operations Since November 2012

Jeremy Wilhelm, Director Physical Plant

#### 1. Renovations/Space/Office locations for fall 2012

Conversion of Townhouse 3 from a student residence to an office space for Social Work is on-going. The remaining accessibility renovations are waiting on a response from the Enabling Accessibility Grant application through Human Resources and Skills Develop Canada that we have applied for. The new Multi-Faith Prayer Room is now complete, which provides a quiet, private prayer space for students of all faiths.

#### 2. Windsor Park

The re-roofing project has been put on hold for the time being. With the various ideas and usage schemes that are currently in discussion for this building, it was determined that proceeding with the roofing replacement now before there is a clear picture of how this space will be utilized was not the best use of resources. The plans and specifications are complete and if there are no significant changes to this building, the roofing project will be ready to proceed in the spring.

The electrical upgrade project, which includes removal of the two old elevator cars and cabling, as well as creating new electrical rooms to accommodate the new electrical panels, is currently out to tender. The tender closing date is February 7<sup>th</sup>.

#### 3. George Leach Center Ontario Universities Athletics Expansion

The required expansion to meet the commitment Algoma University has made in becoming part of members of OUA is currently in the preliminary design stages. The OUA specified expansion requirements include; two Varsity Change rooms, two Visitor Change rooms, one Therapist/Training Room, and 2 officials change rooms (male & female).

## Arthur A. Wishart Library

### Summary of Major Issues, Initiatives and Operations since November 1, 2012

Ken Hernden, University Librarian

#### 1. Planning

The Library management team held a series of meetings to draft the operating plan for 2013-2014. The Library's core objectives will be:

1. Enhancing access to research and learning resources.
2. Creating new spaces for collaboration and innovation.
3. Developing targeted and unique collections.

#### 2. Collections

Under the twin leads of Dr. Michelle Atkin (Public Services Librarian) and Systems Librarian Robin Isard, the Library has initiated the following Collections related projects:

1. Expanded and more flexible e-book purchasing program with the possibility of a parallel patron-driven (demand) acquisitions option.
2. Testing of competing "discovery layer" technologies that would permit faculty and students simultaneously search multiple searchable Library print and online resources.
3. Print collection analysis for large-scale de-selecting of obsolete titles.

#### 3. Information Technology Infrastructure

We are investigating and/or pursuing, through our role/place in the Ontario Council of University Libraries, the following possible strategic investments:

1. Upgrade digital archive platform, CHRONICLE, to next version and implement new functionality based on user requests. Split CHRONICLE into Shingwauk Residential School Centre portal and University Archives portal.
2. OCU User Rights database with SFX OpenURL resolver service to provide clear user rights management (e.g. fair use rights, licence rights, copyright, etc.)
3. RACER self-directed requests for Inter-Library Loans through the Library's Web Site with direct-to-requester email delivery of requests.
4. SYRUP Reserves System to manage all electronic and print reserves and address copyright clearance issues.

#### 4. Donations

1. The Library is currently working on acquiring a private archival collection that will enhance and complement existing documentation on the Anglican Diocese of Algoma and especially the Bishop Fauquier Memorial Chapel.
2. The Library received the donation of a scale model of the former Great Lakes passenger steamship, the *SS Keewatin* via Great Lakes Historian Scott Cameron of Owen Sound, Ontario. The *Kee* regularly stopped at Sault Ste. Marie during its career (1907-1965). Visitors may view the 6-foot model on the Library's main (3<sup>rd</sup>) floor.

# Office of the Registrar

## Summary of Issues, Initiatives and Operations Since November 2012

Dave Marasco, Registrar

### 1. Enrolment

Enrolment for the 2013 winter term as compared to 2012 winter term has increased 22 percent – overall growth from the 2012 academic year as compared to the 2011 academic year stands at 22.7%. The official MTCU count date for this term is March 1, 2013. The significant growth in enrolment can be largely attributed to a 115% increase in international students.

### 2. Admissions/Registration

All offers of admission for the next cycle including fall 2013 have been processed for direct from high school (101s) and college transfer (105s) students. During the coming months these applications will be reassessed pending final official transcripts to determine scholarship eligibility and to verify conditional offers of admission. International admissions will continue to be processed pending student official transcripts and study permits until July 1.

Academic advising for returning students begins on February 4 with course registration for spring and fall/winter 2013 terms starting on February 11. The online registration for returning students is almost complete and will be piloted in the near future once a few details are more effectively designed. It is hoped that many students will take advantage of this online feature as a convenient method of course selection once they have received academic advising from their assigned faculty advisor.

### 3. College Transfers

MTCU has approved the Credit Transfer Status Report for 2012-13 from AU – the document serves as Algoma's credit transfer guideline to enhance/promote college pathways. Other items of note since the last meeting of the Board include:

- A college ambassador program was held in January linking a number of college students from our various campuses providing them with some skills sets to assist recruitment/retention efforts supported by the college outreach strategy.
- A recently signed pathway agreement (Seneca College – SSW-Immigrant/Refugee program) establishing a pathway to CESD programming has yielded 15 Seneca College applicants. With the interest shown from SC students, the CESD department is considering the offering of a CESD course at Seneca during the summer 2013 term.
- Joint admissions with Sault College to include a high affinity program will be piloted in the next few weeks.
- MTCU has accepted Algoma's proposal/initiative to enhance college pathways for low affinity programs as part of their call for the Credit Transfer Innovation Fund. With the approval, TCU will provide AU with a substantial grant to facilitate the deliverables of the program. The Ministry's only request was that we work closely with Sault College to identify low affinity programs and subsequent broad-based pathways.

4. ESL@algoma

ESL@algoma continues to move forward in the Language Canada certification process. All instructors have completed the instruction modules (TESL) and now must be evaluated on their teaching practicums. LC certification will allow the AU program to be easily promoted in international markets.

# Shingwauk Residential Schools Centre & Special Advisor to the President for the Residential Schools Legacy

Summary of Issues, Initiatives and Operations since November 2012

Jonathan Dewar, Director

## 1. Archive

Development of the Centre's archive, both physical and digital, is ongoing. The database of Aboriginal Healing Foundation (AHF) project reporting records is in the final stages of negotiation for transfer. This material will be a very significant addition to the current holdings and will be the centrepiece of a specialized program of research.

## 2. Research

Under the 2-year 500,000 *Residential Schools Research Grant* awarded by the AHF in 2012, a formal program of research and related programming is being developed, along with a specialized "sharing, healing and learning" publishing platform for the Centre, which includes a specialized imprint (or press), a scholarly and creative journal, and various online presences. The Centre is also hosting its first Visiting Scholar, Dr. Glen Lowry from Emily Carr University of Art + Design.

## 3. Budget and Staffing

The SRSC Director has been joined by an Archives Technician through the 2-year, \$500,000 *Residential Schools Research Grant* from the AHF. This grant will further allow for the addition of necessary full-time staff in administration, communications, and research capacities (or a combination thereof) for 18-24 months. An internal posting for a Researcher/Curator has just concluded with a hire anticipated in February 2013.

## 4. Project of Heart Commemoration

The SRSC and its Director were chosen by Project of Heart to be the Ontario representative for the "Project of Heart- Commemorating the Children for Future Generations" project for the Ontario region, with a budget of \$35,330. A Regional Advisory Committee has been convened with artist(s) to be commissioned in February 2013.

## **Student Recruitment: Domestic**

### Summary of Issues, Initiatives, Operations since November 2012 Brent Krmpotich, Director of Student Recruitment – Domestic

#### 1. Fall Preview Weekend Nov. 17 – 18.

The Recruitment Team hosted our most well attended Fall Preview event ever on Nov. 17 – 18<sup>th</sup>. Total attendance at the event was over 250 people (prospective students and parents). The majority of the crowd came from out of town, over 200 people at the event travelled by bus or car to attend. This year we changed the timing and the format of the event and the changes appeared to yield positive results. We moved the event from a weekday to a weekend and allowed attendees the freedom to explore campus on their own. We expect over 25 of the students who travelled from out of town to participate in the event to enroll at Algoma next year.

#### 2. Science Olympics

Algoma University's Recruitment Team hosted the regional Science Olympics on December 4<sup>th</sup>. This event is run in conjunction with Science North. Close to 100 students from local high schools participated in the science challenges. The event serves as part of our local science outreach program aimed at getting as many local high school science students on campus as possible. Efforts appear to be working, this year 35 local students have applied to Algoma's Biology program.

#### 3. Ontario University Application Deadline

January 16<sup>th</sup> was the deadline for Ontario high school students to apply to provincial universities. Lots of follow-up work was done with prospects leading up to the deadline and it appears to have paid off. Applications ranking Algoma as their first choice are up over 18% compared to last year. First choice applications are the best predictor of future enrolment so we expect to be welcoming our biggest first year class ever in September.

#### 4. College Recruitment

As well as converting high school applicants our staff has been focused on visiting colleges in the month of January. Our focus is locally, at Sault College, where we have made presentations to several classrooms and the GTA. GTA Recruiter Richard Belton has attended fairs at all of the GTA colleges promoting programs at the SSM and Brampton campuses.

## **Student Recruitment: International**

### Summary of Issues, Initiatives and Operations since November 2012

Joanne Elvy, Director, International Student Outreach

#### 1. Current Recruitment Initiative – Mexico (January 2013)

Recent travels to Mexico had very promising results. There is definite interest in short-term summer and winter ESL programming for high-school students. Three new partnerships with Mexican universities are pending, to include Universidad of Colima (Colima) to highlight Computer Science and Computer Game Technology; Universidad Iberoamericana (León) to focus on Community, Economic & Social Development and Social Work; and Universidad Cristóbal Colón (Veracruz) with a substantial Faculty of Law. Universidad Cristóbal Colón (UCC) came to us as a contact via Tenaris/Tamsa in Veracruz. Tenaris/Tamsa Veracruz expressed a keen interest to work more closely with Algoma to extend educational opportunities to young Mexican graduates who require a broader knowledge base in English and Business. A follow-up trip in late spring is under discussion.

#### 2. Science without Borders – Canada/Brazil initiative

Ten additional new students arrived from Brazil on full scholarships, five of whom are in residence and five in homestay, increasing our enrolment of Brazilian students to 25. Most of these 25 students will be participating in internships this summer, with possible placements on campus (research assistants; Games for Health; IT Department) or in the community (Natural Resources; local industries).

#### 3. Meaningful Use of Existing Resources

Algoma currently has 12 partnerships with language ‘pathway’ partners in Toronto, Ottawa, Calgary and Vancouver. Three of these partners are currently promoting 3, 6 and 12-month AU study options in Korea and Turkey, with possible extension into Kazakhstan, Brazil and Colombia. The International Outreach Office hired its first-ever co-op student this semester to assist in the administrative components during this time of growth, particularly in the analysis of outreach and market response to identify areas of return.

#### 4. Inauguration of Algoma’s ESL / Thunderbird Basketball Camp

Four markets are being targeted for our first-ever 3-week ESL / Thunderbirds Basketball camp for 14 – 18 year olds, to include China, Taiwan, Korea and Mexico. Participants will be housed in residence, attend ESL@Algoma classes in the morning and train in the afternoon with select members of Algoma’s Thunderbird team. The final week will include the students’ participation in our on-campus COBA Camp, an elite training camp for serious players. The end goal is to initiate this project as a cornerstone for future ESL summer workshops, such as mixed sports (golf, baseball), music and indigenous arts.

## Student Services

Summary of Issues, Initiatives and Operations since November 2012.

Tom Mauro, Director of Ancillary and Student Services

### 1. Student Services

Student Services staff welcomed new and returning students in January with the annual International Student Orientation program and our “Frost Week” of winter activities and social events. The First Generation Students attended its annual leadership retreat at Searchmont. The group of 25 Students, including some from the Brampton campus, participated in a weekend retreat focusing on different presenters and activities to promote leadership, teambuilding and making the most of their strengths. The January Campus Life Calendar was filled with events for students and staff. Over 60 students attended Searchmont for a ski/snowboard night, 20+ students for a fun afternoon of bowling, 40+ students to a Greyhound game, and roughly 20 for a day of snowshoeing and cross-country skiing at Hiawatha. We plan to offer most of these events at least one more time this semester. Students are also encouraged to take part in active healthy lifestyles by promoting initiatives such as National Non-Smoking Week, Eating Disorders Awareness Week, and Bell “Let’s Talk” Day to name a few.

There was a sharp rise in the number of students accessing counseling services this year as well as the need for repeat sessions. Paul Quesnele, Student Services Advisor, has completed Mental Health First Aid training to better identify problematic issues. The remainder of the Student Services staff, along with Residence Life staff will also take part in the Mental Health First Aid Training on March 19 and 20 here in Sault Ste Marie. Additionally, to help alleviate some of this sharp rise in counseling need, a Social Work Intern has been placed under the direction of the Student Services Advisor to conduct a thorough analysis of best practices and ideal models for peer-support groups that operate in colleges and universities across Canada. The findings will help to direct the launch of a new service for students in the coming semesters that will hopefully be proactive in helping identify needs so that earlier intervention can take place.

Currently the department is looking at developing and presenting an Early Alert Program in which faculty are asked to help identify and refer at-risk students as early as possible to the Student Services Department. Those students will then be assessed and directed to the appropriate resource for assistance with the required followed to ensure the best path to academic success.

### 2. Residence

Overall occupancy has reached 220 students and the introduction of the Residence Council has been quite helpful resulting in an increase in residence life activity. In December a series of Town Hall meetings were conducted with the residence students. Overall, feedback was positive with the exception of a few building concerns at the Downtown residence location which are currently being addressed. Some energy has been directed to summer occupancy opportunities through conference hosting and increased bed night use though website such as Booking .com and other hotel room booking sites.

### 3. George Leach Centre

There are now over forty Gold Club Members (80+ years of age who receive free memberships). Although community membership fees make up the greatest external portion of the facilities operating revenue, a number of factors have impacted membership sales over the past few years including the closure of Sir James Dunn, relocation of the hospital and shifting demographics in our community. From a revenue standpoint, the increase in AU's student enrolment provides a welcome boost as community membership revenue has reached a plateau. While short-term membership options (non-AU students, adults, seniors and walking club) continue to generate the greatest number of new community memberships each year, interest in other options (full-year senior, inclusive packages) has decreased slightly.

Since November the GLC has hosted a number of events including the Annual Tenaris Christmas Gala in where over 600 Tenaris employees and their families celebrated the holiday season. Upcoming events include: SASA Pow Wow, last Official OCAA game on Wed. Feb. 20<sup>th</sup>, "In Our Shoes" event in partnership with Canadian Mental Health Association and the annual Rotary Science Fair

### 4. Varsity

Algoma University Women's Thunderbirds are currently enjoying a 13-1 record and are ranked 2<sup>nd</sup> in Ontario and 8<sup>th</sup> in the country. The men's team recently beat the top-ranked team in Canada Sheridan Bruins in a great match at the GLC. Soccer and Curling teams are preparing for their winter championships while Wrestling, Nordic, and X-Country are training, preparing for next season. A new Thunderbirds Web site is scheduled to launch in March and supplemental recruitment and promotional opportunities are in progress.

Algoma University and the Local Titan Basketball organization will be hosting the U15 Girl's Ontario Basketball Championships on April 25-28. Close to 40 teams from Ontario will participate providing an excellent opportunity to showcase Algoma University and the Thunderbird program. In conjunction with this event the OUA is considering hosting its Annual Women's All Star game here at Algoma University. This will be the first official event Algoma hosts as a member of the OUA.

### 5. Health and Safety

The Red Cross visited Algoma University last December and assessed our facilities as a potential emergency relocation site for those in the region who may be displaced as a result of a disaster or crisis.

## Appendix

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### SPECIAL SEMI-ANNUAL SUPPLEMENT: FACULTY SCHOLARSHIP & RESEARCH

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Koch, A.M., **Antunes, P.M.** and Klironomos, J.N. (2012). Diversity effects on productivity are stronger within than between trophic groups in the arbuscular mycorrhizal symbiosis. *PLoS ONE* 7(5): e36950.

doi:10.1371/journal.pone.0036950

Sanderson, L.A. McLaughlin, J.A. and **Antunes, P.M.** (2012). The last great forest: a review of the status of invasive species in the North American boreal forest. *Forestry*, 85, 329-340.

**Antunes, P.M.**, Lehman, A. Hart, M.M., Baumecher, M. and Rillig, M.C. (2012). Long-term effects of soil nutrient deficiency on arbuscular mycorrhizal communities. *Functional Ecology*, 26, 532-540.

**Antunes, P.M.**, Franken P., Schwarz, D., Rillig, M.C., Cosme, M., Scott, M. and Hart, M.M. (2012). Linking soil biodiversity and human health: Do arbuscular mycorrhizal fungi contribute to food nutrition? In D. Wall (Ed.). *The Oxford Handbook of Soil Ecology & Ecosystem Services*.

Costa, F.O., **Antunes, P.M.** 2012. The contribution of the Barcode of Life Initiative to the discovery and monitoring of Biodiversity. In A. Mendonca (Ed.) *Resources, Sustainability and Humanity – A comprehensive view*. Springer, Berlin, Germany. (pp. 33-67).

**Antunes, P.M.** (Sept. 2012). *Paper presented at the North Central Forest Pest Workshop, SSM, ON.*

**Antunes, P.M.** (Sept 2012). *Paper presented at the 8th European Conference on Ecological Restoration, Czech Republic.*

**Antunes, P.M.** (Aug. 2012). *Papers presented at the Terrestrial Invasive Species Conference, SSM, ON (5 presentations)*

**Antunes, P.M.** Grants Awarded:

2012 - Canadian Agriculture Adaptation Program – Agriculture Canada - \$107,000

2012 - NSERC Engage Grant \$25,000

2012 - NSERC Discovery Accelerator Supplement \$5000

2012 - Ontario Trillium Foundation \$84,900

2012 - Canadian Foundation for Innovation (CFI-LOF) - MEDI \$333,659

- Atkin, M.L.** (October, 2012) *Examining the Limits of Free Expression through Canadian Case Law: Reflections on the Canadian Library Association's Code of Ethics and its supporting Statement on Intellectual Freedom.* Journal of Education for Library and Information Science. 53(4), 239-253. (Best Paper Award, ALISE 2012 Conference.
- Broad, G** and Nadeau, M. (2012). Renewing Funding Relationships: Certifying First Nations Social Service Administrators. In *Canadian Review of Social Policy, Special Issue No. 67 (2012)*, titled *The Role of the Social Economy in Supporting, Challenging, and Innovating Canadian Social Policy.*
- Schmidt, H., **Broad, G.**, Sy, C., and Johnston, R. (2012). Nog-da-win-da-min: A collaborative consultation with First Nations about children's well-being. *First Peoples Child and Family Review*, 7(1).
- Burnett, L.** "Re-Reading John Ford's 'Tis Pity She's a Whore, Re-Writing Tragedy: Margaret Cavendish's *The Unnatural Tragedy.*" *Renaissance & Reformation* 34.4.
- Cameron, N.**, Principal and Sole Applicant, Social Sciences and Humanities Research Council (SSHRC): Insight Development Grant (\$11,547) in July 2012 for project: Untangling the Food Web in a Northern City: Investigating Relationships between Food Access, Store Shifts, and Retail Barriers.
- DiSanto, M.J.** "The Life and Writings of a Canadian Man of Letters: George Whalley." Insight Development Grant. SSHRC. 2012-14. \$51,367.00.
- Bruni, A, **Foote, J.** Dawn song and breeding stage in Eastern phoebes. Poster presented at Evolution 2012, Ottawa, ON.
- Foote, J**, and Palazzi, E. *Individual and geographic variation in Eastern phoebe songs.* Poster presented at Evolution 2012, Ottawa, ON
- Mennill, DJ, Battiston, M, Wilson, DR, **Foote, JR**, and Doucet, SM. (2012). Field test of an affordable, portable, wireless microphone array for spatial monitoring of animal ecology and behaviour. *Methods in Ecology and Evolution* 3:704-712
- Foote, JF**, Palazzi E, Mennill, DJ (in press). Songs of the Eastern Phoebe, a suboscine songbird, are individually distinctive but do not vary geographically. *Bioacoustics.*
- Muro-Haro, B.P., Santana-Mancilla, P.C., **Garcia-Ruiz, M.A.** (August, 2012) Use of tangible interfaces to support reading comprehension of children with Down syndrome (in Spanish). *El Hombre y la Maquina*, 39, 19-25. Journal indexed in DOAJ, LATINDEX, PUBLINDEX, and REDALYC.
- Santana-Mancilla, P., **Garcia-Ruiz, M.A.**, Acosta-Diaz, R., Juarez, C.U. (August, 2012). Service oriented architecture to support Mexican secondary education through mobile augmented reality. *Procedia Computer Science*, 10, 721-727. Elsevier. Journal indexed in Conference Proceedings Citation Index, Engineering Index, Scopus.
- Garcia-Ruiz, M.A.** (November, 2012). Virtual reality technology applied to education. *Virtual Educa II Foro Andino*, held at the University Alas Peruanas, Lima, Peru. Academic conference sponsored by the UNESCO/Andean Parliament.
- Garcia-Ruiz, M.A.** (October, 2012). Grant Award, from the Northern Ontario Heritage Fund Corporation (NOHFC) No. 932595 to fund one Video Game Research Internship (\$27,500CAD).

- Hermida, J. (2012).** Plurilingual Teaching Across the Curriculum”, Tomorrow’s Professor Digest, No. 1169.
- Hermida, J. (2012).** Legal Education and Faculty Development: The Role of the Teaching and Learning Centres. *Academia*.
- Hermida, J. (2012).** *Student Evaluation of Teaching: Literature Review and Proposal*. Proceedings of the Third Inter-Institutional Teaching and Learning Conference, Sault College of Arts and Technology, Sault Ste. Marie, Canada, p. 21.
- Hermida, J. (2012).** *The Grade. A Play in One Scene*. Proceedings of the Third inter-institutional teaching and learning conference, Sault College of Arts and Technology, Sault Ste. Marie, Canada, p. 57.
- Hermida, J. (October 2012).** *Bridges between ESL students and North American Faculty*. Paper presented at Lake Superior State University, Writing Across the Peninsula Conference, Sault Ste. Marie, Michigan.
- Hermida, J. (2013).** Criminal Procedure and Evidence. In Karla O'Regan and Susan Reid (eds.) *Thinking About Criminal Justice in Canada: Approaches and Applications*. Edmond Montgomery Publishers: Toronto, ON.
- Innes, D (October 2012).** *Celebrating Glenn Gould and the Group of Seven in the North*. Glenn Gould Foundation website, October 25, 2012
- Innes, D (September 2012).** *Northern Influences on Glenn Gould*. Paper presented at the Group of Seven/ Glenn Gould Train Event.
- Isard, R. and DiSanto, M.J. (November 2012).** *Archiving from the Start: An Archive Database Solution for the Researcher*. Poster Presentation at the Chicago Colloquium on Digital Humanities and Computer Science. University of Chicago.
- Johnston, W. (2012).** Preaching, National Salvation, Victories and Thanksgivings: 1689-1800. In *The Oxford Handbook of the British Sermon 1689-1901*. Oxford: Oxford University Press. 261- 274.
- Kosma DK, **Molina I**, Pollard M, Ohlrogge JB (2012). Identification of an Arabidopsis Fatty Alcohol: Caffeoyle-Coenzyme A Acyltransferase Required for the Synthesis of Alkyl Hydroxycinnamates in Root Waxes. *Plant Physiology*, 160, 237-248
- Molina I**, and Franke RB (2012). Biosynthesis of Suberin Polyesters. In *Acyl-lipid Metabolism*, by Li-Beisson et al., *The Arabidopsis Book*, <http://www.aspb.org/publications/Arabidopsis/>, Rockville, MD: American Society of Plant Biologists. (Updated version of a chapter originally published on June 11, 2010.)
- Molina I (2012 – Grant Award).** “Biochemical and Molecular Infrastructure to Unlock the Secrets of Plant Extracellular Lipids: Manipulating Pathways to Create Novel Bio-products for Agriculture, Forestry and the Biofuels Industry,” *Canada Foundation for Innovation* (\$84,761).
- Razeq FM, Kosma DK, Rowland O, and **Molina I (2012).** “Profiling the protective surface lipids of the oilseed crop *Camelina sativa*”, Canadian Society of Plant Biologists, Eastern Regional Meeting, Wilfrid Laurier University, Waterloo, Ontario

- Osei, W.** (November 2012). The Private Sector has a Strong Role to Play in Delivering Water. *World Geography: Understanding a Changing World*. ABC-CLIO, 2012. Web. 29.
- Osei, W.** (November 2012). Organic and Conventional Farming Methods are Both Needed to Solve World Hunger." *World Geography: Understanding a Changing World*. ABC-CLIO, 2012. Web. 29.
- Pinheiro, A.** SNAP, 30 Printmakers Celebrate 30 Years, Art League Houston, Houston, TX, May 25 - July 6, 2012, Curated by Sean Caulfield
- Pinheiro, A.** Fire/Fire, Centre A and Malaspina Printmakers, Vancouver, BC Abbas Akhavan and Marina Roy, Tsukioka Yoshitoshi, and Kawanabe Kyosai Curated by Andrea Pinheiro
- Pinheiro, A.** International Triennial of Contemporary Graphic Arts, Novosibirsk State Art Museum, Novosibirsk, Russia, Canadian section curated by Mitch Mitchell (September/October 2012)
- Pinheiro, A.** Ontario Arts Council, Exhibition Assistance Grant (November 2012)
- Polvorosa, C.** (2012). Chapter 8: Toronto Filipino Businesses, Ethnic Identity and Place Making in the Diaspora. In Coloma et al (editors) *Filipinos in Canada: Disturbing Invisibility*, 181- 200. Toronto: University of Toronto Press.
- Redmond, S.A.** (July 2012). What else did you expect? Or have we forgotten just how radical feminist exegesis can be?" Paper presented to the International Annual Meeting of the *Society of Biblical Literature*, Amsterdam NL: University of Amsterdam.
- Redmond, S. A.** (May 2012). Fear and Denial at the Crossroads. Where is the history of the "child sexual abuse scandal" within the Roman Catholic Church?" Paper presented to the annual meeting of the *Canadian Society of Church History*, Waterloo ON: University of Waterloo.
- Ridout, A.** (2012). The "Historical Turn" in Margaret Atwood's *The Blind Assassin* and *Alias Grace*." *Critical Insights: Margaret Atwood*. Ed. J. Brooks Bouson. Ipswich, MA: Salem Press.
- Celuch, K., **Robinson, N.**, Waltz, A. (2012). *How can I (the Company) get you (the Customer) to talk to me? The Role of Retail Employee Behavior, Social Benefits, and Commitment in Customer Feedback*. Presented paper at the Journal of Consumer Satisfaction, Dissatisfaction and Complaining Behavior Bi-ennial Conference (International), Claremont, CA.
- Celuch, K., Waltz, A., **Robinson, N.**, (under review). *I Will Have No Other! – The Role of Communication and Trust in Driving Exclusive Behavior*. Journal of Consumer Satisfaction, Dissatisfaction and Complaining Behavior.
- Rutherford, R.** 'Fathers in Multiple Roles: Assessing Modern Canadian Fatherhood as a Masculine Category,' in *Canadian Men and Masculinities: Historical and Contemporary Perspectives*, eds., Christopher J. Greig and Wayne J. Martino (Toronto: Canadian Scholar's Press), 76-98
- Nystedt, D. & **Savory Gordon, L.** (Executive Producers) (November, 2012) *De-Railed: The National Dream* DVD, Sault Ste. Marie, ON
- Paat, B. & **Savory Gordon, L.** (November 17, 2012). *Putting Northern Ontario Back on Track: The Need for More Student Involvement in the Passenger Rail Campaign*. Paper presented at the Spirit of the North Conference, Canadian Federation of Students, Laurentian University.

- Searight, H.R.** (2012). *Ethics and the practice of primary care psychiatry*. In O. Capelli (Ed.), *Primary Care at a Glance: Hot Topics and New Insights* (pp. 389-406). Rijeka, Croatia: Intech.
- Searight, H.R. & Searight, B.K.**(2012). Lost in Interpretation: The meaning of psychiatric symptoms in diverse cultures. *International Journal of Psychology Research* 7 (3-4)(reprinted).
- Vanier, D. & **Searight, H.R.**(2012). Obsessive-compulsive spectrum disorder in Darren Aronofsky's *Black Swan*. *Advances in Psychology Study*, 1(2), 4-7.
- Hemming, M.F., Blackmer, V., & **Searight, H.R.** (2012). The Family-of-Origin Scale: A psychometric review and factor analytic study. *International Journal of Psychological Studies*, 4(3), 23-33.
- Searight, H.R. & Gafford, J.** (2012). *Is dying made better by culturally competent end of life care?* (reprinted version of previously published article with commentary). In W. Buckley & K. Feldt (Eds.), *Taking Sides: Clashing Views in Death and Dying*. (pp. 477-505). New York: McGraw-Hill.
- Kempf, K., **Searight, H.R.**, & Ratwik, S. (2012). Music's influence on short-term emotional states and perception of faces. *Advances in Psychology Study*, 1(4), 4-8.
- Searight, H.R. & Searight, B.K.** (2012). College students' self-disclosure in writing assignments: Professional and ethical issues. *International Journal of Modern Education Forum* 1(1),14-17.
- Thompson, K.** (April 2012). *Stressful Life Events and Secondary School Student Connections to School Support*. Presented at AERA Annual Meeting, Vancouver, B.C.
- Thompson, K.** (April 2012). *The Suspension Experience: What Does It Mean For The Student Observer?* Presented at AERA Annual Meeting, Vancouver, B.C.
- Turner, L. & Arora, S.** (November 2012). *Not really something you can dance around: Student views about palliative care learning resources for social work*. Paper presented at the 9th Global Conference: Dying and Death: A Making Sense Of: Project. Salzburg, Austria.
- Arora, S. & **Turner, L.** (November 2012). *Death and Dying in a Simulated Learning Environment: Students and the Interprofessional Palliative Care Team*. Paper presented at the 9th Global Conference: Dying and Death: A Making Sense Of: Project. Salzburg, Austria.
- Wyper, L.** (2012). **RAGE: Reflections on Acts of Gendered violence and our Educational lives**. Exhibit at SSM Public Library, Main Branch. OISE / U of T.