

**THE UNIVERSITY OF WINNIPEG
BOARD OF REGENTS
BOARD MEETING AGENDA**

Monday, January 26, 2015
Convocation Hall
5:30 p.m.

- 5:30 p.m.**
1. Call to Order
 2. Adoption of the Agenda
 3. Adoption of Minutes – November 24, 2014
 4. UWSA Presentation – Counseling Services
 5. Reports
 - 5.1 Chair's Remarks
 - 5.2 President & Vice-Chancellor's Remarks
- 6:45 p.m.**
6. In Camera
- 8:30 p.m.**
7. Adjourn

THE UNIVERSITY OF WINNIPEG
(the “University”)
Meeting of the Board of Regents (the “Board”) held on
Monday, November 24, 2014 at 5:30 p.m.

PRESENT: L. Adeley-Olusae, A. Beaudry, B. Bileski, P. Campbell, L. Chitty, C. Colorado, R. Froese, K. Grower, R. Ingram, D. Jacks, E. Johnstone, L. Kakegamic, R. Lewis, P. McLeod, R. McLeod Arnould, A. Moran, N. Murdock, G. O’Farrell, E. Phillips, G. Schiak, B. Suderman, N. Tajdin, R. Taylor, A. Trimbee, M. Vachon, G. Van Den Bosch, D. Vanderwel, L. Waters

PRESENT WITH CONSENT OF THE BOARD: B. Balan, R. Burg, J. Byrd, D. Cohen, A. Day, B. Daly, J. DeFehr, R. Dunsmore, S. Earpwiebe, T. Einarson Breber, M. Emslie, D. Fitzpatrick, J. Fox, L. Garinger, C. Guindan, A. Grabash, H. Grant, T. Henry, P. Hewak, M. Houle, P. Hossack, S. Kreiner, K. Loeppky, S. Maher, J. Maier, N. Martin, C. Morrison, J. O’Dunn-Orto, M. Paille, D. Poulin, J. Peters, G. Prefontaine, D. Radi, J. Read, M. Reimer, L. Repski, C. Sabel, P. Veitch, A. Vineberg, R. Ward

REGRETS: N. Besner, R. Campbell-Stovell, B. Keyser, A. Reimer, O. Siddiqui, R. Silver

E. Johnstone acted as Chair of the meeting and C. Morrison acted as Secretary. Notice of Meeting having been given and a quorum of Regents being present, the Chair declared the meeting to be properly constituted for the transaction of business.

E. Johnstone reviewed the guidelines for visitors attending Board of Regents meetings.

1. Approval of Agenda

E. Johnstone tabled the Agenda. An additional item with respect to strategic planning was added to the closed session. On a motion by C. Colorado and seconded by L. Waters:

RESOLVED THAT the Agenda is approved, as amended.

Carried.

2. Approval of the Minutes of the Meeting of October 6, 2014

E. Johnstone tabled the Minutes of the Meeting of October 6, 2014, and requested a motion for the approval of same. On a motion by M. Vachon and seconded by K. Grower:

RESOLVED THAT the Minutes of the Meeting of October 6, 2014 be approved.

Carried.

3. Board Education

S. Kreiner and J. Byrd presented on mental health initiatives and student supports at the University. They noted that the proposed model is based on the model used at Dalhousie University. The Board discussed how the success of the program will be judged, the number of counselors and triage workers that are accessible at Dalhousie University and the possibility of having faculty information sessions, to better assist students. Concerns were raised regarding the number of counselors available to students, and how the \$175 student life fee is being utilized. On a motion by R. McLeod Arnould and seconded by L. Chitty:

RESOLVED THAT the Finance Committee review the manner in which the Student Life fee is utilized in relation to the resourcing of University counseling services.

Carried.

The UWSA Regents confirmed their commitment to working with the Vice-President (Student Life) and the Executive Director of Wellness and Student Life to move this issue forward.

4. Remarks of the Chair

E. Johnstone advised that the annual Board of Regents holiday reception will be held at FortWhyte Alive on December 8, 2014. He reported that he attended the Fall Convocation Dinner, the Fall Convocation Ceremony, the Duff Roblin dinner, and the University of Winnipeg Foundation Board meeting. He noted that he and A. Trimbee are meeting on a regular basis, and that if Regents have issues brought to their attention, to please let them know. E. Johnstone advised that P. Veitch had submitted his resignation from the Board, as he had recognized that his role as Vice-President Advocate of the UWSA may put him at risk of being in conflict of interest. E. Johnstone introduced B. Daly and S. Earpwiebe, who spoke to the Board with respect to the University of Winnipeg Campus Campaign.

5. Report of the President and Vice-Chancellor

The President's report included information on the following:

- Fall Convocation was held on October 17, 2014;
- the opening of the Gupta Faculty of Kinesiology and Applied Health, as well as fundraising dinner, were held on November 3, 2014;
- A. Trimbee participated in a trip to China, as part of a provincial team and visited the schools the University has partnered with; and
- A. Trimbee has attended meetings of the Council of Presidents of Universities in Manitoba ("COPUM"), where discussions have been occurring on several initiatives, including indigenous education.

A. Trimbee reported that one particular area that COPUM has focused on is a Strategy for Engagement with Canadians for a New Partnership. She noted that a document had been introduced, which called for active steps to be taken to enable Aboriginal communities to have the tools necessary to strengthen their institutions, culture and

traditions. Presidents of institutions in attendance at the meeting were asked to sign on to a Declaration of Canadians for a New Partnership. She advised that this matter had been brought forward to The University of Winnipeg Senate on November 19, 2014, and was met with vigorous approval. The Board discussed:

- the congruence between the Declaration and the University's mission statement;
- the positive effect that signing the Declaration would have on the community;
- the endorsement of the Declaration by the UWSA; and
- the opportunity created by the Declaration, to allow the University to acknowledge the successes attained in this area to date, as well as planning for the future.

On a motion by C. Colorado and seconded by P. McLeod:

RESOLVED THAT the Board of Regents endorse the Declaration of Canadians for a New Partnership.

Carried.

6. Audit and Risk Committee

R. Lewis provided an update on activities of the Audit & Risk Committee, which included receiving updates on internal audit activities, internal controls, compliance with statutes, as well as increasing reporting frequency of enterprise risk management reporting and receiving recommendations from a subcommittee with respect to a new external auditor for the University.

7. Governance and Community Relations Committee

(a) Capital Projects and Renovations Policy

P. McLeod advised that the Capital Projects and Renovations Policy had been brought forward to the Board in the spring, but had been referred back to the Finance Committee and the Governance and Community Relations Committee, to review the wording surrounding LEED qualifications. She advised that both committees had reviewed the policy, and were satisfied with the current wording. On a motion by P. McLeod and seconded by K. Grower:

RESOLVED THAT the Capital Projects and Renovations Policy be approved.

Carried.

(b) Update on Activities

P. McLeod provided an update on the activities of the Governance & Community Relations Committee. R. Taylor, as a member of the United Health & RecPlex Community Advisory Committee, provided details on the new complex, as well as activities which have been occurring since the opening.

8. In Camera Discussion

9. **Adjournment**

As there was no further business to come before the meeting, on a motion by M. Vachon:

RESOLVED THAT the meeting be terminated.

Carried.

Chair

Secretary



UWSA

THE UNIVERSITY OF WINNIPEG
STUDENTS' ASSOCIATION

Counselling Report
Submitted January 26, 2015

Prepared by: Rorie Mcleod Arnould
UWSA President

1.1 Summary

The current model of counseling services provides insufficient resources to those in need and represents an institutional direction that we cannot support. While it makes available welcome additions to the system of mental health services on campus, it does not offer resources that are fully integrated into the university community and designed to meet the demand posed by the specific educational environment.

It has been suggested that we should wait and evaluate the current system to identify points of need and address them in time. As a Board we must not forget that we are considering a dynamic system that has human outcomes. We must not treat failures in this system causally. A “wait and see” approach to the creation of a model ignores a wealth of expert opinion and precedent at other universities that indicates we are heading in the wrong direction.

1.2 Recommendation

We recommend that this Board make available sufficient resources to the VP Student Life to hire a minimum of four full-time counsellors, pending successful salary scale negotiations with the University of Winnipeg Faculty Association.

1.2 Approach

Students at UWinnipeg have consistently experienced a lack of mental health services. While the total number of counsellors available to students has fluctuated, no more than 2.5 counsellors were available for students during the 2000s.

The need for additional resources was recognized and an alternative model with new supports developed, such as Peer Educators, which provide non-traditional opportunities for mental health support.

Under this new model, presented at the December meeting of the Board of Regents, external agencies were brought on-campus to provide counseling services to students. These agencies, and their full-time equivalent positions, are outlined below:

Agency	Positions(s)
Manitoba Adolescent Treatment Centre (MATC)	1.0
Addictions Foundation of Manitoba (AFM)	0.4
Masters in Marriage and Family Therapy (MMFT)	3.0

We are not opposed to the use of these resources on campus. However, we cannot support these external agencies being promoted as primary service providers on campus. Providing mental health services to students in this fashion should not be considered at a long-term solution.

It is clear to us that this model is being promoted because it requires fewer University resources to operate. For reasons outlined below, we do not believe that a credible argument can be made that the level of service will be adequate. We feel this is the wrong path for us to take, and will move us away from our stated goal of providing a student-centered, supportive, and successful university experience.

1.3 The value of university-employed counsellors

There is value in having our counsellors employed by the University in permanent positions. If the arrangements outlined above become standard practice, we forgo the opportunity to have University staff build a wealth of experience within our campus and an understanding of the specific pressures placed on students in the course of their education.

We contacted many universities and colleges to discuss their counselling models. Data from this research has been compiled and attached to this report. We did not find another post-secondary institution that relies on external agencies as the primary providers of counseling services. All available information indicates that standard practice is to employ counsellors in-house, as we have done in the past.

We reached out to Dr. Nathan Cooper, Leader of the Post-Secondary Counselling Community of Practice and an Assistant Professor at McMaster University, and to Dr. David Ness, President of the Canadian University and College Counselling Association, for their guidance. Their responses to our current model are clear: allowing external agencies, either through private insurers or external counseling agencies, to provide services to students is inferior to an in-house model.

They highlight three important factors to consider:

- 1) Familiarity with the specific experience of students in post-secondary education is a considerable asset. University employed counselors will develop a wealth of experience with the unique challenges created by different programs for students. They will be able to approach individuals with the background necessary to provide the highest level of support and guidance.
- 2) As our awareness of the importance of mental health grows, counselling staff are increasingly being asked to participate in policy and practice development on university campuses. Permanent staff, familiar with the university culture, program and department dynamics, governing bodies, and key individuals are well placed to make informed recommendations.
- 3) The mandate of external agencies may differ from those held by the University. Satisfying two potentially different sets of priorities, guidelines, values and missions compromises the student experience and outcomes.

Their letters are attached to this report for your consideration.

Requests have been made at previous meetings to monitor and evaluate the current model, and implement changes as necessary. We agree that consistent improvement will be generated through the monitoring of student outcomes. However, we object to employing a model that is at odds with the standard practice and advised against by experts in the field of post-secondary mental health support, in an attempt to be innovative. We do not see the value in beginning our joint evaluative process from our current position.

1.3 Resources

Prior to bringing external service providers on campus, UWinnipeg ranked last in the ratio of counsellors to students among our peer institutions, with one counsellor for 9,359 (as of 11/14) students. With the implementation of the above service providers, the argument has been made to us that the ratio would drop to 1852:1.

However, we do not believe that the consistent quality of care available from these providers is comparable to an in-house system of counseling. While undoubtedly a valuable opportunity for Masters in Marriage and Family Therapy students, they cannot be expected to provide the same level of service as credentialed and experienced counsellors. These students require supervision and thus their sessions are often observed. While necessary, this would understandably give those in need cause to pause and not seek the help they need if they know they will be observed. Manitoba Adolescent Treatment Centre works with individuals younger than the typical minimum university aged student, and working with those aged 18-25 is a pilot initiative, as is working in a university environment. While the presence of the Addictions Foundation of Manitoba is welcome, their focus is specifically on addictions, and their resources limited.

We believe our institution should set a 1500:1 ratio of full-time, university employed counsellors to students as our target. This figure is cited by the International Association of Counselling Services (<http://www.iacsinc.org//staff-to-student-ratios.html>), as well as by Dr. Cooper.

The only institution comparable to our starting point is Trent University, with a ratio of 8180:1. Other Canadian institutions provide far more resources to students, including St. Francis Xavier (2585:1), St. Mary's University (1546:1), UNCB (3070:1), and Acadia (2180:1). Within Manitoba, the University of Manitoba (2429:1), Red River College (3330:1), Université St. Boniface (940:1), and Brandon University (1470:1).

Hiring a minimum of 4 full-time, university employed counsellors would bring our ratio to 1:2340, which would give us a firm starting point for the development of a comprehensive system.

A preliminary survey of community mental health providers indicates that the level of compensation for counsellors varies depending on the working conditions, benefits, and intensity of the position. We identified positions in MGEU and CUPE collective agreements with Klinic, Nine Circles, and the Manitoba Adolescent Treatment Centre. The most recent available salary scales show that credentialed counsellors at these organizations start between approximately \$51,000 and \$69,000. These figures do not include any other costs associated with employment.

All data drawn from online information and communications with counselling staff and managers.

Peer Institutions	Students	Counsellors	Ratio
Brandon University	2940	2	1470:1
Bishop's University	5512	1	5512:1
UNBC	3070	3	3070:3
UPEI	4390	2	2195:1
Acadia	4360	2	2180:1
Mount Allison	2540	2	1270:1
University of Moncton	5680		
St. Francis Xavier	5170	2	2585:1
Laurentian University	9320	2	4660:1
University of Lethbridge	8390	5	1678:1
Mount Saint Vincent	3860	1	3860:1
St. Mary's University	7730	5	1546:1
Lakehead	8510	2	4255:1
St. Thomas	2340	1	2340:1
Nipissing	5950	4	2975:2
Trent	8180	1	8180:1
Cape Breton	3150	1	3150:1
UOIT	9650	2	4825:1
University of Winnipeg	9359	1	9359:1
Manitoba Institutions:			
University of Manitoba	29150	12	2429:01:00
Universite St. Boniface	940	1	2429:01:00
Red River College	33000	10	3300:01:00



Student Wellness Centre
McMaster University

McMaster University Student Centre B106
1280 Main Street West
Hamilton, Ontario L8S 4S4

December 9, 2014

Dr. Annette Trimbee
President
University of Winnipeg

Sherman Kreiner
Vice-President Student Life
University of Winnipeg

Dear Dr. Trimbee and Mr. Kreiner,

I am currently providing leadership to the Counselling Community of Practice (formerly Canadian University and College Counselling Centre Association) affiliated with the Canadian Association of College and University Student Services (CACUSS). The Counselling Community of Practice will continue the work of providing opportunities for networking, education and advocacy for post-secondary counsellors.

I was contacted by a member of the student union at the University of Winnipeg regarding recent developments in counselling support for the students at your institution. It has come to my attention that your institution has a student body that is near 7500 FTE and had until recently been served by one full time counsellor. I was also informed that placement students who were in training in one of the graduate programs at the university were augmenting capacity by providing counselling services to the students. The most recent development that I am aware of relates to providing space in a new recreation building for counsellors who do not have a contract or staff position and are employed by an external employee assistance program.

I would like to highlight the International Association of Counselling Services (IACS) recommendation that the ideal ratio of students to counselling staff is approximately 1500:1 (<http://www.iacsinc.org//staff-to-student-ratios.html>). This ratio provides a guideline for the staffing necessary for high quality counselling service provision. IACS highlights the fact that as the ratio grows so do issues with waiting list, inadequate services to those with more severe mental health concerns, and liability. While it is clear that additional counsellors will positively impact your student to counsellor ratio, I also want to comment on the importance and the advantages of having counsellors who are university employees.

Counselling staff are uniquely positioned with regards to awareness of the types of presenting concerns that arise among post-secondary students. Expertise allows post-secondary counselling staff to be adept at identifying and managing issues ranging from developmental concerns such as homesickness and loneliness to more serious psychopathology such as a first psychotic episode associated with either bipolar disorder or schizophrenia. There is a lot of evidence to support the fact that mental health concerns often present in late adolescence and early adulthood. Experience in post-secondary counselling is an asset to providing quality service to students.

Counselling staff also function as part of the university community. As staff they are available for consultation with staff and faculty. Counselling staff are also increasingly being requested to participate on university committees that address broad issues related to policy and strategy regarding mental health on campus. Counselling staff also frequently play an integral role in teams that respond to behavioural concerns and crisis situations. The aforementioned needs within the university community are not likely to be addressed by counsellors who are externally funded. Not addressing these needs compromises the role and the service that is provided to the students and the campus community.

Counselling provided by an external agency may have a very different mandate than counselling provided by individuals who are hired as staff. A counsellor who is employed by an external agency will be governed by the mission, vision, values, and procedures put in place by the employer. A counsellor who is employed by the university, while governed by the ethics of their own professional organization, fulfills their role in providing care to a student within the broader context of the mission, vision, and values of the employing institution. As such paid counselling staff has a responsibility not only to the students with whom they work directly but also to the interests of the institution.

In short I wish to voice concern regarding the limited access to counselling services for the students at the University of Winnipeg. I would also like to stress the point that counselling staff employed by the institution are invaluable given the value added by knowledge of and collaboration with individual and groups that are part of the campus community.

Thank you for your consideration.

Sincerely,

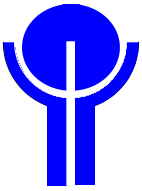


Dr. Nathan J. Cooper
Leader, Post-Secondary Counselling Community of Practice
Assistant Professor (Part Time)
Department of Psychiatry and Behavioural Neurosciences
Psychologist
Student Wellness Centre
McMaster University, MUSC B 106
Hamilton, Ontario L8S 4S4

905-525-9140 ext. 23034

905-546-1663 (Fax)

ncooper@mcmaster.ca



CANADIAN UNIVERSITY AND COLLEGE COUNSELLING ASSOCIATION

ASSOCIATION CANADIENNE DE COUNSELLING UNIVERSITAIRE ET COLLEGIAL

XXXXXX
XXXXXX
XXXXXX

Dear XXXXXX:

I am writing to you today with regard to a proposal from an EAP provider to provide counselling services for college students in XXXXXXXX. I have reviewed the EAP proposal, the statement of concern document provided to you on October 8, 2008 by the Board of Directors of the XXXXXX Post-secondary Counsellors' Association and I have consulted with one of the authors of the statement of concern; as such, I believe that I have some understanding of the situation. The purpose of this letter is not to replicate the fine work of my colleagues in responding to the EAP proposal but rather to share with you CUCCA's (Canadian University and College Counselling Association) perspective on counselling services in post-secondary education in Canada.

CUCCA is a division within CACUSS (Canadian Association of College and University Student Services) and is comprised of professionals who work as counsellors, teachers or researchers in a post-secondary counselling service or academic program substantially concerned with education in counselling. CUCCA's mandate is varied and includes providing support to members through professional development and consultation, initiating and/or supporting relevant research and developing guidelines and position papers on counselling matters. This includes providing guidelines for Counselling Centres in post-secondary institutions in Canada. CUCCA's Counselling Centre Guidelines recommend that post-secondary counselling services be integrated into the structure of the institution. Key components of this integration include being on-site and having all staff be employees of the institution.

Perhaps the greatest asset of having an on-site counselling service with staff employed by the institution is the knowledge, experience and expertise these counsellors have to meet the diverse needs of post-secondary students. Counselling professionals working on-site in a post-secondary institution are aware of the unique needs and pressures as well as the culture of their host institution and, as they work exclusively with a post-secondary population, are expert in understanding the specialized needs of their clientele. This includes bringing a developmental frame to their work, something critical for effectiveness in dealing with a population that is undergoing significant personal transformation. The knowledge, experience and expertise post-secondary employed counsellors have translates not only to effective and timely counselling interventions but also preventative and developmental (i.e., growth oriented) programming that can reduce the need and demand for counselling interventions after the fact. For example, counsellors aware of the impact of arduous education programs (e.g., Nursing) on relationships may develop and facilitate a relationship maintenance program for students thereby potentially reducing the need for intervention after difficulties arise.

Another significant asset to having post-secondary employed counsellors working on-site is the allegiance and dedication these professionals have to their institution. Counsellors

contribute to the overall fabric of a post-secondary institution through participation in committees, teaching, joint initiatives with other departments (e.g., providing workshops on stress management, career planning or developing conflict resolution workshops for staff and students), consultation (e.g., meeting with staff or faculty to discuss strategies for working with a disruptive or “at risk” student) and training of students in counselling programs (e.g., Social Work). Counsellors may also have primary responsibility for out-of-classroom experiences of students and the development of skills not occurring in the classroom (e.g. Peer Counselling; Residence advising training).

One of the most compelling examples of the benefits of having an on-site counselling centre is the planning currently taking place across the country to develop and institute emergency response plans. Counsellors are playing a central role in emergency response planning and are well positioned to understand the needs of their institution. Counsellors are already providing vital crisis and emergency services that are facilitated not only by their abilities, but also their connections to other staff and students within their institutions. In fact, pre-existing relationships are critical and positive indicators for effective and timely interventions during times of duress; on-site counsellors are most able to establish these connections.

The demand for timely and effective counselling services appears to be increasing in the post-secondary environment. My colleagues are committed to meeting this demand through timely and effective services. Creative programming, including preventative services and group programming (sometimes the most empirically valid approach) are continually being developed by counselling professionals with unique knowledge, expertise and experience. Counselling professionals employed in on-site counselling centres are devoted to the entire post-secondary environment and want to enhance wellness for students and staff. We are always interested in expanding our services and evolving to meet the needs of our respective post-secondary institutions and therefore welcome the opportunity to discuss growth with post-secondary administrators. Please feel free to contact me at 204-474-8619 for discussion or clarification.

Thank you for your attention.

Sincerely,

D. V. Ness

David V. Ness
President, CUCCA
Counsellor & Associate Professor
University of Manitoba

cc: XXXXXXXXXX

PRESIDENT'S REPORT

MONTHLY REPORT TO THE BOARD OF REGENTS

January 26, 2015

PROVOST AND VICE-PRESIDENT, ACADEMIC AND INTERNATIONAL

- In November, the Provost and Vice-President, Academic and International traveled to Brazil where Dr. Besner made several presentations, and participated in meetings with partner institutions in an effort to further develop relations and increase recruiting efforts. These institutions include Universidade Federal de Minas Gerais (Belo Horizonte); Universidade do Estado do Rio de Janeiro (Rio de Janeiro); Maple Bear Mogi School (São Paulo); and Universidade Estadual Paulista (São Paulo).
- In collaboration with the department of Finance, November saw the conclusion of budget meetings held with all Faculties, departments, and units reporting to the VPA & I.

Faculty of Arts

- Of the 31 Indigenous students who earned Business Council of Manitoba Academic Awards for 2014-2015, 25 were from the Faculty of Arts.
- **Dr. Jim Silver**, Chair of Urban and Inner-City Studies, launched his new book, *About Canada: Poverty* (Fernwood), December 1st, at McNally Robinson Booksellers.
- Classics student, **Royce Murray**, won the first prize in the Classical Association of Canada Junior Essay Writing Competition, for his paper entitled, "The Daughters of Ares: An Exploration of the Historical Validity of Amazon Society as it Existed within the Sphere of Ancient Greece between the Bronze Age and Classical Era" (19 pp. incl. figs.). The paper was written as part of a course in Classical Mythology.
- **Dr. Jason Hannan**, Assistant Professor, Department of Rhetoric, Writing, and Communications, received an award for best journal article by the Philosophy of Communication Division of the National Communication Association (NCA). The award was given for his article, "*Alasdair MacIntyre's Contribution to Communication Theory*," published in *Empedocles: European Journal for the Philosophy of Communication*.
- **Dr. Pauline Greenhill**, Professor, Women's and Gender Studies, received an honourable mention for the Elli Kōngās-Maranda Prize, awarded yearly by the Women's Section of the American Folklore Society to recognize superior work on women's traditional, vernacular, or local culture and/or feminist theory and folklore.

Faculty of Business & Economic, PACE and CTLT

- Departments of Business & Economics
 - Taskforce group continues work towards new 4-year BBA in Accounting to be offered online.
 - Advanced Education approved a new online fee for the online BBA program.
 - A newsletter has been created and will be distributed on a regular basis to the surrounding business community. It includes information on research initiatives, features on faculty members, upcoming events, and other important information that will enable the community to better connect with the university. This outreach tool will help foster and build important relationships with our surrounding community and partners.
- PACE
 - The updated Human Resource Diploma Program has been approved at Senate. The program was redesigned, making it the first HR program in Manitoba to align with the new Certified Human Resource Practitioner (CHRP) framework.

Faculty of Education

- **Dr. Lloyd Kornelsen** (faculty member) launched his book entitled, "Stories of Transformation: Memories of a Global Citizenship Practicum" at McNally Robinson Booksellers.
- **Talia Pura** launched her 2nd book entitled, "Cues: Theatre Projects from Classroom to Stage" at McNally Robinson Booksellers.

Gupta Faculty of Kinesiology and Applied Health

- The faculty's "Celebrating a New Era" Fundraising Dinner took place November 3, 2014 at the RBC Convention Centre. Proceeds will be directed to the Gupta Faculty of Kinesiology and Applied Health – Dean's Future Fund, in support of research and programming. Close to 250 were in attendance. The Gupta Faculty sign unveiling took place that afternoon, creating a day of celebration for the Gupta Family and the Faculty.
- Department of Kinesiology & Applied Health
 - **Dr. Melanie Gregg** received a Dedicated Service Provider Award from the Sport Psychologist of Manitoba for excellent service to athletes and coaches in Manitoba.
 - Faculty members **Andrea Bedard, Melanie Gregg, Nathan Hall** and **Valerie Pelleck** attended the Canadian Society of Psychomotor Learning and Sport Psychology (SCAPPS) Annual Conference in London, Ontario in October. Among the research projects presented: physical activity programming for the homeless and psychological skills for youth swimmers with disabilities.
 - **Dr. Glen Bergeron**, Associate Dean, reported to the Royal Winnipeg Ballet School on Friday, December 12, 2014 on the finding of a Ballet Injury Study as a co-investigator with Dr. Dennis Caine from the University of North Dakota.
- Wesmen Athletics
 - Wesmen Basketball Teams engaged in two successful community partnerships In December: the 'Playing it Forward Celebrity Fundraising Basketball Game' with Pulford Community Living Services, and the largely student driven fundraising initiative for Winnipeg Harvest.

Faculty of Science

- **Dr. Chris Wiebe** of the Department of Chemistry, and Canada Research Chair in Quantum Materials Discovery, has been elected President of the Canadian Institute for Neutron Scattering (CNIS), as well as Chair of the National High Magnetic Field Laboratory's User Committee.
- **Jon Challis**, a graduate student working in the Chemistry Department under the supervision of **Dr. Charles Wong**, was a double award winner at the recently concluded 35th Society of Environmental Toxicology and Chemistry (SETAC) North America Meeting. Jon won 2nd place for the PhD poster presentations, in addition to the SETAC-ACS Environment Division Student Exchange Award for his other poster.
- Out of 90 teams, UWinnipeg student teams ranked 30th ("Gin and Conics": **Adam Borchert, Phil Lafrance, Trevor Thomson**) and 37th ("Designated Drivers": **Matthew Brown, Serina Camungol, Gaia Moravcik**) in the Mathematical Association of America's North Central Section Team Mathematics Competition; **Dr. Terry Visentin** of the Department of Mathematics and Statistics is the coach for these teams and similar competitions.
- **Dr. Ian Mauro** of the Department of Geography presented his documentary — Climate Change in Atlantic Canada — at Cinematheque on two nights in November; each viewing was preceded by a short documentary about Mauro's tour with Suzuki — Suzuki Tour — co-directed by Mauro and UWinnipeg Geography Honours student **Hillary Beattie**.
- **Dr. James Currie** (Dean of Science) will be on research leave until June 30, 2015. **Dr. Danny Blair** will be Acting Dean of Science during this six-month period; **Dr. Tabitha Wood** will be Acting Associate Dean during this time.

Graduate Studies

- Online application form goes live - As of December 19, prospective students were able to apply online to autonomous UW graduate studies programs, with the exceptions of Theology and Marriage and Family Therapy programs. Work on the online forms for these two programs has been deferred while they undergo external reviews and revisions. The Graduate Studies Online Application solution electronically stores all application-related attachments (such as letters of reference and research proposals), making it easy to distribute the application to admission committees electronically and reducing the need for photocopying. For the Graduate Studies office, reporting on numbers of applications pending, submitted, and withdrawn will be available at the touch of a button. Prospective students can build their application over time, rather than having to enter all required information at one sitting. The Technology Solutions Centre (TSC) developed the online application in-house, integrating it with the Student Information System (SIS) so that application information is automatically rolled over into the SIS.
- Support for international students - Graduate Studies has hired a second-year international student, **Behnaz Alimohamadisagvand** of the Environmental, Resource and Development Economics M.A. program, as a part-time Social/Cultural Convenor. This position will organize social events within the graduate student community with the goal of fostering the development of meaningful connections among international students and between international and domestic students, in addition to offering international students a variety of opportunities to get to know Winnipeg better.

Graduate Studies *Continued*

- Recruitment activities - In Fall term, Graduate Studies and its programs sponsored and participated in several events designed to highlight graduate programs at the UW to various groups of prospective local, regional, and national students. This included participating in Graduate Studies fairs in Calgary, Victoria, and Halifax, focusing our participation at Future Student Night on the theme of "Parents are Future Students, too!", hosting an information session for current UW staff members, developing an ad for the Education supplement of the *Winnipeg Free Press*, and holding program-specific information sessions for senior UW undergraduates.
- **Dr. Michael Weinrath** from the Department of Criminal Justice will be Acting Dean of Graduate Studies during this six-month period while **Dr. Mavis Reimer** will be on research leave from January to June 30, 2015.

Recruiting and Institutional Relations

- Future Student Night was a success with over 953 prospective students and parents in attendance on November 25th; nearly 400 individuals toured campus that evening. In addition, several potential students applied for admittance to UWinnipeg that evening.
- During the fall, recruitment activity saw over 170 external visits to events, fairs, and high schools. These visits took place throughout Manitoba, Northwest Ontario, Alberta, the US, Germany, and China. The team connected with over 6800 students, both domestically and internationally.
- Campus Tour Program: in excess of 1,700 prospective students, parents, counsellors and other guests were given tours of the UWinnipeg campus this fall.

English Language Program

- ELP has seen enrolment increases for both the 14 Week and Canadian Work Experience programs for 2015 when compared to 2014: 131 (2015) compared to 122 (2014) in the 14 Week Program, and 24 (2015) compared to 8 (2014) in the Canadian Work Experience program.

RESEARCH AND INNOVATION

Funding Highlights

- Manitoba Medical Service Foundation
2014-1015 Operating Grant Awarded Robert Pryce \$11,000.00
 - MRA – Manitoba Research Alliance (*UM, SSHRC originally*)
 - Social Sciences and Humanities Research Council
 - Aid to Scholarly Journals Mavis Reimer -“Jeunesse” \$50,700.00
 - Partner, SSHRC Partnership Grant Danny Blair \$12,300.00
 - Manitoba Research Alliance (#759)* Shauna MacKinnon \$6,150.00
 - Manitoba Research Alliance (#787)* Shauna MacKinnon \$4,000.00
- *These grants are linked to the University of Manitoba and originate with SSHRC
- Manitoba Heritage Grants Program
Manitoba Tourism, Culture, Heritage, Sport and Consumer Protection

2014-2015 Alexander Freund \$7,000.00

“Manitoba’s Refugee Voices: Oral Histories of Home and Displacement in the 21st Century (Phase I)”
 - NSERC
2014-2015 Ed Cloutis NSERC Subgrant – McGill University \$6,550.00

Institute of Urban Studies

- Hired a new researcher: **Sarah Zell**, PhD Candidate with extensive experience researching immigration issues, and the homeless. Sarah has also previously worked with Tom Carter.
- Beginning the FINAL phase of research on the At Home/Chez Soi project; Investigating the sustainability of Housing First in Winnipeg.
- Creating user-friendly tutorials for our “Successful Tenancies” research – a narrated power-point tutorial, a toolkit for housing organizations, and an instructional video.
- The IUS has completely revamping our entire archive. Complete re-compiling, and re-organization. This was part of our building of a new IUS website and the posting of 130 reports online that were previously unavailable. More web-updates to come in 2015.
- New Reports
 - “Rural Factsheet Discussion-Paper” (with Rural Development Institute), advising the provincial government on rural development policy
 - “IUS In-Brief Series – Living in the Red” forthcoming in the next month
 - “IUS In-Brief Series: The Lived Experience Committee: An Advisory Committee of the At Home/Chez Soi Project’s Winnipeg Site” – just released
 - The summer 2014 issue of CJUR will be printed in the next week or so

Richardson College for the Environment

- IUS received \$20,000 in additional funding for ongoing work related to the Successful Tenancies project that includes the creation of a video and other online resources related to the main project.
- IUS staff members continue to digitalize archival research reports and publications. The result is over 100 projects are now accessible online. Further work will continue to reach into earlier reports spanning the time period of 1969-2015.
- As part of ongoing work under the At Home Chez Soi project, The Lived Experience Circle, comprised of peers, published a report that outlined their critical role in this \$110 million dollar project.
- IUS continues to conduct research related to the At Home project in partnership with the University of Manitoba. This includes fieldwork and contribution to national meetings and publications. The At Home research team has now published over 120 articles, many in leading academic journals.
- IUS staff members have continued to present at conferences and events as well as contributing various media outlets for commentary. A good example is an opinion piece on Canadian Homelessness by Jino Distasio was reprinted in over 20 print and online newspapers.

STUDENT LIFE

Aboriginal Student Services Centre

- For the Fall 2014/Winter 2015 terms there are currently 965 self-declared aboriginal students registered, this includes returning students:

Undergraduate Programs – 886
Graduate Studies – 16
PACE – 41
Collegiate – 22

595 applications were received from new Aboriginal students for the 2014-2015 academic year (up 16% from 512 in 2013).

The University Preparatory Program (UPP) admitted 17 students and, at the halfway point, 12 students remain, which is a high retention rate for this cohort. The UPP is a 16 week program geared toward helping Aboriginal individuals obtain their Grade 12 equivalency. Participants work through the GED textbooks in one class, writing skills in the other class. At the end of the 16 week period, participants will write the provincial GED and, if successful, would be offered admission to the University into the Transition Year Program.

During this reporting period, ASSC staff attended 4 Career Fairs, conducted 7 campus tours, presented at 13 schools and 5 Adult Learning Centres, participated in Thrive Week, and had approximately 2,500 student and potential student contacts (via email, phone, appointments, drop-ins, and recruitment events).

Aboriginal Student Services Centre

In November 2014, **Elder Robert Greene** left ASSC to work with Milner Ridge Institution. **Elder Hector Pierre** will increase his time to 3 days a week. **Elders Margaret Osborne and Ruth Christie** will each continue to come in one day per week. One Sweat Lodge was conducted in November.

The Aboriginal Student Council held its annual Christmas Feast on Saturday, December 13 at Thunderbird Lodge, with approximately 80 in attendance.

Academic Advising

- November was a busy month for Degree Audit Testing and Verification with 3 advisors scheduled to test for a total of 38 hours per week. Advisors met with 319 students in appointments (last year 340) and 282 in drop-ins (last year 270.)

In November, advisors participated in the 18th annual Manitoba Advising Professionals (MAP) conference which focused on Academic Advisors as Agents of Equity. The First Year Academic Advisor attended Future Student Night to answer questions from prospective students.

During December there are fewer students on campus and students are focusing on final exams. Students who do come in to Academic Advising are requesting assistance with end of the term academic appeals such as final exam conflicts, incomplete term work and deferred final exams. In December, appointments with students totaled 268 (last year 209) and drop-ins totaled 196 (last year 176).

Accessibility Services and Deaf and Hard of Hearing Services

- 23 new students registered in Accessibility Services (AS) in November 2014.

In November, AS scheduled 109 tests for students who medically required accommodations.

In December, AS scheduled 294 exams for students who medically required certain accommodations, such as:

- Total number of "shared space" exams (very small number of students in one space): 211 (34% increase over last year)
- Total number of private space exams scheduled: 83
- Exams for students with 200% extended time (room and staff required for up to 6 hours): 43
- Exams for students needing alternative lighting (ie. lamp or lights that can be dimmed but not including "natural lighting"): 15 (more than tripled from last year)

Other examples include, but are not limited to, students who need natural lighting, an ergonomic chair, a nearby washroom, and assistive technology.

Admissions

- The Admissions office was present at Future Student Night on November 26, to give students and parents information on admissions, programming, and other details such as deadlines and timelines. Admissions also started accepting applications for the Fall/Winter 2015/16.

Adult Learner Services/Recognition of Prior Learning

- The Coordinator of Adult Learner Services/Recognition of Prior Learning organized and co-facilitated an hour long Mindfulness Meditation Workshop during 2014 THRIVE Week. 23 people were in attendance, of which 13 were students. She participated in the Manitoba Advising Professional's (MAP) Conference on November 7th where topics included Advisors as Agents of Equity, Advising Diverse Learners, Coaching Skills and the Legacy of the Residential Schools and Advising Aboriginal Students.

Awards and Financial Aid

- The Awards and Financial Aid office attended Future Student Night on November 26. They were present to give students and parents information on awards, government aid and other ways to pay education costs. The application for the Fall/Winter 2015/16 Entrance Scholarships was due Dec 1. Awards and Financial Aid participated in a few Winnipeg high school presentations on finances, budgeting and funding for post-secondary education. The Director and Coordinator, along with reps from the UWSA, attending the annual meeting with Manitoba Student Aid to discuss process, issues and best practices at each post-secondary institution.

Campus Living

- New Residence requirements have been implemented for minors (students under the age of 18 years of age), whereby all students must provide custodian information and sign a consent form.

In December, the Campus Living leadership staff surprised students studying for exams with "Jars of Joy". The Jars were filled with candy/prizes and shared a positive message encouraging students and thanking them for staying on campus this term.

On December 1st Campus Living launched the new 1st Year Residence Guarantee for all new University of Winnipeg students in fall 2015. Providing they meet the eligibility criteria, the 1st Year Guarantee allows students to secure a place to live much earlier than other Universities and begin the process of planning their 1st year at UWinnipeg.

A new *Scholars' Floor* will be promoted for Graduate students and students who want to live in a setting with an increased focus on academics, starting in fall 2015. The floor applications will be available on January 26th.

At Red River College's Residence, a new Residence Handbook is in development, incorporating Red River policies and appropriate legislation.

- Lions Manor Renovation Update

U of W floors 5 and 9 renovations were completed and students were moved in mid-November. Non-U of W floors 13 and 14 were renovated from mid-November through December to ensure minimal disruption to the students during the exam period.

U of W floors 10 and 11 are currently under renovation with a completion date of January 30. While work is being completed students are temporarily residing on recently renovated floors 13 and 14.

The final U of W Floor 12 is scheduled to start renovation February 2 with an estimated completion date of February 27.

Career Services

- In November and December the Career Advisor worked collaboratively with the Faculty of Education regarding recruitment of Faculty of Education students. The Faculty of Dentistry and the Master of Occupational Therapy program (both from the University of Manitoba) held Information Sessions on campus in November.

In December, the Career Advisor/Corporate Recruiter participated as a panel interviewer for student mock interviews at Elmwood High School and also took part in Churchill High School's Career Fair.

There were 51 scheduled student appointments during the reporting period. Career Services continues to provide assistance to the Coop program (due to the Coop Coordinator being away) and a number of these meetings were with the Coop students. Other meetings focused on career planning, job search, resume writing and grad school applications.

Diversity

- Diversity's Cafe Bodhi opened in late November in their new site on the 2nd floor of the Duckworth. The Café was in operation in time to support the Wesman Classic in December. The Community Holiday dinner, held on December 17, 2014 was successful and well attended. The Community Dinner was made possible through the partnership of the U of W, Diversity and Les Marmitons. With the addition of Fort Whyte and the opening of Cafe Bodhi, Diversity now has 89 employees.

International Student Services

- During this reporting period, International Student Services handled approximately 300 direct student inquiries, issued 47 enrolment letters, and provided immigration assistance and advice to 93 International students.

New quick reference information sheets were created on "Immigration Information for ERDC Masters Programs" and "Renewing your Visitor Status in Canada." As well, continuous revising of immigration information on the UW Accepted Students website and existing quick reference sheets is ongoing. Another quick reference sheet on "Immigration Information for ELP Students" is currently in development.

On November 12th, ISS hosted a very successful first annual International Cultural Day event complete with 18 performances, 15 cultural booths, and food for the more than 200 guests. In November & December approximately 60 International students participated in a Potluck and Holiday Ornament workshop and attended a Jets Practice at MTS Centre.

Klinik on Campus

- During the period of November 1 – November 31, 2014:

There were 290 client visits with 189 of these as new clients accounting for 65% of the overall client visits. 19% of these visits were sexual or reproductive health related. Note: this number includes staff and faculty attending flu clinics which were held on November 6th November 10th and November 13th.

The dietician conducted four presentations on Healthy Eating for Mind and Body to Intro to University classes (one being on a Saturday afternoon) to a total of 71 students.

There is ongoing participation in Wellness Centre Service Provider collaborative practice meetings. Referral systems are working very well both to and from Klinik on Campus.

Klinik completed set up of a "Quarantine Room" and response protocol for suspected cases of Ebola (or other highly infectious contagions). The room consists of a bed, bed pan, basin, thermometer, blankets and a phone to facilitate communication with the client without coming into direct contact.

Student Central

- Student Central served 2928 students in November (8% increase from November 2013) with an average serving time of 4 minutes and 10 seconds. Despite the increase in students served, having a full complement of trained staff allowed Student Central to shrink the average November wait time by 39% compared to November 2013.

In December 2014, Student Central served 1798 students.

Student Intake and Conduct/Counselling Services

- During the months of November and December, 42 students were presented for intake into wellness services. Thirty-eight of these students were referred to on campus supports. The presenting issues for students remain consistent from months prior and include feelings of depression and anxiety, disordered eating, relationship difficulties, questions around sexuality, feelings of stress and thoughts of suicide.

Counsellor **Dr. Jan De Fehr** had a total of 104 counselling sessions with students during this period.

Since early November 2014, three partner agencies, the Addictions Foundation of Manitoba (AFM), Manitoba Adolescent Treatment Centre (MATC) and the Masters of Marriage and Family Therapy Program (MMFT) have been assisting in providing services at the Wellness Centre.

Wellness Office

- The Healthy Campus Advisory Committee has continued to meet and develop a mechanism to focus campus wellness priorities in the upcoming year.

Great West Life has funded 20% of the Executive Director's time to foster health and wellness initiatives on campus.

INDIGENOUS AFFAIRS

Priorities were finalizing contractual details and moving from acting to permanent Associate Vice-President for Indigenous Affairs; meeting with First Nations leaders and setting up upcoming meetings with First Nations and Metis leaders; preparing for ongoing meetings with COPUM Indigenous Education Working Group and Indigenous Advisory Circle groups.

Existing programs are continuing in good fashion: the Model School students are back in class after winter break, Wii Chiiwaakanak programs are re-launching between now and end of January and the Indigenous Insights project is now close to final approval from corporate partner. The In.Business program has begun recruiting with a mid-March launch being planned.

Highlights

- Moved to permanent status as AVP
- In.Business Business Training program for Aboriginal Youth is slated for March 13 launch with **Hanwakan Whitecloud** coordinating
- Wii Chiiwaakanak Learning Centre has hired 2 new staff and is gearing up to offer a full suite of programs in winter term
- Meetings with Grand Chief of Manitoba, Mayor of Winnipeg and Premier's Economic Advisory Council
- Meetings with COPUM Indigenous Education working group and Indigenous Advisory Circle in mid-January and early February, respectively.
- **Dr. Linda Deriviere** is beginning a large scale evaluation of the Model School
- Indigenous Insights video training program nearing completion, with corporate partners coming for meetings February 10

Activities

- Governance
 - Sorted contractual details and signed on to become permanent AVP Indigenous Affairs
 - Finalized job descriptions for assistant, conducted budgetary analysis and submitted to vacancy management
- Indigenous Advisory Circle (IAC)
 - Planning for upcoming on-campus event on Missing and Murdered Indigenous Women which as directed to occur and will be organized by the IAC
 - Processing travel claims for out of town IAC members
 - Planning for upcoming February 10 meeting of the IAC
- Masters in Development Practice Advisory Circle
 - Planning for upcoming MDP Advisory Circle meeting on February 10
 - Looped in MDP Director & students on MMIW event mentioned above

- COPUM
 - Scheduled and agenda planning for upcoming January 15th meeting of Indigenous Education Working Group
 - Received direction from President Trimbee on Speaker Series
 - Circulated materials on collaboration and Indigenous student retention

- Indigenous Relations
 - Met with Bob Silver, Kevin Rebeck & Pat Britton of the Premier's Economic Advisory Council about Indigenous issues on November 27, specifically engaging Indigenous communities and advancing education.
 - Met with Mayor Brian Bowman regarding the formation of an Indigenous Advisory Group for the city and about Indigenous education on November 28. Recommended names for such a group
 - Met with Grand Chief Derek Nepinak and Tim Catcheway of the Assembly of Manitoba Chiefs on January 7, discussed AMC's approach to divestment, education and general FN politics
 - Attended TRC Honorary Witness Forum in Toronto on November 17-19 where TRC's NRC was a topic of discussion (as well as the Canadians for a New Partnership initiative).
 - Named to Board of Directors for Canadians for a New Partnership, which UWinnipeg is exploring partnering with along with other COPUM members

Community Learning

- Wii Chiiwaakanak Learning Centre Renewal
 - Wii Chiiwaakaakanak Learning Centre has been incorporated
 - Additional board members were named and elected
 - Current Board is comprised of: Dr. Trimbee, Dr. Kinew, Kevin Lamoureux, Dr. Jamie Cidro, Dr. James Currie, Pat Ningewance, Melanie Dean, Jason Whitford and Don Robinson
 - Wii Chii Inc. has moved to final stages of process of applying for continuing funding from United Way Winnipeg

- Wii Chiiwaakanak Learning Centre Activities– Manager Sharon Redsky
 - Hired a full time community volunteer coordinator (Chantal Raynard) until March 31, 2015 through a funding agreement with Centre for Aboriginal Human Resources
 - Current programming includes: Let's Talk Science, Pow wow club, cultural teachings, Sacred Seven, Let's Speak Ojibwe and Hip Hoop Literacy
 - Running an Adult literacy program in partnership with Winnipeg Adult Learning Centre and Urban Eagle Transition Centre for adult learners
 - Organized Holiday Community Dinner on Dec 17 - in partnership with Les Marmitons and Diversity
 - Preparing 2013/14 Annual Report

- Wii Chiiwaakanak Learning Centre Activities– Manager Sharon Redsky *Continued*
 - Wii Chiiwaakanak Learning Centre is short listed for United Way limited funding
 - Signed funding agreement for 25,487 from Canadian Heritage All programming externally fundraised
 - Incorporated the Wii Chiiwaakaakanak Learning Centre and working progressing on establishing bylaws and new board

- Adventure Kids Summer Camp - jointly managed by Winnipeg Aboriginal Sport Achievement Centre (WASAC), Gerri Crilly and AVP
 - Dr. Linda DeRiviere from the University Of Winnipeg- Department Of Political Science undertook an extensive evaluation project with funds from the President's Innovative Fund. The report is finished and we are now looking at a way to share with community, schools, partners, parents, etc.
 - Planning to have some sort of event to release and share the document publically.
 - Received \$10,000 from Actua for summer camp 2014. Actua pays out after the work is completed. We are meeting with Actua at the end of January to seek funds for summer camp 2015.

- Science Kids on Campus - jointly managed by Winnipeg Aboriginal Sport Achievement Centre (WASAC), Gerri Crilly and AVP
 - Received \$12,500 from the Cardinal Foundation for some capital costs for the Community Lab located in 0W01 for new stools and paint. We are working with Physical Plant and Purchasing to facilitate this grant.
 - Planning to host two sessions of Science Kids on Campus, the first starting January 27, 2015 for 10 weeks and then another session May & June, 2015.
 - Jan Belanger, Great West Life donated to the Science Kids on Campus for the 14/15 year \$25,000. 35 grade 6 students from Strathcona School will start January 27.
 - Dr. DeRiviere has completed her evaluation of the program and we are planning to include this report in with the summer camp evaluation for sharing publically with the community.
 - Actua funds (\$3500) have been received. Working on a new application for next years' programming.
 - Working with the Manitoba Conservatory of Music which has just relocated to the Collegiate. We are exploring ways to partner and collaborate through the Science Kids on Campus.

- Model School - managed by Gerri Crilly
 - Received a very generous gift 5 year gift from Investors Group that totals \$200 K.
 - Received \$12K per year for 5 years from Beck McIntosh Family Bursary.
 - Continue to support many former Model School students who have graduated. One of our first graduates, Jesse, class of 2009, just received a full time job at Hugh John MacDonald School as a TA. He is now applying for the CATEP program where he will be able to earn a teaching degree while working at school.
 - Many other former students still seek our support with student finances, grant and bursary applications, student loans, applications for school, resume writing and finding resources.
 - Continuing to work the Manitoba Civil Service Commission who we have partnered with to get students employed with the Manitoba STEP program for young adults to gain access into job opportunities with the government.
 - Partnering with CARHD to facilitate a job fair and summer employment opportunities for students.
 - Dr. Linda DeRiviere will be starting a large scale evaluation of the Model School starting in the next month.

- In.Business – managed by Hanwakan Whitecloud (Business Training for Aboriginal Youth)
 - Orientation at The University of Winnipeg and Purdy Crawford Chair at Cape Breton University in Sydney, Nova Scotia
 - Participated in opening conference in the Eastern region
 - Prepared presentation using Prezi for updated look to program
 - Established a database of key contacts including 41 targeted highschoools, 23 of whom have been contacted with 6 confirmed for presentation dates
 - Met with key contacts including Winnipeg Chamber of Commerce president, Provincial Aboriginal liaison, Young Entrepreneurs program etc. for mentorship opportunities and spreading awareness of program.
 - 23 program mentors have been identified, 8 have been contacted, 4 confirmed as interested and available
 - Deadline for student applications has been identified for Feb 9th with students to be selected by Feb 13th
 - Planning for opening conference on March 13th and 14th. Conference rooms have been booked, hotel has been booked.

Corporate Learning

- Indigenous Insights
 - Updated draft versions of all modules and circulated them for feedback and critique among project funder and advisors
 - Completed an introductory video which can be reused as a primer on Indigenous Issues internally. Was designed in consultation with VP for HR
 - Hosting members from corporate partner (ConocoPhillips Canada) on February 10 to meet with on-campus staff and stakeholders

Community Partnerships

- National Research Centre for Indian Residential Schools
 - The University of Winnipeg is a partner in the NRC which will house the archives and final report of the Truth and Reconciliation Commission of Canada, to be housed at the University of Manitoba
 - Participated in NRCTR Partner's Circle call and gave direction on visual language and launch on June 19, 2015
 - Attended TRC Honorary Witness Forum in Toronto on November 17-19 where TRC's NRC was a topic of discussion (as well as the Canadians for a New Partnership initiative)

Community Consultations with Ebb and Flow First Nation

- Ongoing development of translations for Tyndall Stone Wall

Community Events

- The University of Winnipeg supported the following events:
 - The University of Winnipeg's Community Christmas dinner along with Diversity Foods and Les Marmitons, in Riddell Hall during December 2014 with financial support from Indigenous Affairs
 - UMOJA dinner for improving relations between New Canadians and the Police on November 18
- The University of Winnipeg is in discussion or planning to host or support the following upcoming events:
 - Aboriginal Languages Manitoba Indigenous Languages conference slated to be held on campus on March 6, 2015
 - In discussions to support Manito Ahbee Indigenous cultural festival
 - Missing and Murdered Women event on February 9
 - Manitoba Indigenous Adoptees Coalition on July 24-26
 - I Heart UWinnipeg in May

On-Campus Relationships

- University of Winnipeg Aboriginal Student Council
 - Ongoing communications with UW ASC male and female representatives regarding IAC, drum making course and
 - Met with UWSA reps about divestment forum, agreed to participate in non-official capacity depending on schedule
- Student Life
 - Planning an on-campus event in early 2015 for Tuition Waiver (TW) students
 - Planning an event for TW administrators at other institutions and community for early 2015
 - Invitation to Aboriginal Student Services Centre to attend next IAC meeting
- Libraries
 - Ongoing discussion with Indigenous librarian about hosting tour during International Indigenous Librarians Conference
- General Counsel
 - Up to date information provided on compliance with relevant laws
 - Up to date reporting on communications with designated public office holders

Repatriations

- Other Repatriations
 - Continuing to work with Anthropology Department's Val Mckinley to work through the process of notifying the communities and work through the process of repatriation
 - Met with Manitoba Museum and Dr. Trimbee to discuss partnerships
 - Set meeting with Berens River family and Manitoba Museum staff about repatriations for February 13

HUMAN RESOURCES

Collective Bargaining

- AESES – Support staff bargaining unit

Bargaining preparations continue. Notice to bargaining will be served by the University by the end of January unless AESES serves notice prior to that date. We do not anticipate bargaining to commence until February/March based on our preliminary discussions with the Bargaining Agent.

- Collegiate – UWFA

Preparations for bargaining continue with this bargaining unit as well. Notice to bargain will be served by the University by the end of January unless UWFA serves notice prior to that date.

- Public Service Alliance of Canada – Markers, Demonstrators, TA's and Research Assistants/Associates

The Public Service Alliance recently contacted the University to advise that they would be in a position to commence bargaining the first collective agreements for the remaining two bargaining units that they certified at the University of Winnipeg. They are asking for a preliminary meeting to discuss bargaining in early March. Human Resources will be striking a bargaining committee, is updating our earlier research, and will be connecting with the various faculty councils, as University faculty will be most significantly impacted by these two bargaining units and collective agreements.

- Other HR initiatives:

- Human Resource Information System Review: The University's HRIS review project (in partnership with Brandon University) received 5 bids on the Request for Proposals. We have had one preliminary meeting with Brandon to discuss the bids and to determine a short list of vendors to meet with. Based on our requirements, one vendor will be coming in to talk with both our institutions.
- Training and Development: Human Resources will be launching a series of training programs geared towards supervisors and managers, and linked to the new set of management/leadership competencies recently approved by the Senior Executive Team. Starting this winter, we will launch a Recruitment and Selection Workshop for Managers and another course on Financial Management for Non-Financial Managers. We will also be bringing in practical hands on training for Managers in dealing more effectively with mental health issues in the workplace. Training programs will be offered annually (some more than once a year) in a variety of formats, using the approved competencies as our foundation.

- Policy Development
 - Human Resources has been working on a variety of policies and procedures and have several in various stages of completion, as follows:

Submitted for Review to University Secretary:

- Revised Health and Safety policy - October 29
- Revised Working Alone Policy – October 29
- Violence Prevention Policy – June 25

In development, and anticipated to be completed over the next six months:

- Accommodations Policy – being worked on with the Employment Equity and Diversity Committee
 - Criminal Records Check policy – working with a small internal committee
 - Development of an Excluded Staff Handbook – to replace a multitude of single policies covering general terms and conditions for all excluded staff
 - Revisions to the University’s Smoking Policy to address the matter of e-cigarettes and medical marijuana
 - University’s Sustainability Policy (Board Policy) – the update to this policy is being undertaken this year
 - Field Work Policy
- We have also been working on Sexual Misconduct framework with Student Life. Both the Director of Campus Security and the Human Rights and Diversity Officer have been involved.

Audit

- From November to mid-January, Audit Services has been working on the following projects/initiatives:
 - Finalizing the “IT systems not supported by TSC” Audit Report. This report was presented to Senior Management in December and is ready to go forward to the Audit Committee.
 - Working on the Cell Phone Audit. This has entailed reviewing all the University-issued cell phones and other related data devices. The Auditor is also assessing the business requirements for University-issued cell phones and has been reviewing monthly phone bills as well as reviewing University policy and process.
 - Planning for and subsequently attending the ethnographic count at the University’s Anthropology department.
 - Interviewed a University of Winnipeg Business Administration student to assist with an audit engagement. The student will work part time around their academic schedule until the end of March. The term will be in effect from January to the end of March. This project involves verifying computer assets at the University. In preparation for the student preparatory research and analysis has been undertaken.
 - The Auditor participated in meetings involving the new Finance system- this involved reviewing what the next steps are to prepare to start using the new system.

Sustainability

- STARS - Progress is being made in compiling the University's STARS report. A first report will be delivered to the University in February for review and discussion. The final report must be submitted by March 4th. The Sustainability Tracking, Assessment & Rating System™(STARS) is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance. It is the North-American standard campus sustainability benchmarking tool, currently used by 683 institutions.
- Energy Retrofits - Physical Plant has secured further rebates to retrofit the library with LED light bulbs. Manitoba Hydro is providing a rebate of \$11 per bulb, for a total incentive of approximately \$37,400. Negotiations are still underway to also receive support for parts on the library lighting control system. This upgrade will allow the University to implement night scheduling and occupancy based switching during the day. If secured, this incentive is worth upwards of \$60,000. New scheduling software for university buildings is currently being deployed. Through this project, existing Collegenet R25 schedules are being read from TSC and translated for use in building systems to control if a room is enabled or not. This process was originally conceived of only for the RecPlex but is now being deployed campus wide where applicable.
- New Waste Bins - 48 new waste diversion stations have been installed throughout campus. These stations cover the majority of high-traffic areas. Bins were paid for with funds from three external sources: the Province's Waste Reduction and Pollution Prevention Fund, the Winnipeg Foundation, and the Canadian Beverage Container Recycling Association.
- Sustainability in the curriculum workshops - The Academic Working Group is holding a series of 3 workshops on sustainability in the curriculum in the Winter 2015 term. The first session will explore the notion of 'sustainability' from a cross-disciplinary perspective, the second will showcase examples of courses that incorporate sustainability in innovative ways, and the third will focus on greener course delivery.
- Participation in Policy Discussions & Pilot Projects - The Campus Sustainability Office continues to participate in a pilot program on energy rating software being run by the Province's Green Building Team. Most recently, the office participated in developing recommendations for the treatment of campuses, which are significantly more complex to handle than stand-alone buildings. The CSO also participated in a meeting of the Biomass Economy Network and continues to work with sustainability offices from other public and private institutions on issues related to provincial waste management policies.

Campus Security

- Campus Security worked in conjunction with the Winnipeg Police on two sexual assaults that took place on campus, both which resulted in the individuals being apprehended by police.
- Security analytics for the 2014 calendar year reflect an overall 2% reduction in "serious" incidents and a 2% increase in "information" incidents.
- "Serious" incidents include theft, vandalism, assault and sexual assault, break and enters, threats etc. There have been increased patrols in the locker and bicycle areas which have had a positive impact in reducing the number of incidents involving thefts and damage to bikes and lockers. There has also been a significant increase in Safe Rides and Safe Walks, although we are not certain whether this can be attributed to increased communication and awareness, weather, or a combination of those and potentially other factors.

Campus Security *Continued*

- Information incidents include responding to alarms, building/facility maintenance issues, doors not being secured, trespassing, policy violations etc,. Overall, these incidents are up 2% which primarily comes as a result of changes in Physical Plant collective agreement. Security now monitors the alarms for greater amounts of time, which has increased the number of incidents they are required to serve as “first responders” to. There have also been increased requests for them to deal with idling motor vehicles due to the exhaust issues, and related workplace health and safety impacts.
- Human Rights and Diversity
 - The University’s Human Rights and Diversity Officer has continued to offer training sessions on the University’s Respectful Learning and Working Environment Policy to faculty, staff and students. A number of sessions were delivered during this period.
- Employment Equity
 - The University’s Employment Equity Committee has finalized a draft revised Employment Equity policy which will now be shared with the University’s unions prior to being presented to the Executive team. Once finalized, the Committee will utilize the new policy to launch education, information and a request to all staff and faculty to complete a voluntary declaration of their equity status. This data will be used to develop a new employment equity program.

FINANCE AND ADMINISTRATION

Capital

- Discussions regarding the NRC Building are continuing and we are working with our Partner to determine next steps.
- We continue to make progress on deferred maintenance projects for 2014-2015:
 - New Windows have been installed in Ashton Hall; windows for Manitoba Hall and Bryce Hall have been ordered and installation is expected through the winter, with a March 31 2015 completion date
 - Seating, flooring and other classroom upgrades have been planned and are in the process of being tendered
 - Ventilation upgrades to Centennial Hall are nearing completion
 - An RFP for the Duckworth Bleachers has been completed
- Discussions regarding the purchase of 491 Portage Ave are continuing.
- Tendering on the housing project south of 460 Portage Ave has completed with prices coming in on or below budget. Expected to break ground on the UW commons housing project mid-February.

Operations

- Work continues to repair damage caused by the heavy rainstorm on August 21, 2014. The buildings most severely hit included the Duckworth Centre, Bulman Centre, Bryce Hall and Richardson College for the Environment. Work to complete repairs continues in consultation with our insurer and is anticipated to be completed in the spring and summer of 2015 as not to disrupt classes. We recognize and thank all our Deans, Managers, Faculty and staff in various different sectors and departments for their quick response and dedicated work in the early phases of the flood event. Their actions saved the University and insurer significant resources by keeping the damage to a minimum allowing most of the repair work to be completed in time for the beginning of classes.

Finance

- The Province of Manitoba continues its review of the University's detailed financial information as part of their review of our funding. We have provided information to the Advanced Learning Branch as requested.
- The 2015-2016 budget process is underway. Budget submissions from most departments were received in December and meetings have been scheduled to review the submissions in late January.
- Planning for the implementation of the new Financial Information system on April 1, 2016 is underway.
- The Province of Manitoba has officially appointed KPMG as the University's auditors for a 5 year term starting the year ended March 31, 2015.

Technology

- A new app was launched in December enabling prospective students in the Faculty of Graduate Studies to apply online. This app guides applicants through the document collection process, and allows for an application to be prepared over time as information is gathered.
- Significant progress has been made on the Colleague Infrastructure Renewal Upgrade (CIRUP). The project collects in one master project a collection of infrastructure upgrades needed to ensure the sustainable operation. Five of the 11 inter-dependent technology implementations have been completed. The entire portfolio of activities is on target for a 31-March completion.
- TSC has initiated a Student Information System (SIS) review. This project will gather from a variety of users' ideas for improving the system which has been online since 2008. The recommendations will be vetted through a business case process that will yield a plan for introducing enhancements over the next two years.
- TSC has experienced no difficulties since resuming full control of LAN and VoIP systems at the end of October. Insourcing will yield significant ongoing cost savings starting in the 2015/16 fiscal year.
- TSC continues to work with the members of MRnet to assess the potential for broadening existing shared services. The first service planned is a shared data repository for disaster recovery use and archival storage.

Technology *Continued*

- Upgrades in eight more teaching/seminar rooms were completed with the installation of new computers and lecterns with built-in control panels. Classroom technology assessment and planning is underway for upgrades that will be done over the summer of 2015.
- A pilot project is underway with the Collegiate music program and the Manitoba Conservatory of Music and Arts to host Master Clinician workshops using UW's existing video conferencing technology. The project will investigate and test the capability of bringing together master music clinicians with music students in the Collegiate and remote communities.
- Preliminary concept and design work is underway to investigate ways of building on the existing Telepresence facility in the Richardson College to increase flexibility and improve the teaching and learning environment.
- Design work is underway to upgrade the 30-year old technology in the Video on Demand lecture capture studio. Moving to a fully digital environment will greatly improve the efficiency of production, and enhance the ability to produce and distribute online course content.

ALUMNI AFFAIRS

Communications

- Two notable alumni returned to give lectures at UWinnipeg. **Dr. Stewart Kowalski** (BA 1979 Justice and Law), Professor and Dean of Education at the Norwegian Information Security Lab, University College Gjøvik, Norway gave a lecture entitled "Mind the Gap: Security Rhetorics in an Information Technology Insecure World" on Nov. 24, 2014; and **Johanna Stein** (BA Hons. 1991 Theatre and Drama), writer, producer, director, and actor for Comedy Central, The Disney Channel, Nickelodeon, The NY Times, Parents Magazine, The Huffington Post, PBS, The Oxygen Network, Showcase, The Movie Network, UPN, VH-1, Noggin, CTV, The Family Channel, and CBC gave a lecture for the Department of Theatre and Film's The Real Thing Lecture Series on Nov. 26, 2014. Dr. Kowalski and Ms. Stein were both interviewed for and will be profiled in the upcoming issue of *UWinnipeg* magazine.
- All materials have now been written and edited for the next issue of *UWinnipeg* magazine. The magazine is in layout and is scheduled for publication in February 2015.
- Four UWinnipeg alumni are among the ten finalists for the Future Leaders of Manitoba Awards, to be held January 22, 2015. **Maggie Henderson** (BA 2012, History; B.Ed. 2012) Music Teacher, Machray & Champlain Elementary Schools & Music Coordinator at The Spence Neighborhood Association; **Christie McLeod** (BA 4-yr 2014, International Development) Executive Assistant, Mondetta Charity Foundation; **Vinay Iyer** (B.Sc. 2010, Applied Computer Science) Founder & Operating Manager of Casa Burrito Restaurant; **Jordan Miller** (PACE 2008, Arts And Cultural Management) Director, Art Consultant and Artist, cre8ery.
- Alumnus **Vinay Iyer** (B.Sc. 2010, Applied Computer Science) was profiled in the Times of India's publication *Times Study Abroad 2014-15*.

Events

- Approximately 40 guests attended The University of Winnipeg Cocktail Reception Celebrating Calgary Alumni, held on Tuesday, December 2nd, 2014 at 5:00 p.m. until 7:00 p.m. at The Fairmont Palliser Calgary. The event was hosted by Dr. Annette Trimbee, President and Vice-Chancellor of The University of Winnipeg and Mr. Brian Lawrence Daly, President and CEO of The University of Winnipeg Foundation and was very well-received.

Research and Outreach

- Met with Nancy Hu, Executive Director, Student Recruitment & Institutional Relations to further discuss ways Alumni Affairs can help support international and domestic recruitment efforts.

CONFERENCES & EVENT SERVICES

- The event coordinator position posted in November has been filled.
- The Awards Night of Excellence event took place on January 8, 2015 under a new format. Due to overwhelming response and attendance increases the event was moved to the Delta Hotel to accommodate. Donors, faculty and staff seemed to feel the new format and location worked well.
- Upcoming Events:
 - Career Fair – January 20
 - 320 Colony Ground Breaking announcement – tentatively scheduled for Feb 2 or 6
 - Collegiate Open House – February 5
 - Student Recruitment – Open House – February 18
This is a full day of activities with approximately 2000 high school students in attendance over the course of the day. An evening session is also planned for students and parents.
 - Middle East Week – February 23 – 27
A series of mini lectures and presentations take place throughout the week.
 - UW Pow Wow – March 28

MARKETING AND COMMUNICATIONS

- Provided comprehensive marketing and communications support for Future Student Night (November 25)
- Delivered marketing and communications support to various internal stakeholders, for recruitment and outreach efforts including:
 - Campus Living (professional photo shoot)
 - Recruitment Office (new international marketing materials, Open House 2015 invitations)
 - Awards & Financial Aid (Awards Night materials, First-year International Student Guide)
 - Student Life (Health/Wellness services communications)
 - Parking Services (banner, posters, communications)
- Produced 3 international student testimonial videos for recruitment and institutional promotional use.
- Supported the Faculty of Education's Ontario-targeted mini-advertising campaign (print, social media)

MARKETING AND COMMUNICATIONS *Continued*

- Coordinated a professional photo shoot; developed and implemented an extensive marketing campaign in support of The Collegiate brand, with focus on promotion of the upcoming 2015 Open House event. The media mix includes billboards, transit shelters, print advertising (mainstream, cultural arts, and ethno-cultural community publications), social media ads, web ads, direct mail (postcard), radio spots, and on-screen movie theatre advertising.
- Produced and coordinated a full-page ad in WFP Education Supplement (December 6) that included participation from Graduate Studies, PACE, Collegiate, English Language Program and general recruitment; facilitated editorial in the supplement that focused on graduate studies programming.
- Began development of a new regular advertising feature (Winnipeg Free Press) designed to spotlight specific academic departments, including faculty, students, and alumni; the feature will launch in late January.
- Developed and launched a targeted advertising campaign in support of Aboriginal Student Services Centre (ASSC) offerings and the Transitional Year Program (TRP); media mix includes banner stands, print advertising, and transit shelter ads.
- Created a digital (video) holiday message for the UWinnipeg community, distributed via web and social media (~ 600 views)
- Delivered extensive communications support related to security incident on campus (December 3)
- Produced 22 editions of the Faculty & Staff bulletin (between November 7 and January 6), which is distributed to more than 2,000 UWinnipeg recipients.

Media and News

- From November 7 – January 5, the department generated earned media coverage by producing 43 **news stories**, including these top headlines:
 - UWinnipeg **biopsychology student heads to Sunnybrook Prize Competition**
 - McPhedran serves on Ontario Task Force to prevent sexual abuse
 - UWinnipeg's Manitoba Graduate Scholarship recipients
 - UWinnipeg professor wins two elections to scientific societies
 - The Axworthy Distinguished Lecture Series On Social Justice and the Public Good
 - Start on educational journey on Aeroplan
 - United Health and RecPlex dedicated to campus and community health
 - UWinnipeg's Wab Kinew to host Canada Reads 2015
 - UWinnipeg's Institute of Urban Studies receives award
 - UWinnipeg, Collegiate international students to receive awards
 - Healthy options for snack attacks
 - Mondetta comes full circle – store on campus
 - Wesmen Classic — a holiday tradition! Dec 27 to Dec 30
 - Outstanding UWinnipeg Indigenous students win academic awards
- From November 7 – January 5, UWinnipeg generated 285 media hits.

Web and Social Media

- Gains made on the social media front from November 7 – January 5 include:
 - Twitter followers increased to 8,032 (2.7% increase)
 - Facebook likes increased to 8,103 (39% increase)
 - Linked In: 2,417 connections (3.6% increase)
 - Linked In education page now has 16,422 followers (0.8% decrease)
- From November 8 – January 5, there were 182,905 unique visitors (users) to the website and 1,214,749 page views.
- Re-launched MDP program website in the newly-branded UWinnipeg web template (December 9)
- Launched new version of online faculty/staff directory to comply with current technical requirements of campus database systems.
- Began process of redeveloping The Collegiate website, to include complete visual redesign, navigational restructuring, introduction of new content/features, and eventual move to UWinnipeg's in-house content management system.