

NIPISSING UNIVERSITY
BOARD OF GOVERNORS MEETING

OPEN SESSION

January 14, 2021

The Open Session of the regular Board of Governors meeting was held on Thursday, January 14, 2021, at 5:30 p.m. via Zoom Remote Conferencing.

Members Present: Marianne Berube, Board Chair
Karen Barnes
Johanne Brousseau
Patti Carr
Paul Cook
Fran Couchie
Hilary Earl
Ryan Hehn
Stuart Kidd
Mykayla King
Judy Koziol
Denyse Lafrance Horning
Joanne Laplante
Hannah Mackie
Gillian McCann
Bobby Ray
Judy Smith
Dave Smits
Lisa Snider
Cheryl Sutton
Stephen Tedesco
Rick Vanderlee
Kathy Wilcox

Regrets: N/A

Invited Guests: Arja Vainio-Mattila
Casey Phillips
Pat Maher
Jim McAuliffe
Pavlina Radia
John Nadeau
Debra lafrate
Renee Hacquard
Cristin Christopher
Cheryl Zimba
Christine Dowdall (University Secretary)

Observers: Lindsey Voisin
Sarah Taylor

Recording Secretary: Abby Blaszczyk (Executive Assistant, President's Office)

1. Call to Order/Land Acknowledgment

The meeting was called to order at 5:35 p.m. The Board Chair offered a traditional land acknowledgement.

2. Declaration of Conflict of Interest

The Board Chair called for conflicts of interest concerning any of the agenda items. No such declarations were made.

3. Use of Recording and/or Broadcasting Devices

The Board Chair reminded everyone that only pre-approved methods of recording and/or broadcasting devices may be used during the meeting. Disseminating any information during the meeting is prohibited.

4. Consent Agenda

The following items were included on the consent agenda:

- i. For Adoption
 - (a) Minutes of the November 12, 2020, Board of Governors Meeting (Open Session);
- ii. For Information Only
 - (a) Minutes from open meetings of the Board's Standing Committees:
 1. University Governance Committee – Minutes from December 14, 2020;
 2. Audit & Finance Committee – Minutes from December 14, 2020;
 3. Year-to-Date Actuals for the Period Ending October 31, 2020;
 4. Community Relations Committee – Minutes from December 14, 2020;
 5. Fundraising Committee – Minutes from December 14, 2020; and
 6. Plant & Property Committee – Minutes from December 14, 2020.
 - (b) Reports from Other Committees/Bodies:
 1. Nipissing University Alumni Advisory Board (NUAAB); and
 2. Nipissing University Indigenous Council on Education (NUICE).

Resolution 2021-01-01: ***That the items included “for adoption” on the January 14, 2021, consent agenda of the Open Session of the Board of Governors meeting be approved as circulated, while the items included on the consent agenda “for information only” be received.***

*Moved by Stuart Kidd; seconded by Judy Koziol.
Carried.*

5. Adoption of the Regular Agenda

Resolution 2021-01-02: ***That the Board of Governors adopt the January 14, 2021, Open Session regular agenda as circulated.***

*Moved by Fran Couchie; seconded by Johanne Brousseau.
Carried.*

6. Chair's Remarks

The Board Chair spoke to the positive feedback received following the presentation on governance best practices at the November 12, 2020, Board meeting. While it will be important for the Board to begin adopting and implementing some of the best practices that were highlighted during the presentation, this will not happen overnight but will, instead, evolve over time. The Chair noted that the Board needs to transform from operating at a basic fiduciary level to a more strategic and eventually a generative level. The Chair reiterated that as the University moves forward with a new President and the creation of a new strategic plan, the Board will need to be more strategic thinking and less reactive.

Comments were welcomed, and a number of Board members spoke to the importance of community engagement as the University looks toward the future.

7. Chancellor's Remarks

The Chancellor mirrored the Board Chair's comments on strategic priorities and noted that he continues to build sustainable partnerships in the community. A discussion took place regarding community outreach, including the importance of spotlighting the extensive research at Nipissing University and strengthening connections with the City and the local business community.

8. President's Remarks

- Goals and Priorities Update

The President (Interim) provided a detailed update to the Executive Committee on the progress of the goals and priorities that were agreed to in September for the 2020/21 academic year. The President continues to focus on the following priorities:

- Financial sustainability throughout (and post) the COVID-19 pandemic;
- Improved internal communication;
- Data-based decision making; and
- Building on Nipissing's relationships with Canadore College and the North Bay community.

The President (Interim) was pleased to announce that, in Collaboration with the McConnell Foundation, Nipissing University will be inviting community stakeholders to a community/University dialogue on "building back better" from COVID-19. This will be part of a series of dialogues taking place across the country with a number of universities and colleges. More information will follow once details have been finalized.

Other topics discussed included the recent stay-at-home order issued by the Province and the related access limitations on campus, the posting of an RFP for an Equity, Diversity and Inclusion audit, and the importance of ensuring the institution's COVID-19 website remains up to date.

9. Presentation

- “The Teaching Hub: Moving from a pandemic present to a strategic future” – Dr. Pat Maher

Dr. Pat Maher, the inaugural Dean of Teaching at Nipissing University, provided an in-depth presentation on the ongoing work of the Teaching Hub. He discussed the extensive programming undertaken in a shift to online learning as well as professional development. To date, the Teaching Hub has hosted over 637 attendees at workshops and talks, offered 174 drop-in sessions and hosted a number of additional events.

Following the presentation, Dr. Maher addressed a number of questions, including the role of the Teaching Hub in experiential learning. Dr. Maher noted that discussions are ongoing, including how to incorporate the Strategic Mandate Agreement with the University’s experiential learning opportunities. In response to a question about offering resources to local educators, Dr. Maher spoke to the opportunity to host a community based workshop prior to the pandemic. The potential for hosting the community remains top of mind within the Teaching Hub.

10. Vice-Presidents’ Remarks

The Provost and Vice-President, Academic & Research (PVPAR) spoke to the submission of an Equity, Diversity and Inclusion grant that was submitted this week. If successful, the grant could provide the University with up to \$250,000 in funding per year.

The PVPAR continues to meet regularly with her counterpart at Canadore College as they consider new areas of collaboration.

The Assistant Vice-President, Students (AVPS) highlighted a number of items from his written report that was included with the agenda, including a collaborative effort with Canadore College on a campus-wide mental health grant proposal. It was also noted that a number of students expected to move in to residence have yet to arrive due to the provincial State of Emergency. Of the nine international students who have arrived on campus since January, one has completed their required quarantine while the remaining eight are currently completing quarantine in Founders House.

11. Board Committee Reports

- **University Governance Committee**

The Annual Staff Awards for Exceptional Performance and/or Service Policy and the Search/Appointment/Reappointment of Senior Academic Administrative Officers Policy were included in the Board package. The Chair of the University Governance Committee reviewed the changes to both policies and the following resolution was brought forward:

Resolution 2021-01-03: ***That the Board of Governors accepts the recommendation of the University Governance Committee to approve the revisions to the Annual Staff Awards for Exceptional Performance and/or Service Policy as circulated.***

*Moved by Stuart Kidd; seconded by Karen Barnes.
Carried.*

Resolution 2021-01-04: ***That the Board of Governors accepts the recommendation of the University Governance Committee to revise Section F of the Search/Appointment/Reappointment of Senior Academic Administrative Officers Policy (#3.1.2012.B) as circulated (Note: such revision will limit the length of any potential extension beyond a second term for a senior academic administrator to a maximum of eighteen (18) months.)***

*Moved by Stuart Kidd; seconded by Dave Smits.
Carried.*

- **Audit & Finance Committee**

The Audit & Finance Committee minutes were included with the agenda.

- **Community Relations**

The Community Relations Chair encouraged all Board members to sign up for NU News. She expressed appreciation for the good discussions that have taken place on the importance of Nipissing University in the community.

- **Fundraising Committee**

The Chair of Fundraising encouraged Board members to consider making a donation the University, and he thanked all those who have already done so.

- **Plant & Property Committee**

The Chair of Plant & Property noted that substantial performance was granted to the Student Centre on November 20, 2020. She thanked Dave Drenth, Director, Facilities, for his detailed and very interesting presentations that are part of every Plant & Property Committee meeting.

12. Board Representatives on Other Committees/Bodies

Nipissing University Student Union

The President of NUSU stated that further progress on the Student Centre has slowed due to the Province's stay-at-home order. She also spoke to the student food bank that remains operational through COVID-19, and she hopes to bring data back to the Board of Governors to conceptualize the needs of students over the past year.

Academic Senate

No report.

13. Question Period

There were no questions.

14. Other Business

A Board member encouraged the Board to review the 'Universities Canada Principles on Indigenous Education' document from Universities Canada that was included with the agenda.

15. Next Meeting/Adjournment

The next full Committee Day is scheduled for Monday, Feb 8, 2021.

The next meeting of the Board is Thursday, March 11, 2021.

Resolution 2021-01-05: ***That the Open Session of the Board of Governors' regular meeting now adjourn.***

*Moved by Fran Couchie; seconded by Dave Smits.
Carried.*

Open session adjourned at 7:17 p.m.

President & Vice-Chancellor (Interim)/
Secretary of the Board

Board Chair

NIPISSING UNIVERSITY BOARD OF GOVERNORS MEETING

January 14, 2021

OPEN SESSION

5:30 P.M. – Zoom Remote Conferencing

Zoom Connection for Virtual Attendance: <https://us02web.zoom.us/j/85064913317>
Passcode: 861353

1. Call to Order/Land Acknowledgement

*“As we begin this meeting, I would like to acknowledge that we are in the territory of the Robinson-Huron Treaty of 1850 and that the land on which we gather is the Nipissing First Nation Traditional Territory and the traditional territory of the Anishinabek.
We respect and are grateful to hold this meeting on these lands with all our relatives.”*

2. Declaration of Conflict of Interest

3. Use of Recording and/or Broadcasting Devices

“Only pre-approved methods of recording and/or broadcasting devices (such as today's Zoom connection) may be used. Disseminating any information during the meeting is prohibited.

4. Consent Agenda

i. For Adoption

(a) Minutes of the November 12, 2020, Board of Governors Meeting (Open Session);

ii. For Information Only

(a) Minutes from Meetings of the Board’s Standing Committees:

1. University Governance Committee – Minutes from December 14, 2020
2. Audit & Finance Committee – Minutes from December 14, 2020;
3. Year-to-Date Actuals for the Period Ending October 31, 2020;
4. Community Relations Committee – Minutes from December 14, 2020;
5. Fundraising Committee – Minutes from December 14, 2020;
6. Plant & Property Committee – Minutes from December 14, 2020.

(b) Reports from Other Committees/Bodies:

1. Alumni Advisory Board; and
2. Nipissing University Indigenous Council on Education (NUICE).

Resolution: *That the items included “for adoption” on the January 14, 2021, consent agenda for the Open Session of the Board of Governors meeting be approved as circulated, while the items included on the consent agenda “for information only” be received.*

5. Adoption of Regular Agenda

Resolution: *That the Board of Governors adopt the January 14, 2021, Open Session regular agenda as circulated.*

6. Chair’s Remarks

7. Chancellor’s Remarks

8. President’s Remarks

- Goals and Priorities Update

9. Presentation

- “The Teaching Hub: Moving from a pandemic present to a strategic future” – *Dr. Pat Maher, Dean of Teaching*

10. Vice-President’s Remarks

- Provost and Vice President, Academic & Research
- Assistant Vice-President, Finance & Infrastructure
- Assistant Vice-President, Students

11. Board Committee Reports

- University Governance Committee – *Stuart Kidd, Committee Chair*

Resolution: *That the Board of Governors accepts the recommendation of the University Governance Committee to approve the revisions to the Annual Staff Awards for Exceptional Performance and/or Service Policy as circulated.*

Resolution: *That the Board of Governors accepts the recommendation of the University Governance Committee to revise Section F of the Search/Appointment/Reappointment of Senior Academic Administrative Officers Policy (#3.1.2012.B) as circulated. (Note: such revision will limit the length of any potential extension beyond a second term for a senior academic administrator to a maximum of eighteen (18) months.)*

- Audit & Finance Committee – *Karen Barnes, Committee Chair*
- Community Relations Committee – *Patti Carr, Committee Chair*
- Fundraising Committee – *Bobby Ray, Committee Chair*
- Plant & Property Committee – *Joanne Laplante, Committee Chair*

12. Board Representatives on Other Committees/Bodies

- Nipissing University Student Union
- Academic Senate

13. Question Period

14. Other Business

15. Next Meeting Dates/Adjournment

Resolution: *That the Open Session of the Board of Governors' regular meeting now adjourn.*

Time: _____

NIPISSING UNIVERSITY BOARD OF GOVERNORS

UNIVERSITY GOVERNANCE COMMITTEE MEETING

OPEN SESSION

December 14, 2020

The Governance Committee met on Monday, December 14, 2020, at 9:00 a.m. via Zoom remote video conferencing.

Members present: Stuart Kidd, Committee Chair
Marianne Berube
Fran Couchie
Ryan Hehn
Hannah Mackie
Judy Smith
Lisa Snider
Cheryl Sutton
Rick Vanderlee
Shannon MacCarthy (Student Observer – non-voting)
Arja Vainio-Mattila (Provost – non-voting)
Christine Dowdall (University Secretary – non-voting)

Regrets: Paul Cook

Guests: Casey Phillips, AVP Students
Jenny Mackie, Director, Human Resources

Recording Secretary: Abby Blaszczyk (Executive Assistant, Office of the President)

1. Welcome/Call for Conflicts of Interest

The meeting was called to order at 9:05 a.m. The committee chair welcomed Lisa Snider, Interim President of the Nipissing University Alumni Association Board (NUAAB), as a new committee member. Any conflicts of interest were called for; no such declarations were made.

2. Board Policies for Review/Revision

- **Annual Staff Awards for Exceptional Performance and/or Service Policy**

The Director, Human Resources reviewed the revised policy draft. The revisions include changes to term limits in order to reflect the guidelines of OPSEU and the terms of Board of Governors members. A number of questions were addressed, including whether or not the criteria should include providing measurable financial benefits to the University. An explanation as to why this should not be a prerequisite was provided, and the following motion was put forward:

Motion: ***That the University Governance Committee recommends the Board of Governors revise the Annual Staff Awards for Exceptional Performance and/or Service Policy as presented.***

*Moved by Rick Vanderlee; seconded by Marianne Berube.
Carried.*

3. Harassment and Discrimination Committee/Policy: Update

Following suggestions made at the October meeting of the University Governance Committee, further revisions and updates were made to the new Respectful Workplace and Learning Environment Policy. This new policy, once approved by the Board, will replace the University's current Harassment and Discrimination Policy and the Respectful Workplace and Harassment Prevention Policy.

A lengthy discussion occurred, with a major theme being the importance of policy training for senior administrators to ensure harassment and/or discrimination complaints are being properly dealt with. Following the discussion, it was determined that the policy will be further amended and brought back to the committee at the February meeting for consideration. Committee members were invited to forward any additional thoughts directly to the University Secretary for distribution to the Director, Human Resources.

4. Recommendation from the Joint Committee of the Board and Senate on Governance

Draft revisions to the Search/Appointment/Reappointment of Senior Academic Administrative Officers Policy were presented. The changes were made following the suggestions from this committee and the Joint Board/Senate Committee on Governance. These revisions limit a potential extension beyond a second term to 18 months for all senior academic administrative officers covered by the policy.

Following clarifying questions, a motion was made:

Motion: ***That the University Governance Committee recommends the Board of Governors revise Section F of the Search/Appointment/Reappointment of Senior Academic Administrative Officers Policy (#3.1.2012.B) as circulated. (Note: such revision will limit the length of any potential extension beyond a second term for a senior academic administrator to a maximum of eighteen (18) months.)***

*Moved by Rick Vanderlee; seconded by Fran Couchie.
Carried.*

5. Other Business

No further business.

The meeting adjourned at 10:10 a.m.

Recording Secretary

Chair of University Governance Committee

NIPISSING UNIVERSITY BOARD OF GOVERNORS

AUDIT & FINANCE COMMITTEE MEETING

OPEN SESSION

December 14, 2020

The Audit and Finance Committee met on Monday, December 14, 2020, at 10:30 a.m. via Zoom remote conferencing.

Members Present: Karen Barnes, Committee Chair
Marianne Berube
Patti Carr
Hilary Earl
Stuart Kidd
Hannah Mackie
Dave Smits
Cheryl Sutton
Shannon MacCarthy (Student Observer – non-voting)
Arja Vainio-Mattila (Provost – non-voting)
Christine Dowdall (University Secretary – non-voting)

Regrets: Paul Cook
Stephen Tedesco

Guests: Renée Hacquard, AVP, Finance & Infrastructure (Interim)
Casey Phillips, AVP Students
Debra Iafrate, Registrar

Recording Secretary: Abby Blaszczyk (Executive Assistant, Governance & Scheduling)

1. Welcoming Remarks/Calls for Conflicts of Interest

The meeting was called to order at 10:33 a.m. The committee chair called for any conflicts of interest; no such declarations were made.

2. Budget Process Update

The Assistance Vice-President, Finance & Infrastructure (Interim) provided a brief update on the budget process, which officially begins in January 2021. Currently, the budget system is being prepared, and a target approval date has been set for the Board of Governors meeting scheduled for May 6, 2021.

3. Year-to-Date Operating Fund Review

The year-to-date financial position as of October 31, 2020, shows a surplus in the operating fund. When comparing actual year-to-date to budget, most variances are tracking between 40-50%, which is reasonable as October 31 is the six-month mark of our fiscal year. The AVP provided both optimistic and

pessimistic projections, noting that government grants are higher than budgeted due to increased Facilities Renewal Program (FRP) funding. We continue to anticipate a tuition shortfall in both international and domestic budget lines.

A number of questions were addressed, including the losses associated with students withdrawing from courses. The Registrar noted that they continue to monitor the drops, and to date, they have not been significant. More students are studying part-time, but there has not been a significant drop or withdrawal rate as a result of COVID-19.

In response to the rhetoric around online learning and tuition rates, it was recommended that the Board of Governors put out a press release in order to ensure the community understands what the University is doing to ensure students continue to receive an excellent education throughout the pandemic. Following discussion, it was determined that this topic will be brought forward to the Community Relations Committee for further consideration.

4. Investment Performance Review

A high level review of the University's investment portfolio was provided. PH&N will be invited to provide a more in-depth review at the April committee meeting. In response to a question about the University's conservative investment strategy, it was noted that there is a range of risk tolerances across Ontario universities. As a small and relatively young university, Nipissing has a low volatility policy, which is justifiable given our limited resources and the volatility in the market.

5. Financial Health Indicator Review

The AVP, Finance and Infrastructure (Interim) compared Nipissing University's financial health to that of other Ontario universities. The review, as provided by the Council of Ontario Universities (COU), shows that Nipissing University has a lower than average debt which is due in large part to the interest rate negotiated a few years ago. The University continues to work toward a balanced budget to achieve overall financial sustainability which will bring us in line with other small universities.

6. Other Business

No further business.

The meeting adjourned at 11:18 a.m.

Recording Secretary

Committee Chair

BOARD REPORT
As at 11/30/2020
For the period ended 10/31/2020

	Actual YTD	Annual Budget	Variance \$ (Actual YTD - Annual Budget)	YTD Actual as a % of Annual Budget		Actual PYR	Annual Budget (Previous Year)	PYR Actual as a % of PYR Annual Budget	Variance \$ CY to PY	Variance % CY to PY	
Revenue											
Government Grants	\$ 16,297,974	\$ 35,655,369	\$ (19,357,395)	46%	1	\$ 17,000,984	\$ 37,301,609	46%	\$ (703,010)	-4%	1
Student Fees - Tuition	\$ 25,841,689	\$ 29,409,835	\$ (3,568,146)	88%	2	\$ 25,581,072	\$ 27,741,324	92%	\$ 260,617	1%	2
Student Fees - Other	\$ 2,575,047	\$ 2,805,862	\$ (230,815)	92%	3	\$ 2,434,335	\$ 2,355,450	103%	\$ 140,712	6%	3
Other	\$ 276,558	\$ 1,993,252	\$ (1,716,694)	14%	4	\$ 824,246	\$ 1,995,621	41%	\$ (547,688)	-66%	4
Investment Income	\$ 6,536	\$ 190,000	\$ (183,464)	3%	5	\$ 129,298	\$ 230,000	56%	\$ (122,761)	-95%	5
Donations	\$ 2,000	\$ 100,000	\$ (98,000)	2%	6	\$ 2,000	\$ 39,000	5%	\$ -	0%	
Revenue Total	\$ 44,999,804	\$ 70,154,318	\$ (25,154,514)	64%		\$ 45,971,934	\$ 69,663,004	66%	\$ (972,130)	-2%	
Expenses											
Salaries and Benefits	\$ 24,189,941	\$ 55,400,290	\$ (31,210,349)	44%	1	\$ 25,450,527	\$ 54,801,488	46%	\$ (1,260,586)	-5%	6
Operating	\$ 3,811,177	\$ 9,611,933	\$ (5,800,756)	40%	7	\$ 5,431,526	\$ 10,200,309	53%	\$ (1,620,350)	-30%	7
Scholarships and Bursaries	\$ 1,498,240	\$ 3,788,400	\$ (2,290,160)	40%	1	\$ 1,416,398	\$ 3,808,400	37%	\$ 81,843	6%	8
Occupancy Costs	\$ 1,539,454	\$ 4,090,850	\$ (2,551,396)	38%	8	\$ 1,423,342	\$ 4,240,775	34%	\$ 116,112	8%	9
Principal and Interest on Long Term Debt	\$ 501,874	\$ 1,005,940	\$ (504,066)	50%	1	\$ 494,731	\$ 1,005,940	49%	\$ 7,142	1%	
Expenses Total	\$ 31,540,686	\$ 73,897,413	\$ (42,356,727)	43%		\$ 34,216,524	\$ 74,056,912	46%	\$ (2,675,839)	-8%	
Surplus (Deficit) Before Undernoted	\$ 13,459,118	\$ (3,743,095)	\$ 17,202,213	-360%		\$ 11,755,410	\$ (4,393,908)	-268%	\$ 1,703,709	14%	
Transfers											
Transfers to (from) other funds	\$ 208,832	\$ (1,730,000)	\$ 1,938,832	-12%	9	\$ (39,926)	\$ (1,892,903)	2%	\$ 248,759	-623%	
Transfers to (from) Internally Restricted	\$ 477,406	\$ 500,500	\$ (23,094)	95%	10	\$ 511,232	\$ 469,150	109%	\$ (33,827)	-7%	
Transfers Total	\$ 686,238	\$ (1,229,500)	\$ 1,915,738	-56%		\$ 471,306	\$ (1,423,753)	-33%	\$ 214,932	46%	
Total	\$ 12,772,880	\$ (2,513,595)	\$ 15,286,475	-508%		\$ 11,284,104	\$ (2,970,155)	-380%	\$ 1,488,776	13%	

Variance explanations: Actual YTD compared to budget

- 1) Variances are as expected due to timing
- 2) Tuition slightly below budget for domestic tuition, significant variance in international tuition.
- 3) Student Fees lower than budget due to lower enrolment than budgeted.
- 4) Other revenue includes revenue from 3rd parties (Cafeteria/bookstore commissions, summer camps, etc.). These are significantly impacted by the pandemic
- 5) Investment income lower than budgeted due to market fluctuations.
- 6) Transfer from Scholarship Fund to occur in January.
- 7) Some savings expected in this line due to Covid (ex: travel, meals & hospitality, supplies)
- 8) Some savings expected in utility costs
- 9) Transfers from other funds including ancillary and fundraising don't typically occur until later in the year. Not expecting a transfer from ancillary services this year due to pandemic.
- 10) Tracking as expected

Variance explanations: Actual YTD compared to prior year

- 1) Decrease due to Teacher Ed stabilization funding not received this year
- 2) Higher than last year due to timing of billing. FTE's are slightly lower than prior year.
- 3) Higher ancillary fees for Career services, fees that used to be transferred to NUSU.
- 4) Significant reductions in other revenues due to limited traffic on campus. (ex: Bookstore & cafeteria commissions reduced, athletics revenues from summer camps and game days, etc.)
- 5) Due to market fluctuations
- 6) Decrease due to saving initiatives including the delay of filling vacant positions, student salaries and part-time academic salaries.
- 7) Decrease due to savings initiatives including no travel, meals & hospitality expenses, less spending in other categories such as supplies.
- 8) Timing difference compared to prior year in Schulich transfers (\$131k).
- 9) Savings in utilities offset by additional costs related to pandemic (ex: plexiglass, additional cleaning supplies, etc.). Variance also due to timing of expenses for shared services.

NIPISSING UNIVERSITY BOARD OF GOVERNORS
COMMUNITY RELATIONS COMMITTEE MEETING

OPEN SESSION

December 14, 2020

The Community Relations Committee of the Board of Governors met on Monday, December 14, 2020, at 1:30 p.m. via Zoom.

Members present: Patti Carr, Committee Chair
Marianne Berube
Fran Couchie
Ryan Hehn
Denyse Lafrance-Horning
Hannah Mackie
Bobby Ray
Lisa Snider
Cheryl Sutton
Kathy Wilcox
Shannon MacCarthy (Student Observer – non-voting)
Christine Dowdall (University Secretary – non-voting)

Regrets: Johanne Brousseau
Paul Cook
Arja Vainio-Mattila (Provost – non-voting)

Guests: Cristin Christopher
Renée Hacquard
Casey Phillips
Abby Blaszczyk

Recording Secretary: Maggie Daniel, Executive Assistant, Office of the President

1. Opening Remarks/Call for Conflicts of Interest – Patti Carr, Committee Chair

The meeting was called to order at 1:32 p.m. The Committee Chair called for any conflicts of interest; no such conflicts were declared. The Committee Chair welcomed Lisa Snider as the new representative from the Alumni Advisory Board.

A discussion concerning a communications request was added to the agenda under “Other Business”.

2. External Relations Update – *Cristin Christopher, Director, External Relations*

- *COVID Communications Update*

The Director, External Relations spoke to the COVID-19 communications plan that was used in partnership with the North Bay Parry Sound Health Unit (Health Unit). This plan provided protocols and clear communication between the University and the Health Unit during the recent community outbreak.

Digital engagement metrics on the University's COVID-19 related webpages were reviewed. The top five geographical locations accessing these webpages are North Bay, Toronto, Hamilton, Ottawa and Brampton. Committee members expressed appreciation for these metrics and confirmed they would like to see more of this reporting in the future.

Several members of the Community Relations committee extended their gratitude and congratulations to the External Relations team for their communications expertise over the past several months.

- *NU News Update*

The Director reported that there are 61 subscriptions so far to the NU News page, admitting that the number is somewhat disappointing. In the new year, the Communications team will develop plans to provide additional promotion to encourage further subscriptions.

- *Nipissing in the Community*

The External Relations team is working on plans in conjunction with the Research Office to celebrate Research Month in March 2021. It will be an opportunity to highlight the projects that were undertaken by faculty and student researchers, particularly those projects that are helping with the North Bay community's recovery from the COVID-19 pandemic.

The Alumni Awards celebrations are now underway, and every day this week will see the University highlighting one of the award recipients.

Other items the Director highlighted included the local gift-giving "Bay Bundles" program that was co-created by Nipissing alumna Taylor Hummel (class of 2019), the University's partnership with Mitacs to offer high-quality internships for students, and Dr. Rosemary Nagy's work with the Northeastern Ontario Research Alliance on Human Trafficking (NORAHT).

3. Other Business

At the Audit & Finance Committee meeting earlier in the day, a discussion arose concerning the importance of ensuring the local and regional communities are adequately informed about the value of a university degree and the actual costs of online learning. It was agreed that it is essential to the future of Nipissing University that the community understands the important role the institution plays in our city and surrounding region.

Following discussion, the Community Relations Committee agreed with the concept; however, it was decided that the decision around messaging was an operational one that should be left to the President (Interim). The President (Interim) confirmed that the External Relations team will continue to guide the University on brand and messaging, and she will direct them to consider how best to move forward in addressing any perceived communication gaps.

Further to the NU News update that was provided under agenda item #2, all Board members will be reminded to consider subscribing to the NU News which can be accomplished by clicking on the following link: <https://www.nipissingu.ca/news/subscribe>

The meeting was adjourned at 1:55 p.m.

Recording Secretary

Committee Chair

NIPISSING UNIVERSITY BOARD OF GOVERNORS

FUNDRAISING COMMITTEE MEETING

OPEN SESSION

December 14, 2020

The Fundraising Committee met on Monday, December 14, 2020, at 2:30 p.m. via Zoom remote conferencing.

Members present: Bobby Ray, Committee Chair
Mykayla King
Judy Koziol
Joanne Laplante
Gillian McCann
Kathy Wilcox
Lisa Snider
Cheryl Sutton
Shannon McCarthy (Student Observer – non-voting)
Christine Dowdall (University Secretary – non-voting)

Regrets: Paul Cook
Stephen Tedesco
Arja Vainio-Mattila (Provost – non-voting)

Guests: Cristin Christopher
Renée Hacquard
Casey Phillips
Abby Blaszczyk

Recording Secretary: Maggie Daniel, Executive Assistant, Office of the President

1. Opening Remarks/Call for Conflicts of Interest – Bobby Ray, Committee Chair

The meeting was called to order at 2:34 p.m. The Committee Chair called for any conflicts of interest, and none were declared.

The Committee Chair thanked the External Relations team for the '2020 Reflections' newsletter that highlighted the areas of impact Nipissing University's alumni, donors and supporters have on the lives of Nipissing students. He noted that in past years, the Board of Governors has managed to attain a giving rate of 100% of the membership. For anyone who has not already done so this year, the Committee Chair encouraged those individuals to consider donating to the University.

2. External relations Report

- *Financial Summary*

The Director, External Relations provided a financial update, comparing this year's fundraising numbers with last year's numbers. She explained that part of the variance is due to having to put the Annual Student Call Campaign on hold, as well as other revenue shortfalls related to COVID-19. She noted, however, that Nipissing has experienced a deeper engagement with our Major Donors, with the team developing stronger connections with them. The team is confident in their ability to make up any apparent shortfall before fiscal year end.

- *Alumni Awards*

The annual Alumni Award recipients have been announced. The recipients are as follows:

- Hariett Madigan (Dr. James Jamieson Influential Alumni Award);
- Dr. Denyse Lafrance Horning (Honorary Alumni Award);
- Dr. Thomsen D'Hont (Distinguished Alumni Achievement Award);
- Cameron Ghent (Rising Star Alumni Award); and
- Cindy Karugia (Philanthropy Alumni Award – a newly created award that honours someone who is improving their community through their generosity, dedication, commitment and service).

- *Holiday Giving*

While many fundraising teams use the holiday season to appeal for year-end giving, Nipissing University has held off on making such appeals to instead focus on highlighting how the University's alumni, stakeholders and friends supported the University and our students this year. The "2020 Reflections" message was a heartfelt thank you and an opportunity to reflect on the support the University has been grateful to receive.

- *Good News / Announcements*

The University was successful in receiving funds from the provincial government in memory of the victims of the Iranian airplane crash in January 2020 where several victims were students and university staff members returning to Canada after the holidays. The University will be using the funds to support awards for college transfer students.

Other items of interest the Director reported on included three community members who have expressed interest in leaving a bequest and legacy in their name to the University, an upcoming announcement about a significant donation that will go towards the President's Indigenous Achievement Awards, and the recent changes to the executive leadership of the Alumni Advisory Board.

An update on the President's Campaign Steering Committee was provided. A full committee meeting was held in October, and another one is scheduled for this evening. There have also been one-on-one conversations held with each committee member.

3. Other Business

No other business.

The meeting was adjourned at 2:46 p.m.

Recording Secretary

Committee Chair

NIPISSING UNIVERSITY BOARD OF GOVERNORS

PLANT & PROPERTY COMMITTEE MEETING

OPEN SESSION

December 14, 2020

The Plant & Property Committee met on Monday, December 14, 2020, at 3:30 p.m. via Zoom remote conferencing.

Members present: Joanne Laplante, Chair
Ryan Hehn
Judy Koziol
Hannah Mackie
Judy Smith
Dave Smits
Cheryl Sutton
Rick Vanderlee
Shannon MacCarthy (non-voting)
Arja Vainio-Mattila (non-voting)
Christine Dowdall, University Secretary (non-voting)

Regrets: Paul Cook
Marianne Berube

Guests: David Drenth, Director, Facilities
Casey Phillips, AVP Students
Renee Hacquard, AVP Finance & Infrastructure (Interim)

Recording Secretary: Abby Blaszczyk, Executive Assistant, Office of the President

1. Welcome/Call for Conflicts of Interest

The Committee Chair called the meeting to order at 3:33 p.m. She called for conflicts of interest regarding any of the agenda items; no such declarations were made.

2. Capital & Construction Update

The Director of Facilities provided a capital and construction update. The presentation, which is appended to the PDF version of these minutes, included the following topics:

- **Student Centre**

The Director of Facilities reviewed the progress made on the Student Centre and noted that substantial performance was granted on November 20, 2020.

- **Project List**

The ongoing list of projects funded through multiple programs and budgets was reviewed, with the Director highlighting such items as COVID-19 related projects, the A-wing roofing replacement, the campus transformer replacement and washroom upgrades.

- **FRP Funding**

As previously announced, Nipissing University has been allocated almost \$1.65 million in Facilities Renewal Program (FRP) funding for 2020-21. The Director reviewed the projects that will fall within the FRP funding, including campus infrastructure projects, mechanical and electrical, building envelope and renovation projects. He reiterated that FRP funding must go toward the fabric and structure of a building and very rarely can be utilized toward the building of new spaces.

3. Other Business

No further business.

The meeting adjourned at 4:05 p.m.

Recording Secretary

Committee Chair

NIPISSING

U N I V E R S I T Y



Plant and Property - December 2020

Plant and Property Committee Meeting

Capital and Construction

1. Student Centre Construction
2. Project List
3. FRP Funding



Student Centre Construction

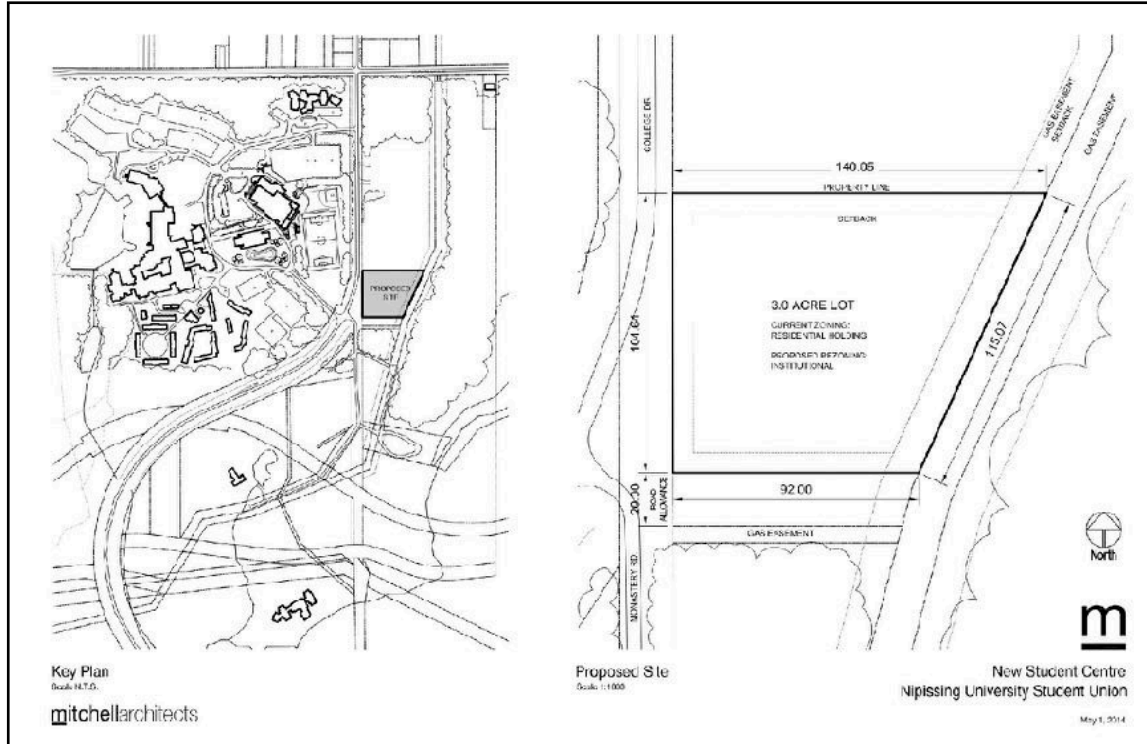
NUSU Student Centre

Project Description:

- Construction of a new 32,000 square foot building on the former Larocque farm property
- The project scope includes site development, parking, and construction of the new facility



Student Centre Construction



Project Status Update

- Architect: Mitchell Jensen Architects
- Contractor: Kenalex Development LTD
- Funds: Construction contract awarded at \$13,780,620
 - There are currently 60 change orders approved representing a 3.43% increase to the contract amount (only 1.53% with donations outside of contract)
 - To date this is covered in the project contingency funds and cash allowances - still under budget
 - Substantial performance was granted on November 20th, 2020

CERTIFICATE OF PUBLICATION

This is to certify that this official notice appeared in the
Daily Commercial News on:

December 7, 2020

District of Nipissing, North Bay

221 College Drive, North Bay, Ontario P1B 0G1

This is to certify that the contract for the following improvement:

Nipissing University Student Union Building

To the above premises was substantially performed on: November 20,
2020

Date certificate signed: December 1, 2020

Name of owner: Nipissing University

Address for service: PO Box 5002, 100 College Drive, North Bay, ON P2B
3K2

Name of contractor: Kenalex Construction Co Ltd

Address for service: PO Box 945, 1017 Jet St. West, North Bay, ON P1B 8K1

Name of payment certifier: Mitchell Jensen Architects Inc.

Address: 124a Main Street East, North Bay, ON P1B 1A8

Identification of premises for preservation of liens: PT LT 22 CON B
WIDDIFIELD PT1, 36R13650, CITY OF NORTH BAY

Publication date: December 7, 2020

Construction Status Update

- Flooring corrections underway
- Furnishings delivered and in place
- Final soffit wood materials in shipping
- Deficiency corrections underway
- Commissioning of all systems underway
- Final cleaning(s) underway



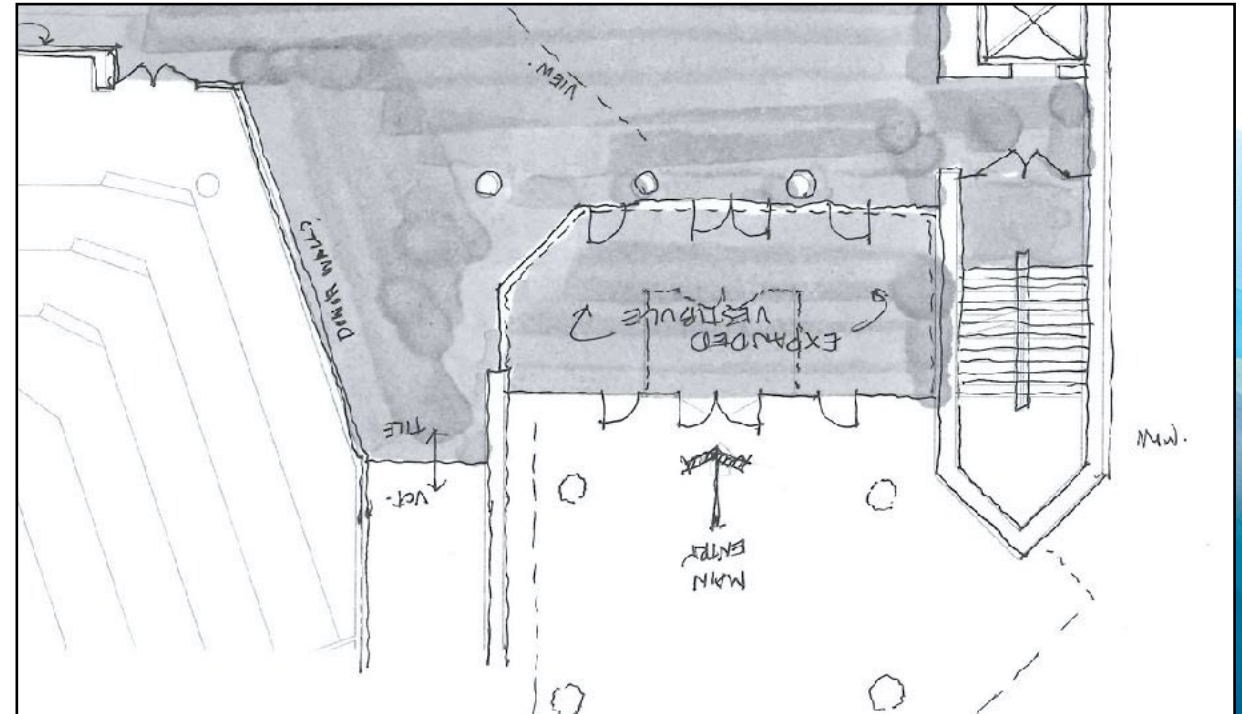
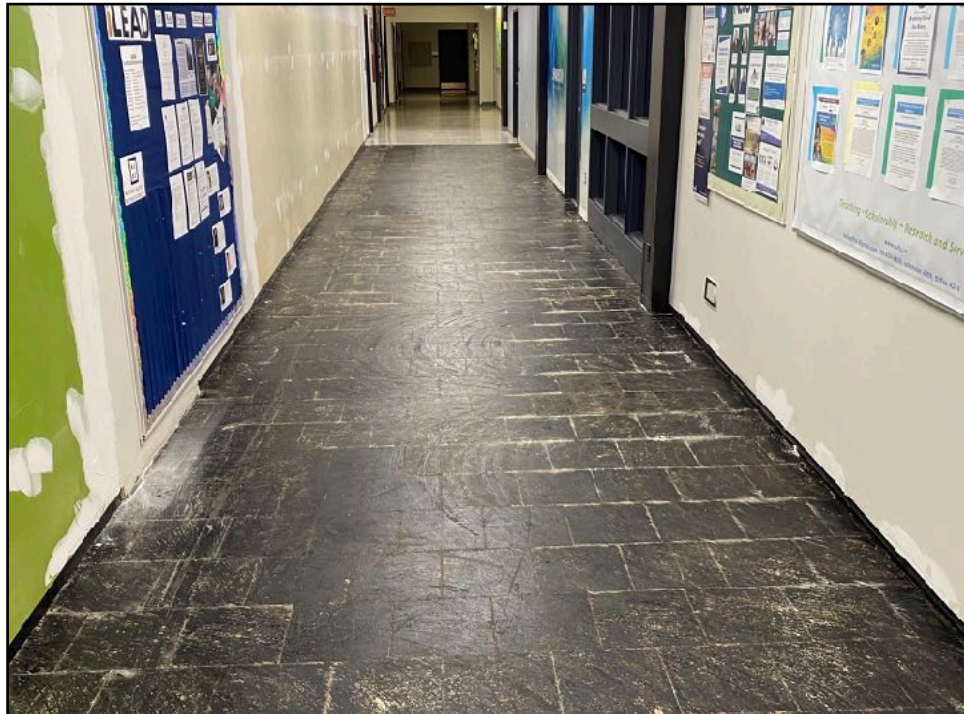
The background is a soft, abstract watercolor wash. It features a mix of light and dark blue, teal, and green tones, with some darker, almost blackish-blue areas. The colors are blended together in a fluid, organic manner, creating a sense of movement and depth. The overall effect is ethereal and artistic.

VIDEO

Project List

Planning and Funding

- Review annual list of projects funded through multiple programs and budgets



Facilities - Capital and Construction Future Plans

	Budget Amount					Asset	Status	Costs incurred to date	% complete	Over/under budget
	Capital	Funded (FRP or other)	Ancillary	Shared capital	Total					
IMMEDIATE										
Covid-19 Projects	TBD	\$ -	\$ -	\$ -	\$ -	Campus	Ongoing	TBD	75%	TBD
Transformer Replacement and Infrastructure	\$ -	\$ 150,000	\$ -	\$ -	\$ 150,000	Campus	Ongoing	\$ 130,000	90%	On budget
A-Wing Roofing Replacement - PH1	\$ -	\$ 384,500	\$ -	\$ -	\$ 384,500	Education Centre	Underway	\$ -	25%	TBD
Immersive Classroom Reno	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	Education Centre	Approved	\$ 100,000	25%	TBD
A-Wing Elevator	\$ -	\$ 56,177	\$ -	\$ -	\$ 56,177	Education Centre	Approved	\$ 56,177	100%	On budget
TRC Roofing	\$ -	\$ -	\$ 45,000	\$ -	\$ 45,000	Townhouse Rez	Approved	\$ 45,000	100%	On budget
Pond Rehabilitation	\$ -	\$ 50,000	\$ -	\$ -	\$ 50,000	Education Centre	TBD	\$ -	0%	TBD
A-Wing Washroom Upgrade	\$ -	\$ 200,000	\$ -	\$ -	\$ 200,000	Education Centre	TBD	\$ -	10%	TBD
Nursing Sim Labs	\$ -	\$ 250,000	\$ -	\$ -	\$ 250,000	Education Centre	TBD	\$ -	0%	TBD
Athletics Repairs and Upgrades	\$ -	\$ 125,000	\$ -	\$ -	\$ 125,000	Athletics	TBD	\$ 100,000	90%	On budget
Fire Protection Panel Upgrades	\$ -	\$ 50,000	\$ -	\$ -	\$ 50,000	Education Centre	TBD	\$ -	0%	TBD
Surtees Gym A Lighting retrofit	\$ 15,000	\$ -	\$ -	\$ -	\$ 15,000	Athletics	TBD	\$ -	0%	TBD
Access Control Doors	\$ -	\$ -	\$ -	\$ 20,000	\$ 20,000	Education Centre	TBD	\$ -	0%	TBD
Student Centre	\$ -	\$ 15,200,000	\$ -	\$ -	\$ 15,200,000	Student Centre	Ongoing	\$ 12,886,265	90%	Under budget

Immediate Projects

- Covid-19 Projects - no capital items to date - only consumables
- Transformer and Infrastructure - \$150,000 - Necessary Repair
- A-Wing Roofing - \$384,500 - End of Life
- Immersive Classroom - \$100,000 - Funded Initiative
- A-Wing Elevator - \$56,177 - Necessary Repair
- TRC Roofing - \$45,000 - End of life
- Pond Rehabilitation - \$50,000 - Safety Compliance
- A-Wing Washroom Upgrade - \$200,000 - Necessary Repair
- Nursing Sim Labs - \$250,000 - Program Requirement
- Athletics Repairs - \$125,000 - Necessary Repair
- Fire Panel Upgrade - \$50,000 - Safety Improvement
- Surtees Gym Lighting - \$15,000 - Energy Consumption
- Access Control Doors - \$20,000 - Safety Improvement
- Student Centre - \$15,200,000 - Campus Expansion



FRP Funding

Facility Renewal Program

- The purpose of the Facilities Renewal Program is to assist postsecondary education institutions with renewing and modernizing their campuses through the repair and renovation of existing facilities and campus infrastructure.
- Previously allocated just over \$400k in the past few years
- 2020-21 Nipissing University has been allocated \$1,648,700
- The funding program runs until September 30th of 2021 which is a departure from normal years
- Examples of eligible items include:
 - repairs made to the fabric and structure of buildings;
 - repairs to building service equipment and electrical or mechanical systems, and built-in general academic support equipment;
 - alterations and renovations to existing space to improve the condition and efficiency of teaching and research functions

FRP Funding

Project Summary

- The following projects have been submitted for the 2020-21 Facility Renewal Program
- The projects are categorized by the following:
 - **Campus Infrastructure**
 - **Mechanical & Electrical**
 - **Building Envelope**
 - **Renovation**
- Each project has been given a justification tag to help explain why it is necessary
- NOTE: The projects listed are in excess of our FRP allocation. That is the practice requested by the Ministry in case any project(s) is denied on eligibility requirements. Any projects not covered this year will be deferred until a future year.

Campus Infrastructure

- Main Campus Transformer Replacement - \$139,000 - End of Life
- Outdoor Lighting - \$49,900 - Safety Improvement
- Substation Overhead Feed - \$15,000 - Infrastructure Planning
- Substation Metering - \$25,000 - Infrastructure Planning
- Dam Repair and Railings - \$25,000 - Safety Compliance
- A-Wing Elevator Repair - \$70,000 - Necessary Repair
- Compactor - \$25,000 - End of Life



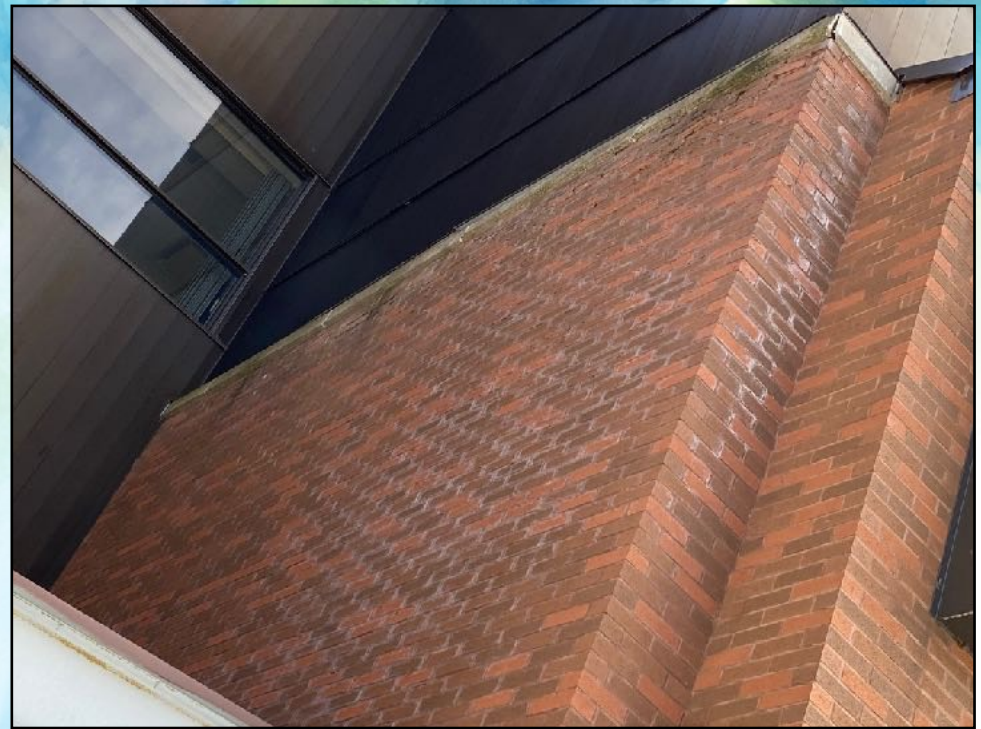
Mechanical & Electrical

- BPHE Piping Repairs - \$125,000 - Necessary Repair
- HVAC #33 Replacement - \$250,000 - End of Life
- H-Wing Mechanical Condenser - \$75,000 - End of Life
- Fire Panel Replacement - \$50,000 - Safety Improvement
- ER Lighting Inverter - \$15,000 - Safety Compliance
- Distribution Panel Replacement - \$350,000 - End of Life
- Air Circuit Breakers - \$80,000 - End of Life
- B-Wing Electrical Distribution Rack - \$80,000 - End of Life
- Bell Room A/C Units - \$7,500 - Infrastructure Planning
- Shipping and Receiving Heating - \$7,500 - Safety Improvement
- HVAC #35 Replacement - \$110,000 - End of Life
- Hot Water Boilers - \$30,000 - End of Life



Building Envelope

- A-Wing Roofing - \$275,000 - End of Life
- H-Wing Exterior - \$50,000 - Necessary Repair
- Monastery Exterior - \$10,000 - Infrastructure Planning



Renovation

- Front Entrance - \$200,000 - Infrastructure Planning
- Gender Neutral Washrooms - \$350,000 - Infrastructure Planning
- A-Wing Washrooms - \$200,000 - Necessary Repair
- Library Compact Shelving - \$25,000 - Workplace Effectiveness
- Cafeteria Washrooms - \$12,500 - Workplace Effectiveness
- Designated Substance Abatement - \$12,500 - Safety Improvement



A-Wing Roofing Replacement

- Numerous leaks similar to F-Wing last year
- Estimated cost ~ \$275,000
- 2 remaining portions for future allocations
- Overall campus roofing inventory is greatly improved



A-Wing Roofing Replacement RFP Award

- 3 local bidders prepared submissions
- 1 submission was declined due to being incomplete
- RFP has been awarded to Designed Roofing at a total value of \$384,500

Tender Results - Roofing Replacement - Block 'A' Nipissing University

North Bay, Ontario
Project No: 220018

Bid Submitted By	Base Bid w/o HST	HST	Separate Price #7.1 - New Roof Access Stair	Separate Price #7.2 - Add Roof Areas C, D and E	Bid Price Including Separate Prices #7.1 and #7.2.
Designed Roofing	\$177,000.00	\$23,010.00	\$7,500.00	\$200,000.00	\$384,500.00
J.G. Fitzgerald Roofing	\$201,500.00	\$26,195.00	\$8,050.00	\$240,600.00	\$450,150.00
Blanchfield Roofing	\$227,150.00	\$29,529.50	\$9,000.00	\$253,000.00	\$489,150.00

CCDC 11	Sched.	Bid Bond	Surety Consent	Insur	WSIB	Addenda
Y	Y	Y	Y	Y	Y	Y
N	N	Y	Y	Y	Y	Y
Y	Y	Y	Y	Y	Y	Y

Notes:
.1 N/A

The background features a soft, abstract watercolor wash in shades of light blue, teal, and pale green, with some darker, more saturated patches of blue and green. The colors are blended and layered, creating a textured, painterly effect. The overall composition is centered and balanced.

The End

Provost's Report to the Board of Governors – January 14, 2021

Arja Vainio-Mattila, PVPAR

Admissions:

- Overall applications are up 7.5% vs. last year (2,827 vs. 2,630)
- Our increase in applications is coming from BEd – up 34% and 105 (mature & transfer) up 36%
- Ontario High School application deadline is January 15th

Enrollment:

- Our FTEs are up this year: 4,735 vs. 4,684 (our undergraduate FTEs are down; however, Ed and Grad Studies are up)
- Distinct head count is also up 5,943 vs. 5,881

Other items:

- Preparation of classrooms for Face to Face courses in Winter 2021
- Selection of Dr. Douglas Gosse as Associate Dean of EPS
- NU made a submission to Ontario's Micro-credentials Strategy: Inventory of micro-credential offerings
- Successful rollout of the interim Student Opinion Survey (late Nov./early Dec.) through Blackboard Learn
- Nov. 23 – hosted a live YouTube session on "Trauma-informed Pedagogy"; part of ongoing workshop offerings; recording posted to our YouTube Channel:
<https://www.youtube.com/channel/UCawLcDd9clh27b1z55Gcawg/videos>
- Supported 21 faculty, staff and graduate students to attend the international ITLC Lilly Online conference (Nov. 30-Dec. 4). Attendees had synchronous access that week, but also now asynchronous access through March 2021 (<https://www.itclillyonline.com/>).
- 29 NU instructors participated in our "Online Teaching and Learning 101: A Primer for Instructional Staff" course in late Nov. and Early Dec.
- On Dec. 18, two new Teaching Chairs in Online and Virtual Lab/Studio Experiences were announced: Dr. Sandra Goldsworthy, Associate Professor in the School of Nursing, and Dr. Mark Wachowiak, Department of Computer Science and Mathematics. Their terms started Jan. 1, 2021, and will run until June 30, 2022.

BOARD OF GOVERNORS REPORT ~ ASSISTANT VICE PRESIDENT, STUDENTS JANUARY 2021

Student Development & Services (SDS) continues to support students with the transition into online learning and the Winter 2021 term. In the Fall semester SDS staff returned to campus and began offering face-to-face appointment opportunities for students while continuing to offer services through virtual or alternative methods.

The focus within SDS continues to be on supporting the individual needs of students, while attempting to develop a sense of connection to the greater Nipissing University community through virtual means.

STUDENT LEARNING AND TRANSITIONS

From October 27 - December 18, SLT supported 497 unique students with academic, career development, and transition services. Winter Orientation launched on December 7 to provide incoming students with updated information on the Winter 2021 semester, and to provide transition support to students. "Get Hired Month" is being organized with NUSU and will allow students to start their employment search. "Career Days" will be hosted via Zoom on February 9, 10 and 11 to connect our students with potential employers.

STUDENT ACCESSIBILITY SERVICES

In collaboration with the Registrar's Office and the Teaching Hub, Student Accessibility Services was successful in supporting approximately 250 students in completing final exams with academic accommodations in the online environment.

In preparation for Winter term and the hybrid of onsite and online course offerings, SAS has updated their website to provide greater information and resources for faculty regarding accommodating students in both environments. For onsite courses, SAS is working with UTS and the Teaching Hub to ensure that technology being used for synchronous streaming will offer accessible learning environments for students with disabilities participating both remotely and face-to-face.

SEXUAL VIOLENCE PREVENTION AND EDUCATION

16 workshops were hosted (Gender 101, Consent+, Intro to Allyship & Bringing in the Bystander, as well as, area specific, i.e. Residence, OII, etc.) with 170 students attending. Ten initiatives were hosted in the Fall semester, seven of which were online social media campaigns. A Direct Mail Campaign was sent out in early December to first year students with digital safety tips, information on the Sexual Violence Policy, and some Lakers swag. Action plans have been developed for the Sexual Violence Task Force Report recommendations and are in progress.

INTERNATIONAL INITIATIVES

Offers have been sent out to 15 students to participate in an exchange during 21FW. With respect to the 20FW Admitted International Degree Students, students have begun to receive notifications on their study permit applications. Students have been made aware that Nipissing is on the approved DLI list and they are able to travel to Canada once they have an approved study permit. We hosted a Quarantine Plan webinar with MSM students and agents to prepare for January. One student successfully moved into Founders House on December 13th to begin his 14 day isolation. As of December 15th two additional students have confirmed their arrivals for the first week of January.

STUDENT COUNSELLING SERVICES

Student Counselling Services has been providing a combination of in person and virtual appointments to students. The virtual option offered through the secure platform Wellness Online has provided our counsellors the ability to access many students across the province whom we've referred to other services in the past. The response to the Peer Support group has been so positive that a second group has been implemented to meet the demand. A collaborative proposal with Canadore has been submitted to the Ministry to hopefully secure funding to expand the peer support model. Staff are preparing for Bell Let's Talk for January 28th and a Surviving to Thriving event for students, faculty and staff.

STUDENT INTERVENTION SPECIALIST

Student Intervention Services has seen more utilization of Student Retention Alert by faculty and staff. They have seen more students having languishing mental health this term. The acceptance of students of the offer to support them has been average as students are feeling overwhelmed and not being capable of adding other things to their list of to dos currently.

STUDENT SUCCESS COORDINATOR

Student Retention Alert: (SRA) continues to see increases in its utilization rates amongst faculty and staff with regard to Academic Concerns specifically. The Fall semester saw the most usage for Academic Concerns since the program's inception. Faculty members from a variety of different disciplines continue to utilize SRA to support students, in addition to recognizing the support this tool provides for them while attempting to navigate support services on campus.

Vocantas Scaller Campaign: From December 1st – December 7th Nipissing University attempted to contact all undergraduate students. The interactive voice response calls proactively connected students with existing support services and resources in key identified areas that contribute to student success. The call connection rate was 61%. 45% of students indicated one or more areas of need, which compares to 33% expressing a need for help last winter. Once again, one of the most frequently identified areas of need was financial assistance. 92% of the respondents indicated that they were already enrolled for classes for Winter 2021. 2,275 referrals/requests for information were provided.

NU Gateway Program: In the first term of 2020, the NU Gateway Program engaged with a cohort of 549 first-year students, with 279 students considered "active" in the program. Through single and collaborative community events, NU Gateway Leaders planned and facilitated more than 50 unique opportunities for students to build connections with Peers and the Lakers Community. Upon return after the holidays, students will be redistributed throughout the communities to be matched as closely as possible based on their program of study or faculty.

RESIDENCE LIFE

Admissions: Residence Life currently has 338 students in house and 109 applications pending (87 accepted) for January as of December 22nd.

Student Wellbeing: In the second half of the past semester we faced our first two cases of COVID-19 in residence, both impacting the same residence complex. This did create some fears and concerns for individual students on campus, but for the most part was not greatly felt by students in the broader community.

Looking to 2021/2022: Our Residence Application for 21/22 will open early in the new year, including the same amendments to our contract which were included this past year reflecting the unique risks of a COVID-19 impacted academic term. Anticipation of the upcoming year will have unique challenges as we seek to hire our student staff (typically up to 44 persons) who are essential to our operations, and envision the fall of next year.

ATHLETICS

Academic ALL Canadians 2019-20: 87 student athletes have earned a USports Academic All-Canadian award, while an additional 14 were recognized with an OUA Academic Achievement Award for achieving a GPA of 80 or higher. The 101 total winners represents 42% of all student athletes.

MOVEMBER: The Nipissing Lakers men's volleyball team joined forces with the Nipissing University Student Union (NUSU) in support of men's health, as they took part in Movember. At the end of the month, an impressive grand total of \$4,280 was raised.

Youth Soccer Partnership: Working with NDSC, the partnership would offer Laker branding, coaching and athlete expertise, and an important developmental athlete pathway in the community from U10 to university for youth athletes in North Bay, with opportunities for revenue generation for the university.



Alumni Report to Board of Governors

NU Café

January is Mentorship Month on the NU Café platform, and our friends at Ten Thousand Coffees and RBC are hosting an exciting live webinar January 21 at 3 PM ET with guests Mary DePaoli, Executive Vice President & Chief Marketing Officer at RBC, & Canadian sprinter and Amazing Race contestant Sam Effah. Event registration will take place the week of January 12, so be sure to check the hub or our social media for links to that.

We are also launching a book club later in the month, so get your reading glasses ready and join us for a fun discussion about our first book (announcement coming soon!).

Alumni Awards

The Nipissing University Alumni Advisory Board (NUAAB) honoured five exceptional individuals with Alumni Awards during this year's virtual celebration in December.

The Alumni Awards celebrate the accomplishments of members of Nipissing University's global community of alumni who represent an inspiring account of positive social, cultural and economic change in the world.

“Our Alumni Awards provide us the opportunity to recognize and celebrate the remarkable alumni and community members who exemplify what it means to be a Laker,” said NUAAB President, Lisa Snider. “Each of the award recipients have not only demonstrated success in their career, but have had a significant and positive impact on their communities and those around them.”

The Dr. James Jamieson Influential Alumni Award, presented to a graduate whose dedication and leadership has influenced significant change and prosperity within their community, will be awarded to **Hariett Madigan**, an active social and environmental champion in North Bay.

The Distinguished Alumni Achievement Award is presented to an alumnus whose achievement and excellence in their endeavours have distinguished them as a valued leader. This award is presented to **Dr. Thomsen D'Hont**, who practices family medicine in his hometown of Yellowknife, NWT and is a former Lakers athlete.

The Rising Star Alumni Award is presented to a recent graduate of Nipissing University who has demonstrated significant achievements on a professional, community or volunteer basis. **Cameron Ghent**, a dedicated advocate for marginalized individuals, is the recipient of this award.

The Honorary Alumni Award recognizes friends of Nipissing University for outstanding service, commitment and contribution, past or present, to the University. This award is presented to **Dr. Denyse Lafrance Horning**, a full-time marketing professor with Nipissing's School of Business since 2007.

The newly created Philanthropy Alumni Award is presented to an alumnus or champion of Nipissing University who is making significant contributions to improve their community through their generosity, dedication, commitment and service. The inaugural recipient of this award is **Cindy Karugia** who has dedicated herself to amplifying the voices of young womxn and girls and advocating for gender equality.

For full biographies and interviews with each of this year's recipients, visit nipissingu.ca/alumniawards.

**Nipissing University Indigenous Council on Education Update
Submitted to Board of Governors
January, 2021**

The Nipissing University Indigenous Council on Education (NUICE) met on November 25, 2020.

Cheryl Sutton, Interim President, reviewed a draft document that provides an overview of strategic plans, academic programs, support services, committees, and staff related to Indigenous students and communities at Nipissing University. This document was requested by NUICE. NUICE members encouraged the university to consider aligning these activities across the university.

The Director, Indigenous Initiatives, shared the Principles of Indigenous Education developed by Universities Canada in 2015 with the NUICE. With the fifth anniversary of the release of Truth and Reconciliation Commission's Final Report, there is a process under way for the renewal and refresh of the Principles on Indigenous Education. The NUICE requested that the Principles of Indigenous Education be shared with the Board of Governors (attached).

The pilot project funding from the Ministry of Colleges and Universities for the development and delivery of the Summer Indigenous Institute, in partnership with Algoma, Lakehead and Laurentian Universities, will expire March 31, 2021. NUICE members commented that the Summer Indigenous Institute was developed with Indigenous community partnerships, Indigenous knowledge as shared through Elder and Indigenous knowledge holder participation in programming, and land-based pedagogy as a key component of the curriculum. The members encouraged the university to continue to offer the Summer Indigenous Institute. Indigenous Initiatives is working with the Faculty of Arts and Science on planning for Indigenous student transition programs.

Dr. Tyson Stewart and Dr. Nancy Stevens attended the NUICE meeting to describe potential future directions of the Indigenous Studies program as they plan.

Indigenous Initiatives is working with partners, Near North Schools, Nipissing Parry Sound Catholic District School Board, Nibisiing Secondary School, the North Bay Indigenous Friendship Centre, as well as other community not-for-profit organizations to deliver outreach programs in the community.

Wiidooktaadwin "Helping one another" Indigenous Youth Mentorship Program 2020-2021
University student mentors and Indigenous youth (in grades 9 to 12) learn from Elders, Indigenous knowledge holders and one another in the spirit of "helping one another."

University student mentors facilitate learning with the youth through an Indigenous framework developed with Indigenous knowledge holders. The program supports the strengthening of Indigenous culture, identity, language, arts, heritage, health and wellbeing. We envision students excelling academically while learning Indigenous ways of knowing and being.

We provide training to university student employees and volunteer mentors regarding facilitation, supporting Indigenous youth, mentorship, Indigenous knowledge, healthy boundaries, and Duty to Report.

Participating schools include Chippewa Secondary School, Nbissing Secondary School, Northern Secondary School, St. Joseph-Scollard Hall Secondary School, and West Ferris Secondary School. The Indigenous Mentorship Coordinator liaises with leads in each of the schools to organize the sessions and recruit youth for participation in the program.

All sessions are delivered virtually in order to adhere with return to school protocols. Participation is open to secondary school students attending classes at schools and those enrolled in online learning. In collaboration with schools, we are aligning the delivery of the program with courses with high Indigenous student enrolment.

The Aasgaabwitaadwin, “We are standing in support of one another,” Indigenous Youth Leadership event was held virtually with partner schools in December, 2020.

Biidaaban Community Service-Learning Programs

BIIDAABAN LEARNING SERIES

Eleven workshops for tutors, student employees and student volunteers participating in CSL activities took place over the week of September 28 to October 2, 2020. A total of 137 students attended the training sessions.

COMMUNITY SERVICE-LEARNING (CSL)

To date, 78 students in five courses are engaged in Community Service-Learning placements with 23 community partners.

BIIDAABAN ACADEMIC SUPPORT (BAS)

A tutoring program for Indigenous youth in grades 6, 7, and 8, with a focus on mathematics and literacy. Nipissing University student volunteers offer one-on-one support online for youth in local schools.

BIIDAABAN YOUTH GROUP (BYG)

An online, after school program for Indigenous youth grades 4, 5, 6. Nipissing University student employees host fourteen sessions of cultural, social and artistic activities between November 2020 and March 2021. Each session is 45 minutes in length. There is capacity for up to 20 youth with sessions led by three student employees.

Donna Forget, Chair of NUICE, has stepped down from her role. The NUICE did not select a new Chair at the November, 2020 meeting.

The NUICE will meet again in February, 2021.

Universities Canada principles on Indigenous education

Universities Canada represents 97 universities across Canada, which educate more than a million students each year. Indigenous students continue to be underrepresented in Canadian higher education institutions and our universities are committed to do their part to close this education gap, recognizing the urgency of this issue for the country. Closing the gap will strengthen Indigenous communities, allow Indigenous peoples to continue to strive for self-realization, enhance the informed citizenship of Canadians, and contribute to Canada's long-term economic success and social inclusion.

There are many reasons to close the education gap. A university education is a transformative experience, expanding knowledge, nurturing critical thinking and inspiring new ideas, creativity and innovation. Closing the education gap will benefit not only Indigenous graduates, but their communities and Canada as a whole.

Beyond these social and cultural imperatives, there is also a clear benefit to Canada's economy. Canada needs more university graduates to meet labour market demands. Indigenous people can help meet this demand. They are a fast-growing segment of the Canadian population, yet only 9.8 percent of Indigenous people in Canada have a university degree, compared to 28 percent of non-Aboriginals. Canada's universities recognize that tremendous opportunities exist – for Indigenous people and for the country – if we increase access to university education for First Nations, Inuit and Métis. With a university degree, Indigenous people in Canada can earn 60 percent more than their peers with a high school diploma. They experience longer and greater participation in the workforce.

As it continues to advocate for more funding to Indigenous students, Universities Canada and its members are committed to ongoing communication and collaboration with Indigenous communities. Higher education offers great potential for reconciliation and a renewed relationship between Indigenous and non-Indigenous people in Canada. Universities benefit from the presence of Indigenous students and their cultures, making our campuses more open places with wider sources of discovery and knowledge. Mutual respect for different ways of knowing and recognizing the intellectual contributions of Indigenous people is essential to building trust, understanding, and sharing. The cohabitation of Western science and Indigenous knowledge on campuses has the power of opening a dialogue among cultures and enhancing our shared knowledge.

In the spirit of advancing opportunities for Indigenous students, the leaders of Canada's universities commit to the following principles, developed in close consultation with Indigenous communities. These principles acknowledge the unique needs of Indigenous communities across Canada and their goals of autonomy and self-determination, as well as differences in jurisdiction among provinces and territories, institutional mission among universities, and the authority of appropriate university governance bodies in academic decision-making.

Principles

- Ensure institutional commitment at every level to develop opportunities for Indigenous students.
- Be student-centered: focus on the learners, learning outcomes and learning abilities, and create opportunities that promote student success.
- Recognize the importance of indigenization of curricula through responsive academic programming, support programs, orientations, and pedagogies.
- Recognize the importance of Indigenous education leadership through representation at the governance level and within faculty, professional and administrative staff.
- Continue to build welcoming and respectful learning environments on campuses through the implementation of academic programs, services, support mechanisms, and spaces dedicated to Indigenous students.
- Continue to develop resources, spaces and approaches that promote dialogue between Indigenous and non-Indigenous students.
- Continue to develop accessible learning environments off-campus.

- Recognize the value of promoting partnerships among educational and local Indigenous communities and continue to maintain a collaborative and consultative process on the specific needs of Indigenous students.
- Build on successful experiences and initiatives already in place at universities across the country to share and learn from promising practices, while recognizing the differences in jurisdictional and institutional mission.
- Recognize the importance of sharing information within the institution, and beyond, to inform current and prospective Indigenous students of the array of services, programs and supports available to them on campus.
- Recognize the importance of providing greater exposure and knowledge for non-Indigenous students on the realities, histories, cultures and beliefs of Indigenous people in Canada.
- Recognize the importance of fostering intercultural engagement among Indigenous and non-Indigenous students, faculty and staff.
- Recognize the role of institutions in creating an enabling and supportive environment for a successful and high quality K-12 experience for Aboriginal youth.

Recognizing that other stakeholders have a role to play – governments, businesses, Indigenous organizations – university leaders also commit to the following actions to bring these principles to life:

- Raise awareness within institutions about the importance of facilitating access and success for Indigenous students on campus.
- Raise awareness among government partners and stakeholders of these commitments and the importance of investing in sustainable initiatives that advance higher education opportunities for Indigenous youth.
- Raise awareness in public discourse of positive Indigenous students' experience in university and their contributions to Canadian society.
- Develop partnerships with the private sector to foster opportunities for Indigenous people.
- Continue to listen to and collaborate with Indigenous communities.