

Interim Accountability Agreement for 2008-09

Institution: Algoma University

Reaching Higher, the McGuinty Government Plan for Postsecondary Education, outlines the government's commitment to begin a new era for postsecondary education in Ontario, with the cumulative investment of \$6.2 billion in new investments by 2009-10.

This government is committed to working with publicly supported colleges and universities to achieve results for taxpayer dollars. Achieving accountability for public funds in this context requires clear roles, responsibilities and expectations. Demonstrating success to the public requires reporting on meaningful and measurable results for the sector. This is why the government implemented Multi-Year Accountability Agreements (MYAAs) for 2006-07 to 2008-09 which will ensure that increased funding is focused on the Reaching Higher plan goals – quality, accessibility and accountability.

Recognizing that Algoma University has been in a period of transition from the period of signing and reporting back on its original MYAA Action Plan for 2006-07 to 2008-09 the government did not require that Algoma participate in the 2007-08 Report Back process. Now that Algoma has confirmed its new Five Year Plan, the ministry requires it to participate in 2008-09 and future accountability agreements.

This document is the Interim Accountability Agreement for 2008-09. It is a one-year accountability agreement, to be superseded by the development of the next generation of accountability agreements. It is a companion to your preliminary 2008-09 operating grant allocations of \$8.87M, and confirms the commitments and results expected from Algoma for this funding. This agreement constitutes an integral and central component of the government's and Algoma's overall performance and accountability relationship in 2008-09 and replaces Algoma's previous Multi-Year plan for 2006-07 to 2008-09. This agreement does not however, replace other performance and accountability arrangements, and will be supplemented by existing and, where applicable, modified or new transfer payment and reporting requirements, such as those associated with individual grant lines.

A: ACCESS

Algoma commits to undertaking the following initiatives designed to help the postsecondary education system improve **access**:

- Participate in the Student Access Guarantee, including the new Access Window which allows Ontario students to identify costs and sources of financial aid. The Student Access Guarantee means that students in need will have access to the resources they need for their tuition, books and mandatory fees;
- Comply with the Tuition Fee Framework;
- Report on institutional enrolment growth at the undergraduate and graduate level in keeping with established protocols, or as requested by the Ministry, thereby contributing to the sector targets established by the government; and

- Establish institution-specific access strategies, indicators and results in the Action Plan template located in **Appendix A** of the agreement.

B: QUALITY

Algoma commits to undertaking the following initiatives designed to help the postsecondary education system improve **quality**:

- Participate and submit results from the following surveys in accordance with MTCU-COU protocol:
 - The Ontario Universities' Key Performance Indicator initiative
 - The National Survey of Student Engagement
 - The Canadian Graduate and Professional Student Survey (if applicable)
- Pending the development of targets using sector-wide measures such as the Consortium on Student Retention Data Exchange (CSRDE) and subject to the advice of HEQCO, Algoma will establish 2008-09 targets for student retention rates that are appropriate to your unique focus.
- Establish institution-specific quality strategies, indicators and results in the Action Plan template located in **Appendix A** of the agreement.

C: ACCOUNTABILITY

Algoma commits to undertaking the following initiatives designed to help the postsecondary education system improve **accountability**:

- Complete the Action Plan template attached in Appendix A which, when completed, will establish the institution specific strategies and results designed to contribute to the Reaching Higher goals of access, quality and accountability;
- Participate in an annual review of the Action Plan;
- Continue all other reporting requirements linked to transfer payments and grants, in addition to any revised or new reporting requirements related to Francophone students and the Access and Opportunity Fund; and
- Sign and post this Accountability Agreement on Algoma's web site.

The release of a portion of Algoma's 2009-10 allocations will be conditional on the successful completion on an annual review of this Action Plan.

Signature of President, Algoma University

Dr. Celia Ross

Date: _____

Signature of Minister

Honourable John Milloy

Date: _____

Appendix A: Action Plan for Algoma University

The Ministry recognizes and appreciates that each institution has its own unique mission and objectives in the postsecondary education system.

The purpose of this Action Plan is to provide an outline of how Algoma will use their total operating budget, including government funding allocations and tuition revenues, to develop and strengthen its' unique missions and objectives while contributing to the achievement of the Reaching Higher goals and results for access, quality and accountability.

This Action Plan will set out Algoma's specific commitments for the strategies, performance indicators and results designed to achieve the system-wide goals and results for access, quality and accountability, developed in consultation with faculty, staff and students.

The release of a portion of Algoma's 2009-10 allocations will be conditional on the successful completion of an annual review of this Action Plan.

This annual review will also allow for revisions needed to accommodate the input and advice of institutions and the Higher Education Quality Council of Ontario (HEQCO) with respect to the best way to measure performance and ensure the accountability of colleges and universities.

University Specific Mission and Objectives

The Ministry recognizes that each university has its own unique mission which will impact on the variety of approaches which will be used across the sector to meet the Ministry's priorities.

Please identify Algoma's mission and objectives. This may relate to Algoma's programming priorities, institutional culture, or student profile:

Algoma's Charter states:

Objects

The objects of the University are the pursuit of learning through scholarship, teaching and research within a spirit of free enquiry and expression.

Special Mission

It is the special mission of the University to,

- (a) Be a teaching-oriented university that provides programs in liberal arts and sciences and professional programs, primarily at the undergraduate level, with a particular focus on the needs of northern Ontario; and
- (b) Cultivate cross-cultural learning between Aboriginal communities and other communities, in keeping with the history of Algoma University College and its geographic site.

Algoma University has a unique vision and mission focused on providing access to education to students regionally, provincially and internationally. There is a particular focus on ensuring there are strategic efforts to support the registration and persistence of Anishinaabe (Aboriginal) students.

VISION STATEMENT

Biidaabin
A new dawn

A university of international distinction enriching generations
of diverse cultures and communities.

Debwewin
Truth

STRATEGIC OBJECTIVES

1. Algoma University instills pride in its identity through growth in quality and excellence.
2. Algoma University embraces the diverse composition of its student population and celebrates its distinctive mission for Anishinaabe education and research.
3. Algoma University takes a leadership role and engages with the communities it serves.
4. Algoma University grows by implementing new academic offerings that create a distinctive university.

Approved by Senate, February 3, 2006
Approved by the Board of Governors, February 9, 2006

A. ACCESS

Enrolment

Algoma will report on the following pursuant to the established reporting protocols, or as requested by the Ministry:

- Enrolment at the undergraduate and post-graduate levels
- Targets agreed to for medical enrolments increases (if applicable)

The Ministry will use this report to ensure that the system is on track to meet its commitment to increase participation and enrolment.

Increased Participation of Under-Represented Students

Measurement Methodologies

The Ministry is committed to working with institutions and the Higher Education Quality Council of Ontario to develop a system measure that will track the participation of under-represented students (Aboriginal, First Generation and Students with Disabilities) in a manner that is sensitive to privacy concerns.

To inform this process, please provide any measurement methodologies Algoma currently uses to track the participation of these students, and in particular, any measures to find and track those who are the first in their family to attend postsecondary education (including “at risk” and low income students):

Enrolment tracking:

By spring 2010, Algoma University will have a fully implemented, new student information system. This new system will enable tracking of student data from first point of contact through to alumni. Currently, there are multiple systems: (1) for recruitment and admissions; (2) for registration; (3) for student accounts; (4) residence; (5) athletics; (6) students with disabilities; and (7) alumni. The new system will be fully integrated and cross referential allowing for easier, more comprehensive collection of student data.

Through our existing systems, we do track the following:

- Students with disabilities (tracked and maintained in a separate, confidential system)
- Anishinaabe (Aboriginal) students (self-identified or through sponsorship)
- First Generation – currently only through surveys, but with plans to integrate this into the registration data collection for fall 2009.

The Ministry is seeking information with respect to the number of students who are self-identifying as under-represented pursuant to the methodologies currently in place to measure these students at Algoma. Please provide the total number of students who have self-identified as a member of each of these groups. The ministry recognizes that these measurement methodologies may require students to self-identify, which may result in under-reporting.

Individual students may belong to more than one group. In the cells counting respondents for each under-represented group, do not adjust for this potential double-counting. To the extent that you are able to do so, eliminate any double-counting in the column, “Total Number Self-Identifying as Member of Under-represented Group”.

Measurement Methodology (including description)	Student Groups in Your Student Population			Total Number Self-Identifying as Member of Under-represented Group	Total Number of Students Surveyed, if applicable
	Aboriginal	First Generation	Students with Disabilities		
	#	#	#		
Self-identified or through sponsorship; 07/08 numbers	145				
Currently no numbers to report		N/A			
Students registered with Disability Services; Tracked and maintained in a separate, confidential system; 07/08 numbers			90		

If you would like to provide any other comments, please do so in the following space:

Programs / Strategies / Results

In the table below, identify the institution specific strategies and programs that will support the increased participation of under-represented students as appropriate to Algoma’s unique focus, and the performance indicators you have developed to confirm that these strategies and programs will achieve their intended objectives.

Access Strategies and Performance Indicators

Strategy / Program	Indicator
Increase access for students with disabilities	Number of students with disabilities identified and accessing services

Strategy / Program	Indicator
Diversify source of students	Number of international students
Encourage Anishinaabe (Aboriginal) student enrolment	Number of Anishinaabe (Aboriginal) students

Pursuant to these indicators, please outline Algoma specific quantitative outcomes and outputs which will be generated by your strategies and programs in 2008-09. Provide at least one result for each indicator identified in the table above:

Access Results

Indicator	Result
Number of students with disabilities identified and accessing services	Number of students identified and accessing services (90 in 07/08) expected to grow to 94 in 08/09 despite projected total enrolment decline
Number of international students	International enrolment of 104 students in 07/08 expected to grow to 108 in 08/09 despite projected total enrolment decline
Number of Anishinaabe (Aboriginal) students	First Nations sponsored enrolment of 145 in 07/08 expected to grow to 150 in 08/09 despite projected total enrolment decline

Official Languages Education Program

French-language and bilingual institutions will report on their strategies for supporting the access to programs for francophone students, and their expected outcomes, as part of the reporting requirements established for the 2005-09 Canada-Ontario Agreement on Minority-Language Education and Second-Language Instruction and the Canada-Ontario Agreement Relative to the Complementary Funds for Minority-Language Education at the Postsecondary Level under the Official Languages in Education program (OLE).

2008-09 Student Access Guarantee

Algoma has agreed to participate in the Student Access Guarantee (including the new Access Window which allows Ontario students to identify costs and sources of financial aid). The detailed requirements for participation in the student access guarantee are outlined in the [2008-09 Student Access Guarantee Guidelines](#). Please complete the following template to update the strategies and programs that Algoma will use in 2008-09 to participate in the Student Access Guarantee initiative.

<p>Describe how Algoma will meet students' tuition/book shortfalls. As part of your description identify whether aid towards tuition/book shortfalls will be:</p> <p>a) Provided to those students who apply for institutional financial aid; or b) Automatically issued to students based on their OSAP information</p>	<p>Algoma automatically issues the student access guarantee for students who have been identified by the Ministry based on the OSAP information.</p>
<p>If your answer to the above question was 'a,' please identify what specific internet portal(s) or program(s) students at Algoma apply through to be considered for tuition/book assistance provided as part of your participation in the student access guarantee. Identify any applicable deadlines.</p>	
<p>Identify whether Algoma plans to provide loan assistance in values greater than \$1,000 to meet tuition/book shortfalls of students in any of your second entry programs. If so:</p> <p>a) Identify the programs by name and by OSAP cost code; b) Describe how you determine how much loan aid to provide</p>	<p>Algoma does not provide loan assistance, but does encourage students to apply for bursary assistance and, if eligible, receives support up to \$1,500 toward tuition and books for any program.</p>
<p>Describe other financial support programs and strategies that Algoma will use to assist university students facing financial barriers to access, including identification of programs that provide case-by-case flexibility to respond to emergency situations that arise for students.</p>	<p>The Exceptional Expense Bursary is our main financial support program that provides case-by-case flexibility to any student in any program based on documented need.</p> <p>We also have a university scholarship and bursary program financed through endowments and fundraising.</p>
<p>Briefly describe your review process for students who dispute the amount of institutional student financial assistance that is provided as part of the Student Access Guarantee.</p>	<p>There is a general financial aid review process for addressing student concerns or disputes for which the student access guarantee would apply.</p>

If you would like to provide any other comments, please do so in the following space:

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B. QUALITY

Quality of the Learning Environment

Pursuant to the consultation process on the Multi-Year Accountability Agreements, there is stakeholder consensus that a quality postsecondary education system is one that achieves high standards in the quality of the learning environment.

In the table below, please provide a description of your strategies that will support the quality of your learning environment as appropriate to Algoma's unique focus, and identify the performance indicators developed by Algoma to confirm that these strategies and programs will achieve their intended objectives. In particular, the Ministry is seeking information on strategies and programs designed to improve student/faculty engagement and learning quality. Examples include but are not limited to: academic and student advising, student centred-learning models, first-year seminars, enhanced computers and technology access, learning commons, and library expansions and enhancements: their intended objectives.

Quality Strategies and Performance Indicators

Strategy / Program	Indicator
Anishinaabe (Aboriginal) degree completion rates	Number of Anishinaabe graduates
Library instruction	Student participation in library instruction
Access to individual academic assistance	Writing/numeracy labs, individual appointments
Well-equipped classrooms	% of technology equipped classrooms
Access to faculty	Total number of FT faculty
Faculty excellence	% of FT faculty with doctorate
International experience for students	Number of AU students in an international study experience (through AU partnerships)

Pursuant to these indicators, please outline the quantitative outcomes and outputs which will be generated by your strategies and programs in 2008-09. Provide at least one result for each indicator identified in the table above:

Quality Results

Indicator	Result
Number of Anishinaabe graduates	Maintain at 07/08 levels (despite a smaller anticipated total graduating class in 08/09)
Student participation in library instruction	Grow 07/08 numbers (776) to 825 student participants in library instruction in 08/09
Writing/numeracy labs, individual appointments	Grow 07/08 numbers (260) to 300 in 08/09

Indicator	Result
% of technology equipped classrooms	Increase from 60% in 07/08 to 70% in 08/09
Total number of FT faculty	Increase from 44 in 07/08 to 45 in 08/09
% of FT faculty with doctorate	Increase from 70.5% in 07/08 to 74% in 08/09
Number of AU students in an international study experience (through AU exchange partnerships)	Increase from 3 in 07/08 to 4 in 08/09

Student Retention Rates

Briefly describe the methodology used to establish your 2008-09 retention targets:

Student success at Algoma is at an all-time high. In 2006-07 and 2007-08, Algoma had its two largest graduating classes ever.

The Algoma student completion rate is increasing, as it evident from the MTCU Key Performance Indicators which showed a 36.5% graduation rate measured in 06/07 and a 54.6% graduation rate measured in 07/08.

Algoma has also increased first-year student retention 20% in the last 6 years (internal statistics).

Once our new Student Records System is fully implemented, we will be able to track upper-year retention figures.

	2008-09 Retention Targets
1 st to 2 nd Year	73%
2 nd to 3 rd Year	
3 rd to 4 th Year	

In addition to the indicators and results you have outlined above, the Ministry is also seeking information on annual net new hires. Please outline your planned net new hires for 2008-09 in the table below:

Net New Hires

2008-09	Faculty / Academic			Student Services Staff*		Admin Staff**
	Full Time Tenured	Full Time Limited Term	Part Time (FTE)	Full Time	Part Time (FTE)	Full Time
Hires	4					
Retires/ Departures	2	1				
Net New Hires	2	-1	0	0	0	0

* For student services staff definition, please refer to the student services functional area definition developed by the Council of Finance Officers - Universities of Ontario (COFO-UO) of the Council of Ontario Universities to report on expenses in their annual financial report. Student Services Staff do not include ancillary staff.

**For admin staff definition, please refer to the administration & general functional area definition developed by the Council of Finance Officers - Universities of Ontario (COFO-UO) of the Council of Ontario Universities to report on expenses in their annual financial report.

The Ministry will be asking institutions to update this table as part of the annual review of the Action Plan.

C. ACCOUNTABILITY

Please provide details on how the institution consulted with faculty, staff and students on the content of this Action Plan:

The content of this action plan was built from the Strategic planning exercises, focus groups and meetings that took place throughout the campus in the fall of 2008. The actions and strategies for access, quality and accountability are likewise embedded into our planning. Algoma's Institutional Plan is available online at: www.algomau.ca
The accountability agreement will be found at: www.algomau.ca under "About Algoma".

As previously noted, the Ministry will review your Action Plan to discuss progress being made on the commitments outlined in your plan. The release of the full amount of your 2009-10 allocations will be conditional on the successful completion of the annual review of this Action Plan.