

## **Senate Meeting**

Algoma University - Senate  
Hybrid Meeting: CC201 (SSM), B-301 SCIE Centre (Brampton) & Zoom  
2025-02-07 13:00 - 14:20 EST

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### **1. CALL TO ORDER**

#### **1.1. Acknowledgement of Traditional Territories**

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Moved [ / ]: that the consent agenda for the February 7, 2025 meeting of the Senate be approved.

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Moved [ / ]: that the Algoma University Senate approves BBB4M: International Business Fundamentals (Grade 12/ M level) as a dual credit course, as part of the Learner's Early Access Program signed with the Peel District School Board. Students who successfully completed the BBB4M: International Business Fundamentals (Grade 12/ M level) course with a minimum grade of 65%, will receive a non-equivalent first-year transfer of ADMN 9101 Business Administration, first-year non-equivalent [3 credits]. Moved [ / ]: that the Algoma University Senate approves IDC4U: Sports and Entertainment Marketing (Grade 12/ U level) as a dual credit course, as part of the Learner's Early Access Program signed with the Peel District School Board. Students who successfully complete the IDC4U: Sports and Entertainment Marketing (Grade 12/ U level) course with a minimum grade of 65%, will receive a non-equivalent first-year transfer of ADMN 9101 Business Administration, first-year non-equivalent [3 credits].

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Moved [ / ]: that the Algoma University Senate approve that Dr. Jeremy Allison be appointed as an Adjunct Professor in the Department of Biology for a period of three years beginning July 1, 2025.

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**5.3.2. Adjunct Professor - Dr. Nirosha Murugan.....67**

Moved [ / ]: that the Algoma University Senate approve that Dr. Nirosha Murugan be appointed as an Adjunct Professor in the Department of Biology for a period of three years beginning July 1 2025.

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Moved [ / ]: that the Algoma University Senate approve that Dr. Sharon Reed be appointed as an Adjunct Professor in the Department of Biology for a period of three years beginning July 1 2025.

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**6. DISCUSSION AND QUESTION PERIOD**

This is an opportunity for Senators to ask questions related to Standing Reports within the Consent Agenda.

**7. MATTERS FROM THE CONSENT AGENDA**

NOTE: This is for any item(s) that may be removed from the consent agenda for discussion.

**8. OTHER BUSINESS / NEW BUSINESS**

**9. ANNOUNCEMENTS**

**10. IN CAMERA SESSION**

When the Senate declares a meeting or part of a meeting in camera, reasons for so declaring will be clearly stated by the Speaker of the Senate prior to moving in camera. Where the Senate has resolved to move in camera, the room shall be cleared except for all members of the Senate and individuals requested by the Speaker to stay for purposes of assisting the Senate with its deliberations. Only members entitled to be present in camera meetings may be informed of the proceedings that transpire. Accordingly, items of business dealt with by the Senate in camera shall appear as appendices to the record and shall be recorded in a spate of minutes, available only to members of the Senate. If any motions are passed in camera, upon returning to the open meeting, the Speaker will ask Senators for a motion to record the approval of those in camera motions in a manner that does not release confidential information Moved [ / ]: that the Senate move in camera. Moved [ / ]: to record the approval of any motions made in camera in a manner that does not release confidential information.

**11. ADJOURNMENT**

Moved [ / ]: to adjourn the Senate meeting.

## MINUTES

### ATTENDANCE

**Faculty of Humanities and Social Science:** Dr. L. Burnett, Prof. J.P. Chalykoff, Dr. K. DeLuca, Dr. N. Murray, Dr. D. Nyaga, Dr. A. Ridout, Dr. T. Tchir, Dr. E. Turgeon, Dr. D. Woodman  
[absent/regrets: Prof. S. Lepage [PTF]]

**Faculty of the School of Business and Economics:** Prof. C. Denomme, Dr. A. Gordon, Dr. H. Luitel, Prof. P. Matthews, Prof. B. Schuler-Chin  
[absent/regrets: ]

**Faculty of Cross-Cultural Studies:** Dr. N. Cameron, Dr. V. Jiménez-Estrada, Dr. S. Meades (Deputy Speaker), Dr. P. Steeves  
[absent/regrets: ]

**Faculty of Science:** Dr. T. Bruni, Dr. P. Dupuis, Dr. B. Schamp, Dr. D. Keough, Dr. N. Shaw (Speaker), Dr. C. Zhang, Dr. M. Yavuz-Muren  
[absent/regrets: ]

**Faculty of Computer Science and Technology:** Prof. S. Bhadra [PTF] Dr. Y. Feng, Dr. M. Nasir, Dr. Z. Rahman, Dr. G. Townsend  
[absent/regrets: ]

**Other Members:** Dr. L. Bloomfield, L. Brechin, Dr. S. Kosuta, E. Nahwegezhic, L. Neebar, M. Paul, Dr. D. Rogers, T. Spurway, Dr. A. Vezina, Dr. W. Wei, Dr. S. Xu  
[absent/regrets: T. Kakapshe, R. Mwaura, Vidhi, M. Wabano-McKay]

**Guests:** Dr. I. Imre, Dr. Michael Graydon, M. Ashraf, L. Duckworth (KPMG), I. Punjani, M. Turco

**Secretariat:** S. Giuliani, S. Kelly, N. Ladouceur, P. Quesnele (Secretary)

### 1. CALL TO ORDER

The meeting was called to order at 1:01 pm.

Dr. Nikki Shaw, the Speaker of Senate, was unable to chair the meeting. As such, Dr. Sean Meades, Deputy Speaker acted as meeting Chair.

#### 1.1. Acknowledgement of Traditional Territories

Dr. D. Rogers provided a land acknowledgement.

#### 1.2. Declarations of Conflict of Interest

None.

### 2. APPROVAL OF THE AGENDA

*Moved [Dr. L. Bloomfield / T. Spurway]: that the agenda for the January 10, 2025 meeting of the Senate be approved.*

Carried.

**Discussion:**

- The President's report was inadvertently omitted and was added to the agenda.

**3. APPROVAL OF THE MINUTES**

*Moved [Dr. G. Townsend / Dr. D. Keough]: that the Algoma University Senate approve the minutes from the Senate meeting on December 6, 2024.*

Carried with four abstentions.

**Discussion:**

- A Senator requested an amendment to the minutes under the Application of Establishment of University Policies and Procedures Policy to Senate Policies (Policy on Policies) to reflect a perceived comment from the Speaker at the end of the discussion that the Policy on Policies does not apply to Senate.
- It was noted that Dr. N. Murray was in attendance and would be added to the minutes.

**4. PRESENTATIONS**

**4.1. Senate Engagement in Ontario's Post Secondary Efficiency and Accountability Fund Review**

L. Duckworth from KPMG and Ilham Punjani provided a brief overview of the Ontario Post-Secondary Efficiency and Accountability Fund Review noting that the goal is to improve sustainability and student experience. Senators were provided with the scope of the review noting that a portion of such would be focused on the Senate and its governance practices and that in order to conduct the review KPMG would be observing meetings, reviewing key documents and conducting one-on-one or small group discussions.

**Discussion:**

- In response to a question about why KPMG would be observing Committee meetings, it was clarified that observing Senate committee work is part of the scope of the study in order to provide insights into how Senate committee recommendations flow up to the Senate and inform decisions.
- The President noted that it is anticipated that the provincial government will not entertain any increases in funding until there is evidence that the university system is operating efficiently and that this review is a part of this process and requested that Senators engage fully with the review processes.
- In answer to a question about financial indicators that would be utilized for the review, it was clarified that KPMG will look at costs, FTEs, cost distribution across the institution and how it compares with other institutions across the province.
- A Senator highlighted the importance of considering the role played by smaller departments in supporting larger departments. KPMG noted that program interdependencies would be taken into consideration. Following questions about the inclusion of Student-faculty ratio in the review, it was noted that quantitative data would be layered with a qualitative analysis.
- In answer to a question about how the review process is being decolonized, it was noted that KPMG must follow the process outlined by the Ministry of Colleges and Universities. It was further noted that specific metrics have been defined and included quantitative and qualitative variables which could help capture AU's specificity.
- Senators expressed the need to ensure the review examines the Special Mission of the University and inquired about the risk of having the results not align with such. KPMG

noted that their role is to provide a report to the ministry based on the specific metrics, however, they will layer the quantitative and qualitative data to outline what is important to the university.

- To the suggestion of comparing government funding with other provinces, KPMG indicated that the review is specific to Ontario, but data from other provinces is available and can inform the report.
- It was noted that the Senate Executive Committee suggested including additional documents from the City and Indigenous communities to emphasize the impact they expect to see from the University.

#### **4.2. Office of Academic Integrity Overview**

M. Ashraf presented the mission, vision, and strategic goals of the Office of Academic Integrity and outlined projects and future plans for the office.

##### **Discussion:**

- In response to a question about who would receive the Student Integrity-Building certificates, it was noted that students who attended all six workshops would receive such. A question was further raised about the offering of these workshops on the Timmins campus to which it was noted that this outreach will start in the winter semester.
- Senators discussed driving factors leading to academic violations beyond misunderstanding of academic integrity principles. A Senator noted that they would be willing to share department data with the Academic Integrity Office to support this.
- A Senator suggested training faculty members on the development of artificial intelligence and how to address it in their courses and design assignments around this.
- The President commended the Academic Integrity Office for the pilot project they conducted with CESD and expressed her hope to see more intensive strategies in place to raise awareness of the existing resources provided by the University.
- Senators discussed how to better support students, including onboarding and pre-course academic readiness, reviewing course scheduling, applying pre-requisites, offering in-person testing for online courses, and utilizing foundational academic writing courses. The Registrar noted that some of the issues related to scheduling and registration should be addressed with the implementation of the SIS system in the spring, noting that functionality will be implemented in phases.
- A Senator noted that part-time instructors may be unaware of academic integrity reporting processes and requirements, to which it was clarified that the Centre for Teaching and Learning provides training for part-time instructors. The VPAR also noted that all part-time and full-time faculty receive a faculty handbook and resources, and that staff in the Dean's Offices can provide support.

### **5. BUSINESS ARISING (for action or information)**

#### **5.1. Election of Senate Member to Serve on the Board of Governors**

A call for nominations was made and no nominations came forward.

##### **Discussion:**

- None

### **6. DECISION ITEMS (for action)**

#### **6.1. Senate Membership**

*Moved [Dr. L. Bloomfield / M. Paul]: that the Algoma University Senate approve the changes to the Senate membership slate as recommended by the Senate Executive Committee.*

Carried.

**Discussion:**

- None.

## **6.2. Senate Committee Membership**

*Moved [Dr. D. Woodman / Dr. V. Jimenez-Estrada]: that the Algoma University Senate approve the changes to the Senate Committee membership slate with amendments as recommended by the Senate Executive Committee.*

Carried.

**Discussion:**

- The Chair of the Appeals and Academic Standards Committee informed the Senate that Dr. E. Turgeon wished to remain the alternate member from the Faculty of Humanities and Social Sciences (FHSS) and as such the Committee does not have a designated member for FHSS. It was also noted that Dr. M. Graydon stepped down as the designated member from the Faculty of Cross-Cultural Studies.

*Moved [Dr. L. Bloomfield / Dr. V. Jimenez-Estrada]: to amend the Senate Committee Membership slate as presented to remove Dr. M. Graydon as the member from the Faculty of Cross-Cultural Studies, and to list Dr. E. Turgeon as an alternate member from the Faculty of Humanities and Social Sciences on the Appeals and Academic Standards Committee membership.*

Carried.

## **6.3. Senate By-law Revision**

*Moved [Dr. G. Townsend / Prof. P. Matthews]: That in order to preserve Senate's governance autonomy, the following language should be inserted into the preamble of the Senate By-laws:*

*"No policies, procedures, or practices external to the Algoma University Senate, except those legislated or mandated by the provincial or federal governments, shall supersede the right of the Senate to self-govern. Self-governance means the right of the Senate and its committees to set their own policies, practices, and procedures unencumbered by directives, policies, practices, or procedures external to the Algoma University Senate."*

Carried via secret ballot.

**Discussion:**

- The VPAR raised concerns about procedure, noting that the By-law change should have been reviewed by the Senate Governance Committee prior to being brought to the Senate. She also referred to the Senate custom of providing a written rationale and sending back for review motions that are not accompanied by such. She then raised concerns about the frequency and rapidity of changes to the By-laws. She further noted concerns about adherence of this By-law change to the AU Act, noting that the Act does not insulate the Senate from other policies at the University that are not specifically Senate policies. She invited the Senate to create its own policy guiding document to address the needs.



- The Secretary raised a point of order to share concerns related to governance and effective decision making processes. The Secretary advised that the process by which the motion was brought forward did not adhere to the Senate's custom of including a briefing note and a written notice of motion for the full membership of Senate to review and consider between meetings. The Secretary suggested that this process could be perceived as anti-democratic as Senators not in attendance, and the community, were not made aware of the motion to change the by-laws in a written notice of motion. The Secretary also outlined that the Senate Governance Committee Terms of Reference includes the responsibility to propose, periodically review and make recommendations to the Senate By-laws, governance policies and procedures of the Senate; however, this motion to change the by-laws did not come through the committee. The Secretary also raised concerns about the content of motion itself noting it appeared to be overstating the Senate's powers and did not demonstrate that the Senate is a governing body acting within the shared governance system at the University. The Secretary suggested that perhaps the path forward would be for the Senate to develop its own process to develop policies. The meeting Chair ruled against the point of order stating that the process was followed, although it was not habitual.
- The mover of the motion expressed that if the Secretary was there in a supporting role, the point of order should have come from the Senate rather than the Secretary. They then noted that the rationale was provided verbally and that the writing preceding the motion in the briefing note could be considered as the rationale. They further noted that the discussions at the previous Senate meeting were included in the Senate Executive package. The meeting Chair raised a point of clarification to note that the briefing note was provided to the Senate Executive.
- A Senator noted that university governance is an equal partnership between the Board and Senate and reiterated that the motion reaffirms the powers that the Senate already has, including the power to make their own rules, and clarifies that no outside influences can affect the Senate's work. They suggested getting clarity from the Ministry of Colleges and Universities on the AU Act and voiced that not everything needs to be reviewed by a Senate committee before coming to the Senate, noting that the motion was introduced under the Other Business agenda item.
- The Chair of the Governance Committee expressed that the academic freedom policy is a government mandate and, as such, would not pose inconsistency with the proposed by-law amendment. They expressed concerns about this item coming back to the Senate Governance Committee given the policy work underway. She further discussed the anxiety felt by the Senate about how academic programs are defined and who are defining them, noting that there is a sense that policy is being used to make that determination.
- The President agreed on the importance of the Senate's autonomy, but raised concerns about the language of the motion which could be problematic for the university and challenged later on. They outlined a legal opinion received which indicated that the Senate cannot confer powers to itself as its powers are conferred by the AU Act. The President suggested that the Senate seek legal advice to ensure good governance practice and respectfully asked that the motion be put aside and that a discussion be scheduled at the next Senate committee meeting.
- A Senator noted that the second statement related to self-governance seemed to conflict and requested more clarity around the Act and what the Senate actually does. A Senator noted that the Act clearly states that the Senate has purview over academic matters,

noting that the motion clarifies what the Senate is responsible for, which is academics. It was suggested to seek legal opinion from an employee side or a Canadian Association of University Teachers (CAUT) lawyer.

- It was noted that the motion excludes what is mandated by provincial or federal governments.
- A Senator moved to call the question and another Senator called for a secret ballot for such. A point of order was raised whether a vote was necessary to determine the use of a secret ballot. The meeting Chair declared a brief recess to review parliamentary procedure. The meeting Chair ruled that votes were required to call to question and utilize a secret ballot. The meeting Chair proceeded with the secret ballot process.

*Moved [Dr. G. Townsend / Dr. P. Steeves]: that the main motion be called to question.*  
Carried. 5 opposed. 1 abstention.

*Moved [Dr. D. Woodman / M. Paul]: that a secret ballot process be used for the main motion.*  
Carried. 1 abstention.

*Moved [Dr. V. Jimenez-Estrada / E. Nahwegeznic]: to extend the Senate meeting to 3:15 pm.*  
Carried with one opposition.

*Moved [Dr. G. Townsend / Dr. V. Jimenez-Estrada]: to extend the Senate meeting to 3:30 pm.*  
Carried.

#### **6.4. Appeals and Academic Standards Committee Recommendations**

##### **6.4.1. Committee Composition**

*Moved [L. Bloomfield / M. Paul]: that the Algoma University Senate approve the addition of the Manager, Academic Integrity Office to the composition of the Senate Appeals and Academic Standards Committee as a non-voting member.*  
Carried with one abstention.

##### **Discussion:**

- Following a question from a Senator, it was confirmed that this is a non-voting position.

##### **6.4.2. Disciplinary Regulations on Academic Integrity Policy Revisions**

*Moved [Dr. L. Bloomfield / Dr. B. Schamp]: that the Algoma University Senate approve the revisions to the Disciplinary Regulations on Academic Integrity as submitted by the Senate Appeals and Academic Standards Committee.*  
Carried with four abstentions.

##### **Discussion:**

- The Committee Chair noted that one of the goals of the revisions is to integrate the role of the Academic Integrity Office into the policy and to incorporate suggestions from faculties and best practices from across the sector.
- A Senator inquired about the rationale behind a change surrounding what an instructor is expected to do, with respect to the use of the word 'must' versus the former use of 'may.' A Senator noted that language in the policy should require submission of Notices of Offence as there is no incentive for this work to be done by part-time faculty members.

- A Senator requested a correction to revise the policy's use of "offense" to "offence" to align with the Canadian spelling of such. This amendment was accepted.
- A Senator inquired about whether students would be penalized with two warnings if they were to commit two offences within the same timeframe expressing concerns that students would not have the opportunity to learn from the first warning before being issued a second. The Chair of the Committee noted that if two Notices of Offence are submitted, they would count as two warnings. A number of Senators voiced their support for this to ensure consistency and fairness.
- A Senator noted the changes to the process and new ten-day timeline and inquired if comparable changes to the process of reporting final grades would be made as faculty have to speak to students before submitting a Notice of Offence. They also inquired if there would be a possibility of submitting final grades with language such as "under consideration". The Chair of the Committee noted that the Dean's offices are not releasing grades until the Notices of Offence are submitted. They further noted that they are trying to curb the practice of submitting Notices of Offence weeks after grades have been posted, or after the end of the semester, and have been working with the Registrar's Office to reduce the delay grades to be visible for students. A Senator raised concerns about holding grades back as faculty have the authority to decide the grade applied, noting that the Committee can overturn the grade only if a student appeals the grade. The Registrar noted that they would not change the grade but only hold the grade until the Notice of Offence is released which would allow students to understand why their grade is lower.
- Senators raised concerns about workload issues given the rigidity of the five-day response periods, noting that it may be impossible for faculty with a large number of AIVs to meet the deadlines, therefore raising the possibility of faculty not submitting Notices of Offence. It was also noted that the timeline may also be too short for students to respond. The Chair of the Committee noted that if there are numerous Notices of Offence to submit, the AIO could help with the workload. It was confirmed that the days are business days.
- In answer to a question about the role of the Academic Integrity Office in suggesting higher penalties for repeat offenders and criteria used to determine completeness of applications, it was clarified that the Academic Integrity Office will only verify that submissions are fully complete, and will not make any determination on the cases or the quality of the material and information submitted, nor would they make suggestions for higher penalties.

*Moved [Dr. G. Townsend / Dr. A. Ridout]: to extend the Senate meeting to 3:45 pm.*

Carried with two opposed.

- The Chair of the Committee noted that, if approved, the new policy would apply to academic offences that occur in the winter 2025 term and onward. Notices of Offence for fall 2024 would adhere to the previous policy.

*Office Moved [Dr. G. Townsend / Dr. A. Ridout]: to extend the Senate meeting to 4:00 pm.*

Carried.

- A Senator initiated a discussion on best ways to identify academic integrity violations to which a point of order was raised noting that this discussion was not relevant to the motion on the floor. The meeting Chair ruled that the discussion was not germane to the main motion and ruled in favour of the point of order.
- The Chair of the Appeals and Academic Regulations Committee commended committee members who dedicated a significant amount of time towards adjudicating appeals.
- A Senator raised a question of privilege asking Senators to refrain from having parallel conversations in the Zoom chat. The meeting Chair noted that the point was well taken.

*Moved [Dr. G. Townsend / Dr. P. Steeves]: to extend the Senate meeting to 4:15 pm.*

Carried.

## **6.5. Quality Assurance Committee Recommendation**

### **6.5.1. Faculty of Humanities - Report on the Status of the Implementation Plan (18-month Status Report) - Visual Arts**

*Moved [Dr. A. Ridout / Dr. P. Steeves]: that the Algoma University Senate approve the Report on the Status of the Implementation Plan (18-Month Status Report) for the Visual Arts Program, 2020/21 Cyclical Program Review as submitted.*

Carried.

#### **Discussion:**

- Senators commended Visual Arts noting their successful use of the online courses to drastically increase FTEs. A Senator noted that these numbers should be taken into consideration when resources and as part of the Efficiency and Accountability Fund Review.
- In response to a concern raised about the space for visual arts in the President's report, the President indicated that work was underway to redesign the space in alignment with the budget.

## **6.6. Academic Planning and Priorities Committee Recommendations**

### **6.6.1. Faculty of Computer Science and Technology- Substantial Major Modification**

*Moved: [Dr. G. Townsend / Dr. B. Schamp ] that the Algoma University Senate approve the proposed substantial Major Modification to the BSc Computer Science program as presented by the Faculty of Computer Science and Technology - as recommended by the Quality Assurance Committee and the Academic Planning and Priorities Committee.*

Carried.

#### **Discussion:**

- The Faculty Chair noted that the modification will allow students to pursue a BSc Computer Science program in Brampton and eventually some courses could be offered to high school students. The President noted the importance of this conversation in relation to the University's conversations with the provincial government for domestic corridor funding and PAL allocations.
- The Dean of Science noted concerns with psychology not being classified as a science program by the province's definitions, to which the President indicated that this issue also needed to be addressed.

**6.6.2. Change of Field of Approved FCST Faculty Position from Extended Reality/Information Technology (XR/IT) to Mathematics**

*Moved [Dr. G. Townsend/ Dr. P. Steeves]: that the Algoma University Senate recommend to the President and Vice-Chancellor the change of field of an approved FCST faculty position from XR/IT to Mathematics as recommended by the Academic Planning and Priorities Committee.*

Carried.

**Discussion:**

- None.

*Moved [Dr. P. Steeves/ L. Brechin]: to extend the Senate meeting to 4:30 pm.*

Carried.

**7. INFORMATION ITEMS**

**7.1. Introduction of a Consent Agenda**

The meeting Chair noted that the Senate Executive Committee discussed and with to proceed with using a consent agenda for the Senate, which is a commonly utilized practice where routine, non-controversial items that are not anticipated to garner discussion or debate are grouped together and approved under a single vote. It was noted that utilizing this practice, any item within the consent agenda could be pulled onto the main agenda if requested by a Senator. It was outlined that the Senate Executive Committee would decide which items should be included in its agenda setting practices and will test the consent agenda at its next meeting with the intent of implementing it at the next Senate meeting.

**Discussion:**

- It was clarified that Senators' requests to move items out of the consent agenda could be made before approval of the consent agenda.

**7.2. Follow-Up: Approach to Senate Policy Development**

**Discussion:**

- The meeting Chair invited Senators to provide feedback using the Google form included in the briefing note.
- It was clarified that despite the By-law revision approved, the Senate still lacks a policy for the Senate to develop its own policy and this form provides opportunity for feedback.

**7.3. Convocation Awards**

**Discussion:**

- The meeting Chair called for nominations before the February 28, 2025 deadline.
- It was clarified that the Honorary Member of Algoma University and Honorary Degree are typically bestowed upon external individuals. Criteria are included in the document.

**7.4. Upcoming Presentations**

**7.4.1. Ontario Mental Health and Addictions Research and Training Institute [February / March]**

**Discussion:**

- A Senator noted that the presentations delay Senate meetings when slated at the start of the meetings and suggested moving them to town halls given their

relevance to the entire university community. The meeting Chair noted that the Senate Executive would take this suggestion into consideration.

**7.4.2. LEAP Program [February]**

**Discussion:**

- None.

**7.4.3. PACE Programs [February]**

**Discussion:**

- None.

**7.5. Responsibility Centered Management (RCM) Fund Update - Oct. 31, 2024**

**Discussion:**

- None.

**7.6. Council of Ontario Universities (COU) Academic Colleague Report**

**Discussion:**

- None.

**7.7. Reports of the Standing Committees**

Reports were treated as presented.

**7.7.1. Academic Planning and Priorities Committee**

*Committee report submitted.*

**Discussion:**

- It was noted that in relation item three in the Committee report regarding the President's letter to the committee on low-enrolment programs, the Committee decided not to strike a task force, rather, they would undertake the necessary work at the Committee level. The Committee requested additional data and Committee members will reach out to colleagues for additional information.

**7.7.2. Academic Regulations and Petitions Committee**

*No Committee report submitted.*

**Discussion:**

- None.

**7.7.3. Appeals and Academic Standards Committee**

*No Committee report submitted.*

**Discussion:**

- None.

**7.7.4. Board-Senate Liaison Committee**

*The Committee has not met since the last Senate meeting.*

**Discussion:**

- None.

**7.7.5. Curriculum Committee**

*No Committee report submitted.*

**Discussion:**

- None.

**7.7.6. I-EDI Committee**

*Committee report submitted.*

**Discussion:**

- None.

**7.7.7. Quality Assurance Committee**

*No Committee report submitted.*

**Discussion:**

- None.

**7.7.8. Research Advisory Committee**

*No Committee report submitted.*

**Discussion:**

- None.

**7.7.9. Senate Governance Committee**

*The Chair noted that there were no significant updates to report to the Senate.*

**Discussion:**

- None.

**7.7.10. Teaching Learning and Technical Support Services**

*The Committee has not met since the last Senate meeting.*

**Discussion:**

- None.

**8. STANDING REPORTS**

**8.1. Decanal Reports**

**Discussion:**

- None.

**8.2. Vice-President Academic and Research Report**

The VPAR invited Senators to join them in celebrating Dr. M. Piercey-Normore's retirement and contributions to the University.

The VPAR noted that the grade reporting approval process seems to have worked well in the fall. The grade submission process will be reviewed with the Registrar to continue to make improvements.

**Discussion:**

- None.

**8.3. President and Vice-Chancellor Report**

The President indicated that the federal government gave the provinces their PAL allocations in late December 2024 and that the University should receive its allocation in mid-late January 2025.

The President congratulated Dr. Deb Woodman who has been promoted to Associate Professor, Dr. Sean Meades who has been granted tenure; and librarian candidate Lisa Schoner-Saunders, who was also granted tenure. The President thanked the Speaker for taking the time to visit the Brampton Campus and noted that K. Rousseau would attend Senate meetings as the University is moving into budget deliberations.

*Moved [Dr. V. Jimenez-Estrada / Dr. T. Bruni]: to extend the Senate meeting to 4:45 pm.*  
Defeated.

**Discussion:**

- Following a question about hiring requests from faculties, it was clarified that they can be submitted to the Academic Planning and Priorities Committee (APPCOM), but until the University's PAL allocation is known, the Committee may not review them. It was further noted that the hires that were in negotiations proceeded and the Committee is keeping an ongoing list, but not proceeding to post most requests, until budget information is provided.
- A Senator urged the APPCOM to review hiring requests related to vacancies noting the importance of resourcing departments that offer courses taken by students from all departments. The President reiterated the importance of the work of APPCOM on the creating plans for lower enrollment programs to get a sense of the departments' plans and to show the interconnections between faculties and programs which will help in the planning process.
- A Senator noted that there is language in the new Full-Time Collective Agreement for Contract Limited Term Appointment (CLTA) extensions, but asked for confirmation that a position into which a CLTA will take a tenure track position needs to be separately approved.
- A Senator noted that the delays in hiring non-faculty positions within the Library are being felt, particularly in writing support.
- A Senator inquired if the most recent enrollment data (after the Winter 2025 semester add-drop date) could be provided to KPMG for the efficiency audit, especially for the lower enrollment programs as some have made significant progress recently. The President noted that she would follow up on this request.

**9. DISCUSSION AND QUESTION PERIOD**

**Discussion:**

- A Senator asked if a Special Senate meeting needed to be called to cover items not discussed during the meeting. The meeting Chair noted that five Senators can request a special meeting otherwise the Senate Executive will take under advisement the size of the agenda to make adjustments to the February meeting agenda.

**10. ADJOURNMENT**

*Moved [Dr. G. Townsend / Dr. A. Ridout]: to adjourn the Senate meeting at 4:30 pm*  
Carried.

**Discussion:**

- None.



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## Senate Executive Committee Recommendation: Senate Committee Membership Update

Senate Meeting Date: 07 FEB 2025

PURPOSE:

Expedited

PREPARED BY:

Approval

Discussion

Information

Committee Name: Senate Executive

Committee Chair: Dr. Nikki Shaw, Speaker of Senate

Other Contributor(s): Shannon Kelly, Associate University Secretary

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### 1.0 MOTION / DISCUSSION

*Moved [ / ]: that the Algoma University Senate approve the changes to the Senate Committee membership slate as recommended by the Senate Executive Committee.*

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### 2.0 EXECUTIVE SUMMARY

The Senate Committee membership slate has been updated to reflect the following:

1. The appointment of Dr. Olivia Pastore to the Appeals and Academic Standards Committee and an alternate member from the Faculty of Science.
  2. The resignation of Dr. Ed Turgeon from the Appeals and Academic Standards Committee as the alternate member from the Faculty of Humanities and Social Sciences.
  3. The appointment of Dr. Christine Madliger to the Senate I-EDI Committee.
  4. The resignation of Dr. Teryn Bruni from the Senate Governance Committee.
- 

### 4.0 ATTACHMENTS

1. Revised Senate Committee Slate 2024-2025

# Revised Senate Committee Slate 2024-2025

**Senate Committee Membership Term:** July 1, 2024 - June 30, 2025

Highlighted in orange: nominations submitted after December 6, 2024

Highlighted in yellow: no candidate or awaiting nomination

## Senate Executive Committee

Dr. Nikki Shaw [Speaker of Senate]

Dr. Sean Meades [Deputy Speaker of Senate]

Dr. Donna Rogers [Interim Vice-President Academic and Research]

Dr. Linda Burnett [Chair, Humanities & Social Sciences [FHSS]

Dr. Paul Dupuis [Chair, Faculty of Science (FoS)]

Professor Pelham Matthews [Chair, Faculty of Business & Economics (FoBE)]

Dr. Paulette Steeves [Chair, Faculty of Cross Cultural Studies (FCCS)]

Dr. George Townsend [Chair, Faculty of Science (FCST)]

Loretta Neebar [University Registrar]

## Academic Planning and Priorities Committee

Dr. Donna Rogers [Interim Vice-President Academic and Research]

Dr. Istvan Imre [Associate Vice-President Academic (ex-officio, non-voting)]

Dr. Laurie Bloomfield [Dean - FoS]

Dr. William Wei [Dean - FoBE]

**TBD [Dean - FHSS/FCCS]**

Loretta Neebar [University Registrar]

Dr. Linda Burnett [Chair, FHSS]

Dr. Paul Dupuis [Chair, FoS]

Professor Pelham Matthews [Chair, (FoBE)]

Dr. Paulette Steeves [Chair, FCCS]

Dr. George Townsend [Chair, FCST]

Cheryl Toulouse [Student]

## Academic Regulations and Petitions Committee

Loretta Neebar [University Registrar]

Shelley Mitchell [Assistant Registrar, Admissions]

Dr. Jo-Anne Ryan [FoBE]

Dr. Isaac Darko (F24) / Sean Meades (W25) [FCCS]

Dr. Tony Robinson-Smith [FHSS]

Dr. Dave Brodbeck [FoS]

Dr. George Townsend [FCST]

Anvi Thakkar [Student]

## Appeals and Academic Standards Committee

Dr. Hari Luitel [FoBE]

**TBD [FoBE Alternate]**

**TBD [FCCS]**

Isaac Darko [FCCS Alternate]

**TBD [FHSS]**

**TBD [FHSS Alternate]**

Dr. Christine Madliger [FoS]

Dr. Olivia Pastore [FoS Alternate]

Dr. Rashid Khokhar [FCST]

Dr. Ping Luo [FCST Alternate]

Dr. Laurie Bloomfield [Academic Dean]

Lorretta Neebar [University Registrar]

Abdul Hayyi [Student]

Nidhi Patel [Student Alternate]

Minion Paul [Student Alternate]

## Board-Senate Liaison

Dr. Nikki Shaw [Speaker of Senate]

Dr. Alice Ridout [Senator-at-large from the FT teaching staff not currently serving on the Board]

Dr. Paulette Steeves [Senator-at-large from the FT teaching staff not currently serving on the Board]

Kelli-Ann Lemieux [Chair of the Board of Governors]

Robert Battisti [External Board member]

Arjun Batra [External Board member]

## Curriculum Committee

Lorretta Neebar [University Registrar]

Dr. William Wei [Academic Dean]

Dr. Istvan Imre [Associate Vice-President Academic (ex-officio, non-voting)]

Dr. Warren Johnston [FHSS]

Dr. Sean Meades [FCCS]

Dr. Chantal Lemieux [FoS]

Dr. Jo-Ann Ryan [FoBE]

Dr. Ajmery Sultana [FCST]

Tracy Spurway [University Librarian (non-voting)]

Wayne Thompson [Student]

## Quality Assurance Committee

Dr. Donna Rogers [Interim Vice-President Academic and Research]  
Dr. Istvan Imre [Associate Vice-President Academic (ex-officio, non-voting)]  
Dr. Laurie Bloomfield [Academic Dean]  
Dr. Aaron Gordon [FoBE]  
Dr. Vivian Jimenez-Estrada [FCCS]  
Dr. Ed Turgeon [FHSS]  
Dr. Paul Dupuis [FoS]  
Dr. Faria Khandaker [FCST]  
Lorretta Neebar [University Registrar]  
Brittany Paat [Academic Support Officer]  
Nidhi Patel [Student]

## Research Advisory Committee

Dr. Asima Vezina [President and Vice-Chancellor]  
Dr. Donna Rogers [Interim Vice-President Academic and Research]  
**TBD [Academic Dean]**  
Tracy Spurway [University Librarian]  
Dr. Omar Abou-Kasm [FoBE representative with active research programs]  
Dr. Laura Wyper [FCCS representative with active research programs]  
Dr. Monika Thakur [FHSS representative with active research programs]  
Dr. Brandon Schamp [FoS representative with active research programs]  
Dr. Miguel Garcia-Ruiz [FCST representative with active research programs]  
**TBD [Representative from any of the Faculties with a good understanding of Indigenous cultures and education]**  
Dr. Melis Yavuz-Muren [Representative from any of the Faculties with a good understanding of Equity, Diversity and Inclusion]

## Senate Governance Committee

### *Voting Members*

Dr. Nikki Shaw [Speaker of Senate]  
Dr. Asima Vezina [President & Vice-Chancellor]  
Dr. Donna Rogers [Interim VPAR]  
Dr. William Wei [Dean]  
Dr. Nairne Cameron [Senator from FCCS]  
Dr. Alice Ridout [Senator from FHSS]  
**TBD [Senator from FoS]**  
Dr. Pelham Matthews [Senator from FBE]  
Dr. Zamilur Rahman [Senator from FCST]  
Minion Paul [Student Senator]

*Non-Voting Members/Resource Member(s)*  
Secretariat Office

## Senate I-EDI Committee

Dr. Donna Rogers [Interim Vice-President Academic and Research]

Patty Chabbert [Acting Vice-President Nyaagaanid]

Dr. Paulette Steeves [Member from FCCS]

Dr. Isaac Darko [Member from FCCS]

Dr. Walter Chan [Member from FHSS]

**TBD [Member from FHSS]**

**TBD [Member from FBE]**

**TBD [Member from FBE]**

Dr. Monica Ghabrial [Member from FoS]

Dr. Christine Madliger [Member from FoS]

Dr. Randy Lin [Member from FCST]

Dr. Syed Muhammad Danish [Member from FCST]

**TBD [Part-Time Teaching Staff Member]**

Shelby Bennett [Student member appointed by SASA]

Abdul Hayyi [Student member appointed by AUSU]

Krista McCracken [Non-Teaching Employees Member]

## Teaching & Learning and Technical Support Services Committee

Dr. Jody Rebek [FoBE]

Dr. Ushnish Sengupta [FCCS]

Dr. Nathan Murray [FHHS]

Dr. Jodi Webber [FoS]

Dr. Miguel Garcia-Ruiz [FCST]

**TBD [Academic Dean]**

Tracy Spurway [University Librarian]

John Peters [Director of Innovation and Technology]

Dawn White [Director of Experiential Learning/International Affairs]

Dr. Saud Taj [Director of Teaching and Learning Centre]

Anvi Thakkar [Student (AUSU)]

Elizabeth Nahwegezhic [Student (SASA)]

Last update: January 23, 2025





## Board-Senate Liaison Committee

**SENATE MEETING DATE:**

07 FEB 2025

**PREPARED BY:**

Kelli-Ann, Board Chair and Committee Co-Chair  
Nikki Shaw, Speaker of Senate and Committee Co-Chair  
Paul Quesnele, Board Secretary and Senate Secretary

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**DATE OF MEETINGS REPORTING ON:**

January 16, 2025

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### COMMITTEE REPORT

The Board-Senate Liaison Committee (BSL) met on January 16, 2025 and discussed the following:

**Meeting Schedule**

The committee agreed to the following schedule for the remainder of the cycle: 5pm - 6pm on the following Thursdays: March 20, 2025 (3rd Meeting); and May 15, 2025 (Fourth Meeting).

**Board-Senate Joint Retreat**

The BSL Committee reviewed options for retreat facilitators and selected Dr. Jessica Riddell. Areas of focus for the retreat will include:

- collaborative and collective thinking on key governance concepts, member understandings of fiduciary responsibility, and creation of new bonds or common ground between the governing bodies;
- clarifying roles and responsibilities of Board and Senate in a bi-cameral governance system;
- relationship building in the governance system.

The BSL Committee discussed the development of a list of potential facilitators for retreats, and opportunities for shared learning between the governing bodies.

**Senate Member Nomination to Board of Governors Membership**

The BSL Committee discussed the lack of a nomination thus far for this role. The Board Chair advised that this role is an important perspective on the Board of Governors and that she would be happy to meet with anyone who may express interest in this role to provide clarity with respect to the role.

**Update from Council of Chairs of Ontario Universities (CCOU)**

The Board Chair provided an update on the landscape of the Ontario Universities sector including funding implications and the public perception of higher education.

From: Quality Assurance Committee

Re: Chairs Report (Dr. Paul Dupuis) to February Senate

Date: January 23, 2025

The Quality Assurance Committee has met twice, once in December 2025 and once in January 2025, since the last report. During these meetings the following were addressed:

- Review of Major Modification for the BSc in Computer Science program.
- Review of the Report on the Status of the Implementation Plan for the Visual Arts program.
- Review of the Cyclical Program Review Self Study from the Music program.
- Review of a minor modification from the History program.

Respectfully submitted by Dr. Paul Dupuis

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**Committee Name:** Governance Committee  
**Report to Senate**

**Senate Meeting Date:** 07 Feb 2025

**PREPARED BY:** Alice Ridout, Chair

**Committee Name:** Governance Committee

**Committee Chair:** Dr. Alice Ridout

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The Governance Committee has met twice since our last report to Senate:

10:30 am – 12:00 pm, 13 December, 2024

10:30 – 11:45 am, 17 January, 2025.

Our meetings focused on the development of the Appointment of Deans Policy and Procedures.

It was noted in our meeting on 13 December that the Algoma University Act (2008) empowers the Senate “to appoint the faculty deans” (Section 24, Powers of Senate (c)). The Senate does not make a “recommendation” but an “appointment.” Our current procedure for the Appointment of Deans, which is laid out in the Senate Committees Terms of Reference for the Decanal Review/Search Committee, is to carry out an “evaluation procedure” regarding the current Dean seeking renewal which includes reviewing “past performance evaluations.”

The Committee was concerned about whether this violated any legislation regarding the Dean’s rights to privacy. The relationship between the Administration’s supervisory role of a current Dean and the Senate’s right to review a current Dean seeking reappointment in order “to appoint” them as per the Act was also unclear to us.

Therefore, on 17 January, 2025, invited human resources experts joined the committee to gather an understanding of our concerns. Tiffany Gallivan and Aparna Watman kindly attended our meeting. We were able to have a detailed discussion to clarify our questions. They will report back to us regarding any limitations legislation may place on what can be shared with the Decanal Hiring Committee. These issues of confidentiality also would apply to the process for appointing an interim and/or acting dean.

This consultation has caused a slight delay to our planned time frame for developing this policy and procedure. However, we trust that consulting early with HR specialists will mean that we do not spend further time discussing and developing wording for this policy and procedure that may not be in alignment with the relevant legal requirements. When we have a final draft ready to share for consultation purposes with the relevant parties, we can be confident it is in legal alignment.

Respectfully submitted by Alice Ridout, Chair, Governance Committee



## Faculty of Business and Economics | February 2025

Report submitted by: Dr. William Wei - Dean, Faculty of Business and Economics

Date: 7-Feb-2025

### Major Accomplishments of Faculty Members in Research, Teaching, and Service

#### Business Schools Association of Canada (BSAC)

**Dean Dr. William Wei** was elected as a board member and served as a member of the research committee of [BSAC](#). BSAC has received 24 research submissions this year: 11 for Reconciliation in Action and 13 for Post-Pandemic Engagement and Re-Engagement on Campus. **Professor Jody Rebek** has submitted two research proposals: to support student entrepreneurial and work-integrated research and another for Indigenization in a business course.

#### North American Case Research Association (NACRA)

**Dean Dr. William Wei** was appointed as the Vice President, Case Marketing, by the executive board of [North American Case Research Association \(NACRA\)](#) for a three-year term. NACRA is a world leading non-profit academic organization on business case research. Dr. Wei has served as a board member of NACRA since 2018 for a consecutive 7 years.

#### Student and Faculty Orientation

On January 6, FBE greeted our incoming students, introduced business and economics programs and answered students' questions at the student orientation. Thanks go to **Professor Nusrate Aziz**, Ms. Teresa Ko and Ms. Aroob Pirzada at our Brampton campus. On January 15, the Deans hosted a faculty orientation and 65 participants joined.

#### BBA - Environmental Scan

During the spring of 2024, the Department of Business Administration agreed to conduct a research project on an environmental scan of BBA programs with a particular focus on AACSB (Advance Collegiate Schools of Business) accredited schools. As such, under the supervision of **Dr. Aaron Gordon**, Sierra Stefanizzi was hired as a Research Assistant. The purpose of this project is to conduct a comparative analysis of Algoma University's Bachelor of Business Administration program (BBA) against BBA programs from AACSB accredited schools in Canada, USA, Europe and UK. This research aims to identify key areas for innovation and improvement, ensuring the program remains competitive, relevant, and positioned for future accreditation by AACSB. Data has been collected from 18 universities for a comparative analysis on:

- Total number of core BBA courses;
- The breadth of course subjects in BBA programs;
- Academic literature review on recommendations for university business courses over the next decade

Sierra has been providing updates at the monthly Department meetings and taking guidance from this faculty-led research initiative. Over the next 5 months, faculty in the Department of Business Administration will be using Sierra's research to evaluate AlgomaU's BBA program and make recommendations for enhancement and relevance.

#### HRPA - Re-accreditation Submission of HR Specialization

The Department of Business Administration has resubmitted all 9 course outlines from their HR specialization to the Human Resource Professional Association (HRPA) for re-accreditation. The Department's HR specialization was re-accredited in 2015 and as such all courses were submitted again, as part of their efforts to enhance quality control and maintain their accreditation. The accreditation creates a seamless pathway for graduates of this specialization to meet all of the academic requirements needed to pursue their HR professional designation as it provides them with recognized pathways for professional growth and career advancement in the field of human resources.

### List of Research Publications, Conference Presentations, Performances, and Events

Please refer to the [Appendix](#) for the recent publication and conference presentations.

# DEAN'S SENATE REPORT

## Faculty of Business and Economics | February 2025 - APPENDIX

Report submitted by: Dr. William Wei - Dean, Faculty of Business and Economics

Date: 7-Feb-2025

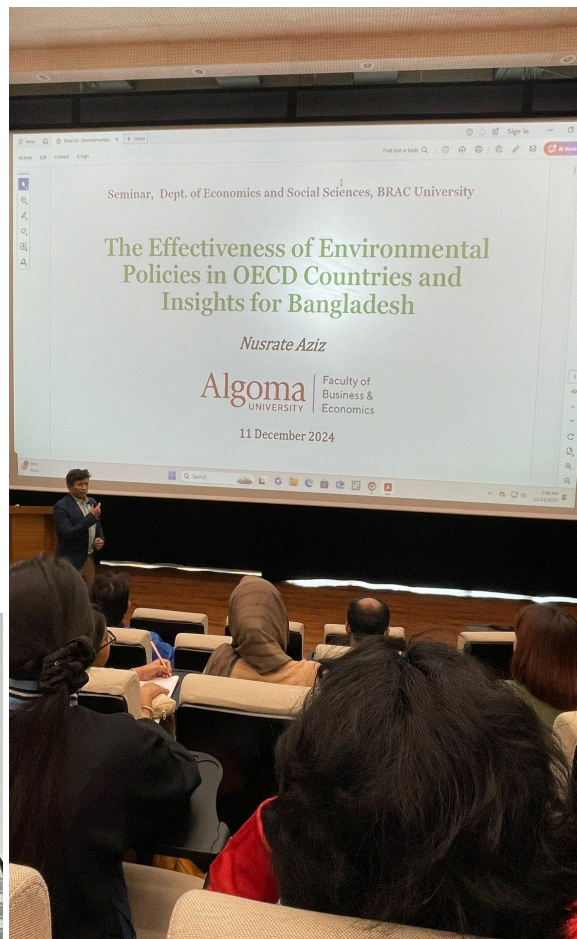
### List of Research Publications, Conference Presentations, Performances, and Events

Dean Dr. William Wei was invited to the Faculty of Business Case Consortium (FBCC) Case-based Teaching and Research Conference held by The Hong Kong Polytechnic University on 16-18 December, 2024 in Hong Kong. The goal of the conference was to foster in-depth exchanges among scholars from around the world about case teaching and case research. In the Case Poster Session, Dr. Wei's case entitled "Moutai in Canada: Cultural Mixing Marketing" won the best case award.



**Dr. Taslima Nasreen**, the lead author, has had her paper titled "Dichotomizing Salient Stakeholders with Organizational Hypocrisy: Evidence from an Argentinian Agro-Giant" accepted for publication in the *Academia Revista Latinoamericana de Administración Journal*, which has a Scopus CiteScore of 3.3. The two co-authors of the paper are Dr. Eliana Werbin from the National University of Córdoba in Córdoba, Argentina, and Dr. Cecilia Ficco from the National University of Río Cuarto in Córdoba, Argentina.

**Dr. Nusrate Aziz** was invited to give presentations in two universities in Bangladesh in December 2024 - (1) Topic: "The Effectiveness of Environmental Policies in OECD Countries and Insights for Bangladesh" on December 11, 2024 at BRAC University; (2) Topic: "Shaping the Future: Policies and Initiatives for Effective Climate Change Mitigation" on December 19, 2024 at the University of Chittagong.



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## Faculty of Science | February 2025

Report submitted by: Dr. Laurie Bloomfield - Acting Dean, Faculty of Science

Date: 2025-02-07

### Major Accomplishments of Faculty Members in Research, Teaching, and Service

#### Faculty Focus: Dr. Karolina Bearss

In a collaborative effort between **Dr. Karolina Bearss**, Assistant professor in the Department of Psychology, and researchers at York University, University of Guelph, and Canada's National Ballet School, a new study is the first to show that dancing can improve mood circuits and depression in people with Parkinson's disease. This breakthrough can lead to positive life impacts for those suffering from the disease or experiencing other mood disorders. The citation is below:

**Bearss, K.A.**, Barnstaple, R.E., Bar, R.J., DeSouza, J.F.X. (2024). Impact of Weekly Community-Based Dance Training Over 8 Months on Depression and Blood Oxygen Level–Dependent Signals in the Subcallosal Cingulate Gyrus for People With Parkinson Disease: Observational Study. *JMIRx Med*. DOI: [10.2196/44426](https://doi.org/10.2196/44426).

The study received significant media and news attention: [AlgomaU News](#); [Sault This Week](#); [US News](#); [Science Daily](#); [World Health Net](#); [The Washington Post](#); [Parkinson's News Today](#)

### Welcome to New Faculty

The Faculty of Science and Department of Psychology would like to welcome two faculty members who have recently transferred from the School of Social Work, **Dr. Rose Cameron** and **Dr. Jodi Webber**. Welcome to the Faculty of Science and we look forward to working with you!

### Community Engagement Events/News

#### Executive Director Search - Sault Ste. Marie. Innovation Centre

Professor of Biology **Dr. Michael Twiss**, Director of the Board for the [Sault Ste Marie Innovation Centre](#) is currently chairing the search for a new Executive Director for this provincial innovation centre that fosters effective partnerships, encourages sustainability, and develops talent in and for the Algoma region.

#### Health Programming Round Table #1 - Water Tower Inn

Drs. Teryn Bruni and Jodi Webber, from the Department of Psychology, are hosting a community Round Table event today, February 7, 2025, to hear from various community stakeholders the types of professional education and training they would like to see from Algoma University graduates that would assist the growing needs of Sault Ste. Marie in the areas of health quality, implementation science, innovation, and leadership. This will help inform the process of designing new programming at Algoma University for those who want skills for a career in health.

#### Algoma University Welcomes NOSM-U President

On January 23 2025 Algoma University hosted the newest President of NOSM-U, Dr. Michael Green, and several other NOSM-U leaders for a meet-and-greet and a tour of the AU campus, including the "Reclamation of Shingwauk Hall" Exhibit. The joint AU/NOSM-U group had an opportunity to express continued support for the Agreement of Collaboration

signed in 2009 (and again in 2023) and learn about what AU has to offer regarding programming (current and future), research, and infrastructure to support both.

## **List of Research Publications, Conference Presentations, Performances, and Events**

Schamp, B., Jones, R., Fahey, C., Brazeau, H., Koyama, A., Maherali, H., & Antunes, P. (*In Press*). The assembly of plant communities in relation to overlap in mycorrhizal and pathogenic root fungi. *Functional Ecology*.

Shamp, B. (paper). The Impact of Neighbour Removal on Flowering Time. Annual Meeting of the British Ecological Society, Liverpool (December 2024).

Denison, A. (graduate student [Schamp] poster). The Influence of Neighbours and Fertilization on Flowering Time and Pollinator Interactions in Perennial Plant Communities. Annual Meeting of the British Ecological Society, Liverpool (December 2024).

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## NORDIK Institute | February 2025

Report submitted by: NORDIK Institute

Date: 07-Feb-2025

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## Major Accomplishments of Faculty Members in Research, Teaching, and Service

### Community Support Team

The Community Support teams hosted Creating Connections: Community Engagement Session with the National Centre for Truth and Reconciliation and the Children of Shingwauk Alumni Association on January 7th and 8th at Shingwauk Kinoomaage Gamig.

### Keepers of the Circle Social Entrepreneurship Program

Introduction to Entrepreneurship and Intermediate Entrepreneurship virtual programs will begin on January 27th & 28th. This program is in collaboration with Keepers of the Circle. Participants include Indigenous women, 2 Spirit and Non-binary individuals interested in social entrepreneurship.

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# SENATE REPORT

## Vice-President Academic and Research | February 2025

Senate Meeting Date: 07-Feb-2025

PURPOSE:

Expedited

Prepared By: Donna M. Rogers, PhD - VPAR (Interim)

Approval

Discussion

Information

### VPAR Office

I am pleased to present this report on behalf of the VPAR team. I wish to thank Dr. Michele Piercey-Normore for her service as VPAR; Dr. Piercey-Normore retired in January from Algoma University and the entire team recognizes her service and wishes her well in her retirement.

### AVP-Academic and Continuing Education

#### Graduate Studies

The School of Graduate Studies, in collaboration with the Student Life team and the Graduate Admissions and Support team hosted a series of orientation events, including Meet and Greet, Policy Orientation session, Program Presentation and Master's Student Social at the start of the Winter semester. These events successfully introduced new and returning students to academic policies, program expectations and campus resources while fostering a welcome and inclusive environment.

#### *Teaching and Learning, Quality Assurance, and PACE*

#### Professional and Continuing Education

##### Continuing Education Certificate in Project Management

The recruitment of new Student Leadership Team members for the Project Management Student Guild has been completed, and the new members are currently in the process of being onboarded. We have confirmed an event in collaboration with the Project Management Institute Lakeshore Chapter, scheduled for February 24 at 18:00. This event will feature two female professionals from the project management field—one from aerospace and the other from information technology—who will share their experiences. A panel discussion will follow their presentations. Another event is planned for March, which will focus on project management collaboration tools, featuring an expert in this area. Although these sessions are typically charged, we have leveraged our connections to offer them free of charge to PACE learners.

## **Continuing Education Certificate in Information Technology Virtual Reality**

We are currently participating in a new technology pilot, Bodyswaps, which utilizes immersive technology to enhance the learning experience. The next step involves our Career Services team preparing interview questions related to augmented reality and virtual reality. These questions will enable students in the program to voluntarily participate using the headsets provided as part of the program. The insights gathered from this pilot will help Algoma University assess the potential for expanding this type of learning experience to the entire student population.

## **Algoma Learners Early Access Program - Essential Project Management Essentials - Micro-Credential**

The micro-credential program for the previous term concluded on December 20, 2024, with 16 students successfully completing the course. These students will receive their certificates during the graduation ceremony on January 28, 2025. The next offering is scheduled to begin in February 2025 for the Winter term. The Family Night event will take place on January 30, with student orientation scheduled for January 31, and the first day of the micro-credential program will be on February 03, 2025. This new term is set to conclude on June 18, 2025.

## **NCoE - National Centre of Excellence for Immersive Technology**

- Education
  - Unity TTT Program including Pakistan- Two cohorts - April to August
  - Game Developer Course - To be launched in Q1 of 2025
- Innovation
  - Research
    - With the Faculty of Computer Science
      - Facilitated 2 Industry Projects in VR in collaboration with Faculty of Computer Science
      - Submitted joint application for \$415K VR Prototype project for the HVAC Industry
  - Entrepreneurship Initiative
    - Game Incubator Program
      - Game Jam and Game Incubator - September to January
      - 30 students across six teams
      - Obtained \$6k sponsorships for prizes
      - Game Demo Day on Jan 17 - Students to pitch to game experts for feedback and a chance to win first place and runner-up
    - XR Accelerator Program
      - Submitted \$10M FedDev application for the XR Accelerator Program for \$10M
      - To be launched in June 2025
      - Opportunity for student interaction with startups
- Community Engagement
  - Creation and Launch of the NCoE Website
  - TechForward Event with Brampton Board of Trade



- Participation in the IEEE Conference leading the Industrial Track
- Other Projects
  - Space:
    - Temp Space at A-102-103 in 24th Queen Street to kick off the NCoE offerings and services. Expected to be online in Mid-Feb 2025
    - Permanent Space: At 50 Queen Street and expected to be online in Oct 2025
  - Bodyswaps Projects
    - An opportunity for Algoma Students to test mock interviews and career tools using immersive technology. The next step involves our Career Services team preparing interview questions related to augmented reality and virtual reality. These questions will enable students in the program to voluntarily participate using the headsets provided as part of the program. The insights gathered from this pilot will help Algoma University assess the potential for expanding this type of learning experience to the entire student population.
    - The project will run from January to April 2025 at no cost to the university. The project is carried out in collaboration with Student Career Services, the ITVR program, and Dr. Randy Lin from SCST

## Quality Assurance

### 2023/24 Cyclical Program Reviews

All 2023/24 Cyclical Program Reviews have now been submitted. External Review virtual site visits for the English program and CESD program were conducted January 20-21, 2025. The Quality Assurance Committee of Senate conditionally approved the self-study for the Music program, and the university expects to schedule a site visit for this program in February. QualCom will review the self-study for Sociology at their February meeting and, if approved, the external review will be conducted by mid March.

### 2024/25 Cyclical Program Reviews

The Quality Assurance Office is currently preparing for the 2024/25 Cyclical Program Review cycle. Anishinaabemowin, Anishinaabe Studies, History and Social Work are all scheduled to start their self-studies in September. The Quality Assurance Office is working with the Centre for Teaching and Learning on program learning outcome workshops for all 4 of these programs, with expected delivery dates in spring 2025.

### New Programs

1. Master of Science in Computer Science: this new program proposal will be submitted to the February 7, 2025 meeting of Senate.
2. Master of Science in Business Analytics: this new program proposal will be submitted to the February 7, 2025 meeting of Senate.
3. Master of Global Business and Economy: this new program proposal will be submitted to the February 7, 2025 meeting of Senate.

## Centre for Teaching and Learning (CTL)

### Learning Management System (LMS) Service Requests

In the month of December 2024, the CTL addressed a total of **188** tickets, reporting an increase of 15% in comparison with the previous month, November 2024, but a decrease of 11% in comparison with December 2023. The following table provides the details of the tickets received during the different weeks of December 2024.

eLearning Tickets - December 2024					
Date	# Tickets	Student Tickets	Instructor Tickets	RO Tickets & others	Tickets to ES
Dec 1-5, 2024	44	18	24	2	2
Dec 6-12, 2024	46	14	29	3	4
Dec 13-19, 2024	60	20	34	6	3
Dec 20-26, 2024	24	3	17	4	2
Dec 27-31, 2024	14	4	10	0	0
<b>Total</b>	<b>188</b>	<b>59</b>	<b>114</b>	<b>15</b>	<b>11</b>

### Monthly Comparison December 2024 vs 2023

The table below provides a snapshot of the difference in eLearning tickets between the months of December 2024 and December 2023

2023 vs 2024 Comparison				
	Total No. of Tickets	Students	Instructor	RO

<b>December 2024</b>	188	59	116	15
<b>December 2023</b>	212	67	135	10
<b>Difference</b>	<b>-11%</b>	<b>-14%</b>	<b>-16%</b>	<b>-33%</b>

## **Brightspace (LMS) Implementation Project Update**

### *Project Update*

The D2L transition and course migration project is currently on track for completion by end-April 2025. All project documents and recurring meetings between the Algoma project team and D2L have been set up. Algoma has provided access to their Moodle LMS and a prioritized list of all courses for migration, including sample courses. We were able to complete the initial consulting call while establishing that we will review all standard implementation topics to validate Algoma’s configuration as we transition all our offerings (academic courses only) to Brightspace.

At our end, sample course migration has been completed and feedback has been shared with D2L for improving the migration prototype. Training consultation was completed and dates have been shared for first admin training session, which is currently being organized for the month of February. The training will comprise of both CTL and IT teams who will attend 3 x 2hr sessions (6 hrs in total). First coaching call between Algoma and D2L teams was held on January 13 to validate Algoma’s Brightspace configuration where org structure was discussed.

### *Accomplishments and Next Stages*

The following processes have been completed:

- First coaching call completed and plan for future calls established
- All recurring meetings and initial consults booked
- Access to Algoma’s Moodle granted to D2L migration team
- Project documents created & shared with Algoma
- Sample course migration completed
- Training consultation completed
- Org structure coaching call completed

The next stage in the process due for consideration in the month of January 2025 includes:

- Learning strategy consultation
- Finalization of org structure
- Review/signoff of sample courses migration
- User journey and persona mapping
- Course creation on Brightspace

### **CTL Guest Speaker Series**

The Centre for Teaching & Learning (CTL) has organized a webinar on the topic of “*What do students (and Raquel) want professors to know?*” facilitated by Algoma University's Learning Strategist, Raquel Lehto. This Webinar will raise the awareness of many common issues that students face and provide some practical solutions to improve the learning experience of the students. Raquel will share ideas on course organization and using the course outline as an organizational tool, communicating clear expectations and effective assignment instructions, communicating the assessment criteria in advance, and general tips that she and students want to share.

#### **Event Details**

*Date: January 29th, 2025*

*Time: 11:30am to 12:30pm*

#### **About the Speaker**

Raquel Lehto has served as Algoma University's Learning Strategist/Assistive Technologist for the past 20 years, after initially beginning her career at the university as an English as a Second Language instructor. She holds degrees in Psychology and Education from Lakehead University, is a member of the Ontario College of Teachers, and has completed Additional Qualification courses in Special Education through Nipissing University. Raquel is also a qualified Learning Disability Specialist and Assistive Technologist, having earned certification through Cambrian College's post-graduate program. Her extensive professional background includes owning a consulting business specializing in training, teaching elementary school at an American preparatory school on the Caribbean Island of St. Maarten, and working as a learning strategist at Sault College.

## **Academic Integrity Office (AIO)**

The Academic Integrity Office (AIO) at Algoma University continued to advance its mission of fostering a culture of academic honesty and ethical scholarship throughout December 2024. The month was marked by the implementation of the Pilot Project on Remedial Measures, enhanced student and faculty engagement, progress on policy revisions, and collaborative events that reinforced the office's role as a cornerstone of academic integrity at the university. The key updates for Dec 2024 – Jan 2025 are presented below:

### **1. Policy and Program Development**

#### ***Policy Revisions and Approval by Senate***

Significant progress was made on revising the Academic Integrity Policy and related procedures. The AIO had proposed and submitted a revised policy for the consideration of senior leadership, faculty and the members of the Academic Standards and Appeals Committee. Feedback from senior leadership led to adjustments ensuring the policy's alignment with graduate and professional programs. Key revisions include retaining faculty deans' roles in AIV appeals communication, streamlining AIV filings, and clarifying policy scope. The proposed policy was presented at the Senate meeting on January 10<sup>th</sup> 2025 and approved. The AIO is working diligently with the Chair of the Academic Standards and Appeals Committee (ASAC) and the policy office for the smooth implementation of the new policy.

#### ***Smartsheet Review for Processing AIVs***

The Information Technology Services team informed the AIO that they had implemented the recommended revisions to the new Academic Integrity Violation (AIV) Smartsheet and its associated form. After testing the updates, the AIO suggested an additional modification to ensure the Smartsheet Form complies fully with Algoma University's current Academic Integrity Policy.

This project is a pivotal step toward enhancing the efficiency of the AIV filing process. An enhanced version of this Smartsheet will likely become a cornerstone of the new AIV filing process, pending the approval of the revised Academic Integrity Policy by the University Senate. The AIO's involvement in this development provides valuable insight into the technical aspects of the process, laying the groundwork for future advancements.

### **2. Pilot Project on Remedial Measures**

The AIO's Pilot Project on Remedial Measures for Academic Integrity Violations (AIVs) was a central initiative throughout December 2024. The project involved personalized consultations with students who had committed AIVs, providing them with education and tools to prevent future infractions. Highlights of the initiative include:

#### ***Student Engagement***

A total of **29** students participated in one-on-one meetings across December. These sessions clarified policies and procedures, addressed concerns, and equipped students with advice on academic strategies to stay organized and avoid the temptation to commit AIVs. Feedback was overwhelmingly positive with students expressing gratitude for the support and practical advice provided.

#### ***Faculty Collaboration***

The initiative came in collaboration with professors Ushnish Sengupta and Nathan Murray. Professor Sengupta mentioned that resubmitted assignments following these meetings showed improved adherence to integrity standards, with minimal evidence of generative AI misuse. Plans are underway to expand the initiative by increasing faculty involvement and capacity for consultations.

### **3. Student Engagement Initiatives**

#### ***Participation at Student Orientation Week Events Organised by Student Life***

- a. Sault Ste. Marie Campus: The Academic Integrity Office (AIO) delivered a 30-minute presentation to approximately 70 new students beginning their studies in Winter 2025. The presentation introduced the AIO, outlined its programs, and provided an overview of academic integrity. Following the session, students participated in a quiz, with the winner receiving a \$10 gift card.
- b. Brampton Campus: The AIO conducted two 15-minute presentations to a combined audience of approximately 200 students (100 undergraduate and 100 graduate). Each presentation offered a concise overview of academic integrity and the role of the AIO.
- c. Sault Ste. Marie Resource Fair: The AIO engaged with over 50 students individually at the Resource Fair. Through interactive games, the AIO raised awareness about academic integrity, its role at the university, and other student resources. The presence of enthusiastic AIO Student Ambassadors significantly increased the visibility and appeal of the AIO's booth. Students expressed appreciation for the innovative and engaging approach to a topic they typically avoid.
- d. Brampton Resource Fair: The AIO interacted with over 75 students during the Resource Fair. Similar to the Sault Ste. Marie event, the AIO utilized interactive quizzes on Kahoot! to educate students about academic integrity, the AIO's role, and available resources. Five rounds of quizzes were conducted, with winners receiving \$10 gift cards.

The AIO's participation in Orientation Week events marked a major milestone in student engagement, as it provided direct access to incoming students for the first time. This opportunity allowed the AIO to establish early connections with students and promote a culture of integrity. Additionally, Student Life has confirmed the AIO's inclusion in all future orientation events, recognizing the office's critical role in fostering academic success.

#### ***Preparations for AUSU and Student Success & Wellbeing Collaboration***

The Academic Integrity Office (AIO) will be actively preparing content and logistics for two key events: the Resource Fair, organized by the Algoma University Students' Union (AUSU) and Student Success and Wellbeing team. These events present valuable opportunities for the AIO to engage directly with students, promote academic integrity, and highlight available resources.

Through these initiatives, the AIO aims to maximize student exposure to the principles of academic integrity, fostering a deeper understanding to help reduce the occurrence of academic integrity violations. By leveraging these collaborative platforms, the AIO will further its mission of supporting student success and cultivating a culture of integrity across the university.

#### ***Academic Integrity Moodle Course***

As of January 10 2025, **1,866** participants completed the Academic Integrity Moodle course, reflecting steady progress and an increase of 22% (1530 completions reported last month).

### **Drop-In Sessions**

The AIO will continue to run in-person and virtual drop-in hours for students this term. A total of 8 contact hours per week (across two days i.e., Tuesdays and Thursdays) have been reserved for the drop-in service. This service was very popular in the Fall term and we received very positive student feedback.

### **Integrity-Building Workshops**

The Academic Integrity Office (AIO), with the support of the Marketing and Communications department, designed a Certificate of Completion for students who attended all six workshops conducted by the AIO in the Fall 2024 term. This certificate served as an incentive for students to participate in all sessions and gain a comprehensive understanding of academic integrity. Certificates were issued to students who actively participated in all six workshops. This reflects students' interest in learning more about academic integrity and highlights the AIO's role in addressing this need. The AIO plans to continue offering certificates of completion to students who attend all workshops in the future. The schedule for the hybrid sessions in Winter 2025 term is provided below:

<b>Workshop Title</b>	<b>Schedule</b>
<i>Introduction to Academic Integrity</i>	January 30, 2025 1:00-2:00 pm
<i>Identifying Plagiarism</i>	February 6, 2025 1:00-2:00 pm
<i>Avoiding Plagiarism</i>	February 13, 2025 1:00-2:00 pm
<i>Using Gen AI Tools Responsibly</i>	February 17, 2025 1:00-2:00 pm
<i>Navigating Academic Integrity at AlgomaU</i>	March 13, 2025 1:00-2:00 pm
<i>Final Assessments and Beyond</i>	March 27, 2025 1:00-2:00 pm

# University Registrar

The Registrar's Office has been very busy during the start of the 25W term. Here are the highlights from January:

- Various subject matter experts have been diligently working with the project team through the final stages of testing and training for the implementation of Colleague - mass training is scheduled in February 2025
- Scheduling team has been working with departments to finalize scheduling data for the 25 spring scheduling
- Ongoing updating and validating data for the publication of the 2025-26 Calendar
- 98% of the 24F grades were submitted, approved, and visible to students by first day of classes under new grades approval process implemented in December
- Academic and registration advising has fully transitioned to the Registrar's Office advisors (as some registration and advising used to be with Student Success and Wellbeing)
- Drafted a new exam policy and an updated academic progression policy to move forward for feedback and the formal governance process
- Moving towards eliminating physical scantron sheets to online services by the 25F session
- Refining conditional offer processes for graduate admissions

## Career and Experiential Education

The Career and Experiential Education team is committed to enhancing student success and readiness for the workforce by providing meaningful opportunities for professional growth and engagement. Below are the latest updates on our initiatives and events designed to support our students in their career journeys.

### 1. Career Fair for Brampton Campus

- **Date:** February 25, 2025
- **Details:** We are excited to announce the upcoming Career Fair for the Brampton campus. This event will provide students with the opportunity to connect with a diverse range of employers and explore career opportunities within their fields of interest.
- **RSVP:** If you know an employers who may like to attend, please send them the following link: [Career Fair RSVP Form](#)

### 2. Career Fair for Sault Ste. Marie Campus

- **Date:** March 4, 2025
- **Details:** The Career Fair for the Sault Ste. Marie campus will bring together employers and students for meaningful networking and recruitment opportunities. Students from all programs are encouraged to attend and prepare to showcase their skills and experiences to potential employers.

### 3. Preparing for Career Fairs

- We have provided a detailed PDF guide to help students prepare for these Career Fairs. The guide includes tips on resume building, professional networking, and navigating career fairs effectively.



Students can refer to the attached document to ensure they are well-prepared to make the most of these events.

[- Career Fair Preparation Tip Sheet](#)

#### 4. Developing Skills and Employment Competencies

- Our department has started work on a project to define and enhance skills and employment competencies for Algoma University students. This initiative aims to align educational outcomes with labor market demands and better prepare students for their careers post-graduation.
- **Call for Participation:** Faculty, staff, and community members with an interest in contributing to this important initiative are encouraged to connect with us to collaborate on this work.

**Contact Information:** For further details or to express interest in any of the above initiatives, please reach out to the Career and Experiential Education team [cara.krezek@algonau.ca](mailto:cara.krezek@algonau.ca).

We look forward to your support and participation in these initiatives that continue to strengthen the career readiness and experiential learning opportunities for our students.

Respectfully submitted,

Donna M. Rogers, PhD



## **President's Report to the Senate February 2025**

### **President's Message**

Even with plunging temperatures, the academic winter term is off to a great start at Algoma U.

Once again, I am reporting to members of the Senate that half of our classes this term will have fewer than 40 students, with over 80% being conducted in person. With a 90% pass rate across all courses, we continue to prioritize intimate, personalized educational environments that foster cross-cultural learning and purpose-driven impact.

As I mentioned in my 2025 outlook report, this year will test the resilience of all post-secondary institutions, including Algoma. The finance team continues to diligently run different budget scenarios for Algoma's 2025–26 operating and capital budgets, based on a reduction in international study permits and the chronic underfunding of the post-secondary sector. As I've previously mentioned, Algoma has entered 2025 as one of Ontario's top three universities for financial health, which will strengthen our university's resilience in the face of these challenges.

As outlined in my outlook report, Algoma's continued success is driven by the unwavering dedication and hard work of our faculty, staff, and students. Faculty and staff are managing increased workloads and increasingly complex demands, while students are confronted with new social, financial, and academic challenges. In response, we are enhancing wellness resources, streamlining administrative processes, and fostering open communication through consultations with union colleagues. We are also expanding platforms like the Community Forums to encourage dialogue and collaboration. Investments in professional development, mental health support, and community-building initiatives remain at the core of our strategy, ensuring that every member of the Algoma community feels supported, valued, and empowered to succeed.

As part of my ongoing commitment to professional development and continuous improvement, I had the privilege of attending the Universities Canada: Professional Program for Presidents. This program provided valuable educational sessions on a range of critical topics, including the president's role in leading institutional sustainability, renewal, and transformation during challenging times. I also explored strategies for navigating and responding effectively to the evolving political landscape in Canada, particularly in light of potential shifts towards a more conservative agenda. Additionally, I gained insights into the growing impact of Artificial Intelligence on post-secondary communications.

I recently had an opportunity to attend a Mississauga Board of Trade luncheon with Premier Doug Ford. It is becoming increasingly clear that elections at both the provincial and federal levels are on the horizon, and our teams continue to advocate on behalf of Algoma University and the post-secondary sector with members of all political parties.





## **Government Advocacy**

In January, I had the opportunity to present to the Hon. Peter Bethlenfalvy, Minister of Finance, and Brampton Caucus during pre-budget consultations. The presentation focused on the need for critical investments to ensure increased access to high-quality public university programming with a vibrant mix of local and international students in both Brampton–Ontario’s fastest-growing, youngest, and most diverse community and Northern Ontario.

The Brampton Board of Trade recently hosted an important conversation with the Hon. Peter Bethlenfalvy, Ontario’s Minister of Finance, at the Brampton Entrepreneurship Centre, as Ontario’s 2025 Budget is developed. We appreciated the insights shared by the Minister, members of the Brampton MPP Caucus, and Mayor Patrick Brown, as we continue to advocate for expanded access to public university programming in Ontario’s fastest-growing, youngest and most diverse community.

## **Provincial Attestation Letters**

The federal and provincial governments are currently in the process of implementing further changes to Canada’s immigration policy, which include additional reductions in the number of study permits issued to international students. As a result, colleges and universities are faced with the challenge of forecasting the financial implications of this shifting landscape, compounded by the ongoing challenges related to the 2018 tuition freeze, domestic enrolment constraints, and corridor funding limits—all of which remain in place.

While the University has made significant strides over the past three years to mitigate risks and strengthen our financial position, it is now essential to reassess our sustainability strategy and multi-year financial forecast. However, as of the time of writing this report, we are still awaiting the allocation of the Provincial Attestation Letters (PAL). A verbal update will be provided during the Senate meeting.

## **2025–26 Budget Outlook and Planning**

With budget season underway, our finance team is collaborating with the Risk and Finance Committee and the Board of Governors to finalize Algoma’s 2025–26 operating and capital budgets. The senior executive team and budget holders will continue refining their draft budgets throughout February, with presentations to the Risk and Finance Committee for feedback in March. The finalized 2025–26 budget will be presented to the Board of Governors for approval in April 2025.

Despite ongoing challenges, Algoma University has entered 2025 as one of Ontario’s top three universities for financial health, as I mentioned in my introductory message. With an anticipated surplus and minimal debt, we are well-positioned to invest strategically in sustainability, risk mitigation, graduate programs, e-learning, and capital projects across key disciplines. These





efforts will strengthen our foundation and ensure long-term benefits for the entire University community.

### **New Academic and Indigenous Partnerships**

At the end of January, we were pleased to host the Northern Ontario School of Medicine University (NOSM-U) leadership team, including the newly appointed President, Vice-Chancellor, Dean, and Chief Executive Officer, Dr. Michael Green. The visit underscored our shared commitment to advancing healthcare and education through innovative partnerships, with a particular focus on mental health and addictions research and training.

Alongside Dr. Laurie Bloomfield, Acting Dean of the Faculty of Science, and Dr. Donna Rogers, Interim Vice-President of Academic and Research, I had the opportunity to meet with Dr. Michael Green and the leadership team from NOSM-U. Our discussions focused on holistic, community-centred approaches to care and education, particularly through the new Ontario Mental Health and Addictions Research and Training Institute (OMHARTI). OMHARTI is poised to address the urgent needs of Northern Ontario's mental health and addiction systems by focusing on treatment and prevention, developing innovative educational programs to train future professionals, and leading evidence-informed research to support a system based on the social determinants of health. The Institute will also prioritize the unique healthcare needs of Northern and rural communities.

Our conversations further explored opportunities to expand joint academic programming, clinical training, and research, aligned with our shared vision of tackling systemic inequities and improving healthcare outcomes in Northern Ontario. I am pleased to report that Algoma University and NOSM-U have renewed our Agreement of Collaboration, deepening our partnership and commitment to these important initiatives.

As I mentioned in my 2025 outlook, this year we are continuing to focus on our newest collaboration with Omushkego Education and Payukotayno: James and Hudson Bay Family Services to deliver Social Work programs within the community, helping to meet local needs while supporting reconciliation and healing. Currently, we have 20 students registered from the James Bay Coastal area, with many more expressing interest for the upcoming fall term.

Additionally, through the leadership of our Academic Initiatives team, we are proud to join Actua with a groundbreaking program, *Waawaaskonwe Niigann* ("There is light ahead"). Designed to be a guiding light for First Nations, Métis, and Inuit students, this initiative integrates Indigenous cultural teachings and land-based experiential learning with STEM practices. The program aims to inspire and support 600 youth annually on their paths to post-secondary education.

### **Risk Management Update**

As highlighted in my previous Senate report, Phase One of the new Enterprise Risk Management (ERM) framework has been successfully completed, particularly in establishing the governance structure. The Business Transformation Office (BTO) is now advancing to Phase





Two, which focuses on embedding the framework into our daily operations. At the same time, we are laying the groundwork for Phase Three, where we will begin identifying risks, developing mitigation strategies, and tracking their resolution.

Phase Three introduces a decentralized approach to risk reporting, with designated Risk Champions (RCs) assigned to monitor and oversee risks within their respective areas. To support this, we are currently seeking nominations for RCs from the Senior Executive team. Once nominations are received, we will formally designate these individuals as the key advocates of our risk strategy across the organization.

The RCs will be integral to the success of this phase, ensuring the accurate collection and reporting of risk data across the institution, while also developing and implementing effective mitigation strategies. Following their onboarding, the RCs will participate in bi-weekly huddles with the BTO office to maintain consistency and enable real-time monitoring. This collaborative approach aims to provide comprehensive oversight, while seamlessly integrating risk management into our daily operations through those on the front lines.

### **Celebrating Algoma U Successes**

Congratulations to this year's recipients and nominees of the Chamber of Commerce Strive Young Professional Visionary Award. Algoma University is proud to have once again sponsored the Young Professional of the Year Award, presented to Lucia O'Connor (Laford), a talented Anishinaabe artist and educator with deep connections to the Algoma U community.

We also celebrate Mayesha Verma, an Algoma U student, community volunteer, and student assistant in the library, who received the Newcomer Achievement Award of Distinction. Additionally, Meaghan Kent, an Algoma U alumna, former member of the Algoma U communications team, and owner of Meaghan Kent Photography, was honoured with the ATHENA Young Professional Leadership Award of Distinction.

I would like to extend my heartfelt congratulations to all the award recipients and nominees. Your talent, dedication, and leadership are truly inspiring. You are all remarkable individuals, and we are fortunate to have you as part of the Algoma University community.

Last but certainly not least, I would like to wish our outstanding Algoma U wrestling team good luck at the annual Ontario University Athletics Wrestling Championships, hosted once again at Algoma U. Go Thunderbirds!

Chi-miigwech, merci, and thank you for all you do for Algoma U.

Asima Vezina, PhD  
President and Vice-Chancellor



## **Algoma University (AU) 2025-26 Budget Principles and Guidelines**

These principles and guidelines build on the work initiated from the 2024-25 budget process. It incorporates discussions with the senior executive team, and the direction from the provincial government.

### **Principle One:**

In the last four years Algoma University has experienced significant growth and has taken a zero based approach for its budgets. With the uncertainty of international students due to the restrictions implemented by Immigration, Refugees and Citizenship Canada (IRCC), it will be prudent for Algoma University to take a different approach for the 2025-26 budget. As a result the core principle is shifting from **zero based** to **incremental based**. Evaluating the actual spend over the last two years and evaluating where budget decreases can happen will be an important piece of ensuring a balanced budget and controlled expenses.

Budget holders will continue to have the ability to request additional budget amounts and these amounts must be justified and based on key drivers. Any additional budget requests will be analyzed for its value and alignment to the strategic plan. To achieve our mission and vision, AU will continue to work on an **outcomes management framework** with all actions directly tied to its strategic plan 2023-2026 and the performance metrics addressed in the Strategic Mandate Agreement (SMA4) 2025-2030. The four strategic directions and priorities included in the strategic plan are:

- 1) Lead Transformative, Cross Cultural Learning in a Quality University Experience
- 2) Learn From, In and With Community
- 3) Share Our Stories: Past, Present and Future
- 4) Continue to Build Inclusive and Inspiring Teaching, Learning, and Working Environments

Financial projections (operating and capital) for the next four years will be based on an **incremental** budgeting approach with student enrolment as the main driver.

### **Principle Two:**

Government funding will be based on guidelines stated in the SMA4 agreement; domestic tuition rates will be budgeted to remain flat for fiscal 2025-26 and will remain constant until there is a new announcement; all one-time funding will be adjusted to zero. AU will continue to **focus on efficiency and effectiveness improvements** based on evidence-based decision making and improved use of technology.

AU will continue with the work started in fiscal 2020-21 regarding how:

- **LEAN Continuous Improvement Systems** can be incorporated where repetitive, routine tasks currently exist; Finance & Planning and Facilities completed the pilot in 2022 and now a Transformation Office has been developed to further roll out this

initiative to other departments and functions in AU which is being supported by the Efficiency and Accountability Funding.

**Principle Three:**

All revenues and expenses will be **budgeted on a monthly basis** which will provide greater insight to manage any variances on a timely basis. This will develop the foundation for AU to establish cadence in forecasting the financial results throughout the remainder of the fiscal year. In addition:

- The tracking of the operations for Brampton and Timmins campus will be separate locations.
- The ancillary operations of AU (George Leach Centre, varsity, campus residence, parking lot, student bar) should be self sustainable.

**Principle Four:**

Salaries and benefits will be provided by People and Culture and will be based on the employee headcount as of the Winter 2025 forecast. Any salary adjustments are based on the terms of the collective agreements. A conservative contingency for new positions is included in the budget and an exercise for organization structure review is in place which requires all new positions to be reviewed and approved by the senior executive team prior to hiring.

**Principle Five**

Enrolment figures (full time equivalents and headcount) will be based on the five faculties broken down by semester and campus.

In addition enrolment will also be broken out by student type including:

- Domestic,
- First Nation, Metis, Inuit (FNMI)
- International (excluding India)
- International India

By breaking out International India AU will be able to better assess its progress towards the diversification goals of international degree enrolment.

**Principle Six:**

A capital budget allowance will be established and included in a cash flow forecast to ensure financial sustainability over time. An approval process for accessing capital funds will be established and all **capital expenditures** above a material threshold will be supported by a business case which meets the established criteria. Capital budget allowance for future years will be based on estimates included in the multi-year capital plan and the cash flow forecast.

**Principle Seven:**

To ensure the long term financial sustainability of AU, the Algoma Leadership Team (ALT) will incorporate the financial management of their portfolios into their **performance objectives**, based on the Board of Governors approved budget. At a minimum, leadership should meet or

exceed their revenue targets and meet or not exceed their expenses without a corresponding increase in revenue.

**Principle Eight:**

The budget process will have direct **oversight** by Senior Executive and Finance & Planning which will report their progress to the Risk & Finance Committee on periodic intervals. This will be based on an established schedule to ensure the budget is reviewed at the Board of Governors meeting in April 2025.

**Principle Nine:**

The 2025-26 budget will be broken down by the five faculties in accordance with the Responsibility Centre Management (RCM) model.

RCM is an activity based model intended to promote stronger linkages to academic goals and priorities. The aim of RCM is to improve financial sustainability by emphasizing AU's strengths in teaching, research and services by supporting selected opportunities and innovations.

The actual financial results from the model result in an internally restricted reserve fund, the Academic Strategic Initiative Fund, which faculty members can submit applications for.

Due to the uncertainty related to international enrolment and revenue the call out for proposals for the 2025-26 fiscal year will be put on hold. Initiatives awarded as part of the 2024-25 fiscal year will continue without interruption.

**Principle Ten:**

To address uncertainty in the assumptions taken to develop the 2025-26 budget, additional scenarios will be developed and analyzed in order to determine financial risk included in the budget. Development of both budget and forecasted scenarios will help management analyze and **mitigate against financial risk** that could impact AU's operations.

**Principle Eleven:**

To address the findings of the November 2022 Auditor General of Ontario report on the Value-for-Money Audit: Financial Management in Ontario Universities, the budget presentation to the Board will include:

- a) Budgeted tuition revenue by faculty and by campus
- b) Projected cashflows
- c) Budget schedule of Ancillary operations

**Principle Twelve:**

In January 2024, IRCC introduced restrictions on the number of international student study permits allocated to postsecondary institutions. These restrictions significantly reduced the intake of international students to AU in 2024-25 and restrictions will remain in place for the 2025-26 academic year. The significant and compounding reduction in tuition revenue due to IRCC's ruling will be considered in the 2025-26 budget.



Additionally, in response to the IRCC's restrictions the following programs were sunset in 2024-25:

- AU partnership with Yorkville. The last intake was Winter 2024 and current students are expected to complete their programs by Winter 2026.
- Graduate Certificates in Business. The last intake was Winter 2025 and current students are expected to complete their programs by Winter 2027.

Preparation of the 2025-26 budget will include impact analyses two and three years out given that the impact of the IRCC's decisions will not be fully realized until 2026-27 and 2027-28.

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## Academic Planning and Priorities Recommendation: Approval of the proposed Master of Global Business and Economy (MGBE) program

**Senate Meeting Date:** February 7th, 2025

**PURPOSE:**

Expedited

**PREPARED BY:** Brittany Paat

Approval

Discussion

Information

**Committee Name:** Academic Planning and Priorities Committee (APPCOM)

Committee Chair: Donna Rogers, PhD, Interim Vice-President, Academic and Research

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### 1.0 MOTION / DISCUSSION

*Moved [Dupuis / Xu]: that the Algoma University Senate approve the proposed new program, Master of Global Business and Economy (MGBE) program as recommended by the Academic Planning and Priorities Committee.*

#### Considerations for Senators:

- AppCom reviewed the New Program Proposal for the Master of Global Business and Economy , along with the External Review Report and Internal Responses at their January 22, 2025 meeting and made the following recommendation: AppCom confirms that the program meets the evaluative criteria in Appendix B of the IQAP and recommends the new program for approval at Senate.
- Following Senate approval, the following steps will take place:
  - The new program proposal, together with all other associated reports and internal responses to them, will be submitted to the Quality Council Secretariat by the Quality Assurance Office.
  - In parallel, the University Registrar will submit the Program Approval Request Submission and the Program Approval Certification Form to the MCU for funding and OSAP eligibility. MCU approval is contingent upon approval by the Quality Council.
- Following the submission of the new program proposal to the Quality Council, and subject to the approval of the CAO or designate, Algoma University may announce its intention to offer the program, provided that all communications clearly state that approval by the Quality Council is pending and that no offers of admission will be made until the program is approved by the Council. When such announcements are made in advance of Quality Council approval, they must contain the following statement “Prospective students are advised that offers of admission to a new program may be made only after the university’s own quality assurance processes have been completed and the Ontario Universities Council on Quality Assurance has approved the program.”

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### 2.0 EXECUTIVE SUMMARY

The proposed Master of Global Business and Economics program is a 24 month graduate program designed to equip graduates with the critical thinking, communication, and analytical skills needed to navigate complex business and economic challenges in a globalized world. The proposed MGBE curriculum integrates coursework from business and economics, emphasizing real-world data analysis over abstract theories.

Students can choose specializations in Global Economic Policy or Global Business Management, preparing them for diverse career paths. QualCom conducted a thorough analysis of the proposal and agreed that it successfully meets the Evaluative Criteria for new programs and that it was ready for external review. Two external consultants conducted a review of the program in the fall of 2024 and provided 6 recommendations. Each of these recommendations were addressed by the proposing department and the CAO, and all resulting revisions to the proposal are highlighted in their responses and in the proposal document.

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### 3.0 ANALYSIS

- AppCom approved the New Program Concept for the MGBE on May 13, 2024
  - QualCom approved the New Program Proposal on October 10, 2024
  - External review site visit was conducted on November 7, 2024
  - External Review Report submitted and approved on December 20, 2024
  - Internal Response to the Reviewers' Report was completed on January 15, 2024
  - AppCom approved the New Program Proposal on January 22, 2024
- 

### 4.0 ATTACHMENTS

Attachment No 1 of 6 [Section 1 New Program Proposal Template](#): MGBE

Attachment No 2 of 6 [Section 2 New Program Proposal List of Proposed Reviewers](#): MGBE

Attachment No 3 of 6 [Section 3 New Program Proposal Supplementary Appendices](#): MGBE

Attachment No 4 of 6 [External Review Report](#)

Attachment No 5 of 6 Departmental [Response to Reviewers' Report](#)

Attachment No 6 of 6 [CAO Response to Reviewers' Report](#)

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## Academic Planning and Priorities Recommendation: Approval of the proposed Master of Science in Business Analytics (MSBA) program

**Senate Meeting Date:** February 7th, 2025

**PURPOSE:**

Expedited

**PREPARED BY:** Brittany Paat, Manager,  
Quality Assurance

Approval

Discussion

Information

**Committee Name:** Academic Planning and Priorities Committee (APPCOM)

Committee Chair: Donna Rogers, PhD, Interim Vice-President, Academic and Research

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### 1.0 MOTION / DISCUSSION

*Moved [ / ]: that the Algoma University Senate approve the proposed new program, Master of Science in Business Analytics (MSBA) program as recommended by the Academic Planning and Priorities Committee.*

#### Considerations for Senators:

- AppCom reviewed the New Program Proposal for the Master of Science in Business Analytics , along with the External Review Report and Internal Responses at their January 22, 2025 meeting and made the following recommendation: The MSBA program meets the evaluative criteria in Appendix B of the IQAP and AppCom recommends the new program for approval at Senate
- Following Senate approval, the following steps will take place:
  - The new program proposal, together with all other associated reports and internal responses to them, will be submitted to the Quality Council Secretariat by the Quality Assurance Office.
  - In parallel, the University Registrar will submit the Program Approval Request Submission and the Program Approval Certification Form to the MCU for funding and OSAP eligibility. MCU approval is contingent upon approval by the Quality Council.
- Following the submission of the new program proposal to the Quality Council, and subject to the approval of the CAO or designate, Algoma University may announce its intention to offer the program, provided that all communications clearly state that approval by the Quality Council is pending and that no offers of admission will be made until the program is approved by the Council. When such announcements are made in advance of Quality Council approval, they must contain the following statement “Prospective students are advised that offers of admission to a new program may be made only after the university’s own quality assurance processes have been completed and the Ontario Universities Council on Quality Assurance has approved the program.”

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### 2.0 EXECUTIVE SUMMARY

The proposed MSc Business Analytics program is a masters program. QualCom conducted a thorough analysis of the proposal and agreed that it successfully meets the Evaluative Criteria for new programs and

that it was ready for external review. Two external consultants conducted a review of the program in the fall of 2024 and provided 7 recommendations. Each of these recommendations were addressed by the proposing department and the CAO, and all resulting revisions to the proposal are highlighted in their responses and in the proposal document.

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### **3.0 ANALYSIS**

- AppCom approved the New Program Concept for the MSBA on May 13, 2024
  - QualCom approved the New Program Proposal on October 10, 2024
  - External review site visit was conducted on November 7, 2024
  - External Review Report submitted and approved on December 20, 2024
  - Internal Response to the Reviewers' Report was completed on January 15, 2024
  - AppCom approved the New Program Proposal on January 22, 2025
- 

### **4.0 ATTACHMENTS**

[Attachment No 1 of 6 Section 1 New Program Proposal Template: MSc Business Analytics: MSBA](#)

[Attachment No 2 of 6 Section 2 New Program Proposal List of Proposed Reviewers: MSBA](#)

[Attachment No 3 of 6 Section 3 New Program Proposal Supplementary Appendices: MSBA](#)

[Attachment No 4 of 6 External Review Report: MSBA](#)

[Attachment No 5 of 6 Departmental Response to Reviewers' Report: MSBA](#)

[Attachment No 6 of 6 CAO Response to Reviewers' Report: MSBA](#)

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## Academic Planning and Priorities Recommendation: Approval of the proposed MSc Computer Science Program

**Senate Meeting Date:** February 7th, 2025

**PURPOSE:**

Expedited

**PREPARED BY:** Brittany Paat, Manager, Quality Assurance

Approval

Discussion

Information

**Committee Name:** Academic Planning and Priorities Committee (APPCOM)

Committee Chair: Donna Rogers, PhD, Interim Vice-President, Academic and Research

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### 1.0 MOTION / DISCUSSION

*Moved [ / ]: That the Algoma University Senate approve the Master of Science in Computer Science new program proposal as recommended by the Academic Planning and Priorities Committee.*

Members are advised that the following electronic vote was collected post-meeting to meet the internal Senate submission review deadline.

- **E-vote** - Academic Planning and Priorities Recommendation: Approval of the proposed MSc Computer Science Program - 8 votes

#### Considerations for Senators:

- AppCom reviewed the New Program Proposal for the Master of Science in Computer Science, along with the External Review Report and Internal Responses at their January 22, 2025 meeting and made the following recommendation: AppCom confirms that the proposed new program meets the evaluative criteria in Appendix B of the IQAP and recommends the new program for approval at Senate.
- Following Senate approval, the following steps will take place:
  - The new program proposal, together with all other associated reports and internal responses to them, will be submitted to the Quality Council Secretariat by the Quality Assurance Office.
  - In parallel, the University Registrar will submit the Program Approval Request Submission and the Program Approval Certification Form to the MCU for funding and OSAP eligibility. MCU approval is contingent upon approval by the Quality Council.
- Following the submission of the new program proposal to the Quality Council, and subject to the approval of the CAO or designate, Algoma University may announce its intention to offer the program, provided that all communications clearly state that approval by the Quality Council is pending and that no offers of admission will be made until the program is approved by the Council. When such announcements are made in advance of Quality Council approval, they must contain the following statement "Prospective students are advised that offers of admission to a new program may be made only after the university's own quality assurance processes have been completed and the Ontario Universities Council on Quality Assurance has approved the program."

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## 2.0 EXECUTIVE SUMMARY

The proposed MSc Computer Science program is a research-based masters program designed for Bachelor degree students in computer science, information technology and related areas. QualCom conducted a thorough analysis of the proposal and agreed that it successfully meets the Evaluative Criteria for new programs and that it was ready for external review. Two external consultants conducted a review of the program in the fall of 2024 and provided 7 recommendations. Each of these recommendations were addressed by the proposing department and the CAO, and all resulting revisions to the proposal are highlighted in their responses and in the proposal document.

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## 3.0 ANALYSIS

- AppCom approved the New Program Concept for the MSc Computer Science on October 10, 2020
  - QualCom approved the New Program Proposal on October 10, 2024
  - External review site visit was conducted on November 13 and 15, 2024
  - External Review Report submitted and approved on December 10, 2024
  - Internal Response to the Reviewers' Report was completed on January 10, 2024
  - AppCom approved the New Program Proposal on January 22, 2025
- 

## 4.0 ATTACHMENTS

[Attachment No 1 of 6 Section 1 New Program Proposal Template: MSc Computer Science](#)

[Attachment No 2 of 6 Section 2 New Program Proposal List of Proposed Reviewers: MSc Computer Science](#)

[Attachment No 3 of 6 Section 3 New Program Proposal Supplementary Appendices: MSc Computer](#)

[Science Attachment No 4 of 6 External Review Report: MSc Computer Science](#)

[Attachment No 5 of 6 Departmental Response to Reviewers' Report: MSc Computer Science](#)

[Attachment No 6 of 6 CAO Response to Reviewers' Report: MSc Computer Science](#)

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## Academic Planning and Priorities Recommendation: Approval

### ***New Faculty Hires: CLTA (3 Years) - 4 positions in Computer Science - Faculty of Computer Science and Technology (Brampton Campus)***

Senate meeting date: 7 Feb 2025

PURPOSE:

Expedited

Prepared by: Dr. George Townsend and Dr. Simon Xu

Approval

Discussion

Information

Committee Name: Academic Planning and Priorities Committee (AppCom)

Mover: Dr. George Townsend, Chair, Faculty of Science (FCST); Seconder: Dr. Simon Xu, Acting Dean, Faculty of Computer Science and Technology

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## 1.0 MOTION / DISCUSSION

### MOTION:

*Moved [Townsend / Xu]: that the Algoma University Senate recommend that the President approve (4) Faculty of Computer Science and Technology CLTA hires (3 years) for the Brampton Campus as recommended by the Academic Planning and Priorities Committee.*

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## 2.0 EXECUTIVE SUMMARY

The Academic Planning and Priorities Committee approved a motion during the meeting on January 22, 2025 to hire four CLTA (3 years) faculty members for the Faculty of Computer Science and Technology. These positions will be based at the Brampton campus, where enrollment is increasing in both undergraduate and graduate programs.

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## 3.0 ANALYSIS

- Currently, we have only ten Computer Science faculty members in Brampton. In Fall 2024, there are approximately 2,000 undergraduate students and 50 graduate students in Brampton. In Winter 2025, we have 100 graduate students in Brampton.
- We are planning three intakes for the Master of Computer Science program in Brampton, which requires additional full-time faculty members, as only full-time instructors can teach graduate courses.
- The new **Master of Science in Computer Science** and **Master of Science in Business Analytics** may launch in Fall 2025, alongside three other new programs currently in development—all of which will require additional full-time faculty resources. Starting Fall 2025, we will also begin offering a four-year online degree.
- Given that we have been allocated more than half of the PAL number for 2025–2026, our enrollment is expected to continue growing.



- Although we currently have ten full-time hiring processes underway, managing approximately **2,500 students (2,300 undergraduate + 200 graduate)** in Brampton will still require additional hires to maintain academic quality and support.

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## 4.0 ATTACHMENTS

Attachment 1 of 1: Computer Science Full Time Faculty Hiring Request Form

## 2024/2025 FT FACULTY HIRING

AppCom deadline: May 1st, 4:00 pm

**Prior to this deadline, programs must obtain:**

- Departmental approval
- Faculties must prioritize all requests
- Faculty Chair will submit to your Dean alias
  - [dean.fbe@algomau.ca](mailto:dean.fbe@algomau.ca)
  - [dean.hss-ccs@algomau.ca](mailto:dean.hss-ccs@algomau.ca)
  - [dean.science@algomau.ca](mailto:dean.science@algomau.ca)

Departmental/Program Info	#'s	Detail
FT Program Faculty in 23/24	13	Miguel Garcia-Ruiz (SSM) Zamilur Rahman (SSM) Mahreen Nasir (SSM) Edna James (MATH, SSM) Rashid Khokhar (SSM) Muhammad Azam (SSM) Yi Feng (SSM) George Townsend (SSM) Simon Xu (SSM)  Bodrul Alam (Brampton) Ajmery Sultana (Brampton) Randy Lin (Brampton) Faria Khandakar (Brampton)

Expected Vacancies in 24/25		
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## NEW HIRE REQUEST

Teaching Discipline and Field of Expertise:	Computer Science
Tenure-Track or CLTA requested:	CLTA X4
Rank: Lecturer, Assistant Professor, Associate Professor, Full Professor:	Assistant Professor
Length of CLTA (if requested) in # of months/years:	3 years
Campus (SSM, BRAM, TIM):	Brampton

Please answer the following questions to assist AppCom in evaluating your request.

1.	<b>Provide a brief rationale for your request for a FT faculty hire (i.e.: sabbatical replacement, faculty retirement/departure, enrolment growth trend, accreditation considerations, funding or institutional agreements signed, etc.)</b>	The School of Computer Science and Technology has seen remarkable growth and development over the past decade. Our enrollment has surged from 100 students in 2018 to an impressive 2,500 Full-Time Equivalents (FTEs) as of April 2024, with most students pursuing degree programs. Based on our PAL allocation, SCST is expected to welcome more new undergraduate students in Fall 2025, further exemplifying our growing popularity. Currently we have 140 graduate students. We anticipate having more computer science graduate students in S/S 2025 and Fall 2025, bringing our
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		<p>total student count to around 3,000 by Fall 2025. In Brampton. We expect to have 2,500 students in Fall 2025.</p> <p>We are planning three intakes for the Master of Computer Science program in Brampton, which requires additional full-time faculty members, as only full-time instructors can teach graduate courses.</p> <p>The new <b>Master of Science in Computer Science</b> and <b>Master of Science in Business Analytics</b> may launch in Fall 2025, alongside three other new programs currently in development—all of which will require additional full-time faculty resources. Starting Fall 2025, we will also begin offering a four-year online degree.</p> <p>Given that we have been allocated more than half of the PAL number for 2025–2026, our enrollment is expected to continue growing.</p> <p>Although we currently have ten full-time hiring processes underway, managing approximately <b>2,500 students (2,300 undergraduate + 200 graduate)</b> in Brampton will still require additional hires to maintain academic quality and support.</p> <p><b>Therefore, we request the hiring of four full-time, CLTA (3 years) members in Computer Science in Brampton.</b></p>
2.	<p><b>How does this request align with your department’s academic plan and program review implementation plan?</b></p>	<p>Computer Science is a fast-growing and evolving field that has attracted increasing interest during the last few years. The SCST has begun to offer a new master’s degree program in Winter 2024 and will offer a co-op program in Brampton in Fall 2024. We plan to introduce a Master of Science in Computer Science with a thesis option, aimed at deepening research competencies and contributing to technological advancements. We are also working with the Faculty of Business and Economics to develop a joint Master of Science in Business Analytics. This hiring request will align with the academic plan to support the delivery of those new programs and enrollment growth.</p>

3.	<b>Based on your departmental academic plan and current faculty numbers, what do you foresee your hiring needs to be over the next 3-year period?</b>	Once the two new master's degree programs start in the Fall of 2025, a few more TT hirings might be needed for July 2026 and in subsequent years. In addition, one FT faculty member will be on sabbatical leave in 2025. We will need a new TT position to cover his courses and student advising, and to be prepared for possible sabbaticals and/or retirements.
4.	<b>Do you anticipate that your program will be offered in Brampton and/or Timmins in the next academic year or later (ongoing or new offering there)? Provide any information you may have regarding part-time faculty availability on these campuses.</b>	Yes, the Master of Computer Science program is being offered in both Brampton and SSM campuses. The Bachelor of Computer Science co-op program starts in Fall 2024 in Brampton. In addition to delivering the Bachelor of Computer Science, we have begun to offer the accelerated program and regular computer science degree programs in Brampton since September 2020 (two intakes each year for each program). An online COSC degree has also been offered since May 2021.
5.	<b>Is this a shared request with another department/program? If so, describe the nature of the collaboration and confirm their collaboration. If not, please provide a rationale for your program's single-discipline need.</b>	These hire requests are not shared, however they will put the School in a better position for the impending thesis-based Master's degree and the collaborative Master's degree with the Faculty of Business and Economics.
6.	<b>Describe any considerations for this request that are directly related to the Special Mission (northern focus, cross-cultural learning) and Indigenous-Equity, Diversity and Inclusion (I-EDI)</b>	Our program supports international and out-of-region (northern Ontario) student recruitment by providing post graduate certificate programs, face-to-face and online programs and the accelerated programs that are designed for graduate students and are attractive to international students, and students who live in suburban areas including the GTA and northern Ontario. These proposed hirings certainly help achieve our goals.
7.	<b>Do you anticipate this hire being targeted to equity-seeking groups (Indigenous peoples, racialized persons, women, persons with disabilities, and LGBTQIP2SA+ persons)?</b>	Yes, this is possible. The School of Computer Science and Technology has one of the most diversified faculty groups at Algoma University.

	<b>If so, provide a rationale for an equity-targeted appointment.</b>	
<b>8.</b>	<b>Please add any additional information you believe is relevant to your request.</b>	The School of Computer Science and Technology has more than 2,500 registered students (FTE) for Winter 2024, where the majority are on Brampton campus. This number will even increase significantly in Fall 2025.

## Academic Regulations and Petitions Committee Recommendation: Dual Credit Course Motions - Department of Business Administration

Senate Meeting Date: 07 FEB 2025

PURPOSE:

*Expedited*

PREPARED BY:

Approval

Discussion

Information

Committee Name: Academic Regulations and Petitions Committee

Committee Chair: N/A

Other Contributor(s): Shelley Mitchell, Assistant Registrar Admission and member of the Academic Regulations and Petitions Committee; Dr. Aaron Gordon, Chair, Department of Business Administration

### 1.0 MOTION / DISCUSSION

*Moved [ / ]: that the Algoma University Senate approves BBB4M: International Business Fundamentals (Grade 12/ M level) as a dual credit course, as part of the Learner's Early Access Program signed with the Peel District School Board. Students who successfully completed the BBB4M: International Business Fundamentals (Grade 12/ M level) course with a minimum grade of 65%, will receive a non-equivalent first-year transfer of ADMN 9101 Business Administration, first-year non-equivalent [3 credits].*

*Moved [ / ]: that the Algoma University Senate approves IDC4U: Sports and Entertainment Marketing (Grade 12/ U level) as a dual credit course, as part of the Learner's Early Access Program signed with the Peel District School Board. Students who successfully complete the IDC4U: Sports and Entertainment Marketing (Grade 12/ U level) course with a minimum grade of 65%, will receive a non-equivalent first-year transfer of ADMN 9101 Business Administration, first-year non-equivalent [3 credits].*

#### Considerations for Senators:

- The Department of Business Administration has approved both motions to be brought to Senate and hopes that this will lead to domestic enrolment increases in the Bachelor of Business Administration program.
- These proposals were brought to the Academic Regulations and Petitions Committee for review and were ultimately approved to proceed to the Senate agenda for final approval.

### 2.0 EXECUTIVE SUMMARY

The Learner's Early Access Program is a pilot collaboration between the Algoma University and Peel District School Board (PDSB) aimed at creating a structure that will support a Post-Secondary Education pathway focused on increasing accessibility to post-secondary education for underrepresented students. The program targets secondary school students in their grade 11 and/or 12 year and specifically students from Black, Indigenous and other racialized, marginalized and underrepresented communities.

The **IDC4U: Sports and Entertainment Marketing** course and **BBB4M International Business Fundamentals** course are parts of Algoma University's initiative together with the Peel District School Board to increase the recruitment of students who would otherwise not consider postsecondary education. The focus of the program is to ensure Ontarians receive the academic support they need to pursue postsecondary education and have an equitable opportunity to fulfill their potential in the global knowledge economy. The

*ARP Committee Recommendation: Dual Credit Course Motions - Dept of Business Administration*

program has been developed to include outreach, transition and retention support and activities for students, who without intervention and academic support would not otherwise attend or graduate from postsecondary education.

In addition to supporting students to continue, uninterrupted, their Ontario Secondary School Diploma (“OSSD”) requirements, students in the program will have the opportunity to earn two university courses (six credits) and attend classes on a university campus. Students that complete the PROGRAM will earn: 4 OSSD courses (1 English credit, 1 Business credit and 2 Co-op credits) and two transferable Algoma U university courses (1 Business course and one additional university course that students will select out of three possible options)

The program is focused on students who come from communities historically marginalized and underrepresented in PDSB schools in the Region of Peel and in its post-secondary education institutions. The aim of the program is to encourage students to view post-secondary education as a viable destination through engagement with classes, experiential learning and campus life at the Algoma U.

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### **3.0 ANALYSIS**

An overview of the course description; rationale; learning outcomes; processes and methods of research; implementation, evaluation, impacts and consequences; and delivery is outlined in the attachments for each course.

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### **4.0 ATTACHMENTS**

1. [IDC4U: Sports and Entertainment Marketing](#)
2. [BBB4M: International Business Fundamentals](#)



## Faculty of Science Recommendation:

### Motion for the Appointment of Dr. Jeremy Allison as Adjunct Professor

Senate Meeting Date: 07 FEB 2025

PURPOSE:

Expedited

PREPARED BY:

Approval

Discussion

Information

Committee Name: Faculty of Science

Faculty Dean: Dr. Laurie Bloomfield, Acting Dean, Faculty of Science

Prepared by: Dr. Brandon Schamp, Chair, Biology

## 1.0 MOTION / DISCUSSION

*Moved [ / ]: that the Algoma University Senate approve that Dr. Jeremy Allison be appointed as an Adjunct Professor in the Department of Biology for a period of three years beginning July 1, 2025.*

### Considerations for Senators:

- This appointment follows the Senate Adjunct Professorship Policy and is an appointment for a three-year renewable term. The nomination has been approved by the Department of Biology and the Faculty of Science.

## 2.0 EXECUTIVE SUMMARY

Dr. Jeremy Allison research is focused on developing an understanding of chemical ecology to improve integrated pest management of insects affecting forests; and in the long term, to develop a more complete understanding of the role of chemical signals and cues in natural forest systems and the evolutionary forces shaping the chemical ecology of forest insects. He is currently the Director of the African Centre of Chemical Ecology at the Innovation Africa Campus, University of Pretoria (since 2022) and leads a Satellite Lab in Applied Chemical Ecology at the Forestry and Agricultural Biotechnology Institute (FABI) of the same university (since 2020). He has been an Extraordinary Professor at FABI since 2016 and has served as an Adjunct Assistant Professor and associate member of the graduate faculty in the Faculty of Forestry at the University of Toronto since 2013. In 2020, he was awarded a Guest Professorship at the University of Natural Resources and Life Sciences in Vienna, Austria, which he declined due to the COVID-19 pandemic. His roles emphasize his leadership and expertise in chemical ecology, forestry, and agricultural biotechnology.

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### 3.0 ANALYSIS

Dr. John D. Allison's appointment as Adjunct Professor is a testament to his illustrious academic career and extensive contributions to entomology, chemical ecology, and pest management. Dr. Allison holds a PhD in Entomology from the University of California, Riverside, and has served in esteemed roles, including Director of the African Centre of Chemical Ecology and Extraordinary Professor at the University of Pretoria. His leadership as President of the International Society of Chemical Ecology and editorial work as Editor-in-Chief of the Journal of Insect Behavior highlight his influence in the field. With over 15 years of research experience at institutions such as Natural Resources Canada and the University of Toronto, Dr. Allison's work on forest entomology, invasive species, and integrated pest management has been widely recognized. His prolific publication record and commitment to global collaboration position him as a vital asset to Algoma University's research and teaching community.

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### 4.0 ATTACHMENTS

1. [Curriculum Vitae - Dr. Jeremy Allison](#)

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## Faculty of Science Recommendation: Motion for the Appointment of Dr. Nirosha Murugan as Adjunct Professor

**Senate Meeting Date:** 7 FEB 2025

**PURPOSE:**

*Expedited*

**PREPARED BY:**

Approval

Discussion

Information

**Committee Name:** Faculty of Science

**Faculty Dean:** Dr. Laurie Bloomfield, Acting Dean, Faculty of Science

**Prepared by:** Dr. Brandon Schamp, Chair, Biology

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### 1.0 MOTION / DISCUSSION

*Moved [ / ]: That the Algoma University Senate approve that Dr. Nirosha Murugan be appointed as an Adjunct Professor in the Department of Biology for a period of three years beginning July 1 2025.*

#### Considerations for Senators:

- This appointment follows the Senate Adjunct Professorship Policy and is an appointment for a three-year renewable term. The nomination has been approved by the Department of Biology and the Faculty of Science.
- 

### 2.0 EXECUTIVE SUMMARY

Dr. Nirosha Murugan has considerable expertise in developing and teaching innovative courses such as Cancer Biology (which she continues to teach online for Algoma), which integrates molecular mechanisms with real-world clinical applications. She actively collaborates with Algoma University faculty on health-focused research initiatives collaborating with Sault Area Hospital and the NEO Health Hub. Her interdisciplinary projects with the Psychology Department, led by Dr. Teryn Bruni, address mental health challenges in the Sault Ste. Marie community, providing valuable experiential opportunities for students. Dr. Murugan also fosters global engagement through her partnership with Thomas More University in Belgium, facilitating international student exchanges in molecular biology.

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### 3.0 ANALYSIS

Dr. Nirosha Murugan's appointment as an Adjunct Faculty member is supported by her extensive experience in innovative teaching, interdisciplinary research, and community engagement. Her cancer biology research, as well as her health-focused research partnerships align with the department's goals to address real-world health challenges. Additionally, her leadership in the Global Mobilization program enhances Algoma University's international profile and provides students with unique global learning experiences. Dr. Murugan's expertise and commitment to academic excellence make her a valuable asset to the Biology Department.

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**Attachments:**

1. [Curriculum Vitae - Dr. Nirosha Murugan](#)

## Faculty of Science Recommendation:

### Motion for the Appointment of Dr. Sharon E. Reed as Adjunct Professor

Senate Meeting Date: 07 FEB 2025

PURPOSE:

Expedited

PREPARED BY:

Approval

Discussion

Information

Committee Name: Faculty of Science

Faculty Dean: Dr. Laurie Bloomfield, Acting Dean of Science

Prepared by: Dr. Brandon Schamp, Chair, Biology

## 1.0 MOTION / DISCUSSION

*Moved [ / ]: that the Algoma University Senate approve that Dr. Sharon Reed be appointed as an Adjunct Professor in the Department of Biology for a period of three years beginning July 1 2025.*

### Considerations for Senators:

- This appointment follows the Senate Adjunct Professorship Policy and is an appointment for a three-year renewable term. The nomination has been approved by the Department of Biology and the Faculty of Science.

## 2.0 EXECUTIVE SUMMARY

Dr. Sharon E. Reed, PhD, is currently serving as a Research Scientist at the Ontario Ministry of Natural Resources in the Forest Research and Monitoring Section. Since 2023, she has also held an Adjunct professorship at the University of Toronto's John H. Daniels School of Forestry. Her career includes previous roles such as Research Scientist at the University of Missouri's Plant Science Division and a postdoctoral scientist in the same department. Reed's educational background includes a PhD in Forestry from the University of Missouri, where she researched ambrosia beetles, and an MS in Environmental Science from Ohio State University.

## 3.0 ANALYSIS

Dr. Sharon Reed's appointment as Adjunct Professor is supported by her distinguished career in forest health research and her extensive work with federal and academic institutions. Her ongoing research collaborations with the Ontario Ministry of Natural Resources and the University of Toronto reflect Algoma University's commitment to advancing research in forest ecosystems and pest management.

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## 4.0 ATTACHMENTS

1. [Curriculum Vitae - Dr. Sharon Reed](#)