



University College of the North

ANNUAL ACADEMIC REPORT
2018-2019

HERE YOU CAN.

UNIVERSITY COLLEGE OF THE NORTH

2018-2019 ANNUAL ACADEMIC REPORT

TABLE OF CONTENTS

LETTER FROM THE VICE-PRESIDENT ACADEMIC & RESEARCH	3
ABOUT UNIVERSITY COLLEGE OF THE NORTH	4
STUDENT PROFILE	5
ENROLMENT	6
GRADUATES	7
DEAN OF STUDENTS / ENROLMENT SERVICES / REGISTRAR	10
TEACHING AND LEARNING	12
RESEARCH, SCHOLARSHIP AND CREATIVE WORKS	25
APPENDIX A: ENROLMENT SUMMARY FOR THE 2018-19 ACADEMIC YEAR	30
APPENDIX B: 2018-19 MEMORANDA OF UNDERSTANDING / AGREEMENTS.....	36
APPENDIX C: 2018-19 PARTNERSHIPS AND WORKING RELATIONSHIPS.....	43
APPENDIX D: 2018-19 ARTICULATION AND ACCREDITATION AGREEMENTS	45

LETTER FROM VICE-PRESIDENT AND ACADEMIC

I am pleased to share the 2018-19 Annual Academic Report which demonstrates the University College of the North's commitment to achieving our priorities of more students, more programs, more partnerships and more efficiency. These operational priorities flow from UCN's 2019 Strategic Plan which identifies four strategic directions:

1. Support Student Success
2. Advance an Agenda of Reconciliation
3. Engage with Communities and with Industries
4. Ensure Responsible Education



More *efficiency* does not just mean better use of resources.

A drive towards greater efficiency also means how we help students and communities manage their education plans, from preparing them to be successful in high quality post-secondary education and training to employment. The institution should strive to offer an efficient and effective approach to helping students and communities achieve their goals.

During the 2018-19 academic year, UCN implemented a major reorganization that saw much of the Aboriginal Knowledge and Culture Division and all of the Community Based Services Division merged with the Academic and Research Division. The majority of the reorganization was implemented in the 2018-19 academic year and will continue to unfold into the 2019/20 year.

Partnerships are about engagement with our First Nations and Métis students on reconciliation and with their sponsors by improving how we jointly share responsibility for student success. UCN also engages with partners through programming and other activities that are designed to strengthen the cultural, social and economic fabric of the north and its peoples.

While no specific increases in *programming* have been set, UCN must consider that the creation of new programs is complex, often requiring the balancing of priorities among industry, communities, students, faculties and instructors, as well as external regulators and government.

Enrolling more *students* and graduating them into meaningful employment are critically important activities for UCN. The Academic and Research Division played a leadership role in enrolling students and supporting them through to graduation.

During the 2018-19 academic year, UCN enrolled 3,395 students, an increase of nearly 1,400 students.

The Academic and Research Division is working to achieve the strategic directions identified in UCN's Strategic Plan. In the 2018-19 academic year, UCN has been successful in significantly increasing enrolment, adding new programs and expanding existing programs, developing new and effective partnerships, as well as increasing efficiencies in terms of delivering relevant high-quality programs. We are using our resources well to the benefit of northerners.

We are very proud of the successes that we have enjoyed in the 2018-19 academic year. UCN will continue its efforts to strengthen enrolment, improve graduation rates, and to better serve the needs of the peoples in Northern Manitoba.

Dan Smith, Ph.D.
Vice-President Academic and Research

ABOUT UNIVERSITY COLLEGE OF THE NORTH

MISSION STATEMENT

University College of the North serves northern communities and people with education, training, teaching, learning and research, while being inclusive and respectful of diverse Indigenous and northern values.

VISION STATEMENT

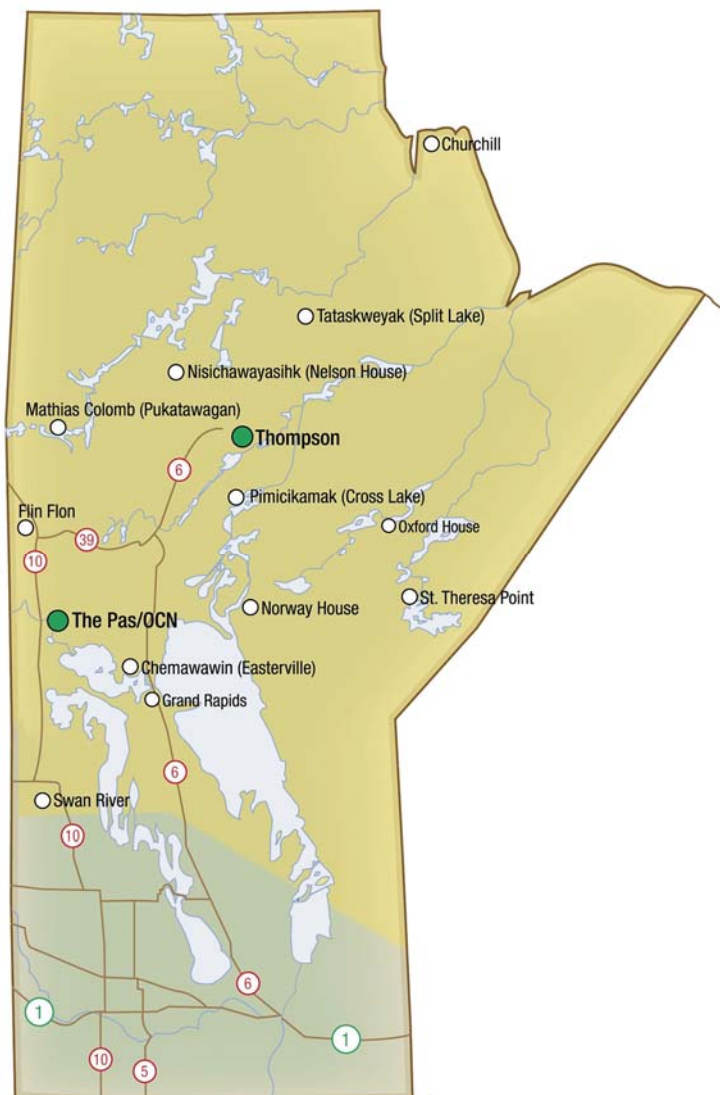


In 2004, *The University College of the North Act*, was introduced into provincial legislature and was formally passed on June 1, 2004.

The University College of the North Act established a new post-secondary institution in Manitoba, designed to meet the needs of Aboriginal and northern Manitobans with the responsibility to enhance the economic and social well-being of northern Manitoba. Through the legislation, UCN received the mandate to provide post-secondary education, training and instruction through degrees, diplomas and certificates.

UCN operates under a unique governance structure with a Governing Council, Learning Council and Council of Elders.

UCN provides education and training at two main campuses located in The Pas and Thompson, 12 Post-Secondary Education Access Centres, the Northern Manitoba Mining Academy and two Workforce Development Centres.



STUDENT PROFILE

Important UCN student metrics for the 2018-19 Year:

Total enrolment:	3,395
Indigenous students (credentialed programs):	77%
Female students (credentialed programs):	65%
Students over age 30 (total enrolment):	58%

Enrolment data provides a picture of how many students choose UCN. It also reveals where UCN students are studying and the kinds of academic education and training they choose. In the 2018-19 academic year, UCN enrolled 3,395 students.

Credentialed programming (degree, certificate, diploma and apprenticeship) accounted for 49% of total enrolment, 20% was in preparation programs (adult learning and essential skills) and 31% was in non-credentialed programming (workforce and community responsive training).



UCN delivered 38 credentialed programs in 31 locations throughout Manitoba in 2018-19. Thirty-one percent (31%) of students enrolled in studies in The Pas, 26% in Thompson and 42% attended at one of UCN's Post-Secondary Education Access Centres, Workforce Development Centres or other off-site locations.



As a university college, UCN provides a number of educational opportunities in credentialed programming. In 2018-19, 35% of students seeking credentials in The Pas were enrolled in university, and 65% were enrolled in college. In Thompson, 54% were pursuing credentials in university, and 46% in college. At UCN's Post-Secondary Education Access Centres, 28% of the student population enrolled in credentialed programs were in university, and 72% in college.

The average age of UCN's student population enrolled in credentialed programming is 30. Seventy-seven percent (77%), self-identified as Indigenous, and 65% as female.

ENROLMENT

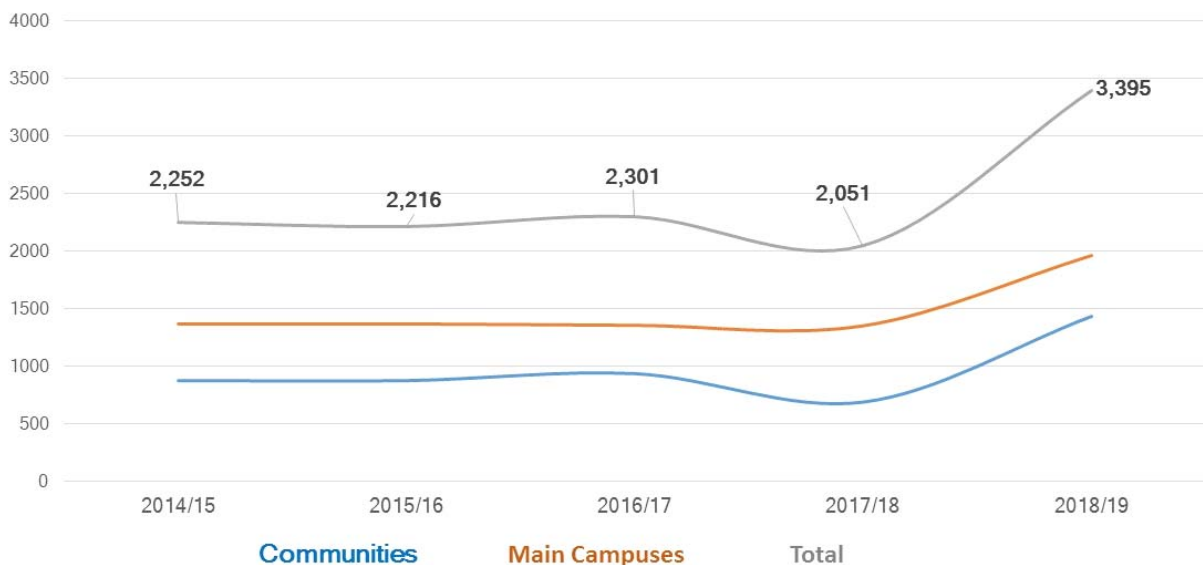
UCN has seen significant enrolment increases during the 2018-19 academic year. It is noteworthy that UCN significantly exceeded enrolment goals in 2018-19, enrolling 3,395 students in credentialed programming, adult learning and essential skills programming, and workforce and community responsive training.

This success is largely due to the creation of UCN's workforce development centres that are responsive to community and industry needs and to the hard work of the faculty and staff who are implementing UCN's student recruitment strategy which was completed in May, 2018. As part of this strategy, UCN set goals to see overall enrolment increases as follows:

- 2018-19: 2,757 students;
- 2019-20: 3,244 students; and,
- 2020-21: 3,715 students.

The chart below shows trends over five years.

Headcount Enrolment, 14/15–18/19



The full Enrolment Summary for the 2018-19 Academic Year report can be found in the appendices section of this report.

GRADUATES

Graduate Numbers

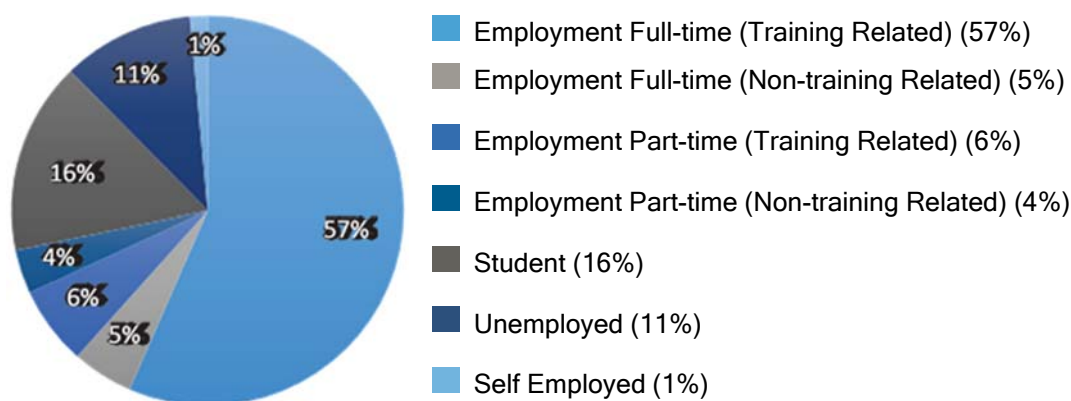
UCN held annual Convocation ceremonies in The Pas and Thompson in June, 2019. In 2018-19 academic year, 416 students graduated from UCN, an increase of 22% from the previous year.

UCN continues to work towards improving student success and increasing graduation rates. Full information about UCN's graduates can be found in the appendices section of this report.

Graduate Satisfaction and Employment Survey

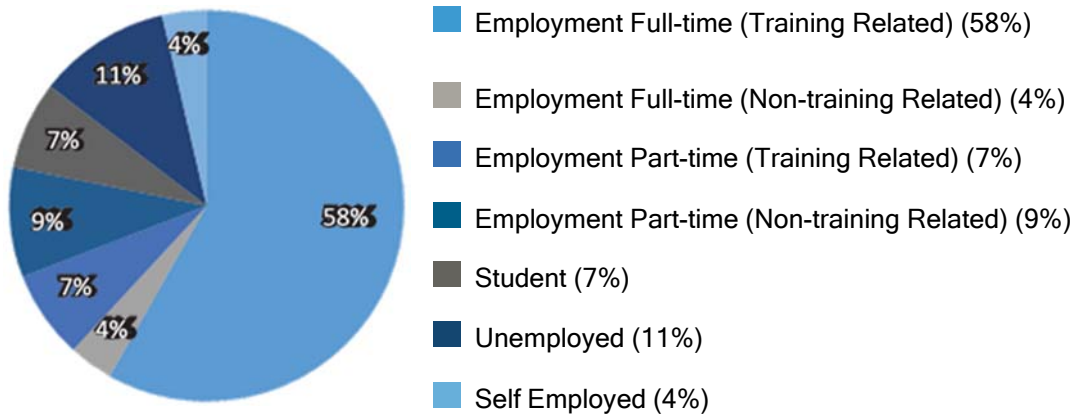
UCN's surveys graduates from credentialed programs every year to gather information regarding their post-graduation employment status and their experience in the UCN program from which they graduated. Graduate employment rates present a measure of effectiveness and relevance for UCN's programs. If UCN's graduates are employed, especially in the same field as their studies, then UCN can be said to be having a significant impact on economic development in the north.

In 2017-18, 341 students graduated from UCN. The 2017-18 Graduate Satisfaction and Employment Survey results show high rates of employment. Overall, 73% of responding graduates were employed. Fifty-seven percent (57%) were employed full-time in a field related to their education and 6% were employed part-time in a field related to their education. Sixteen percent (16%) of graduates were furthering their education and 11% reported being unemployed. Survey results show high rates of program satisfaction. Ninety percent (90%) of respondents were overall satisfied with their program and 88% would recommend their program to others.



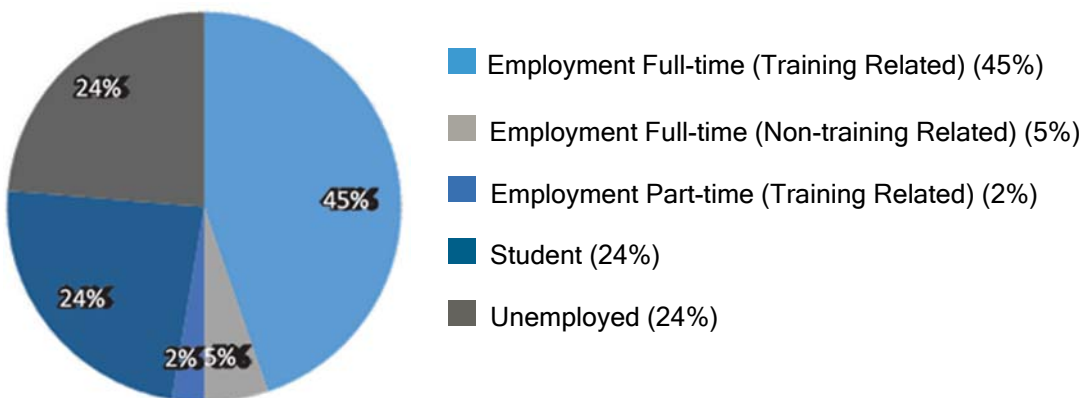
Certificate Programs

Eighty-two percent (82%) of respondents from certificate programs reported being employed. Sixty-five percent (65%) indicated they were working in an area relevant to their education and training, 7% are furthering their education and 11% of respondents indicated they were unemployed. Ninety-five percent (95%) of graduates from the certificate programs were overall satisfied with their program and 89% would recommend their program to others. Fifty-one percent (51%) of those employed in a field related to their education found employment prior to graduation and 30% found employment within three months.



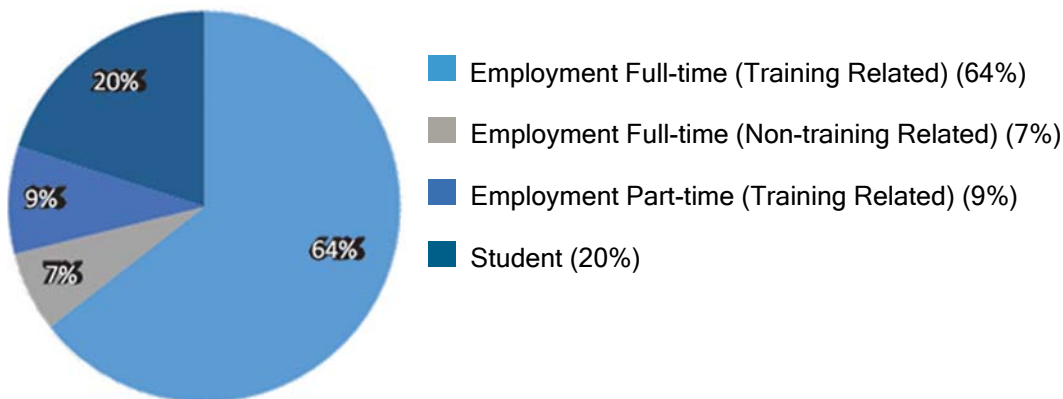
Diploma Programs

Fifty-two percent (52%) of respondents from diploma programs reported that they were employed and 47% indicated they were working in an area relevant to their education and training. Twenty-four percent (24%) of respondents who graduated from diploma programs reported they were furthering their education and 24% reported they were unemployed. Eighty-seven percent (87%) of respondents reported that they were overall satisfied with their program and would recommend their program to others. Thirty-three percent (33%) of those employed in a field related to their education found employment prior to graduation and 39% found employment within three months.



Degree Programs

Eighty percent (80%) of respondents from degree programs reported that they were employed. Seventy-three percent (73%) of respondents indicated that they were employed in an area related to their education. Twenty percent (20%) of respondents who graduated from degree programs reported that they were continuing their education. Eighty-seven percent (87%) of respondents reported that they were overall satisfied with their program and would recommend their program to others. Twenty-one percent (21%) of those employed in a field related to their education found employment prior to graduation and 58% found employment within three months.



Graduate Spotlight: Leslie McGinnis

Leslie began her career as the Administrative Assistant to the Advisor on Aboriginal Affairs in 2007. She worked there for seven years until moving to the UCN Assessment Centre in 2014. Balancing full-time employment, part-time studies and motherhood was not always easy, but she was energized by the fast-paced interaction with students on a daily basis.

In her eighth year as a UCN employee, Leslie began taking courses in UCN's Ininiw Nekani Human Resources Management program. This diploma program offers students the "Best of Both Worlds" by incorporating traditional elements of Indigenous culture with Human Resource industry-recognized standards and professional best practice.

The diploma program employed a cohort model resulting in an immediate circle of support. The Ininiw Nekani Human Resources Management program involves 2 practicums, both of which Leslie was able to complete at UCN. In late 2019, Leslie moved to the Human Resources department as a Human Resources Advisor where she is able to apply the knowledge and skills gained from her studies.



DEAN OF STUDENTS ENROLMENT SERVICES & REGISTRAR

The Office of the Dean of Students and Enrolment Services & Registrar are student centered and strive to serve UCN students and staff with an attitude of care, service and support.

Services include guidance on enrolment processes, scheduling, academic advising, counselling, accessibility, Indigenous centres, Elders, financial aid and awards, assessment, tutoring, recreation, residence and housing. This one stop service department is designed to offer a unique site where all essential services can be found in one place.

Jackie Fitzpatrick, Dean of Students

Key highlights:

- Two days of orientation activities for new and returning students were held immediately before classes began in the fall of 2018. Each faculty participated in these two days, with attendance being mandatory for all students.

Time management, budgeting, study skills sessions and campus tours were incorporated into orientation to ensure critical information reached as many students as possible.

Fun activities were also woven into the Welcome Back schedule to promote school spirit. Team building activities included a Selfie Scavenger Hunt, Passport to Success and Land Based/cultural sessions.

- Financial Aid and Awards staff work with an 11-member Awards Committee comprised of faculty members, administrative staff, the Dean of Students, one Elder and one student representative. The column to the right demonstrates the impact on UCN students.

231

Awards Applications
Reviewed

\$48,971.63

Awarded to Students

78

Award, Bursary,
Scholarship
Recipients

- The Learner's Assistance Centre continues to serve students on both campuses with a coordinator at each location. The centre offers a quiet space for students to receive tutoring and access computers. The Student Association Council provides the financial resources for tutoring.
- Student Accessibility Services work with students who declare a disability. The coordinators at both campuses collaborate with faculties and support services to ensure proper accommodation.
- The implementation of online registration continued to be a focus and will involve collaboration between Enrolment Services, Finance and Information Technology to ensure a seamless transition for users.
- During this year, scheduling processes and responsibilities were reviewed which included numerous consultations with stakeholders.

The Assessment Centre conducted over 300 assessments required by various UCN programs. External and internal invigilation of examinations is another service provided by the Centre.

Dave Dalcanale, Registrar

Key highlights:

- The student information system had annual maintenance updates issued by the vendor. On occasion, these upgrades require changes to data entry resulting in a need to revisit current processes for system efficiencies.
- The Counselling and Academic Advising team assist students who encounter challenges. They advocate for students in almost any situation where a student requires assistance. Common issues that some UCN students face are classroom attendance, mental health issues, grief/loss and alcohol/drug addiction.

Graduate Spotlight: James Schmidt

James graduated in 2019 from the Practical Nursing Diploma Program offered in Flin Flon.

James quickly took on the role of mentor for fellow students, assisting with difficult to grasp concepts in some of the courses. His humility and kind heart were both noticed and appreciated, being described by some classmates as the difference between giving up and succeeding.

James' dedication to collegiality and academic excellence were recognized when he received the Lieutenant Governor Silver Medal for Diploma Programs.

The Lieutenant Governor Medals are awarded annually to recognize students for their academic technical ability, participation in university / college and or community activities, good character and personality.



TEACHING AND LEARNING

Faculty of Arts, Business and Science

Harvey Briggs, Dean

Program Offerings:

Bachelor of Arts (four-year)

Bachelor of Arts (three-year)

Majors and Minors:

Aboriginal and Northern Studies

English

Aboriginal / Indigenous Literatures

History

Science

Social Science

Bachelor of Business Administration

Business Administration Diploma

Community Economic Development Diploma

Office Assistant Certificate

Through a partnership with the University of Manitoba, the Faculty also provides students an opportunity to take required first-year engineering courses.

Key highlights:

- The Faculty assumed oversight of the Centre for Aboriginal Languages and Culture.
- Delia Chartrand, History/English graduate was hired by the Library Archives of Canada to manage the on-site activities of the “Listen Hear Our Voices” project. This project aims to digitize and preserve First Nations, Inuit and Metis Nation culture and language recordings. UCN is a proud partner and supporter of this initiative.
- Dr. Sue Matheson, accepted a Fellowship to Bowling Green University for the 2019/20 academic year.
- Dr. Joseph Atoyebi, Dr. Gilbert McInnis and Dr. Abayomi Oredogbe were promoted to Assistant Professor.



Dr. Kong, Taylor Flett, Cassidy Burden and Dr. Atoyebi represent UCN at the 2019 Congress.

Drs. Ying Kong and Joseph Atoyebi, along with students Cassidy Burden (3rd year Nursing) and Taylor Flett (1st year Bachelor of Arts), attended the 2019 Congress of the Humanities and Social Sciences in June. The group delivered individual presentations under the theme: “Voice, Image, Prose, and Poetry from Indigenous Students”.

Faculty Spotlight: Dr. Sue Matheson



Sue Matheson teaches in University College of the North's Faculty of Arts, Business and Science in the English Program.

Sue is dedicated to helping students achieve their degrees. On many occasions, she volunteered her time in Directed Readings to deliver courses to enable students to complete their requirements for graduation. Whatever the program level, her classes are positive, productive environments that emphasize professional competencies.

Nominating Sue for the Lorimer Award, one student remarked, "She is an educator who is truly respected, appreciated and eagerly sought-after when course selection comes around. Everyone knows that a course with this supremely capable instructor at the helm will be well worth taking. Professor

Matheson is an exceptional teacher. I have experienced all kinds of educators and have come across only a scant few who are as gifted and proficient."

The English Chair, she earned her Ph.D. in twentieth century literature (counterculture) at The University of Manitoba. She is the Book Review Editor of the *Journal of Popular Film and Television*, the founder and editor of *the quint: an interdisciplinary quarterly from the north*, and the Vice President Elect of the Popular Culture Association. The author of *The Westerns and War Films of John Ford* (Rowman & Littlefield, 2016) and *The John Ford Encyclopedia* (Rowman & Littlefield, 2019), she is also the editor of five collected volumes, including the forthcoming *Women in the Western* (University of Edinburgh Press, July 2020), and the author of over sixty scholarly articles.

Faculty of Education

David Williamson, Dean

Program Offerings:

Kenanow Bachelor of Education

Program Streams:

Bachelor of Arts/Bachelor of Education
with a Middle-Years Focus

Bachelor of Interdisciplinary
Studies/Bachelor of Education
with a Middle-Years Focus

After Degree Bachelor of Education
with a Middle-Years Focus

Early Childhood Education Diploma

Early Learning and Childcare Post Diploma
Certificate

Educational Assistant Certificate

Aboriginal and Northern Counselling Skills
Certificate

Key highlights:

- Teaching Ininimowin certificate credits became fully transferable into the B.Ed. IS program.
- Dr. Ann Barbour-Stevenson, Kenanow Bachelor of Education, successfully defended her dissertation and was awarded a Doctorate in Education from Western University.
- UCN's Educational Assistant certificate program was offered in seven First Nations communities through a partnership with Manitoba First Nations Education Resource Centre.

- In June, UCN's Early Childhood Education (ECE) program instructors hosted other ECE staff from post-secondary institutions in the province at the MCECEC Conference held at Guy Hill. UCN's use of Aboriginal teachings is popular among other institutions and Elder led workshops provided other faculty with opportunities to discuss and develop strategies on sharing Aboriginal perspectives.
- David Yerex Williamson, Dean, published new poetry in the national literary journals, *The New Quarterly*, *Prairie Fire* and *Tower Poetry*. He also received an editorial grant from the League of Canadian Poets to develop a manuscript.

Supper and a Book

Members of the ECE faculty with funding from the Winnipeg Foundation hosted the popular *Supper and a Book* literacy project.

Library staff, ECE faculty, students and their families shared a meal and then spent the evening in the library where ECE students read stories to the younger children. Librarians worked with the ECE students on storytelling skills, involving children in the story and selecting stories to read.



Faculty of Health

Dr. Vicki Zeran, Dean

Program offerings:

Joint Bachelor of Nursing (UCN / University of Manitoba)
 Diploma in Practical Nursing
 Health Care Aide Certificate
 Joint Primary Care Paramedic Certificate
 Law Enforcement Certificate

Key highlights:

- The Faculty and CritiCare EMS Academy partnership and collaboration permits the continued offering of the Primary Care Paramedic program.
- The Law Enforcement program partnered with Manitoba Crime Stoppers. Through the partnership, students developed a pamphlet and presentation that was showcased at the Annual General Meeting in June and adopted for use provincially.
- The Diploma of Practical Nursing program (held in Flin Flon) celebrated the graduation of nine students who went on to write the Canadian Practical Nurse Registration Examination (CPNRE) in September, 2019. Graduate Jamie Schmidt was the recipient of the Lieutenant Governor Silver Medal for Diploma programs which recognizes a students' high academic or technical ability, participation in university/college and/or community activities, good character and personality.
- Most Bachelor of Nursing faculty completed the National Council of State Board of Nursing "Test Development and Item Writing" course which will help faculty prepare NCLEX styled test questions. Using NCLEX styled questions during the program better prepares student for the registration exam.

Graduate Spotlight: Marguerita Ferreira

Marguerita Ferreira, a graduate from the Swan River Diploma in Practical Nursing program in July, 2018 (2016-18 cohort) was a recipient of the Agnes Dyck scholarship.

These scholarships are awarded, annually, to recent graduates of Manitoba's Diploma in Practical Nursing programs, based on academic achievement.

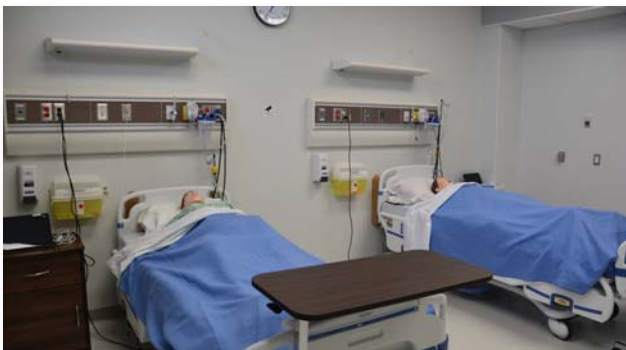
Scholarships are awarded from the Agnes Dyck Memorial Fund, and administered by the Winnipeg Foundation.



- The inaugural Primary Care Paramedic program graduating students had 100% success with the first writing of their Canadian Organization of Paramedic Regulators (COPR) Exam.
- The Faculty offered Nursing Skills 4 (Bachelor of Nursing program) for the first time in the spring term. Skills 4 incorporated some content from the Skills 3 course and some new content was added to fill in the gaps in the curriculum. This new arrangement permitted a much more in-depth teaching on IV medication administration and more supervised practice time for students. Safe medication administration tests were also part of nursing skills 4; students must demonstrate more critical thinking in Skills 4.
- Law Enforcement instructors hosted an inaugural Law Enforcement Academy Day (LEAD). Students in the Law Enforcement program facilitated the day's activities which included radio dispatching (on UCN campus grounds), public speaking, physical activities, an overview of the program's curriculum and report writing. In addition to an overview of the Law Enforcement curriculum, participants received greater exposure to the Law Enforcement Restorative Justice course by participating in the Blanket Exercise facilitated by Chris Pallan, Law Enforcement Instructor and Nelson Leaske, Waskawimakanwa Mecimwaci Isihtwawina Instructor/Coordinator.

Nursing Simulation at UCN

The simulation labs at UCN allow students to practice healthcare skills in a realistic hospital setting. Simulation is not a learning activity, it is a learning *experience*. Nursing students immerse themselves in a realistic scenario, and care for a lifelike patient. In this setting, they act as the practicing nurse and decide which assessments, interventions, and care decisions would best suit each patient's unique health needs. Simulation can allow nursing students to practice critical thinking and healthcare skills in a safe learning space with no risk of harm to patients. Simulation scenarios are carefully chosen to allow students to prepare for clinical placements by replicating some of the most common health concerns of patients in that area. Students beginning their maternity clinical placement in The Pas recently completed 4 weeks of simulation. Each student had the opportunity to experience being the "nurse" during a simulated delivery before they began their hospital placement. This experience allows students to gain a deeper understanding of the healthcare needs of maternity patients. The feedback from students has been universally and overwhelmingly positive, with reports of increased knowledge and confidence as they enter the clinical environment.



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Community and Industry Solutions

Rob Penner, Associate Vice-President

Skilled Trades, Apprenticeship and Technology

Gary Melko, Interim Dean

Program offerings:

Automotive Technician Certificate
 Carpentry/Woodworking Certificate
 Culinary Arts Certificate
 Electrical Trades Fundamentals Certificate
 Introduction to Construction Trades Certificate
 Heavy Duty Mechanics Certificate
 Industrial Welding Certificate
 Natural Resources Management Technician Diploma

Apprenticeship Programs

UCN and Apprenticeship Manitoba partner to offer a number of trades programs and pathways towards skilled trades certification. Apprenticeship training varies from two to five levels, depending on the trade. The average length of apprenticeship training is four levels. For each level, apprentices spend 80% of their time learning practical skills on the job. The remaining 20% is for technical training which is usually four to 10 weeks of in-school learning.

Apprenticeship Program offered at UCN:

Level 1-4 Industrial Mechanic-Millwright
 (Level 1-2 offered in Winnipeg, MB)
 Level 1-4 Industrial Electrical
 Level 1-4 Carpentry

Student Spotlight: Eric LeSann



Skilled Trades, Apprenticeship and Technology partners with the Kelsey School Division and Opaskwayak Education Authority to host the Northern Manitoba Skills Challenge annually in February.

Eric LeSann, competitor in the Northern Manitoba Skills Challenge in the Automobile Technology category, competed provincially in Winnipeg and won gold!

Eric represented Manitoba at the Skills National Canada Competition in Halifax held in May, 2019.

Eric was a student in a joint program between Margaret Barbour Collegiate Institute and UCN where students attend vocational programs at UCN while achieving high school credits and work towards their apprenticeship levels.

Congratulations Eric!

STAT Key highlights:

- The division name changed from the Faculty of Trades and Technology to Skilled Trades, Apprenticeship, and Technology (STAT) signaling and acknowledging apprenticeship and its' importance to the trades area and to UCN.
- Indigenous Services Canada partnered with the Faculty and Nisichawayasihk Cree Nation to provide construction training which will increase opportunities for housing construction in the community.
- STAT reinvigorated the Foundations for Trades program which is designed to meet the needs of learners by preparing them for success in a trades-related career. The program will be offered in the next academic year.
- Annually, the Natural Resources Management Technology program hosts a Silver Ring Ceremony which welcomes program graduates into the Canadian Institute of Forestry. Graduates receive a Silver Ring to honor their achievement of being recognized as professional Forest Technicians.
- STAT welcomed new instructors in the Industrial Mechanic/Millwright program: Greg Fox and Jeff Goodridge.
- STAT welcomed Terry Marofke, instructor in the Carpentry/Facilities Technician program in Thompson.

The Gordon Gale Training Centre in The Pas, MB, is a 1500 square foot facility designed and built as an experiential learning space for students in UCN's Electrical Trades program.

Named for the late Gordon Gale, an Electrical Instructor at UCN for over 30 years, the Gordon Gale House is an exceptional learning tool for future electricians. Students use the facility to learn hands-on best practice for their trade.

The training facility incorporates three types of solar energy options. A hybrid system that utilizes a battery bank to power up to 6 kilowatts of household loads. A solar water heater which also supplies heat through a radiator installed in an electric furnace and a two-kilowatt power generation array that offsets overall Manitoba Hydro costs. Solar collectors absorb the sun's rays, converts them to heat and transfers the heat to a heat-transfer fluid (typically a glycol and water mixture). The heat transfer fluid is then pumped into a heat exchanger located inside the water storage tank where it heats the water. After releasing its' heat via the heat exchanger, the heat-transfer fluid flows back to the collectors to be reheated. The controller keeps the heat-transfer fluid circulating whenever there is heat available in the solar collectors.

The facility is also used by Law Enforcement students to develop skills in crime scene investigation, executing search warrants as well as providing a venue for students to use the program's firearms simulator.

Workforce Development Centres

Tim Gibson, Manager, Workforce Development Centres

Lindsay Cook, Operations Manager, Swan Valley Workforce Development Centre

UCN's Northern Workforce Development Centre (NWDC), officially opened in June 2018 on UCN's Thompson Campus. This model was then expanded to the Swan Valley Region and in December, 2018, the Swan Valley Workforce Development Centre (SVWDC) was opened and has been tremendously successful as a mechanism to respond to the immediate and long-term training needs of new and current workers.

- Creation of the Workforce Development Centre model has increased opportunity to engage sector partners not otherwise targeted, most notably, the information communications technology sector. By providing training opportunities in this area, the centres are directly addressing labour market needs.
- The NWDC rented shop space from Norwest Manufacturing in Thompson, which meant that simulation based training could be offered. This included heavy equipment operator and driller training through partnerships with Heavy Construction Association and Manitoba Construction Sector Council.

Key highlights:

- A carpentry program held in partnership with the Swan Valley School Division was offered through the SVWDC. Students completed projects of benefit to the community including warming shelters located at ski trails at Duck Mountain Interpretive Centre.
- A focus on offering training targeted at effective operational efficiencies was a priority this year. This included computer applications, project management, lean management, lean manufacturing, customer service and others. Increasing digital-literacy skills is in particular demand and programming in this area will be a focus in the coming years.
- Aligning training with employment opportunities is critical and there has been success in this area. Eighty-three percent (83%) graduates from a Heavy Equipment Operator simulated based training were employed within 3 weeks of completing training. Plans are to strengthen and continue to create pathways between training and employment.
- Almost 200 students enrolled in programming held at the SVWDC in the 2018-19 academic year.

During the first year of operation, the NWDC provided training to 253 students through 38 courses or programs. Some of the training included:

- Security
- Power Engineering
- Blast Hole Drilling
- Heavy Equipment Operator
- Supervision and Leadership
- Lean Manufacturing and Practices
- Class 1 Truck Driver
- Project Management
- Mining Introduction
- Paramedic and Fire Fighter

Northern Manitoba Mining Academy

Craig Cowper, Director

Located in Flin Flon, Manitoba, the primary objectives of the Northern Manitoba Mining Academy (NMMA) are:

- To plan and implement educational and research programming that meets the needs of UCN partners;
- To expand the NMMA infrastructure and capital to support new research and teaching opportunities;
- To resource the NMMA sufficiently to ensure sustainability;
- To promote and market the NMMA brand; and,
- To sustain an exemplary governance model and Board membership for the NMMA.

The NMMA adheres to a training to employment model and works closely with partners to deliver training for project management, leadership training and a range of safety and industry-focused skills.

Key highlights:

- Partnerships are key to the work of the NMMA and over this academic year the NMMA partnered with the Northern Manitoba Sector Council, Workplace Education Manitoba and Hudbay to offer an Intro to Mining program delivered in Cross Lake, Snow Lake and Flin Flon.

Twelve graduates of the program received letters of offer for employment at their Graduation Ceremony in Cross Lake.

- During this academic year, more than 600 individuals, primarily middle- and secondary-school students, participated in events directed at increasing awareness of the career options within the mining, mineral exploration, and skilled trades sectors. Partnerships included CareerX, Skills Manitoba, Career Trek and others.



Mining is an industry of exploration. Twelve men from the northern community of Cross Lake, MB took the challenge of exploration and found exactly what they were looking for at the NMMA.

In spring, 2019, the NMMA partnered with the Northern Manitoba Sector Council, employer Hudbay Minerals, and other stakeholders to offer mining and industry training for the community of Cross Lake.

Training started in Cross Lake with three weeks of Life Skills education followed by four weeks of Essential Skills learning conducted by Workplace Education Manitoba. The program then shifted to the NMMA for two weeks, where students were provided with an opportunity to learn about exploration, minerals and mining.

Training Solutions

Nancy Goodridge, Director

The Training Solutions division was created from existing resources; however, positioned within Community and Industry Solutions to ensure that services were integrated allowing UCN to be nimbler and more responsive to community and industry needs.

This division oversees the growing continuing education initiative at UCN. A number of professional development and training opportunities have been held for staff, students and community members including (but not limited to):

Emergency First Aid ~ Conversational Cree ~ Microsoft Word & Excel (Advanced)
 Hobby Carpentry and Tool Use ~ Social Media and Marketing
 Web Page Design Intro ~ Resume Writing ~ Medical Terminology.

Work-Integrated Learning & Career Development

Krystle Paskaruk, Cooperative Education Coordinator

During this academic year, UCN introduced new programming to support, enhance, and engage Employers, Industry, Students and the UCN community in career development and work-integrated learning (WIL) initiatives. This effort resulted in over 2000 student, staff and employer participant engagements.

Key highlights:

- UCN's membership was renewed with Co-operative Education and Work-Integrated Learning Canada (CEWIL).
- UCN was recognized by Royal Bank of Canada for its continued support and partnership in the delivery of career services focused on student success.
- The inaugural edition of UCN's publication, *Career Post*, was released in the Spring, 2019. *Career Post* is a publication designed to promote WIL and career development at UCN.
- During Career and Workforce Development Month in November, 2018, UCN held two successful and energizing *Industry Engagement Nights* in The Pas and Thompson. The events connected UCN students to employers and industry representatives.
- Krystle Paskaruk was selected by CEWIL to present at the Education at Work Ontario and CEWIL Canada Professional Development Symposium held at the University of Ottawa. The presentation focused on accessing Work-Integrated Learning in Northern communities.

- *Employer Recognition Lunches* were held in The Pas and Thompson during National Co-op/WIL Week (March, 2019), to honor and recognize the contributions employers have made to work experience for UCN students over the years. Over 75 employers were nominated and recognized.
- Over this academic year, UCN departments and programs became partners in promoting awareness and understanding of WIL and identifying prospective WIL opportunities within faculties. Program-specific frameworks are currently in development to support programs that have been identified for cooperative education programming.
- The *Career Connect* program was launched to boost on campus engagement of employers and industry partners with students. Numerous employers were hosted on campus via information sessions, workshops, classroom presentations or information booths, connecting with over 137 UCN faculty and students around job prospects, company profiles and other topics.
- The *Professional Development* series, focused on pre-employment training curricula, was implemented to help students develop the skills and tools needed to secure employment and perform professionally in the workplace. Over 381 individuals participated in the series across the region.



UCN Libraries

The UCN Libraries supports the curriculum of UCN; provides resources to support the educational communities of Northern Manitoba; and develops a research library to support the needs of UCN. There are six physical locations where library materials are distributed, and an on-line presence to provide access to electronic resources. Libraries are located at the Swan River Health Centre, The Pas and Thompson campuses and community Libraries are located in Chemawawin, Norway House and Pukatawagan.

Heather Smith, University College Librarian

Key highlights:

- Some of the new databases added during this academic year included:
 - Canadian Field Naturalist;
 - Chronicling America;
 - Coastal Flix;
 - IBIS World;
 - Reading Teacher;
 - Visible Bodies; and
 - Wiley Online Library.

These additions mean that patrons have access to over 80 databases.

- Received Literacy grant from the Winnipeg Foundation and partnered with UCN's ECE faculty and students to provide the Supper & A Book and Lunch & Literacy events.

- During the 2018-19 year, over 5,300 items were added to library collections and library staff were pleased to see a notable increase in patrons in Thompson and Pukatawagan.
- The library increased patrons' accessibility by adding Research Skills Libguides, Tutor.com and Assistive Services.
- UCN/Community Libraries continued to be a success during this academic year. Library staff in Easterville, Pukatawagan and Norway House provided children's programming, employment preparation (resumes, Universal Class courses and other services) and served members of the community in addition to UCN students and faculty.

Patrons in 2018-19:

The Pas	Thompson	Swan River	Chemawawin	Norway House	Pukatawagan
60,784	26,964	n/a	13,423	2,688	5,460

The current collection in all libraries was 78,252 and contains:

	The Pas	Thompson	Swan River	Chemawawin	Norway House	Pukatawagan
Print	31,427	11,053	421	10,306	9,344	4,597
Media	6,671	2,048	85	801	1,081	417
Total	38,099	13,101	506	11,107	10,425	5,014

Additions (media materials, DVDs maps, kits, etc. to the UCN Collections in 2018-19:

	The Pas	Thompson	Swan River	Chemawawin	Norway House	Pukatawagan
Print	2,061	1,277	47	296	289	627
Media	400	90	1	96	48	77
Total	2,461	1,367	48	392	337	704

Circulation figures:

The Pas	Thompson	Swan River	Chemawawin	Norway House	Pukatawagan
4,698	2,467	29	1,384	525	1,760

Faculty Spotlight: Chris Pallan

A member of the Witsat First Nation in Northern British Columbia, Chris came to UCN in November, 2016 as an instructor in the Law Enforcement Program.

Chris began his career in Law Enforcement as a Correctional Officer before transferring to Policing and served as a Police Officer with the Royal Canadian Mounted Police for 23 years.

During his tenure with the RCMP, Chris was posted to seven communities throughout B.C. He has a passion for working with communities to identify their concerns in order to initiate proactive and preventative interventions. For Chris, engaging citizens, and building strong collaboration creates safer communities. It is this commitment and dedication that is a foundation for Law Enforcement Studies at UCN. In addition to teaching in the Law Enforcement Program, Chris is a facilitator of the Blanket Exercise, an interactive educational program that teaches the history of indigenous peoples in Canada. The program was created in response to the 1996 report of the Royal Commission on Aboriginal Peoples, and is used as a teaching tool across Canada and Chris has facilitated many sessions for internal staff, faculty and students and external agencies.

“I am thrilled to be at UCN - a highly respected post-secondary institution comprised of great people in a beautiful part of the country. In the UCN community, the Law Enforcement program is based on respect, positive relationships, experiential knowledge and responsibility. Our students have space to share their lived experience prior to coming to the program as we understand how this experience will shape their learning of new concepts preparing them for a career in Policing”.



RESEARCH, SCHOLARSHIP AND CREATIVE WORKS

Research and Academic Excellence

The Department of Research and Academic Excellence provides key services for faculty, staff and students to support teaching, learning and research activities at UCN.

Departmental activities fall under five main areas: Research, Learning Technologies / Distance Education, Quality Assurance, and Faculty Development.

Linda Melnick, Dean

Key highlights:

- A total of \$29,500 was awarded to UCN faculty, staff, students and Elders through the annual UCN seed fund.

This peer-reviewed internal funding competition is organized by the Research, Education & Learning Committee of the UCN Learning Council, and is funded through the Office of the Dean of Research and Academic Excellence. Research conducted through the UCN Seed Fund often provides researchers with their first research experience, or provides the opportunity for a pilot study prior to a much larger research project funded through provincial or federal grants.
- UCN received a \$45,905 Research Support Fund grant from the Government of Canada, an external grant from the Tri-Council Funding Agencies (SSHRC, NSERC and CIHR). This federal grant helps post-secondary institutions to offset the overhead costs of supporting research activities, capacity building and training. Targeted investments were made throughout 2018-19 to enhance infrastructure and capacity relative to UCN's research facilities, research resources, research management and administration, research training, regulatory and accreditation, knowledge transfer and intellectual property.
- UCN received three Manitoba Research Alliance (MRA) grants. MRA grants are funded through the SSHRC Partnership Grant Program to the Manitoba Research Alliance team. The first MRA grant of \$18,500 has funded student stipends, research training and research costs to study Indigenous people's access to, and outcomes of, training, education and employment at the Atoskiwin Training and Employment Centre in Nisichawayasihk Cree Nation, part of a four-year project (2016-2020).

The second MRA grant of \$10,000 is being used to study Indigenous people's employment and training in Thompson, Manitoba. UCN, in collaboration with Nisichawayasihk Cree Nation, is examining the ways that Indigenous individuals are supported and are prepared for the workforce, specifically the workforce in Thompson.
- The third MRA grant of \$10,000 has supported an Oral History Achieving Project for Northern Manitoba. UCN researchers, in collaboration with Library and Archives Canada, local stakeholders and UCN's Council of Elders, are working towards identifying needs and best practices for conducting and hosting an oral history research project in Manitoba's North. As part of the project, UCN student workers are gaining experience in conducting and transcribing oral interviews in Thompson and the surrounding area.

- UCN received a \$45,905 Research Support Fund grant from the Government of Canada, an external grant from the Tri-Council Funding Agencies (SSHRC, NSERC and CIHR). This federal grant helps post-secondary institutions to offset the overhead costs of supporting research activities, capacity building and training. Targeted investments were made throughout 2018-19 to enhance infrastructure and capacity relative to UCN's research facilities, research resources, research management and administration, research training, regulatory and accreditation, knowledge transfer and intellectual property.
- All courses at UCN include a connection to the online learning management system, UCNLearn, in a 'blended' model of course delivery. Technology-mediated courses offered at UCN were delivered using three primary delivery platforms: Web-conferencing, Adobe Connect and UCNLearn.
- Adobe Connect is a robust web-conferencing platform that creates a virtual classroom, where students and faculty can interact synchronously, allowing for a full array of pedagogical techniques for deep engagement and skill development.

Learning Technologies / Distance Education

- UCN provides a significant number of college and university courses and programs through distributed and distance delivery, with demand that continues to grow annually. The Learning Technologies/Distance Education area continued to support UCN's core mission by providing consultations, collaborations, training, assistance and tools to faculty and administrative departments, faculty members and students with respect to technology-mediated teaching and learning.
 - ANS.1000 Aboriginal Studies 1, UCN's first fully online course was developed this year and three additional online courses are being developed.
 - Essential services supporting academic and technical aspects of digital teaching and learning were provided by the Learning Technologies Specialist, Educational Technologist, and Learning Technologies Facilitators.
- In addition to being used for teaching, Adobe Connect served as a dedicated learning environment for the UCN Student Writing Centre and for regular tutor sessions for students across UCN.
- Plans for a pilot project using Adobe Connect within the Nursing program are underway. The project would involve an internally-created learning object repository to address key concepts and micro-lessons to enhance student retention and success.
- UCNLearn (Desire2Learn) is a web-based Learning Management System that allows course content to be organized and delivered to any location that has an internet connection. UCNLearn, paired with web-conferencing, allows students to take UCN courses without leaving their community. Students can access courses during times that fit within their work schedule and lifestyle. At UCN, the most important use of UCNLearn is in blended learning, enhancing face-to-face classes or in technology-mediated courses through web-conferencing tools.

- Classroom management, assistance with class engagement through on-site presence, as directed by instructors, basic tutorial supports, and assistance technologies (e.g. UCNLearn course shell management and personalization, Adobe Connect training and supports) were key supports provided by Learning Technology Supervisors and staff.
- UCN moved from video-conferencing to web-enabled conferencing with Adobe Connect and Zoom enabled classrooms. This allowed courses to be delivered synchronously between locations through web-based platforms with standard hardware at receiving locations.
- Program Advisory Committees continued to actively provide feedback to respective areas and remain vital links connecting UCN administration, faculty and students to community, business and industry.

Indigenization of Curriculum at UCN

- Indigenization of UCN's curriculum was a major focus in 2018-19. An Indigenous Curriculum Specialist was hired. This role was tasked to develop a common understanding of what Indigenization at UCN means, including researching and sharing best/better practices within all program areas and working directly with faculty to support and enhance their understanding.

Quality Assurance

- UCN continued to work toward meeting the recommendations arising from the Canadian Council on Animal Care's (CCAC) Interim Assessment in May, 2017. UCN added a veterinarian to the committee composition in August, 2019.
- Students in Year 2 of the Natural Resources Management Technology diploma program were supported to take online animal user training through the University of Manitoba. The training covers general principles for ethical use of animals in research together with modules particular to fish and wildlife, and must be completed by the students before they participate in the Fall Field Practicum part of their program.
- Program reviews remained a critical way to assess academic programs and to determine ways to improve the quality of education, scholarship and service. An external review of the Science minor was conducted and reviews are underway for the Aboriginal and Northern Studies, Bachelor of Education and Pre-Employment Carpentry programs.
- To support this initiative, the Indigenous Curriculum Subcommittee within the Academic Planning of UCN's Learning Council was formed. This committee will provide guidance to the Specialist in expanding opportunities for incorporating Indigenous knowledge in curriculum.
- The division hosted a Discussion Circle centered around '*Reconciliation through Indigenous Education*', a massive open online course offered through the University of British Columbia. Approximately 15 UCN faculty and staff enrolled in the course and many participated in the weekly Discussion Circles.
- Education workshops were created and held for faculty. The workshops provided an opportunity to explore key important topics in Indigenization. Three workshops were developed and collaboratively delivered including, Concepts of Indigenization, Territorial Acknowledgements and Elders & Traditional Knowledge Keepers Protocol.

Research Grants

During the 2018-19 academic year, UCN's faculty members have worked hard to increase research outcomes. The following table demonstrates the amount of funding received through research grants over the last five years.

Grant Program	2013/14	2014/15	2015/16	2016/17	2017/18
CIHR	\$0.00	\$0.00	\$951.50	\$0.00	\$0.00
SSHRC	\$89,103.58	\$78,903.60	\$27,401.56	\$64,877.11	\$60,800.86
TOTAL	\$89,103.58	\$78,903.60	\$28,353.06	\$64,877.11	\$60,800.86

Faculty Spotlight: Dr. Gilbert McInnis

Dr. Gilbert McInnis is an Assistant Professor in University College of the North's Faculty of Arts, Business and Science. Dr. McInnis also coordinates the UCN Writing Centre in Thompson, a critical resource for students who require assistance with writing assignments.

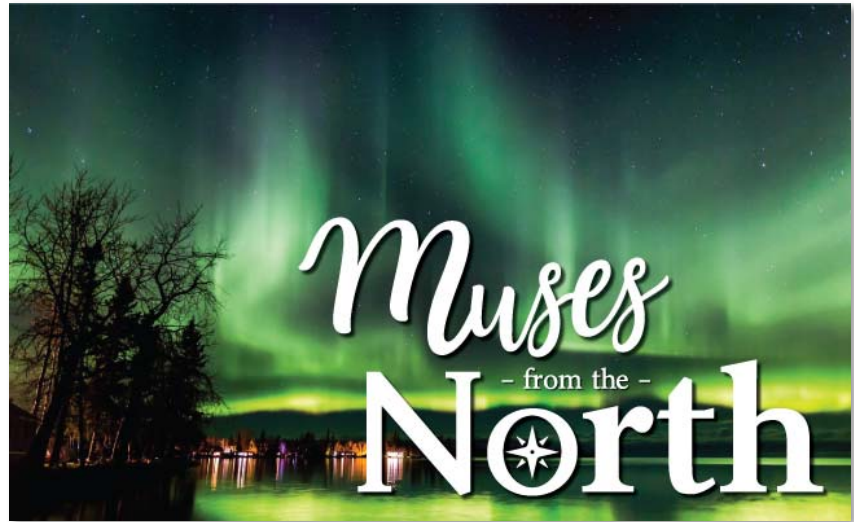
In 2019, Dr. McInnis received notice from Peter Lang Publishing confirming that his book *Kurt Vonnegut: Myth and Science in a Postmodern World* had been accepted for publication. This book will be followed up with his forthcoming book *Our Last Mythology* (2020).



Dr. McInnis has been invited to speak at a number of international venues including the *International Conference Post-Colonial Theory and Practice in the Twenty-First Century: Re-Imaging the Limits of the Human*, in Rzeszów, Poland and the *International Conference for Academic Disciplines in Prague*, Czech Republic.

Scholarship and Creative Works

Muses from the North is an online journal for students of UCN, published biannually from UCN campuses in The Pas and Thompson. *Muses* provides a platform for students across the institution to express their musings about northern tradition and culture in words, images and pictures. Students' academic works are published to showcase their achievements from their northern learning environments. The publication favors Northern tradition, culture and stories from northern communities in a variety of formats including fiction and nonfiction, graphics, translated excerpts from Indigenous languages, and interviews. *Muses from the North* is edited by Ying Kong and Joseph Atoyebi, Faculty of Arts, Business and Science, UCN.



The quint is published quarterly as a wide-ranging forum for scholarly articles and other essays, creative writing, and artwork. It has a view toward creating a useful, inclusive conversation for everyone by disseminating work that is written in accessible language. It reflects a diversity of disciplinary approaches, subjects, and analyses of interest to scholarly readers. The journal also publishes interviews, artwork, creative writing, and reviews.

The quint has a strong international and national reputation and attracts scholars, writers, and readers from around the world. One of *the quint's* mandates is to showcase scholarship that focuses on Aboriginal and Indigenous issues. Scholarly articles, creative writing, and interviews by and about Aboriginal authors can be found in its issues.

The quint is edited by Dr. Sue Matheson, Faculty of Arts, Business and Science, UCN.

APPENDIX A: 2018-2019 ENROLMENT SUMMARY

The following report details the Enrolment Summary for the 2018-19 Academic Year.

MAIN CAMPUSES (The Pas & Thompson)

Programs

College

APPRENTICESHIP

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
Carpentry Apprenticeship	6	11				15	11	17	
Industrial Electrical Apprenticeship			12	24		30	1	5	36
Industrial Mechanic Apprenticeship	12	15	54	45		114	5	7	126
Funding Level Total	18	26	66	69		159	7	13	179

BASE FUNDED

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
High School Automotive Technician	1					1			1
High School Heavy Duty Mechanics	1					1			1
Primary Care Paramedic	11						11		11
Aboriginal & Northern Counselling Skills	30					6	23		30
Automotive Technician	5					3	2		5
Business Administration Diploma	36	28				18	46		64
Carpentry/Woodworking	9					8	1		9
Community Economic Development		2					2		2
Culinary Arts	8					4	4		8
Early Childhood Education	14	36				1	48	1	50
Early Learning and Child Care	10						10		10
Electrical Trades Fundamentals	7					7			7
Facilities Basic Maintenance	11					9	2		11
Facilities Technician	3					3			3
General Studies: Adult Education	25					10	15		25
Health Care Aide	21					2	18	1	21
Heavy Duty Mechanics	7					6	1		7
High School Industrial Welding	3					2	1		3
Industrial Welding	6					6			6
Ininiw Nekani Human Resource Management	2	6				2	6		8
Law Enforcement	10					6	4		10
Mature Student High School Diploma	81					31	50		81
Natural Resources Management Technology	26	17				29	14		43
Office Assistant	17					1	15	1	17
Funding Level Total	344	89				156	273	3	433

CONTINUING EDUCATION PROGRAMS

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
Educational Assistant Certificate	8					1	7		8
Heavy Equipment Operator Training	1					1			1
Introduction to Industry Certificate	1					1			1
Funding Level Total	10					3	7		10

CONTRACT TRAINING

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
Aboriginal & Northern Counselling Skills	10					1	9		10
Educational Assistant Certificate	2					2			2
Health Care Aide	16					4	12		16
Heavy Equipment Operator Training	11					11			11
Ininiw Nekani Human Resource Management	2	7				2	7		9
Funding Level Total	41	7				20	28		48

University**BASE FUNDED**

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
	1						1		1
Bachelor of Arts	197	36	20			50	202	1	253
Bachelor of Arts/Education	15	10	10	3	5	5	38		43
Bachelor of Business Administration	7		4	3		2	12		14
Bachelor of Education	11	3	5	7	14	10	30		40
Bachelor of Interdisciplinary Studies	2						2		2
Bachelor of Interdisciplinary Studies/Education		1	2		3	1	5		6
Bachelor of Nursing		23	43	24		11	79		90
Funding Level Total	233	73	84	37		79	369	1	449

CONTRACT TRAINING

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
Bachelor of Arts	15	4				2	17		19
Funding Level Total	15	4				2	17		19

Non-Program**College****BASE FUNDED**

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
General Studies: Non-Program	634					132	191	311	634
Funding Level Total	634					132	191	311	634

CONTINUING EDUCATION PROGRAMS

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
General Studies: Non-Program	5					1	4		5
Funding Level Total	5					1	4		5

CONTRACT TRAINING

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
General Studies: Non-Program	182					70	20	92	182
Funding Level Total	182					70	20	92	182

MAIN CAMPUSES TOTAL	1482	199	150	106	22	622	916	420	1959
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POST-SECONDARY EDUCATION ACCESS CENTRES

Programs

College

BASE FUNDED

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
Aboriginal & Northern Counselling Skills	19					3	15	1	19
Basic Business Principles	2						2		2
Business Administration Diploma	20	1				8	13		21
Carpentry/Woodworking	35					32	3		35
Community Economic Development	6					3	3		6
Culinary Arts	4					1	3		4
Diploma in Practical Nursing	15	10				1	24		25
Early Childhood Education		11					11		11
Early Learning and Child Care	7						6	1	7
Health Care Aide	48					4	42	1	48
Heavy Duty Mechanics	2					2			2
High School Building Construction	22					20	2		22
Office Assistant	19					2	17		19
Welder Training Level 1	1					1			1
Funding Level Total	200	22				77	141	3	222

CONTINUING EDUCATION PROGRAMS

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
Educational Assistant Certificate	31					7	24		31
Funding Level Total	31					7	24		31

CONTRACT TRAINING

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
Basic Drywall Applicator	12					11	1		12
Educational Assistant Certificate	173					45	124	2	173
General Studies: Adult Education	1					1			1
Health Care Aide	10					2	7	1	10
Office Assistant	25					9	11	5	25
Funding Level Total	221					68	143	8	221

University

BASE FUNDED

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
Bachelor of Arts	58	21	5			20	63	1	84
Bachelor of Arts/Education			1				1		1
Bachelor of Business Administration			2	1			3		3
Bachelor of Education	1						1		1
Bachelor of Interdisciplinary Studies	8		1			1	8		9
Bachelor of Interdisciplinary Studies/Education	28	13	10			5	46		51
Funding Level Total	95	34	19	1		26	122	1	149

CONTRACT TRAINING

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
Bachelor of Arts	26					5	21		26
Funding Level Total	26					5	21		26

Non-Program

College

BASE FUNDED

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
General Studies: Non-Program	731					135	210	385	731
Funding Level Total	731					135	210	385	731

CONTINUING EDUCATION PROGRAMS

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
General Studies: Non-Program	1						1		1
Funding Level Total	1						1		1

CONTRACT TRAINING

Program Name	Yr1	Yr2	Yr3	Yr4	Yr5	Male	Female	Unknown	Total
General Studies: Non-Program	55					16	18	21	55
Funding Level Total	55					16	18	21	55

POST-SECONDARY EDUCATION ACCESS CENTRES TOTAL	1360	56	19	1	0	334	680	418	1436
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INSTITUTION TOTALS	2842	255	169	107	22	956	1596	838	3395
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Graduates

MAIN CAMPUSES

Certificates

Aboriginal & Northern Counselling Skills	10
Automotive Technician	5
Carpentry/Woodworking	6
Culinary Arts	4
Electrical Trades Fundamentals	7
Facilities Basic Maintenance	9
Health Care Aide	26
Heavy Duty Mechanics	3
Heavy Equipment Operator Training	10
Industrial Welding	3
Law Enforcement	7
Office Assistant	7
Primary Care Paramedic	2

Total Certificates 99

Diplomas

Business Administration Diploma	10
Community Economic Development	1
Early Childhood Education	29
Ininiw Nekani Human Resource Management	9
Mature High School Diploma	21
Natural Resources Management Technology	10

Total Diplomas 80

Degrees

Bachelor of Arts	16
Bachelor of Arts/Education	6
Bachelor of Business Administration	2
Bachelor of Education	13
Bachelor of Interdisciplinary Studies/Education	3
Bachelor of Nursing	21

Total Degrees 61

TOTAL MAIN CAMPUSES 240

POST-SECONDARY EDUCATION ACCESS CENTRES

Certificates

Aboriginal & Northern Counselling Skills	19
Basic Business Principles	2
Basic Drywall Applicator	1
Carpentry/Woodworking	9
Educational Assistant Certificate	47
Health Care Aide	35
Heavy Duty Mechanics	2
Office Assistant	28

Total Certificates 143

Diplomas

Community Economic Development	6
Diploma in Practical Nursing	10

Total Diplomas 16

Degrees

Bachelor of Arts	4
Bachelor of Business Administration	1

Total Degrees 5

TOTAL POST-SECONDARY EDUCATION ACCESS 164

TOTAL Graduates 404

Graduates are those with a conferral date within the 2018-19 Academic Year

APPENDIX B: 2018-19 MEMORANDA OF UNDERSTANDING AND AGREEMENTS

The following are academically-related Memoranda of Understanding, Agreements and Inter-Institutional Relationships negotiated and/or active in the 2018-19 academic year.

Signatory	Title	Effective Date	Expiry Date
The Natural Sciences and Engineering Research Council of Canada and The Social Sciences and Humanities Research Council of Canada	Agreement on the Administration of Agency Grants and Awards by Research Institutions	April 1, 2018	March 31, 2023
Child and Family Services Authorities	Memorandum of Understanding for the tuition waiver of up to five (5) students who are in extended care.	March 15, 2017	Ongoing
Instructure, Inc.	Memorandum of Understanding for the hosting of UCN courses on Instructure's Canvas Network platform.	October 15, 2016	Ongoing
Brandon University	Memorandum of Understanding for the shared position of Professional Associate at Brandon University and the Northern Manitoba Mining Academy	May 16, 2016	Ongoing
The University of Manitoba	Restatement Agreement (re: Joint U of M – UCN Faculty of Nursing four year Baccalaureate Degree Nursing Program)	September 1, 2015	Ongoing
Frontier School Division	Cooperation and Collaboration Agreement – Dual Credit Delivery	September 1, 2015	Ongoing

Signatory	Title	Effective Date	Expiry Date
Opaskwayak Education Authority	MOA respecting joint vocational, trades, and technology programming	July, 2015	Ongoing
Mathias Colomb Cree Nation	Agreement to establish and maintain a Joint University / Public Library Facility in Pukatawagan.	June 23, 2015	Ongoing
Kelsey School Division	MOA respecting joint vocational, trades, and technology programming	January 26, 2015	Ongoing
Her Majesty the Queen in Right of the Province of Manitoba, as represented by the Minister of Conservation	Agreement respecting Use of Tramping Lake Field Station	September 1, 2014	August 31, 2019
Manitoba Institute of Trades and Technology (formerly Winnipeg Technical College)	Memorandum of Understanding re Industrial Mechanical (Millwright) Apprenticeship – Level 1 and Level 2 Onsite Delivery at MITT Site	May 31, 2014	March 31, 2017 – renegotiation underway
Critical Care Emergency Medical Services	Memorandum of Understanding to Cooperate and Collaborate in the Joint Delivery of an Emergency Medical Responder (EMR) certificate program	May 15, 2014	TBD
Kelsey School Division	Cooperation and Collaboration Agreement – Dual Credit Delivery	September 1, 2013	Ongoing
4916906 Manitoba Limited	Lease agreement for Faculty of Health Swan River site	July 1, 2012	Ongoing

Signatory	Title	Effective Date	Expiry Date
Natural Sciences and Engineering Research Council (NSERC)	Memorandum of Understanding re: Roles and Responsibilities in the Management of Federal Grants and Awards	April 19, 2012	Ongoing
South Eastman Regional Health Authority	Memorandum of Understanding regarding the Reinstatement and Continuation of the South Eastman Regional Health Authority Clinical Placement Agreement entered into May 25, 2009	March 2, 2012	Ongoing
University of Manitoba	Memorandum of Understanding (MOU) in support of the bid for the National Research Centre on Residential Schools	January 30, 2012	Ongoing
Northern Regional Health Authority	Letter of Agreement Between UCN and Northern Regional Health Authority re brokerage of UCN's Infusion Therapy & Intravenous (IV) and Intramuscular (IM) Medication Administration course	September 1, 2011	Ongoing
The Board of Governors of Red River College	Addendum to Memorandum of Understanding Agreement re: EADDI originally signed May 11, 2011 (see below)*	August 2, 2011	Ongoing

Signatory	Title	Effective Date	Expiry Date
Manitoba's Public Universities and Colleges (U of Manitoba, U of Winnipeg, Brandon U, Red River College, Université de Saint-Boniface, Assiniboine Community College, UCN)	Memorandum of Understanding Between Manitoba's Public Universities and Colleges for Improving Student Mobility	June 24, 2011	Ongoing
The Board of Governors of Red River College	Memorandum of Understanding re: E-Apprenticeship Design and Development Initiative (EADDI) – Industrial Mechanic (Millwright) Level 2	Original signed May 11, 2011 *Addendum added August 2, 2011 (see above)	Ongoing
Chemawawin Cree Nation	Agreement to Establish and maintain a Joint University / Public Library Facility	March 30, 2011	Ongoing
The Northern Manitoba Sector Council Inc.	Equipment Use Agreement (re: Mine Training Simulator Base Station and Training Consoles)	September 1, 2010	Ongoing
Treaty Relations Commission of Manitoba	Memorandum of Understanding re: Collaboration to Enhance Treaty Education	October 27, 2009	Ongoing
Manitoba Hydro Telecom (MHT)	10Gbps Wavelength Agreement	October 1, 2009	September 30, 2024 (15 year term)
NorQuest College	Purchase of Practical Nurse Program Curriculum and Related Documents	June 30, 2009	Ongoing

Signatory	Title	Effective Date	Expiry Date
Manitoba Aboriginal and Northern Affairs	Memorandum of Understanding regarding Development of a Partnership for Aboriginal Employment	June 12, 2009	Ongoing
Norway House Cree Nation	Agreement to Establish and maintain a Joint University / Public Library Facility	March 13, 2009	Ongoing
Manitoba Advanced Education and Literacy; & Manitoba Entrepreneurship Training and Trade ¹	Memorandum of Agreement on Implementing the Off-Campus Work Permit Program for International Students on Off-Campus Work Permit Program for International Students	January 28, 2009	Ongoing
Interior Health Authority	Affiliation Agreement for Placement of UCN Students in Interior Health Authority's Facilities for Practical Experience	August 1, 2008	Ongoing
Misipawistik Cree Nation	Memorandum of Understanding re: Establishment of UCN's Misipawistik Cree Nation Regional Centre	July 1, 2007	Ongoing
Manitoba First Nations Education Resource Centre	Cooperation and Collaboration Agreement	July 1, 2007	Ongoing

¹ On behalf of the Government of Manitoba, represented by the Deputy Ministers of Advanced Education and Literacy and Federal-Provincial and International Relations and Trade.

Signatory	Title	Effective Date	Expiry Date
The Council on Post-Secondary Education ²	Memorandum of Understanding Concerning Campus Manitoba	October 30, 2006	Ongoing
St. Theresa Point First Nation	Establishment of UCN's St. Theresa Point Regional Centre	July 1, 2004	Ongoing
Norway House Cree Nation	Establishment of UCN's Norway House Regional Centre	March 11, 2004	Ongoing
Mathias Colomb First Nation	Establishment of UCN's Mathias Colomb Regional Centre	July 1, 2003	Ongoing
Nisichawayasihk Cree Nation	Establishment of UCN's Nisichawayasihk Regional Centre	March 13, 2003	Ongoing
Chemawawin Cree Nation	Establishment of UCN's Chemawawin Regional Centre	June 17, 2002	Ongoing
Opaskwayak Education Authority	General Cooperation and Collaboration Agreement	February 22, 2002	Ongoing
Tataskweyak Cree Nation	Establishment of UCN's Tataskweyak Regional Centre	September 17, 2001	Ongoing
Pimicikamak Cree Nation Education Authority, Cross Lake	Establishment of UCN's Pimicikamak Regional Centre	December 15, 1999	Ongoing
Northlands College	Cooperation and Collaboration Agreement	January 28, 1997	Ongoing
Nunavut Arctic College	Cooperation and Collaboration Agreement	June 2, 1996	Ongoing

² Other participating institutions: The University of Manitoba, The University of Winnipeg, Brandon University, Université de Saint-Boniface, Assiniboine Community College and Red River College.

Signatory	Title	Effective Date	Expiry Date
Manitoba Geological Services	Agreement for NMMA to provide care and management duties for the MGS Centennial Core Storage facility at Bakers Narrows	Sept. 1, 2019	Aug. 31, 2021

APPENDIX C: 2018-19 PARTNERSHIPS AND WORKING RELATIONSHIPS

The following chronicles organizations with whom UCN has worked over the 2018-19 year.

A

Aboriginal Education Research Forum
 Aboriginal Financial Officers Association
 Aboriginal Human Resource Association
 Apprenticeship Manitoba
 Assembly of Manitoba Chiefs
 Assiniboine Community Colleges
 Association of Canadian Universities for Northern Studies
 Athabasca University

B

Blue Quills First Nations College
 Brandon University
 Bunibonibee Cree Nation

C

Cameco
 Campus Manitoba
 Canadian Association of Practical Nurse Education
 Canadian Association of Schools of Nursing
 Canadian Institute of Forestry
 Canadian Institute of Marketing
 Canadian Kraft Paper Industries Ltd.
 Canadian Language and Literacy Research Network (CLLRNet)
 Canadian Library Association
 Career Trek
 Centre for Rupert's Land Studies
 Certified General Accountants of Manitoba
 Chartered Professional Accountants of Manitoba
 Child and Family Services
 Chemawawin Education Authority
 College of Licensed Practical Nurses of Manitoba
 Commission on Dental Accreditation of Canada
 Council of Prairie and Pacific University Libraries
 Cree Nation Child and Family Services
 Criti Care, Inc.
 Cross Lake Education Authority

D

Dental Assistant Educators of Canada

E

Employment Manitoba

F

First Nations and Inuit Health Branch
 First Nations University of Canada

Flin Flon School Division

Fox Lake Cree Nation

Frontier School Division

H

Honekwē (House of Stories)
 HudBay Minerals Inc.
 Hudson Bay Port Company
 Hudson Bay Railway Company

I

Indigenous and Northern Affairs Canada

Instructure, Inc.

Interior Health Authority

Island Lake Tribal Council

K

Keewatin Tribal Council

Kelsey Recreation Commission

Kelsey School Division

M

Manitoba Indigenous and Municipal Relations

Manitoba Advanced Learning

Manitoba Construction Sector Council

Manitoba Dental Assistants Association

Manitoba Dental Association

Manitoba Forestry Association

Manitoba Government Mineral Resource Development Division

Manitoba Growth, Enterprise and Trade

Manitoba Health, Seniors and Active Living

Manitoba Heavy Construction Association

Manitoba Hydro
 Manitoba Hydro Telecom
 Manitoba Institute of Trades and Technology
 Manitoba Keewatinowi Ininew Okimakanak
 Manitoba Library Association
 Manitoba Library Consortium, Inc.
 Manitoba Métis Federation
 Manitoba Public Library Service
 Manitoba Public Post-Secondary Cooperative
 Manitoba Sport, Culture and Heritage

 Mathias Colomb First Nation

 Mining Association of Manitoba
 Misipawistik Cree Nation
 Mosakahiken Cree Nation
 Mount Royal College
N
 Nelson House Atoskiwin Training and
 Employment Centre (ATEC)
 Nisichawayasihk Cree Nation
 NorQuest College
 North Central Canada Centre for the Arts and
 Environment
 Northern and Aboriginal Population Health and
 Wellness Institute
 Northlands College
 Northern Career Quest Mining
 Northern Manitoba Sector Council
 Northern Nursing Education Network
 Northern Regional Health Authority
 Norway House Cree Nation
 Nunavut Arctic College
O
 Opaskwayak Cree Nation
 Opaskwayak Education Authority
P
 Paskwayak Business Development Corporation
 Ltd.

 Pimicikamak Cree Nation

 Prairie Mountain Regional Health Authority

R
 Red River College
 Reel North Film Festival (Thompson)
 Royal Road University
S
 Safety Services Manitoba
 Saskatchewan Polytechnic
 School District of Mystery Lake
 Skills Canada Manitoba
 Southern Regional Health Authority
 St. Theresa Point First Nation Employment and
 Training
 Sunrise Health Region
 Swampy Cree Tribal Council
 Swan Valley School Division
T
 Tataskweyak Cree Nation
 Tataskweyak Community Employment and
 Training Program (CETP)
 Tech Manitoba
 The Manitoba Museum

 The Pas Wellness Centre

 Thompson Multicultural Centre
 Thompson Newcomer Settlement Services
 Thompson Public Library
U
 University of Manitoba
 University of Manitoba Libraries
 University of the Arctic
 University of Winnipeg
V
 Valé – Manitoba Division
W
 Winnipeg Regional Health Authority
Y
 York Factory First Nation (funding Mature High
 School Diploma in York Landing with Manitoba
 Hydro)

APPENDIX D: 2018-19 ARTICULATION AND ACCREDITATION AGREEMENTS

University College of the North is committed to establishing agreements with institutions, agencies and accrediting bodies to maximize student mobility, portability and transferability of education. The University College of the North currently has a variety of articulation and accreditation agreements, as detailed below. The University College of the North also maintains a Credit Transfer Guide for course-by-course credit transfer to universities both within and outside of Manitoba. New articulation, accreditation and credit transfer agreements are currently under development.

UCN Program	Details of Transfer Agreement and/or Articulation	Institution and Program and/or Accreditation Body
Adult Education	Registration	UCN Adult Learning Centre, registered by Manitoba Adult Learning & Literacy
Automotive Technology	Delivered by UCN for Margaret Barbour Collegiate Institute (Kelsey School Division No. 45) to its high school students	High School Vocational Credit
Bachelor of Education (Integrated Degree Programs and After-Degree Program)	Accreditation	Manitoba Education & Training
Business Administration (diploma)	60 credit hours (2+2) into the Bachelor of Business Administration degree, and into the four-year Bachelor of Arts degree with a Business Administration major.	Brandon University
	2 + 2 into the Post Diploma Bachelor of Management degree, with majors in: Accounting, Finance; First Nations' Governance, General Management; Human Resource Management and Labour Relations; Information Systems (IS); International Management; and Marketing.	University of Lethbridge

UCN Program	Details of Transfer Agreement and/or Articulation	Institution and Program and/or Accreditation Body
Business Administration (diploma)	(NOTE: Only Accounting Diploma graduates may choose an Accounting degree major.) Students admitted to the Post-Diploma B.Mgt. Program are also eligible for participation in the Management Co-operative Education Program.	University of Lethbridge
	39 credit hours towards Bachelor of Commerce (Honours) - Asper School of Business/UCN Joint Program (additional 81 credit hours at U of M required)	University of Manitoba
	57-60 credit hours (depending upon electives) into the 3-year Bachelor of Management (Post Diploma) degree and into the 4-year Bachelor of Management (Post Diploma) degree	Athabasca University
	Graduates are eligible to take an additional five courses from AFOA to receive their CAFM (Certified Aboriginal Financial Management) designation.	Aboriginal Finance Officers Association (AFOA)
Community Economic Development (diploma)	Accreditation. Graduates of UCN's Community Economic Development program are eligible to be fully accredited members of CANDO as Technician Aboriginal Economic Developers.	Canadian Association of Native Development Officers (CANDO)

UCN Program	Details of Transfer Agreement and/or Articulation	Institution and Program and/or Accreditation Body
Culinary Arts	Regular full-time University College program in which high school students from Margaret Barbour Collegiate Institute participate	High School Vocational Credit
Diploma in Practical Nursing	Program Approval	College of Licensed Practical Nurses of Manitoba
Early Childhood Education (certificate and diploma)	Accreditation	Provincial Child Care Qualifications and Training Committee (CCQTC)
<ul style="list-style-type: none"> • Early Learning and Child Care Certificate in Administration 	Accreditation	Child Care Qualifications and Training Committee (CCQTC)
Early Childhood Education (diploma)	Courses are fully transferable to accredited Early Childhood Education programs at Manitoba community colleges, as per MCECEC Approved ECE Transfer Guide.	Red River College, Assiniboine Community College, Université de Saint-Boniface
Natural Resources Management Technology (diploma)	60 credit hour block credit transfer into BSc(Post Diploma)	Athabasca University
	2 yrs / 60 credit hours credit transfer into B. Env. (Environmental Science), Major, Major Co-op, Honours or Honours Co-op, with focus area in Natural Resource Management or Wildlife Management	University of Manitoba

UCN Program	Details of Transfer Agreement and/or Articulation	Institution and Program and/or Accreditation Body
Natural Resources Management Technology (diploma)	NRMT diploma with at least two additional post-secondary math (linear algebra, calculus, or physics) and two post-secondary courses in chemistry allows graduates to enter third year of the BSc in Environmental Science and BSc in Environmental Management degree programs	Royal Roads University
	National accreditation. NRMT graduates receive Silver Ring as recognition of achieving status of professional Forest Technician.	Canadian Institute of Forestry (CIF)
Nursing (Joint Bachelor of Nursing Degree)	Registration with College of Registered Nurses of Manitoba – Sets standards in Nursing education and practice in Manitoba	College of Registered Nurses of Manitoba
	Students complete degree requirements through enrolment in both University College of the North (UCN) and University of Manitoba (U of M) courses. UCN Nursing program course credits are transferable to the U of M and vice versa.	University of Manitoba confers the Joint Bachelor of Nursing Degree upon graduation.
Pre-Employment Trades Programs: <ul style="list-style-type: none"> ▪ Automotive Technology ▪ Basic Electrical ▪ Carpentry and Woodworking ▪ Pre-Employment Plumbing ▪ Culinary Arts ▪ Heavy Duty Mechanics ▪ Industrial Welding 	Level 1 Apprenticeship Accreditation	Apprenticeship Manitoba, Entrepreneurship, Training and Trade, Province of Manitoba

THE PAS CAMPUS

7th & Charlesbois
P.O. Box 3000
The Pas, MB R9A 1M7
1-866-627-8500

THOMPSON CAMPUS

55 UCN Drive
P.O. Box 3000
Thompson, MB R8N 1L7
1.866.677.6450

Post Secondary Education Access Centre Locations

Flin Flon - Churchill - Swan River
Pimicikamak (Cross lake) - Norway House
Tataskweyak (Split Lake) - St. Theresa Point
Chemawawin (Easterville) - Bunibonibee (Oxford House)
Nisichawayasihk (Nelson House)
Mathias Colomb (Pukatawagan)



University College of the North