



University College of the North

2021-2022  
**ANNUAL  
ACADEMIC  
REPORT**



UCN acknowledges that we are on the traditional territories and homelands of many Indigenous peoples, in particular the Cree, Dene, Red River Métis, and Oji-Cree; Indigenous peoples have continuously maintained homelands in northern Manitoba since time immemorial. The First Nations in the area that UCN serves entered into treaty relationships with the Crown (within our region these include signatories to treaties 4, 5 -- and the treaty 5 adhesion, and treaty 6 – located within the treaty 5 adhesion). The territory has also become home to other Indigenous peoples. We uphold the treaties and collaborate with all Indigenous peoples to share truth, reconciliation and learning.

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## COMMENTS FROM THE VICE-PRESIDENT ACADEMIC & RESEARCH LETTER

I am pleased share the 2021-22 Annual Academic Report featuring the work of the Academic and Research Division (ARD). During this academic year, we continued to focus on increasing student enrolments, program offerings, strengthening our partnerships, and ensuring high quality in all that we do.

Our efforts continued to be guided by Learning Council's *Academic and Research Plan 2020-2025: ē-mēskanākiyak kaskitamasuwinihk isi* (creating pathways to success).

Throughout 2021-22, faculty, staff and students were challenged to continue to adapt teaching and learning activities within the ever-changing demands of a pandemic. I was encouraged and energized by their innovation, flexibility, adaptability and dedication to ensuring that our students continued to thrive in this difficult time.

As the 2021-22 academic year drew to a close, we knew that how we offered education and training opportunities would be forever changed. With this in mind, we have taken the opportunity to think beyond the pandemic and consider more deeply what UCN's teaching and learning might look like after the pandemic. Guided by principles established by Learning Council early in the pandemic, we have started consulting widely with faculty and staff on the subject, with the goal of presenting a strategy for post-pandemic teaching and learning to Learning Council for approval in the 2022-23 academic year.

We look ahead to our future with optimism and confidence.

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



# INSTITUTIONAL RESPONSE TO THE COVID-19 PANDEMIC

UCN continued efforts to mitigate the negative impacts of COVID-19 on teaching and learning experiences throughout the 2021-22 academic year.

Teaching and learning continued remotely for the first half of 2021-22 and in-person or face-to-face learning was phased in for the Fall 2021 term. In fall of 2021, 57% of courses continued remotely and online, while only courses and elements of courses that required hands-on, face-to-face learning occurred face-to-face in UCN classrooms. Many Education and Training Centres remained closed as communities dealt with the impact of COVID-19.

UCN announced in December, 2021 that a hoped-for return to on-campus operations would be delayed as the Omicron variant unexpectedly emerged at the end of 2021. As a result, in the Winter 2022 term, 72.9% of classes were offered using remote delivery methods. However, the easing of the Omicron variant and the adoption of a vaccine mandate meant that, by the Spring Term in 2022, just over 20% of classes were offered remotely. Physical distancing and vaccination mandates were lifted in April, 2022 and UCN's campuses were re-opened to the public. UCN celebrated its graduates in its first in-person Convocation ceremonies since 2019.

## ***Looking Ahead***

The Academic and Planning Committee (APC) of UCN's Learning Council initiated a process in the 2021-22 academic year to help define how teaching and learning might look at UCN after the pandemic. Faculty and staff were asked to consider what a flexible learning strategy at UCN could look like; how flexible learning might affect curriculum and academic governance; and, what the minimum standards might be for online courses offered at UCN.

UCN will continue to engage with faculty and staff about post-pandemic teaching and learning with a view to developing a strategy for consideration by Learning Council sometime in the 2022/23 academic year.

# INSTITUTIONAL COMMITMENT TO THE TRUTH AND RECONCILIATION COMMISSION CALLS TO ACTION

The Truth and Reconciliation Commission (TRC) has called upon public institutions, and notably universities, to act “in order to redress the legacy of residential schools and advance the process of Canadian reconciliation.” There are four calls that can be considered specific to post-secondary institutions; that said, UCN, like other institutions, has an obligation to support other aspects in the report. UCN is well positioned to fulfill its obligation to truth and reconciliation in ways that are meaningful and embedded in the institution’s governance and organizational structures and this update on some of the actions taken is meant to demonstrate UCN’s commitment to the critical work undertaken by the TRC.

UCN’s TRC Steering Committee is creating an institution-wide Truth and Reconciliation Strategy. The develop the strategy, input was sought from:

- Council of Elders (Talking Circle)
- Students (online survey & Talking Circles)
- Staff and faculty (online survey)
- Governing Council (online survey)
- Learning Council (Talking Circles)
- Communities (4 Talking Circles – 2 in communities, 1 virtual, 1 hybrid)

The Strategy is scheduled to be shared with the UCN community in October, 2023.

## **Professional Development/Information Sessions to Support Truth and Reconciliation During the 2021-22 Academic Year**

- *A History of Indian Residential Schools – Moving Forward*
  - Facilitated by Chancellor Edwin Jebb and offered to participants at Guy Hill (September, 2021).
- Truth and Reconciliation Speakers Series
  - *Tackling the Laundry List: Reconciliation, Indigenization, and Decolonization* facilitated by Dr. Danielle Lorenz (November, 2021).
  - *Why Can’t You Just Get Over It?* Facilitated by Dr. Tiffany Pete (December, 2021).
  - *Indigenization* facilitated by Josephine McKay (February, 2022).
  - *Metis History 101* facilitated by Shirley Delorme Russell (February, 2022).
  - *Unlearning Colonialism and Renewing Kindship Relations* facilitated by Dr. Dwayne Donald (June, 2022).
  - *Land-based Education and Reconciliation* facilitated by Dr. John Hansen (June, 2022).

- To honour National Day for Truth and Reconciliation
  - Hosted a showing of video narrated by Phyllis Webstad on Orange Shirt Day) and facilitated a discussion.
  - UCN graduate, Brie Phillips, delivered a reading from her book *Roots*.
  - Hosted a circle discussion of the article, “Truth Before Reconciliation” by Sharon Stein.
- To recognize Ribbon Shirt / Ribbon Skirt Day
  - Hosted a Ribbon Shirt / Ribbon Skirt Teachings session delivered by Clinton & Pam Whitehead (January, 2022) in The Pas and Sharon McKay in Thompson (January, 2022).
- UCN hosted two National Film Board Screenings for staff and students:
  - **I Am Indian Again** – the powerful story of Mary Two-Axe Earley who fought for more than two decades to challenge sex discrimination against First Nations women embedded in Canada’s Indian Act and became a key figure in Canada’s women’s rights movement.
  - **Honour to Senator Murray Sinclair** - As the Chair of the Truth and Reconciliation Commission, Senator Murray Sinclair was a key figure in raising global awareness of the atrocities of Canada’s residential school system. With determination, wisdom and kindness, Senator Sinclair remains steadfast in his belief that the path to actual reconciliation between Indigenous and non-Indigenous people requires understanding and accepting often difficult truths about Canada’s past and present. Alanis Obomsawin shares the powerful speech the Senator gave when he accepted the WFM-Canada World Peace Award, interspersing the heartbreaking testimonies of former students imprisoned at residential schools. The honouring of Senator Sinclair reminds us to honour the lives and legacies of the tens of thousands of Indigenous children taken from their homes and cultures, and leaves us with a profound feeling of hope for a better future.

UCN hosted the 6<sup>th</sup> Annual Truth and Reconciliation Gathering ***Kwayesk-Astâsowin Mamawâpiwin*** in April, 2022. The theme for the 2022 event was *Honouring the Children* and Senator Mary Jane McCallum was the keynote speaker. The event was held virtually with approximately 170 individuals in attendance.

RRAI staff continue to support the increase of Indigenous learning outcomes at the resource level in UCN faculties. The Faculty of Arts, Business and Science have begun to create/review existing program level outcomes (with a minimum of one outcome relating to Indigenous knowledge, ways of knowing or doing).

# SUPPORTING ACADEMIC EXCELLENCE

Enrolment Services & Registrar and Office of the Dean of Students strive to be student-centered and to ensure service to UCN students and staff is provided with an attitude of care, service, and support.

Services include guidance on enrolment processes, scheduling, academic advising, accessibility services, counselling, accessibility, Indigenous centres, Campus Elders/Advisors, financial aid and awards, tutoring and recreation.

This one-stop service department is designed to offer a unique site where all essential services can be found in one place.

## OFFICE OF THE REGISTRAR

### Dave Dalcanale, Registrar

Over the 2021-22 academic year, the division was involved in annual maintenance updates for the student information system issued by the vendor, which required UCN to visit and continually adjust the processes and procedures within the relevant area(s). This in turn required the continuous and ongoing training and education for all system users.

Much work has been undertaken over this year with respect to maintenance and updating of the online registration process, with a focus on the user/client experience and to ensure the system was more intuitive for the clients use. There is a continued push to move other processes online and this year, UCN began to accept application fees online. Work continues on the implementation of an online option for students to change their address as well as requesting official transcripts. More online services are in the works and planning stages. 2021-22 also saw a continuing trend of more applications being received, thus having programs being filled and waitlist for numerous programs being instituted.

The Assessment Centre saw a slight increase in the number of program assessments, while external exams being proctored decreased slightly. The increase in program assessments could possibly be related to the return to campus for all programs, while the decrease would still be attributed to the impact of COVID-19 and its impact on services and registrant numbers. UCN's Assessment Centre saw approximately 275 program assessments being written, with another 120 externally proctored exams over the past academic year.

The Course Scheduling Office has also embarked on the implementation of CELCAT automation processes for both course and exam scheduling.

# DEAN OF STUDENTS

## Jackie Fitzpatrick, Dean

Online orientation was provided again this academic year which began in mid-July. Faculty and staff had the opportunity to provide their much-honed online facilitation skills to our students to help them prepare for success in their studies. Activities were incorporated into the online orientation for students to assist in developing an online community to foster student success. Faculty held program orientations online with their students immediately before classes began in the fall of 2021. Fun and safe activities continued to be incorporated into the online orientation to set the tone for school spirit and engagement. Staff from the Office of the Dean of Students held online activities throughout the academic year to engage learners.

The Learners' Assistance Centres (LAC) at both campuses provided a quiet space for students to receive tutoring, academic support and computers for their use. The Student Association Council provided the financial resources for the peer tutoring program while the LAC Coordinators are tasked with administering the program.

Student Accessibility Services provided the coordinated support to students who declare a disability. Staff worked with faculty and internal and external support services to ensure accommodation needs of our students were provided.

The Student Counsellors assisted students who encountered personal issues. Having a direct effect on students' personal and academic success at UCN, they advocated for students in almost any situation where a student may require assistance. The most common issues UCN students face include attendance, mental health issues, grief and loss, and addictions with alcohol and drugs. The Student Counsellors also acted as staff advisors to both Student Association Councils.

The Mamawechetotan and ininwi kiskinowamakewin Student Centres at both campuses provided culturally relevant supports to our students in a safe manner. Faculty, staff and students were able to learn about the diverse Indigenous cultures located in northern Manitoba and participate in cultural ceremonies and programming. The Campus Elders/Knowledge Keepers are integral to student success and providing supports to faculty in classroom activities that involved the Indigenization of the curriculum. A well-used food bank at both locations continued to be available to our students.

The 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 Awards Committee approved new award offers, amended offers and selected awardees. From April 1, 2021 to March 31, 2022, the staff and Awards Committee members reviewed 226 award applications and distributed a total of \$38,357.63 to 87 students who qualified. The Awards Committee oversees selections for Lieutenant-Governor medals. Medals are awarded to students with demonstrated proficiency in academics (gold medal) and demonstrated general proficiency in trade, diploma and certificate programs (silver medals). One gold medal for university programs was awarded to a post-secondary student (The Pas) and one silver medal for diploma programs to a student enrolled at the Flin Flon Education and Training Centre.

# STUDENT PROFILE AND ENROLMENTS

## Our Students

Important UCN student metrics for the 2021-22 Year:

Total enrolment:	2,322
Indigenous students (credentialed programs):	76.61%
Female students (credentialed programs):	67.36%
Students over age 30 (total enrolment):	56.72%

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 2021-22 academic year, UCN enrolled 2,322 students.

Credentialed programming (degree, certificate, diploma, and apprenticeship) accounted for 60% of total enrolment, 2.89% was in preparation programs (adult learning and essential skills) and 37.08% was in non-credentialed programming (workforce and community responsive training).

UCN delivered 43 credentialed programs in 37 locations throughout Manitoba in 2021-22. As a university college, UCN provides many educational opportunities in credentialed programming. In 2021-22, 31.75% of students seeking credentials in The Pas were enrolled in university, and 43.31% were enrolled in college.



In Thompson, 37.87% were pursuing credentials in university, and 28.51% in college. At UCN's Education and Training Centres, 18.75% of the student population enrolled in credentialed programs were in university, and 29.29% in college.

UCN is re-evaluating enrolment goals as we emerge from the COVID-19 pandemic.

The full Enrolment Summary for the 2021-22 academic year can be found in Appendix A.



# GRADUATES

UCN's graduate community is a diverse network of educators, health professionals, tradespeople, entrepreneurs, inventors, and innovators all driving the economy of Manitoba.

This year marked a return to in-person Convocation celebrations in The Pas and Thompson in June, 2022. It is important to acknowledge the hard work and dedication of each of our graduates and we were so pleased to be able to do so one again in-person.

In the 2021-22 academic year, UCN had 361 graduates. There were 196 graduates from UCN's main campuses in The Pas and Thompson, and 165 graduates from UCN's Education and Training Centres.

The table below highlights the number of graduates by credential type. A full list of graduates by faculty and program can be found in Appendix A.



Credential	# of Graduates
Apprenticeship <sup>1</sup>	2
Certificate	124
Diploma	58
Degree	160
Mature High School Diploma	17
<b>Total</b>	<b>361</b>



<sup>1</sup> Refers to Apprentices electing to receive certificates for completing the academic portion of their programs (an option introduced in 2016). Does not refer to completion of a Red Seal, which is managed by Apprenticeship Manitoba.

# TEACHING AND LEARNING

This section provides an overview of UCN's academic faculties and the activity undertaken during the 2021-22 academic year.

UCN offers base budget programs that are approved and financially supported by the Government of Manitoba. These programs are shown by program type below:

Program Type	Program
<b>Adult Learning</b>	<ul style="list-style-type: none"> <li>- General Studies: Adult Education</li> <li>- Mature High School Diploma</li> </ul>
<b>Apprenticeship</b>	<ul style="list-style-type: none"> <li>- Industrial Mechanic (Millwright)</li> <li>- Industrial Electrical</li> <li>- Carpentry</li> </ul>
<b>Certificate</b>	<ul style="list-style-type: none"> <li>- Automotive Technician</li> <li>- Carpentry/Woodworking</li> <li>- Culinary Arts</li> <li>- Educational Assistant</li> <li>- Electrical Trades Fundamentals</li> <li>- Health Care Aide</li> <li>- Heavy Duty Mechanics</li> <li>- Industrial Welding</li> <li>- Introduction to Construction Trades*</li> <li>- Law Enforcement</li> <li>- Office Assistant</li> <li>- Primary Care Paramedic</li> </ul>
<b>Diploma</b>	<ul style="list-style-type: none"> <li>- Business Administration (Accounting stream; management stream)</li> <li>- Community Economic Development</li> <li>- Diploma in Practical Nursing</li> <li>- Early Childhood Education</li> <li>- Natural Resources Management Technology</li> </ul>
<b>Degree</b>	<ul style="list-style-type: none"> <li>- Bachelor of Arts (three- and four-year programs. Majors: Aboriginal and Northern Studies; English; History; Social Sciences. Minors: Aboriginal and Northern Studies; English; History; Science; Social Sciences)</li> <li>- Bachelor of Business Administration</li> <li>- Bachelor of Education (Bachelor of Arts/Education integrated; Bachelor of Interdisciplinary Studies/Education integrated; and After Degree B.Ed.)</li> <li>- Bachelor of Nursing (the University of Manitoba offers this program in collaboration with UCN at campuses in Thompson and The Pas)</li> </ul>

\*Renamed from the former Facilities Basic Maintenance (exit certificate)

# ADULT LEARNING

## Dr. Lynette Plett, Associate Vice-President

The Adult Learning department consists of the Adult Learning Centre in Thompson, and Education and Training Centres in communities throughout the north. This area of UCN ensures that the developing preparation for success strategy provides students with the skills they need to be successful in northern jobs and in post-secondary education programs. The department has academic responsibility for the Adult Learning Centre and administrative responsibility for UCN's Education and Training Centres.

### Adult Learning Centre

UCN's Adult Learning Centre offers adults, through a supportive classroom environment, the opportunity to take upgrading and high school credit courses as well as English as an Additional Language classes for newcomers to Canada. The Adult Centre staff includes a program coordinator, academic advisor and faculty advisors all of whom help prepare students for entry into post-secondary programs, satisfy employment-related goals, earn specific high school credits, or earn a Mature Student High School diploma. The program is offered in Thompson, and was offered at Tataskweyak.

### Education and Training Centres

UCN operates Education and Training Centres throughout Manitoba. This network of centres allows students to take recognized certificate, diploma, and degree programs right in their community, as well as a broad range of continuing education courses. Education and Training Centre Coordinators are community members who work with local leadership to ensure programming meets the specific needs of their community.

#### Key Highlights

- The Business Administration (management stream) program was offered in **Chemawawin/Easterville** for two students.
- In **Misipiwstik/Grand Rapids**, 11 students completed a Workplace Education Manitoba Essential Skills for Trades program. Eight students registered in the Introduction to Construction Trades program.
- Fifty-one students registered in various programs in **Norway House**: Bachelor of Arts; Bachelor of Business Administration; Bachelor of Interdisciplinary Studies; Educational Assistant Certificate; Health Care Aide Certificate; and Home Building Program.
- In **Pimicikamak/Cross Lake**, ten students registered in the Educational Assistant Certificate Program and 11 in the Bachelor of Interdisciplinary Studies/Kenanow Bachelor of Education Program.
- In **St. Theresa Point**, eight students completed the Early Childhood Education Program.

- Adult Learning Centre Programming was offered in **Tataskweyak/Split Lake** to 13 students. Five completed their Mature High School Diploma. Six students registered in the Bachelor of Interdisciplinary Studies/Kenanow Bachelor of Education Program.
- Certification in Preparation for Diploma in Practical Nursing Program was developed for delivery in Swan River, Flin Flon, and Thompson beginning 2022-23.
- A model for Preparation for Post-Secondary Education was recommended and is being further developed.
- Pamela Scheveck joined the department as the Instructor / Coordinator for the Preparation for Diploma in Practical Nursing Program.
- David Williamson joined the department as the Instructor / Coordinator for the Preparation for Post-Secondary Preparation Program.

# FACULTY OF ARTS, BUSINESS AND SCIENCE

Kim Laycock, 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  
Certificate in Teaching Ininowin  
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

### *Curriculum Updates:*

- The following new courses were added to Aboriginal & Northern Studies
  - Studies in Truth and Reconciliation
- The following new courses were added to History
  - Canadian Political History
  - Historiography
  - Women and War
- The following course was added to Sociology
  - Sociology of Health and Wellness
- The following courses were added to Science
  - Computational Physical Chemistry
  - Introduction to Organic Chemistry
  - Intermediate Statistics
  - Numerical Methods 1
  - Numerical Methods 2
  - Science Field Placement 1
  - Special Topics in Science, Yr 3 & Yr 4, with lab
  - Special Topics in Science, Yr 3 & Yr 4, no lab
- A general stream was added to the Office Administration Certificate program creating three streams: General, Accounting, & Medical.
- The Office Assistant Certificate began its program review in January 2022.

### *Staffing Updates*

- Dr. Abayomi Oredogbe became Coordinator of FABS. Dr. Oredogbe was previously the Chair of Business.
- Jason Grandy became the Chair of Business.
- Dr. Ramona Neckoway, Dr. Keith Hyde, and Dr. Selvin Peter continue as Chairs of ANS, SOC/HIS, and SCI respectively.
- Dr. Jennifer Reid was hired as a Writing Instructor teaching into FABS and the Kenanow program.
- Dr. Aaron Crowe received tenure
- Dr. Amzad Hossain received tenure
- Dr. Joseph Atoyebi received promotion to Associate Professor

### *Research, Publication, Artistic and Community Outreach*

- Dr. Ramona Neckoway received \$376,000+ in funding over two years for language development within CALC from the Canadian Heritage Grant
- Dr. Sue Matheson's book 'The Good, The Bad, and the Ancient, Essays on the Greco-Roman Influences in Westerns' was accepted for publication by McFarland Publishing
- Dr. Ramona Neckoway continued to participate as a committee member on the Manitoba Aboriginal Language Strategy.
- Dr. Ying Kong and Dr. Joseph Atoyebi received a Small Research Grants Fund from the National Center for Truth and Reconciliation
- Dr. Asfia Kamal received Seed Grant funding for five projects including Aboriginal Health and Food Sovereignty in the Time of Covid19, Long-term Impact of Residential School Diet: Focused Life Story Interviews with Elders in Opaskwayak First Nation, Weaving Our Culture: Honing Local Arts with Youths and Elders, Understanding the Cultural Significance of Inuksuk Using Indigenous Oral History Methodology: A Case Study from St. Michael's Bay, and Understanding the Impact of Youth Led Gardening Projects in Northern Manitoba: Case of Leaf Rapid's Grow North Project
- Dr. Amzad Hossain and Dr. Ying Kong received funding for two projects: The Relationship Between Aboriginal Business Operations and Cultural Identity, and The Effect of Covid19 Pandemic Upon UCN Students Remote Learning Experience
- Dr. Anderson Assuah's peer-reviewed article 'Solid Waste Management in Western Canadian First Nations' was published in Waste Management
- Dr. Ying Kong and Dr. Joseph Atoyebi produced the 9<sup>th</sup> issue of *Muses from the North* in April, 2022.
- Dr. Jennie Wastesicoot was invited to speak as a Key Note at the Treaty 5 Sovereignty: Restoring Our Governments, Jurisdictions, and Law-Making Gathering
- Dr. Jennie Wastesicoot worked on repatriating Indigenous artworks through a Canadian Heritage Grant project 'Recovering, Healing and Reconciliation through Artwork'
- Dr. Asfia Kamal worked with RIIPEN and LEVEL-UP providing research opportunities for her year 3 ANS students
- Aimee Greene, a former UCN English major, published her first book 'Adventures of Jake, A Skydiving Adventure'

# COMMUNITY AND INDUSTRY SOLUTIONS

Rob Penner, Associate Vice-President

Jamie Grant, Dean, Community & Industry Innovations



The Community and Industry Solutions (CIS) Division offers strategic, nimble, and responsive education and training to meet the needs of community and industry partners in northern Manitoba.

The CIS Division includes the Centre for Career and Work-Integrated Learning, and Training Solutions which includes the Workforce Development Centres (Northern Manitoba Mining Academy, Northern Workforce Development Centre, and Swan Valley Workforce Development Centre), and the Opaskwayak Training Centre.

CIS is also the home for strategic projects such as North Forge North, Information Technology Readiness North (InTeRN), and Linking Youth with Networks and Knowledge (LYNK).

## Centre for Career and Work-Integrated Learning

### Krystle Paskaruk, Coordinator

During this academic year, the UCN Centre for Career & Work-Integrated Learning pivoted to a hybrid model of both in-person and online and virtual delivery to maximize access (for employers, faculty, students across all site locations, and the general public) to a full range of programming and services to support career development campus-wide. This effort resulted in over 2400 student, staff, job seeker and employer participant engagements across the UCN Campus community!

#### Key Highlights

- UCN continues to be represented on the Board for the Manitoba Association for Career Development (MACD) and has renewed its memberships with Canadian Association for Career Educators and Employers (CACEE), and Co-operative Education and Work-Integrated Learning Canada (CEWIL).
- Career & Work-Integrated Learning Coordinator, Krystle Paskaruk, was recognized nationally for her work with career development and work-integrated learning and featured in three podcasts.
- The Professional Development Series, designed to help students develop the skills and tools needed to secure employment and perform professionally in the workplace, was delivered both in-person and online, with an unprecedented enrollment of 879 course registrations.
- Over this academic year, UCN departments and programs worked closely with CCWIL to support, develop, and enhance understanding of WIL and identify program-specific WIL opportunities. Currently, elective WIL options in Science have been approved within FABS; an Office Administration Co-op Program has been developed; and FABS continues to explore additional elective WIL options, which will integrate student studies within a workplace or practice setting.
- Funded through RBC Future Launch, UCN launched more courses with *Riipen*, a collaboration platform for experiential learning between post-secondary institutions, educators, industry partners and students. Additionally, UCN will seek to extend this partnership in the upcoming academic year so UCN students can continue to forge new paths, gain work-ready skills and garner international attention.
- The UCN *Career Post*, a publication designed to promote WIL and career development at UCN, celebrates three years in publication and reaches viewership of more than 2000+ subscribers.
- Over this academic year, UCN departments and programs worked closely with CCWIL to support, develop, and enhance understanding of WIL and identify program-specific WIL opportunities. Currently, the Faculty of Arts, Business and Science is developing elective WIL options, which will integrate student studies within a workplace or practice setting.

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- The UCN *Career Post*, a publication designed to promote WIL and career development at UCN, celebrates three years in publication and reaches viewership of more than 2000+ subscribers.
- A new resource, “*What Can I do with my Degree/Diploma/Certificate*”, has been created for each UCN program. These program career profiles provide an overview of the career and program, the key program-level skills a student will acquire, job and employer pathways and other career information. These resources can be accessed at [www.ucn.ca/wil](http://www.ucn.ca/wil) under the career resources section.
- The Centre for Career & Work-Integrated Learning virtual resource hub on the UCN Website (including an online job portal) continues to improve accessibility to all resources and information pertaining to work-integrated learning and career development, for all stakeholders. This can be accessed at [www.ucn.ca/wil](http://www.ucn.ca/wil)

Statistics from Sept 2021- May 2022



## Training Solutions

### Nancy Goodridge, Director

The Training Solutions group ensures UCN remains nimble and responsive to community and industry needs by providing:

- Training to employment and upskilling for workforce development;
- Contract (cost recovery) delivery of UCN programming on an as-needed and when-needed basis;
- Oversight of UCN's workforce development centres including the Northern Workforce Development Centre (Thompson) and the Swan Valley Workforce Development Centre (Swan River) as well as the Opaskwayak Cree Nation Training Centre; and
- Continuing education and professional development programming at multiple northern sites.

Over the 2021-22 academic year, Training Solutions generated more than \$3 million in revenue and offered over 80 programs and services throughout the north of Manitoba. Much of this was through contract training in which communities and industries undertake existing UCN courses or programs for a particular cohort of students (e.g., a group of employees), or to work with UCN to develop a bespoke program to meet client's specific needs.

Additionally, Training Solutions is involved in unique projects for northern development with partners such as North Forge, Futures Skills Centre, the Collaborative Stock Monitoring Program, and others.

### Workforce Development Centres

#### Northern Workforce Development Centre

##### Tim Gibson, Manager

The Northern Workforce Development Centre (NWDC) at UCN's Thompson Campus focuses on upskilling workers and training for employment in northern Manitoba.

More than 480 students engaged in over 35 programs at the NWDC during this academic year. The majority, but not all, of this training took place at Thompson and included such courses and programs as:

- Class 1 and 3 Truck Driver Training
- Construction Safety
- COR Safety Training
- Digital Literacy and IT Introductions
- Hand Tools Safety Certifications
- Hazwoper/Hazardous Materials
- Heavy Equipment Operator
- Industrial Safety Certifications
- Lean Manufacturing and Practices
- Manitoba Security Guard
- Mental Health First Aid
- Project Management
- Scaffolding Erection General
- Shotcrete Level 1 for Mining
- Specialized Equipment Training: ie. Grader
- Standard and Emergency First Aid/CPR
- Supervisor Development and Leadership

The selection of courses and program offerings was, in part, guided by the NWDC Advisory Board, which was very active in the 2021-22 academic year.

Additionally, much of the multi-regional programming was a direct result of the increasing role that the NWDC played in the other workforce development centres and regional campuses of UCN. The result was a Regional Program Plan with training suitable for delivery in many regions of northern Manitoba. This plan continues to be a very successful approach to “hybrid” training options.

The global pandemic continued to impact programming at the NWDC; fewer face-to-face courses were delivered while courses that were virtual or on-line became a larger part of the overall training. This pivot in delivery methods, while disruptive, permitted more sites to receive training.

### Key Highlights

- Pivoted as a result of the pandemic and introduced online programming, which allowed additional support in both theory and practical applications for a variety of Industrial training topics.
- Provided on-boarding training for Construction Safety Association of Manitoba Site Readiness Program.
- The NWDC is part of a national network of Workforce Innovation Centres stretching from Newfoundland/Labrador to B.C; the network continues to utilize Conference Board of Canada as a resource for assistance.
- UCN’s Workforce Development Centres, Northern Manitoba Mining Academy, and the Opaskwayak Training Centre worked cooperatively to create a cross-sector Regional Program Plan. This plan served as a starting point to training discussions with many new and existing stakeholders which, in turn, led to multiple training locations, broader scheduling capabilities, and expanded access to skilled trainers.

Partnerships are critical to the Northern Workforce Development Centre’s success.

During the 2021-22 academic year, partnerships were forged and enhanced with:

- Bioscience Association of Manitoba BAM - Leadership
- Canadian Manufacturers and Exporters (‘lean’ methodologies)
- Canadian Manufacturing Exporters CME
- Canadian Mental Health Association
- CSAM: Construction Safety Association of Manitoba (COR Training)
- De Beer Consulting & Security Training
- Hazmasters
- Haz-Matters Emergency Management Inc
- KMS Transport Driving Academy (Class 1 & Class 3 Driver Training)
- Mall of The Arts
- MEIA: Manitoba Environmental Industries Association
- Manitoba Heavy Construction Association (Safety and Equipment Operator Simulation)
- North Forge - Entrepreneurial Incubator
- Operating Engineers Training Institute of Manitoba (Heavy Equipment Operator)
- Safety Services Manitoba (Industrial Safety Training and Certification)
- Tech Manitoba (digital literacy and IT introductory classes)
- Telus Health - First Aid
- Tesserac Environmental (Asbestos and Mold Remediation)
- Turner Change Management

## Swan Valley Workforce Development Centre Jodi Dolter, Operations Coordinator

UCN's Swan Valley Workforce Development Centre (SVWDC) offers education and training opportunities that are current, relevant, and responsive to the local labour market needs. A total of 114 students engaged in programs at the SVWDC during this academic year. The education and training provided by the Centre ensures the region benefits from skills and knowledge with workers that are safe, aware, efficient, and effective, businesses that are viable and productive, and support for innovation to seize local economic opportunities. The Centre serves as a conduit for empowering citizens to progress along their respective career pathways. The SVWDC aims for its clients and business partners to function, compete and excel in a 21<sup>st</sup> century labour market environment.

The SVWDC aims to ensure that clients are successful in the workplace, apprenticeship opportunities, and post-secondary programming, and to assist industry in driving economic growth and prosperity by providing a skilled labour force.

### Key Highlights

- Completed two new programs in partnership with Safety Services Manitoba: Manitoba Occupational Health and Safety Certificate and Health and Safety Professional Certificate.
- The Indigenous and Northern Counseling Skills Certificate Program (held virtually) began with 25 students throughout northern Manitoba. Students were waitlisted due to the high demand for this training, ease of access and evening offering. Very successful, high demand program. 21 of the 25 (84%) of the students will complete in December, 2022.
- Class 3 drivers training was offered.
- National Construction Safety Officer Certificate training was offered in partnership with Manitoba Heavy Construction Association, 7 out of 8 (88%) achieved their National Construction Safety Officer designation.
- Early Childhood Education Program began part-time evenings to upskill the workforce in Sapotaweyak Cree Nation.
- 62% of clientele self-declared as Indigenous.
- Training at the Centre included:
  - Flag Person
  - Introduction to Computers, Word and Excel
  - Security Guard
  - Standard First Aid with CPR
- Partnerships included:
  - Learn Right Driving School
  - Manitoba Heavy Construction Association
  - Riehl Security Solutions
  - Safety Services Manitoba
  - Tech Manitoba

## **Northern Manitoba Mining Academy Jenny Moose, Operations Coordinator**

The Northern Manitoba Mining Academy (NMMA) had, during the 2021-22 academic year, 2.0 full-time equivalent (FTE) staff, which included a lab coordinator/instructor (0.25 FTE), a half time instructor/professional associate, and a 0.25 FTE building service worker. The professional associate is a shared position with Brandon University (Faculty of Science, Geology Department), and this individual is responsible for expanding programming and research at the NMMA as well as marketing the NMMA brand to other universities. The remainder of the staff complement is a 1.0 FTE NMMA Operations Coordinator. This position was filled by Craig Cowper for a number of years, but Craig left UCN in November, 2021. Jenny Moose assumed the role in early 2022.

In addition to the 2.0 FTE positions, the NMMA makes use of casual and contract instructors. These are employed on a program- and/or project-based basis to fill instructional roles.

The NMMA adheres to a 'training to employment' model of responding to needs rather than providing a set catalogue of activities. This aligns with work that happens at the UCN Workforce Development Centres (WDCs) within the Community and Industry Solutions group, thereby responding to community and industry needs regardless of location. As a result, the NMMA has been involved in joint delivery of programming with the other WDCs including the Tech Manitoba Digital Literacy training, project management and leadership training, and a range of safety and industry-focused training.

### **Key Highlights**

- Partnership with Dexterra Group for delivery of the Outland Youth Employment Program in the summer of 2021.
- Delivery of the University of Winnipeg Forestry Field Skills Camp in August, 2021.
- New partnerships with Hudbay Minerals Inc. to provide First Aid training for local employees.
- NMMA represented at the Prospectors & Developers Association of Canada Mining Exploration and Mining Convention in spring of 2022.
- Delivery of the Women in Industry Program in spring of 2022.

## Opaskwayak Cree Nation Training Centre Diane Pelly, Manager

Located at Opaskwayak Cree Nation (OCN), the OCN Training Centre provides numerous programs and courses to meet the training needs of Opaskwayak and surrounding communities.

While the global pandemic has impacted the delivery methods of programming at the OCN Training Centre, it has adapted and delivered, by a variety of methods (virtual, face-to-face but socially distanced, on-line), a range of training including:

- Bachelor of Arts Cohort
- Certificate in Teaching Ininimowin
- Educational Assistant Certificate
- First Aid/CPR courses
- Heavy Equipment Operator Training
- Introduction to Computers/Zoom (to assist students in on-line learning)
- Manitoba Security Guard Training
- Preparation for Mature Grade 12
- Preparation for Post-Secondary Studies
- Safe Food Handling courses
- Skid Steer Training courses
- Women's Home Builders' Certificate Program

### Women in Industry

In collaboration with the Northern Manitoba Sector Council (NMSC), 12 women participated in the Women in Industry Pilot Project in Flin Flon in early 2022.

Program planning and development began in August, 2021, and the training content was developed in consultation with northern industry. This consultation process ensured that program content reflected the needs of local industry partners.

Starting in January, 2022, women who were unemployed or under-employed and interested in seeking pre-employment training were identified and recruited to the program. The cohort moved into

essential skills training and industry-related skills development. Interspersed with the training was a variety of workshops and networking opportunities including

- Hubday Women's Network luncheon
- Resume / portfolio development
- Mini job fairs, and
- On-going mentorship.



Eight individuals completed the training, and 3 of the 8 were immediately employed in the Flin Flon region.

# FACULTY OF EDUCATION

Gina Guiboche, 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

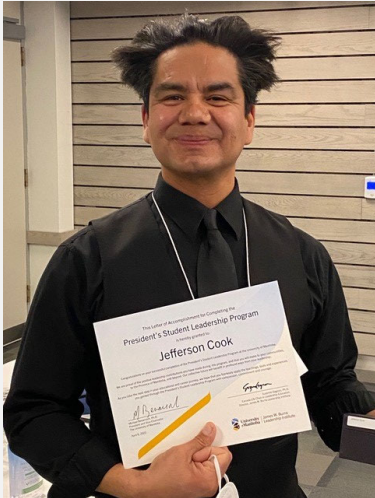
Indigenous and Northern Counselling Skills Certificate

## Key Highlights

- In June, 2022, graduates were celebrated from the Bachelor of Education Community Programs in Cross Lake, Fisher River, Grand Rapids, Norway House, The Pas and Thompson.
- The Educational Assistant Program was offered in Cross Lake, Opaskwayak and Norway House, and in partnership with the Manitoba First Nations Education Resources Centre in Bloodvein.
- The Indigenous and Northern Counseling Skills Certificate Program (held virtually) is being offered from Swan River, there are 22 students enrolled in the program with a planned graduation/completion date of 2023.
- The Early Childhood Education Program was offered in Sapotaweyak, St. Theresa Point, The Pas and Thompson.
- For the first time, post-COVID, Kenanow Faculty of Education reinstated the popular, Into the Wild Program. The Into the Wild Program focusses on addressing the typical summer learning loss while integrating land-based skills and knowledge for camp participants. The program simultaneously incorporates curriculum into pre-planned daily lessons.
  - There are six themed weeks that incorporate Math, Science, Social Studies, English Language Arts, and Physical Education. The themes for the 2022 program were: Mad Scientist, Nature Explorers, Animal Planet, Multi-Sport, Beat the Heath, and Amazing Race.
  - The goals for Into the Wild are to bring the young students onto the UCN campus to familiarize them with a higher learning experience while simultaneously helping them to acclimatize to the post-secondary setting. Plans are underway to expand the Into the Wild Program onto the Thompson Campus.

- In August, 2022, the Kenanow family met in The Pas on the campus lawn. The retreat was a time for renewing friendships, meeting new faculty, and learning about the inception of Kenanow, its purpose and importance. Elders Stella Neff and Mabel Bignell reviewed Kenanow history and the hopes for future progression. It was also a time to begin learning the Muskego Ininiwak Ininowin language as future plans include all instructors learning the very basic Ininowin language for classroom use. Elder Stella Neff led the Ininowin language lessons by drawing pictures, utilizing sign language, Roman orthography, and verbalization. Further, the retreat included professional development, tipi teachings, and a Medicine Walk. The Kenanow retreat will be an annual event to inspire and provide teachings for implementation of land-based teachings in the classroom for student teacher implementation.
- In 2021-22, a local school division requested that the Kenanow Faculty begin exploring a partnership to offer the Bachelor of Education Program in their communities in order to increase the number of teachers. Discussions and planning are ongoing.

## UCN Student Completes President's Student Leadership Program



On April 6, the achievements of a diverse cohort of students from universities across Manitoba were celebrated at the graduation ceremony for this year's President's Student Leadership Program facilitated by the James W. Burns Leadership Institute at the University of Manitoba.

Jefferson Cook, UCN student in the Bachelor of Arts program, joined with his fellows from this third cohort at their graduation ceremony hosted by the University of Manitoba. The interdisciplinary nature of Jefferson's cohort was well represented by students at all stages of their post-secondary education. Undergraduate, Graduate, and Doctoral students from disciplines as diverse as Psychology, Northern Studies, Animal Sciences, Education and Law, and Recreational Management and Astrophysics, shared in this year-long leadership program and learned as much from the experiences of others as from their own.

# FACULTY OF HEALTH

Dr. Vicki Zeran, Dean

## Program offerings:

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

## Key Highlights

### ***Curriculum Updates***

#### Bachelor of Nursing (BN)

- The University of Manitoba Bachelor of Nursing (BN) concept-based curriculum is now 7 years old and will be reviewed/mapped in the coming months to ensure it remains current and that it continues to prepare students to meet entry level competencies of the College of Registered Nurses of Manitoba.
- As the pandemic continued, BN classes were held virtually with the exception of skills and clinical courses. Students were able to progress through the program without interruptions in clinical or theory requirements.
- Virtual Simulation was introduced at both campuses for Nursing Practice 3, 4, and 5 for year 3 and 4 students. Students responded very positively and indicated that virtual simulation was a valuable addition to clinical courses.

#### Diploma in Practical Nursing (DPN)

- NUR.1033 Human Growth & Development was created for the DPN Program. Previously, NUR.2510 was delivered through the University of Manitoba. The course is now a 3-credit hour course delivered to first year DPN students.
- ANS.1000 Aboriginal Studies 1 was delivered for the first time to students in year 1, term 40, replacing Sociology.
- UCN received funding to expand the DPN program and to offer yearly intakes in Swan River, The Pas and Thompson. Work is underway to secure larger facilities and to hire the additional instructors required to deliver the expanded program.

This past year, both the BN and DPN Programs received national accreditation through the Canadian Association of Schools of Nursing (CASN).

## **Staffing Updates**

### Bachelor of Nursing (BN)

- The BN Program (Thompson campus) experienced many faculty changes over this academic year:
  - Kristi Maxwell resigned from a faculty position in the summer of 2021.
  - Pritipal Kambo join the faculty in August, 2021.
  - Shauna Flett and Carla Constant resigned from faculty positions in the fall of 2021.
  - Cindy Fleming returned to the faculty full-time in the Winter 2022 term.
  - Maria Antonio was seconded to UCN to teach Nursing Practice 4 in the Winter 2022 term.
- The BN Program in The Pas saw the following staffing changes over this academic year:
  - Faculty in The Pas said farewell to Kathleen Threinen in the fall of 2021.
  - Jamie Perchaluk joined the faculty in January, 2022.
  - Bijou Howatt retired in May, 2022.

### Diploma in Practical Nursing (DPN)

- A new cohort began in Thompson in the fall of 2021 with a student intake of 22.
- The following joined the Thompson team:
  - Juliana Jacobs, Site Coordinator/Instructor (August, 2021)
  - Pattie Rotzien, Instructor (August, 2021)
  - Sarah Moore-George, Instructor (March, 2022)
- Kylie McKinnon accepted the role of student advisor for the DPN Program in May, 2022.
- Sheri McPhee accepted the role of Associate Dean, DPN in April, 2022.
- Cassandra Cowper accepted the role of Site Coordinator (Flin Flon) in April, 2022.

### Health Care Aid (HCA)

- Successfully recruited Clinical Instructors for The Pas, Thompson and Swan River cohorts which commenced May 2022. Theory and Clinical Instructor recruitment for Norway House (contract) was unsuccessful, therefore students joined virtual theory classes and joined the Thompson cohort for clinical placement.

### Law Enforcement (LE)

- Darby Brown joined UCN as the new Coordinator for the LE Program.
- Norbert Constant joined the LE Program as instructor.

## ***Notable Faculty/Staff Achievements***

### Bachelor of Nursing (BN)

- Jamie Perchaluk has been accepted into the Athabasca University Master of Nursing Program with a start date of September 2022.
- Kellie Graveline is currently completing her final courses required for the Masters in Distance Education Program at Athabasca University; completion is expected January 2023. Kellie completed the Basic Life Support (BLS) certification program in 2022. Kellie was also named as BN Program Coordinator effective May 1, 2022. Kellie was recognized by her students for excellence in teaching and her contributions to a positive learner environment through the “Keep It Up Button” at the University of Manitoba.
- Shamilla Thethy is currently graduated with a Master of Nursing Degree through Athabasca University in 2022. Shamilla also has achieved BLS instructor status in 2022.
- Megan Boscow graduated with a Master of Nursing Degree through Athabasca University in 2022. Megan also completed the Canadian Association of Schools of Nursing Nurse Educator Certification Program in June 2022.

### Diploma in Practical Nursing (DPN)

- Sheri McPhee finished the Teaching for Learning Certification (TFL) Program with honors with Red River College.
- Cindy Woodson was accepted into the Masters of Nursing Program with Athabasca University and has been working towards attaining her graduate degree.
- Tamara Hominuk was accepted into the Bachelor of Nursing Program at Athabasca University and has completed half of the TFL through Red River College.
- Michelle LeGall-Vandepoele completed her Masters of Nursing Degree through Charles Sturt University in Australia in June 2022.
- Cassie Cowper (Flin Flon) has been working on a Masters of Nursing degree through Charles Sturt University in Australia.

### Primary Care Paramedic (PCP)

- Instructor Chelsea Friesen is completing the final TFL course and is scheduled to complete in July, 2022.
- Instructor Dan Jones began the TFL program and completed his Applied Suicide Intervention Skills Training (ASIST) and A-TIP training. As well, Dan completed the Basic Life Support instructor course this year through Heart and Stroke.
- Instructor Jones and Friesen completed the Mental Health First Aid course in May, 2022.

## **Research, Publication, Artistic and Community Outreach**

### Bachelor of Nursing (BN)

- Vicki Zeran RN PhD *Exploring the Language and Literacy Needs of Students Admitted to Nursing Programs through the use of the CELBAN to First-Language Speakers. Principle Investigator Kimberly Mitchell RN PhD.*
- Shamilla Thethy RN BN *Role of vertical smart farms in addressing the diabetes issue in Indigenous communities (2021-2023) Dr. Miyoung Suh Principle Investigator.*
- Bijou Howatt RN MN *Exploring the Language and Literacy Needs of Students Admitted to Nursing Programs through the use of the CELBAN to First-Language Speakers. Principle Investigator Kimberly Mitchell RN PhD.*
- Bijou Howatt RN MN *Writing in the Undergraduate BN Program. Principle Investigator Cheryl Dika.*
- Megan Boscow RN BN *Cannabis and Baccalaureate Nursing Students in Manitoba Study (CABiNS). Principle Investigator Dr. Lynda Balneaves.*
- Kellie Graveline *Cannabis and Baccalaureate Nursing Students in Manitoba Study (CABiNS). Principle Investigator Dr. Lynda Balneaves.*

### Diploma in Practical Nursing (DPN)

- The Swan River DPN students volunteered at Red Road Compass Community Spot (Soup Kitchen and Resource Centre) for the homeless.
- Flin Flon DPN students volunteered with COVID-19 vaccination clinics.
- Sheri McPhee and Pamela Sheveck continue to participate as co-investigators in a research project with Dr. Miyoung Suh with partners from OCN Health. The project title, *Role of vertical smart farms in addressing the diabetes issue in Indigenous communities (2021-2023).*
- DPN students in Swan River are volunteers in the local 'Community Spot', a new support/resource for homeless and those in need clients in the vicinity of Swan River. Students were initially assigned as a mental health clinical opportunity and soon came to appreciate the necessity of such service and many volunteered their personal time to assist.

### Law Enforcement (LE)

- The LE Program assisted Manitoba First Nations Police (MFNP) in facilitating the first annual "Safety Day" at Joe A. Ross School at the Opaskwayak Cree Nation (OCN). MFNP brought numerous community organizations together under one roof for a day of presentations to Grade 4 and 5 students. The LE students spent the day escorting their assigned group of students through planned activities.
- All members of the LE Program attended the Pike Lake Traditional Feast and activities during Treaty Days at OCN.
- The LE students acted as the UCN Flag Bearers for the walk honouring the National Day of Awareness for Missing and Murdered Indigenous Women and Girls (MMIWG) on May 5<sup>th</sup>.
- Two of our students volunteered a full-day security shift for Trappers Festival.
- The LE students acted as UCN Flag Bearers for UCN's walk and activities on the eve of the National Day for Truth and Reconciliation.
- As part of the LE curriculum, each student performs individual volunteer hours in their chosen community.

## ***Faculty Partnerships***

### **Bachelor of Nursing (BN)**

UCN and the University of Manitoba (UM) renewed their partnership agreement which took effect in September, 2021. Students now apply and are admitted into the BN program and register for courses through UM processes. Further students now follow the academic and non-academic policies of UM and have access to student services from UCN and UM. The transition was seamless with little impact on students' experience.

### **Diploma in Practical Nursing (DPN)**

The Selkirk DPN cohort expects to graduate 14 students in June, 2022. This program was offered in partnership with the Manitoba Metis Federation and has received great support from the Interlake Eastern Health Authority, in particular Selkirk Hospital.

Ongoing partnerships with the Northern Regional Health Authority and Prairie Mountain Health ensure UCN students are included in training opportunities (Safe Client Handling), pre-clinical requirements (mask-fit testing), and have access to preceptors and clinical practice opportunities. In October, 2021, the UCN Coordinator partnered with the Prairie Mountain Health recruitment team to provide information sessions at the Swan River Adult Learning Centre to promote health care education and careers to prospective students.

The Northern Health Region and Prairie Mountain Health continue to be supportive partners to the DPN Program.

### **Health Care Aide (HCA)**

HCA students are involved in a number of training opportunities due to the ongoing partnerships with the Northern Regional Health Authority and Prairie Mountain Health. Students engage in Safe Client Handling, pre-clinical requirements (mask-fit testing, dysphagia training), and clinical practice opportunities.

### **Law Enforcement (LE)**

Recruiters from Nishnawbe Aski Police Service (NAPS) travelled from Thunder Bay, Ontario and presented to LE students in November 2021.

Recruiters from Regina Police Service hosted a Zoom presentation in December, 2021 and then visited in person in March, 2022.

Guest appearances at UCN by The Pas Correctional Centre (TPCC) Superintendent James Lane in February, 2022, and the TPCC Critical Emergency Response Unit (CERU) in June, 2022.

Guest appearance with MFNP K-9 Unit.

Guest appearance by MFNP Chief of Police Doug Palson. LE instructors are working with Chief Palson, MFNP as there is an interest in utilizing UCN facilities for ongoing refresher training of their northern staff. MFNP is currently utilizing Assiniboine Community College for their southern members.

In-person meetings/presentations with RCMP Staff Sergeant, RCMP Critical Incident Commander, RCMP Underwater Recovery Team, RCMP K-9 Unit, RCMP Northern Forensics Identification Section, RCMP Containment Team, RCMP Court Liaison, RCMP General Investigations Team, Traffic Unit, and Firearms Officer.

Zoom presentations from Canadian Security Intelligence Service (CSIS), RCMP recruitment, RCMP Crime Stoppers and Restorative Justice, Canadian Military recruitment.

#### Primary Care Paramedic (PCP)

Once again with the help of the Instructors and students in the Automotive Technician Program, PCP students were able to further develop their extrication skills. Students lead volunteers (other Instructors) through a number of various scenarios which allowed them to practice proper extrication skills.

The Pas Fire Dept allowed the PCP students to come and use the Jaws of Life for Vehicle Extrication Training. This was a very hands-on interactive experience and the students were able to see how a vehicle is disassembled in the case of a motor vehicle collision. They were allowed, with supervision, to assist in removing the roof and doors with the new battery-operated Jaws of Life.

### Learning Through Simulation



Megan Boscow began at UCN in 2017 in the Faculty of Health as an Instructor in the Bachelor of Nursing program which is offered in collaboration with University of Manitoba. Since coming to UCN, Megan has helped develop UCN's simulation program including the design of the simulation space. UCN's simulation space is the gold standard and in fact, other post-secondary education institutions are looking to emulate UCN's state-of-the-art simulation space. UCN has designed simulation experiences specific to nursing students in the north. Megan holds a Master of Nursing degree, the focus of which was supportive strategies in simulation for student success especially for those students

who have experienced trauma. Simulation is an innovative and immersive experience for students that allows them to experience real life nursing without any risk to patients. Students can practice clinical judgement in team settings with the guidance of an instructor to improve safe practice in the clinical setting.

Megan recently completed certification as a Canadian Certified Nurse Educator (CCNE) through the Canadian Association of the Schools of Nursing (CASN) of which UCN is a member. The CCNE program fosters excellence in the academic nurse educator role and provides recognition and merit for the specialized knowledge, expertise, and competencies of this role in Canada. Megan is currently engaged in simulation certification through CASN which will allow UCN to continue growing expertise in offering high quality simulation experiences to our students.

# INTER-UNIVERSITIES SERVICES

## Lavina Fecteau, Manager

Inter-Universities Services (IUS) is a consortium of the four Manitoba universities – Brandon University, University of Manitoba, University of Winnipeg and UCN. IUS's mandate is to deliver university credit courses to Manitobans living north of the 53<sup>rd</sup> parallel. UCN assumed the responsibility for administration of IUS in July, 2005. The Inter-Universities Advisory Committee (IUAC) represents the partner institutions oversees IUS activity.

IUS delivers course and programs in direct response to individual and community-based needs through consultation with students and various organizations in all communities served by IUS.

IUS has 2.5 dedicated staff years including a Manager, Administrative Assistant, Enrolment Service Advisor, and a half-time Academic Advisor/Counsellor. IUS also engages a number of stipendiary instructors from partner institutions to teach courses. In 2021-22, IUS engaged thirty-four (34) sessional stipendiary positions.

In 2021-22, IUS operated in seven (7) communities including: Garden Hill, Flin Flon, Norway House, Selkirk, Swan River, The Pas, and Thompson.

In the 2021-22 academic year, IUS saw the following successes:

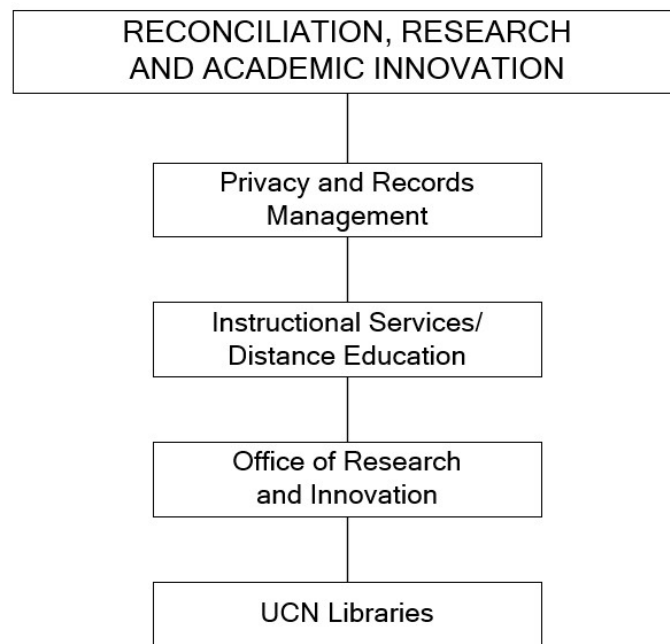
Institution	Total Students	Total Course Registrations	Total FCE*	No. Course Sections Offered
Brandon University	0	133	48.5	6
University of Winnipeg	0	53	46.0	2
University of Manitoba	61	609	258.0	26
University College of the North	301	181	73.0	10
Other (Unknown)	0	0	0.0	0
<b>TOTAL</b>	<b>362</b>	<b>976</b>	<b>425.5</b>	<b>46</b>

\* Full Course Equivalent

IUS was significantly impacted by the COVID-19 pandemic which saw restrictions in access to many northern communities, as well as limitations in travel on the part of instructors. IUS will be focusing on enrolment recovery as the pandemic recedes.

# RECONCILIATION, RESEARCH and ACADEMIC INNOVATION

Harvey Briggs, Associate Vice-President



Reconciliation, Research, and Academic Innovation (RRAI) continued to provide guidance and leadership to UCN throughout this academic year under the direction of Harvey Briggs, Associate Vice-President.

The creation of RRAI demonstrates UCN's commitment to reconciliation as it provides an academic home for reconciliation and supports and champions UCN's agenda for reconciliation by ensuring that it is pursued broadly throughout UCN's academic programs. Through mechanisms like pedagogical development and support, regular program reviews, student course evaluations, fostering and supporting teaching excellence, and ensuring that research protocols such as Ownership, Control, Access, and Possession (OCAP©) and the developing Manitoba Métis Community Research and Ethics Protocol (MMCREP) are part of UCN's skill-set, RRAI aims to integrate Indigenous content and pedagogy in UCN's curriculum and research activities.

RRAI also incorporates units from the former Research and Academic Excellence department, such as the Academic Development unit and the Learning Technology unit, which focus on quality assurance, pedagogy, and instructional support, UCN's two main libraries, and three regional libraries, and the Office of Research and Innovation.

## Privacy and Records Management

### **Access and Privacy**

During this academic year, four official Access to Information requests were filed and responded to. Meaghan Buchanan, UCN Archivist/Access and Privacy Officer updated UCN's Privacy Policy, developing procedures around collection, use, storage, and disposition of Personal Information and Personal Health Information. M. Buchanan delivered PHIA training to Human Resources personnel who deal with Personal Health Information, as required by law. The unit finalized policies surrounding the Canada Anti-Spam Law. A website privacy policy was also finalized. M. Buchanan is working on a series of podcasts covering FIPPA topics so basic training can be accessed by users when required. UCN has a new Access and Privacy Coordinator. Both the Officer and the Coordinator have received CIPP/C certification.

### **Records Management**

Seventy-six boxes of materials were processed into the records center this year mainly from UCN departments. Plans are underway to continue digitizing records in order to maximize storage space and provide an easy-access retrieval system.

## Instructional Services/Distance Education

The pandemic pivot strategy to online course delivery continued to comprised the focus of work for the Instructional Services area for this academic year. Support efforts of the team consisted of ensuring consistent course access for remote students and instructors. Response to faculty needs and requests focused on more robust adaptation of course structure and content and integration of tools and processes to support student engagement in the online environment. Instructional Services Specialists focused resources toward facilitating individual and group orientation to online teaching strategies and tool use as well as creation and organization of resource tools and training.

### **Online Technologies**

UCNLearn and web-conferencing (Zoom) were the primary platforms for online course delivery. Emphasis was placed on creation and implementation of standardized environments within the Learning Management System (LMS) to support rapid use of UCNLearn structure and tools. This helped to address student confusion and fatigue with navigation through their courses. The majority of faculty were able to transition their content and teaching styles to the online environment with greater confidence and fewer technology issues this academic year.

UCNLearn - Brightspace (LMS platform) provided consistent updates to tools within UCNLearn. Instructional Services staff provided ongoing training and orientation to these tools. There was consistent uptake and integration of these tools/processes by faculty and students.

They include:

- Pulse – upgrades to student app for UCNLearn course subscriptions and notifications.
- Audio-Video Player – upgrades and enhancement for online resources.
- Browser Display – upgrades and integration for quality access.
- Data Hub and Insights report builders – for admin use with options for instructors.
- Discover – implementation of internal self-registration course options.
- Widget – enhancement and expansion of topic grouping for course personalization.
- Editor – accessibility integration for keyboard use in editing course elements and low-vision users.
- New Content Experience – lessons feature (in development in UCNLearn).
- 3<sup>rd</sup> Party integrations – expansion for inclusion of Google Drive and One Drive.
- Creator+ - in development with invitation for project test sites; UCN is a test site.
- Upgrades to system operations and integrations – with IT; LDAP and active directory system.
- Updates to – course migration/copy features; Class list config variables; assignment permissions; portfolios; quizzes; surveys config; attendance tracking.

### ***Educational Technology Resources***

Focus for the past year has been on strategic support and upgrades for UCNLearn. Activity has focused on managing platform upgrades and new tool implementation. Continued strategic support of instructors requiring specialized equipment or platform use to meet the needs of the course teaching and learning processes remained a priority.

### ***Training, Orientation, Professional Development***

With a second year of online teaching and learning, faculty displayed an increased comfort and competence in delivering their courses through web conferencing and UCNLearn. This translated into a deeper level of supports to continue building on faculty skills and responding to requests for higher levels of student interaction and engagement within the online environment. Skills and technology training were a priority for this year with the creation of very robust offerings for faculty as well as creation of resource libraries, the creation of a UCNLearn Instructor's Guide, and Instructional Services web site page.

## Key Highlights

- Fall Orientation – robust selection of topics for new and returning faculty members for online and technology-mediated teaching and learning; focus on UCNLearn and pedagogies for online teaching.
- Individual sessions on request – expansion of the online video tutorial library to 54 videos; updates to the Instructor’s Guide to UCNLearn Guide for faculty; updates to UCNLearn A Student’s Guide.
- Updating of existing resources for students to support skill development for online learning.
- Organization and quick linking of existing resources to support access to current online teaching and learning practices.

### ***Partnerships in Learning***

External partnerships continue for the Instructional Services area for collaboration on issues and activities for quality teaching and learning practices. Instructional Services has been actively engaged with provincial government, institutional and professional organizations to support and expand academic learning technologies, practices, resources and supports for our faculty and institution.

- ***Flexible Learning Advisory Group (FLAG)*** – Instructional Services participates on this provincial group to collaborate on developments and initiatives with learning technologies in postsecondary institutions. This group includes representation from the Manitoba Education Minister’s office and Campus Manitoba. Instructional Services shares UCN activities and perspectives.

FLAG has focused its work around the pivot to online this past year to assess the needs, challenges and required supports of partner institutions. FLAG facilitates the connection between the institutions to share processes, tools, platforms and training opportunities, which has been quite valuable this past year. Work on a shared institutional data file collating developed resources is ongoing. Work continues at the provincial level to support the creation and adoption of open educational resources (OERs).

- ***Campus Manitoba (CMB)*** – consortium of public postsecondary institutions addressing online access and support for postsecondary students. Grants for OER creation have been supported through Instructional Services with one active project in development.
- ***Manitoba Flexible Learning HUB (HUB)*** – HUB has a mandate to provide supports to public postsecondary institutions for developing and implementing online courses and supports. HUB’s objective is to ensure current and competitive educational technology use and investment.

***Quality Matters*** – The HUB is the provincial licensing sponsor for the Quality Matters (QM) Program for all postsecondary institutions. The University of Manitoba has QM trainers and is offering training sessions from the HUB department.

***Course Consultations*** – The HUB offers Online Course Consultations to faculty members. Supports include access to an Instructional Designer and to a Digital Media Specialist.

- **Manitoba Academic Integrity Network (MAIN)** – Instructional Services remains on the Board of Directors for MAIN. Inter-institutional collaboration continues with open registration for institutional faculty to attend organized sessions on Academic Integrity. The group hosts an annual conference with provincial, national and international speakers. Additional work has included a database of contract cheating sites; the development of a multilingual Academic Integrity statement (on-going); curation of resources for online testing alternatives; and sharing of institutional processes for student supports and positive, proactive Academic Integrity processes.
- **Red River College (RRC)** – Online trades curriculum from Red River College has been migrated into UCNLearn with access provided to the Dean of UCN's Skilled Trades, Apprenticeship and Technology and select faculty. This process required dedicated work and supports from RRC Learning Technologies and UCN Instructional Services staff to migrate and organize.
- **Community and Industry Solutions** – Future Skills NCT-WIL project. Instructional Services has provided concrete staffing supports to the NCT training project this year.

The Learning Technology Facilitator (LTF) team continues to support the daily needs of instructors and students with face-to-face and online courses. Staff worked rotating shifts to provide both face-to-face and online support as needed. They used live sessions to assist with technology training and troubleshooting. They offered and supported individual and small-group orientation sessions and worked with instructors to ensure connections and equipment for teaching and learning were available and integrated into the online classroom process. The LTF team remained the first line of contact for students and instructors for courses and support.

In addition to connecting all distributed course sessions for faculty, their targeted activity supports included over 350 responses for campus/synchronous events, CLEaR session supports, HR connections, exam invigilation, and web conferencing (Zoom) issues.

## Office of Research and Innovation

The Office of Research and Innovation provides key services for faculty, staff and students to support their research activities at UCN. The office produces a wide variety of institutional handbooks and guides, reports, compilations, documents and research resources such as the forms and guidelines for Animal Care and Use, Human Research Ethics, UCN Researcher Guide, How to Brew the Perfect Research Project, and UCN Tutorial on Responsible Conduct of Research. The office facilitates and supports identification of external funding opportunities as well as preparation, review and submission of research proposals of UCN community for external and internal funding competitions.

## UCN Human Research Ethics Key highlights

- During the 2021-22 academic year, the Animal Care Committee (ACC) reviewed and approved the following three animal use protocols:  
*Walleye Age and Growth Factor Analysis*  
*Small Mammal Population – Diversity and Density / Transects and Grids*  
*Fall Field Practicum, Aquatic and Wildlife Ecology, and Environmental Assessment*
- The ACC reviewed and approved Post-Approval Monitoring (PAM) forms associated with the above listed three animal use protocols. The PAM Program ensures that what each instructor is doing in the field matches the corresponding animal use protocols, which is key to animal use protocols and assists members of the UCN community in understanding field-based teaching and research, its importance, and the assurance of quality and safety.
- The Canadian Council on Animal Care (CCAC) conducted a review of UCN's animal care practices in November, 2020. A number of recommendations arose from that review, all of which were addressed resulting in a successful assessment and the renewal of UCN's Animal Care and Use Program and the receipt of CCAC's GAP – Good Animal Practice renewal certificate.
- REB reviewed and renewed the following three ethics applications:
  - The Cannabis and Baccalaureate Nursing Students in Manitoba Study (CABINS).
  - The Perceptions of Self-efficacy/Preparedness for the Classroom and Stress in Graduating Canadian After-degree Education Students.
  - Cedar Path.
- REB reviewed and approved the following 11 new ethics applications:
  - The Effect of COVID-19 Pandemic upon UCN Students' Remote Learning Experience.
  - INformation TEchnology Readiness North (INTERN); a young northern workforce enters the world of ICT employment.
  - Examining Solid Waste Management Bylaws and Legislation Among Manitoba First Nations.
  - The digitization and preservation of Indigenous history and tradition.
  - Towards Language Reclamation and Revitalization in northern Manitoba.
  - ANS 2001 – Community Perspectives on Indigenous Political Issues in Canada (Course-based Project).
  - ANS 3100 – Exploring the Importance of Land/Environment Utilizing Decolonizing Research Methods (Course-based Project).
  - ANS 3101 Oral History Methodology: Student Projects.
  - University Education in Manitoba's North: Inter Universities.
  - ANS 2900 – Solid Waste Management in Northern and Remote Communities (Course-based Project).
  - Access Barriers to Health Care Services and Their Effects on the Physical and Mental Health of Indigenous and Non-Indigenous Population of Northern Manitoba.

### **UCN Core Research Fund (UCN Seed Fund)**

To increase the efficiency and effectiveness of review process and timeline, the Seed Grant Committee (SGC) was formed. The SGC is a permanent subcommittee of the Research, Education and Learning (REAL) Committee. The SGC draws members from UCN faculty and staff, and operates under a Terms of Reference. The SGC reviews internal research grant applications for the UCN Core Research Fund's Seed Grant competition to conduct original research and scholarly activities. The SGC provides recommendations for funding to the UCN Office of Research and Innovation, which is responsible to support faculty research and creative activity. The SGC may be called upon to provide recommendations for other research funds that may be assigned to the committee.

Research, innovation and scholarly activities of UCN faculty, staff and students in 2021-22 (April 1, 2021 – March 31, 2022) were supported by a \$40,000 UCN Seed Grant Fund. The SGC has received, reviewed and approved the following five seed grant applications for 2021-22:

- Aboriginal health and food sovereignty in the time of COVID-19 (\$7,000).
- The effect of COVID-19 pandemic upon UCN students' remote learning experience (\$7,000).
- Examining solid waste management regulations and bylaws in northern Manitoba First Nations communities (\$6,000).
- Weaving our culture: honing local arts with youth and Elders (\$7,000).
- Long term health impact of residential school diet: focused life story interview with Elders in Opaskwayak Cree Nation (\$7,000).
- Near-net zero greenhouse (\$4,500)

### **UCN Research Support Fund**

In 2021-22 (April 1, 2021 – March 31, 2022), UCN received a \$69,517 Research Support Fund (RSF), an external grant from tri-council funding agencies (SSHRC, NSERC and CIHR) of Government of Canada. This federal grant helps postsecondary institutions to offset the overhead costs of supporting research activities, capacity building and training. Targeted investments were made through 2021-22 to enhance research infrastructure and capacity relative to UCN's research facilities, research resources, research management and administration, research training, regulatory requirements and accreditation, and intellectual property and knowledge mobilization. RSF allocation, usage, performance and outcomes in 2021-22 are explained below.

### **Statement of Account / Expenditures Incurred in 2021-22 RSF:**

Expenditure Category	Budget Amount	Budget Percentage
Research Facilities	\$0.0	0.0%
Research Resources	\$67,518.8	97.1%
Management and Administration	\$1,467.7	2.1%
Regulatory Requirements and Accreditation	\$264.9	0.4%
Intellectual Property and Knowledge Mobilization	\$265.6	0.4%
<b>TOTAL</b>	<b>\$69,517.0</b>	<b>100.0%</b>

Due to the COVID-19 pandemic situation, 2021-21 RSF grant period was extended for 3 months. Therefore, the 2021-22 RSF grant period is from April 1, 2021 to June 30, 2022. The performance of UCN and outcomes achieved through the RSF grant in 2021-22 are summarized below.

- 1. Research Resources:** The RSF grant helped to cover costs associated with many essential research resources including UCN-wide SPSS software license, Survey Monkey subscription, MS Surface Pro for research work, a communication device and computer monitors for the Research Office.
- 2. Management and Administration:** UCN has one Manager of Research position at its only Research Office. During this academic year, a Researcher position was staffed. To maximize the use of RSF grant funds to cover key research functions and resources, UCN used internal salary funds to cover this position. In 2021-22, the RSF grant was used to cover costs related to the operations of the Research Office, internal research-related workshops/trainings (SPSS statistical analysis), and the Manager's membership in the Society of Research Administrators (SRA) International.
- 3. Regulatory Requirements and Accreditation:** In 2021-22, the RSF grant enabled UCN to meet regulatory and accreditation requirements including costs related to the operations of UCN's Research Ethics Board (REB) and Animal Care Committee (ACC) and related professional developments. The REB Coordinator has participated in the Canadian Association of Research Ethics Boards (CAREB) national conference. Two ACC members have attended the Canadian Council on Animal Care (CCAC) national workshop.
- 4. Intellectual Property and Knowledge Mobilization:** A team member has attended a four-month Indigenous community-focused OCAP (Ownership, Control, Access and Possession) training course. The cost associated with this course was paid from the RSF grant as it was very important for UCN's intellectual property management and knowledge mobilization.

### **Research and Scholarly Activities**

Faculty and staff members at UCN are engaged in a broad range of work related to research and scholarly activity, capacity building and service. UCN has many exciting projects underway with a range of community, academic and other partners across Manitoba, Canada and internationally. They have collectively supported and strengthened research, teaching and learning at UCN.

The survey of research, scholarly activity, capacity building and service undertaken by UCN faculty and staff in 2021-21 (April 1, 2021 – March 31, 2022) is listed at <https://ucn.ca/research/>.

## Research Grant Proposals Submitted to External Funding Agencies

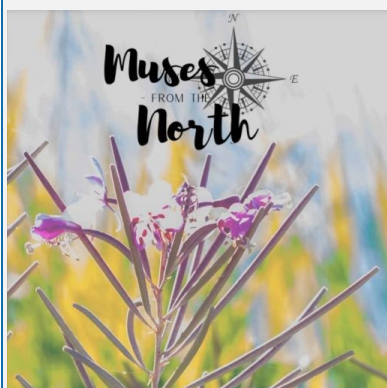
UCN faculty and staff have submitted 4 grant proposals for the external research funding through the UCN Office of Research and Innovation in 2021-22. Among the four grant proposals listed below, two research proposals were successfully funded by external funding agencies, one proposal is currently under review of the funding agency, and applicants decided to submit one proposal to next year's competition.

No.	Funding Agency	Funding Program	Project Cost	Project Title
1	SSHRC	New Frontiers in Research Fund – Rapid Response 2021	\$250,000 for 1 year	Our data Indigenous: Indigenous-led approaches to mobile technology that work for data sovereignty in response to industry-associated declines in health and environment.
2	National Centre for Truth and Reconciliation	Small Research Grants Fund	\$7,000 for 1 year	Muses from the North: Indigenous students' voices and perspectives on truth and reconciliation.
3*	SSHRC	Partnership Grants	\$2.5 million for 7 years	Shifting from impacts to solutions: The Wa Ni Ska Tan alliance of hydro-impacted communities.
4**	CFI	College Fund (Notice of Intent)	\$1.33 million for 5 years	Keewetinoohk Indigenous digital research and innovation hub

\*The research proposal is currently under the review of funding agency

\*\*The full application was not submitted to CFI and the proposal will be submitted to CFI's next year competition.

### Muses from the North - Student Orientated Journal Publishes 8<sup>th</sup> Issue



UCN's 8<sup>th</sup> issue of *Muses from the North* - "Reflections and Knowledge of the Land", was released in September, 2021. The current issue of the student-oriented journal showcases literary works from different genres including poetry, short stories (realistic and futuristic), painting, and memoirs. It also features reflective essays and research papers.

In total, 12 students contributed to this issue.

## UCN Libraries

*Libraries build collections, good libraries build services, great libraries build communities.*

R. David Lankes

### **Campus Libraries:**

Oscar Lathlin Research Library (The Pas)  
Heather Smith, Campus Librarian  
Wellington & Madeline Spence Memorial Library (Thompson)  
Monica Munn, Campus Librarian

### **Joint-Use Libraries - Innovative Partnerships with Communities:**

UCN/Norway House Public Library  
Fiona Godwin, Community Librarian  
UCN/Chemawawin Public Library (Easterville)  
Anthony Zong, Community Librarian  
UCN/Pukatawagan Public Library  
Gloria Richard, Community Librarian

### **Special Library Collection:**

UCN/Swan River Health

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The UCN Libraries network 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.

As a result of the COVID-19 pandemic, there were no programs offered at the regional libraries until April, 2022 when members of the public were once again welcomed back into UCN facilities practicing guidelines set by Manitoba Public Health. Before April, 2022, library staff continued to adapt the way they worked in order to continue providing service to UCN staff and students. Due to provincial restrictions, public library hours varied depending on individual community restrictions set by community leadership. Wherever possible, Library staff continued to work while off-site and /or arranged curbside service for community members during this time.

In December, 2021, Library Services launched *Information Gateway*, a new online presence. The platform meets the 21<sup>st</sup> century expectations of UCN students with resources responsive on a variety of devices. In particular, the regional library content includes free Manitoba Public Libraries offerings that all UCN users can access.

UCN operates joint-use libraries in Chemawawin, Norway House and Pukatawagan. Each library is governed by partnership agreements with the respective community and serves staff and students of the UCN Education and Training Centre, Chemawawin School, Norway House Education Centre, Sakastew School, and community members.

The pandemic changed the way that staff interacted with patrons and directly impacted service hours. Staff are to be commended for their efforts to ensure service levels were minimally impacted including the use of curb-side pickup of resources where possible.

UCN also has a special library collection in Swan River at the UCN/Faculty of Health site. Marnie Waddell, Administrative Assistant, maintains and circulates the departmental collection. As a specialized library, the Swan River Health collection serves as an information hub for staff and students and includes an up-to-date print and audio-visual collection supporting all programs offered.

### Key highlights - Campus Libraries

#### **Heather Smith, Campus Librarian Oscar Lathlin Research Library, The Pas**

- New material is continually being added to the library collection upon faculty request. Approximately 1,264 items were added over this academic year.
- The library collection includes 8,841 items of various formats that focus on Indigenous themes.
- Service hours were expanded with the hire of a part-time Library Technician resulting increased hours in the evening and weekend, welcome news for library patrons including UCN faculty and students.
- 7 Grandfather Teachings, an eight-episode video series, was completed in August, 2021. The video series features UCN students Jefferson Cook and Dianne Lehmann, and UCN Instructor Gord Bruyere. The series connects the 7 Grandfather Teachings of the Anishinaabe people to UCN's vision statement, shares the teaching's origin and hopes that the traditional teachings help individuals with their identity as Indigenous people and reclaiming their culture.
- Library staff completed two Author Spotlight videos featuring Lee Miracle and Richard Wagamese.
- In partnership with the Student Association Council and Student Counsellor Lorette George, the video Beyond the Book: Tobacco Ties was created. Counsellor George and Brandan Kitchekeesik, Law Enforcement student and Student Association Council member, explain what a tobacco tie is, how to make one and when to use one.
- One hundred, twenty e-tablets with keyboards were given to UCN students as part of a research project. UCN students completed online surveys (created in collaboration with UCN's Institutional Analysis & Planning division) on accessibility, usage, reliability and other library-related topics using library apps. Results will be made available soon.

## **Monica Mun, Campus Librarian Wellington and Madeleine Spence Memorial Library, Thompson**

- Occasioned by the pandemic, library staff increased resource and content sharing through the library's social media.
- Library staff contributed to the completion of the Elder's Traditional Knowledge Archive, a collection of digitized audio and video recordings reflecting Northern Manitoba's Indigenous culture, heritage, and language. Funded by the Library and Archives Canada's Listen, Hear our Voices initiative and in partnership with the Keewatin Tribal Council, the intent of this project is to preserve the content stored in original formats, and to make the digitized materials available for researchers and communities, further contributing to Northern Manitoba's rich heritage.
- The popular children's book collection was re-catalogued to enhance access and discovery.
- Library Staff increased in-class delivery of literacy sessions and outreach.

### **Key highlights - Community Libraries**

UCN operates joint-use libraries in Chemawawin, Norway House and Pukatawagan. Each library is governed by partnership agreements with the respective community and serves staff and students of the UCN Education and Training Centre, Chemawawin School, Norway House Education Centre, Sakastew School, and community members.

The pandemic changed the way that staff interacted with patrons and directly impacted service hours. Staff are to be commended for their efforts to ensure service levels were minimally impacted including the use of curb-side pickup of resources where possible.

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# SKILLED TRADES, APPRENTICESHIP AND TECHNOLOGY

Gary Melko, Dean

## Program offerings

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

## Apprenticeship Programs

UCN and Apprenticeship Manitoba partner to offer several 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 Carpentry  
Level 1-4 Industrial Electrician  
Level 1-4 Industrial Mechanic Millwright (3 intakes of Level 1-2 are offered through a partnership with MITT in Winnipeg, MB)

### Key Highlights

- Apprenticeship levels continued to be offered online and in person per intake (50% online and 50% in person).
- Remote teaching was utilized in the Natural Resources Management Technology Program. Students were on campus for certain components of their practical training.
- Pre-employment trades students returned to campus full-time, classrooms were built in the shop areas to permit physical distancing.
- UCN began its first all-female (instructor and students) Home Builder Program on the Opaskwayak Cree Nation.
- Chris Hostasek was hired on a term to teach in the Heavy Duty Mechanics and Automotive Technician Programs.
- Penny Helstrom was hired on a term basis to teach math and communications courses in the trades programs.
- Stephanie Reid was hired as a full-time instructor in the Natural Resources Management Technology Program.

**APPENDIX A: ENROLMENT AND GRADUATE  
SUMMARY FOR THE  
2021-22 ACADEMIC YEAR**

# Enrolment Summary for the 2021-22 Academic Year

	Y1	Y2	Y3	Y4	Y5	Total
<b>Adult Learning Centre</b>						
<b>Main Campuses (The Pas &amp; Thompson)</b>	<b>Y1</b>	<b>Y2</b>				<b>Totals</b>
General Studies: Adult Education	9					9
Mature Student High School Diploma	42					42
<b>Main Campuses (The Pas &amp; Thompson) Total:</b>	<b>51</b>					<b>51</b>
<b>Regional and Remote Campuses</b>	<b>Y1</b>	<b>Y2</b>				<b>Totals</b>
Mature Student High School Diploma	16					16
<b>Regional and Remote Campuses Total:</b>	<b>16</b>					<b>16</b>
<b>Adult Learning Centre Total:</b>	<b>67</b>					<b>67</b>

<b>Centre for Aboriginal Languages</b>						
<b>Regional and Remote Campuses</b>	<b>Y1</b>					<b>Totals</b>
Certificate in Teaching Ininimowin	1					1
<b>Regional and Remote Campuses Total:</b>	<b>1</b>					<b>1</b>
<b>Centre for Aboriginal Languages Total:</b>	<b>1</b>					<b>1</b>

<b>Faculty of Arts Business &amp; Science</b>						
<b>Main Campuses (The Pas &amp; Thompson)</b>	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>		<b>Totals</b>
Bachelor of Arts	258	19	7	1		286
Bachelor of Business Administration	16	1	11	4		32
Basic Business Principles	1					2
Business Administration Diploma	50	12				62
Community Economic Development	7					7
Office Assistant	30					30
<b>Main Campuses (The Pas &amp; Thompson) Total:</b>	<b>362</b>	<b>33</b>	<b>18</b>	<b>5</b>		<b>419</b>
<b>Regional and Remote Campuses</b>	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>		<b>Totals</b>
Bachelor of Arts	45	3	1			49
Bachelor of Business Administration			1			1
Business Administration Diploma	1	1				2
<b>Regional and Remote Campuses Total:</b>	<b>46</b>	<b>4</b>	<b>2</b>			<b>52</b>
<b>Faculty of Arts Business &amp; Science Total:</b>	<b>408</b>	<b>37</b>	<b>20</b>	<b>5</b>		<b>471</b>

# Enrolment Summary for the 2021-22 Academic Year

	Y1	Y2	Y3	Y4	Y5	Total
<b>Faculty of Education</b>						
<b>Main Campuses (The Pas &amp; Thompson)</b>						
	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>	<b>Y5</b>	<b>Totals</b>
Aboriginal & Northern Counselling Skills	2					2
Bachelor of Arts/Education	50	8	7	3	1	69
Bachelor of Education	25	4	2	6	1	38
Bachelor of Interdisciplinary Studies/Education	4	1	2			7
Early Childhood Education	30	22				52
Early Learning and Child Care	1					1
Educational Assistant Certificate	3					3
<b>Main Campuses (The Pas &amp; Thompson) Total:</b>	<b>115</b>	<b>35</b>	<b>11</b>	<b>9</b>	<b>2</b>	<b>172</b>
<b>Regional and Remote Campuses</b>						
	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>	<b>Y5</b>	<b>Totals</b>
Aboriginal & Northern Counselling Skills	20					20
Bachelor of Arts/Education	40				1	41
Bachelor of Education	17	4		1		22
Bachelor of Interdisciplinary Studies/Education	24	6	5	2	3	40
Early Childhood Education	2	7				9
Early Learning and Child Care	6					6
Educational Assistant Certificate	100					100
<b>Regional and Remote Campuses Total:</b>	<b>209</b>	<b>17</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>238</b>
<b>Faculty of Education Total:</b>	<b>324</b>	<b>52</b>	<b>16</b>	<b>12</b>	<b>6</b>	<b>410</b>
<b>Faculty of Health</b>						
<b>Main Campuses (The Pas &amp; Thompson)</b>						
	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>		<b>Totals</b>
Bachelor of Nursing		34	28	24		86
Diploma in Practical Nursing	14	6				20
Health Care Aide	31					31
Law Enforcement	10					10
Primary Care Paramedic	9					9
<b>Main Campuses (The Pas &amp; Thompson) Total:</b>	<b>64</b>	<b>40</b>	<b>28</b>	<b>24</b>		<b>156</b>
<b>Regional and Remote Campuses</b>						
	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>		<b>Totals</b>
Diploma in Practical Nursing	13	26				39
Health Care Aide	16					16
<b>Regional and Remote Campuses Total:</b>	<b>29</b>	<b>26</b>				<b>55</b>
<b>Faculty of Health Total:</b>	<b>93</b>	<b>66</b>	<b>28</b>	<b>24</b>		<b>211</b>

# Enrolment Summary for the 2021-22 Academic Year

	Y1/L1	Y2	Y3	Y4	Y5	Total
<b>Skilled Trades, Apprenticeship and Technology</b>						
<b>Main Campuses (The Pas &amp; Thompson)</b>	<b>Y1/L1</b>	<b>Y2/L2</b>	<b>L3</b>	<b>L4</b>		<b>Totals</b>
Automotive Technician	10					10
Basic Electrical	1					1
Carpentry Apprenticeship		5	8	1		14
Carpentry/Woodworking	8					8
Culinary Arts	9					9
Electrical Trades Fundamentals	11					11
Heavy Duty Mechanics	7					7
Heavy Equipment Operator Training	13					13
Home Builder	10					10
Industrial Electrical Apprenticeship				27		27
Industrial Mechanic Apprenticeship	21	13	29	51		114
Industrial Welding	8					8
Information Technology Readiness North	8					8
Intro to Construction Trades	14					14
Introduction to Industry Certificate	1					1
Natural Resources Management Technology	11	5				16
<b>Main Campuses (The Pas &amp; Thompson) Total:</b>	<b>132</b>	<b>23</b>	<b>37</b>	<b>79</b>		<b>271</b>
<b>Regional and Remote Campuses</b>	<b>Y1/L1</b>	<b>Y2/L2</b>	<b>L3</b>	<b>L4</b>		<b>Totals</b>
Carpentry Apprenticeship		1				1
Heavy Equipment Operator Training	12					12
Home Builder	11					11
Intro to Construction Trades	6					6
<b>Regional and Remote Campuses Total:</b>	<b>29</b>	<b>1</b>				<b>30</b>
<b>Skilled Trades, Apprenticeship and Technology Total:</b>	<b>161</b>	<b>24</b>	<b>37</b>	<b>79</b>		<b>301</b>
<b>Workforce and Community Responsive Training</b>						
	<b>Y1</b>					<b>Totals</b>
General Interest: Continuing Education	781					809
General Studies: Non-Program	24					26
Northern Manitoba Mining Academy	4					4
Northern Workforce Development Centre	7					7
Opaskwayak Cree Nation Training Centre	1					2
Swan Valley Workforce Development Centre	13					13
<b>Total:</b>	<b>830</b>	<b>10</b>	<b>1</b>	<b>18</b>	<b>1</b>	<b>861</b>
<b>Workforce and Community Responsive Training Total:</b>	<b>830</b>	<b>10</b>	<b>1</b>	<b>18</b>	<b>1</b>	<b>861</b>

# Enrolment Summary for the 2021-22 Academic Year

	Y1	Y2	Y3	Y4	Y5	Total
<b>Main Campuses (The Pas &amp; Thompson) Total:</b>	649	194	100	134	7	1084
<b>Regional and Remote Campuses Total:</b>	368	49	8	1	1	427
<b>Workforce and Community Responsive Training Total:</b>	1275	2	3	7		1287
<b>Unduplicated Headcount:</b>	1884	189	102	138	7	2322

# Graduates 2021-22

## Main Campuses (The Pas & Thompson)

### Adult Learning Centre

<b>Diplomas</b>	<b>12</b>
Mature Student High School Diploma	12

**Adult Learning Centre Total:** **12**

### Faculty of Arts, Business & Science

<b>Certificates</b>	<b>11</b>
Basic Business Principles	2
Office Assistant	9

<b>Degrees</b>	<b>24</b>
Bachelor of Arts	16
Bachelor of Business Administration	8

<b>Diplomas</b>	<b>9</b>
Business Administration Diploma	7
Community Economic Development	2

**Faculty of Arts, Business & Science Total:** **44**

### Faculty of Education

<b>Degrees</b>	<b>32</b>
Bachelor of Arts/Education	6
Bachelor of Education	20
Bachelor of Interdisciplinary Studies/Education	6

<b>Diplomas</b>	<b>11</b>
Early Childhood Education	11

**Faculty of Education Total:** **43**

### Faculty of Health

<b>Certificates</b>	<b>25</b>
Health Care Aide	12
Law Enforcement	6
Primary Care Paramedic	7

<b>Degrees</b>	<b>23</b>
Bachelor of Nursing	23

**Faculty of Health Total:** **48**

### Skilled Trades, Apprenticeship and Technology

<b>Apprenticeship</b>	<b>2</b>
Industrial Electrical Apprenticeship	2

<b>Certificates</b>	<b>42</b>
Automotive Technician	3
Carpentry/Woodworking	1
Culinary Arts	6
Electrical Trades Fundamentals	5
Heavy Duty Mechanics	4
Heavy Equipment Operator Training	12
Industrial Welding	2
Information Technology Readiness North	6
Intro to Construction Trades	3

<b>Diplomas</b>	<b>5</b>
Natural Resources Management Technology	5

## Main Campuses (The Pas & Thompson)

<b>Skilled Trades, Apprenticeship and Technology Total:</b>	<b>49</b>
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## Post-Secondary Access Centres

### Adult Learning Centre

<b>Diplomas</b>	<b>5</b>
Mature Student High School Diploma	5

<b>Adult Learning Centre Total:</b>	<b>5</b>
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### Faculty of Arts, Business & Science

<b>Degrees</b>	<b>2</b>
Bachelor of Arts	2

<b>Faculty of Arts, Business &amp; Science Total:</b>	<b>2</b>
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### Faculty of Education

<b>Certificates</b>	<b>34</b>
Early Learning and Child Care	5
Educational Assistant Certificate	29

<b>Degrees</b>	<b>79</b>
Bachelor of Arts/Education	1
Bachelor of Education	20
Bachelor of Interdisciplinary Studies/Education	58

<b>Diplomas</b>	<b>8</b>
Early Childhood Education	8

<b>Faculty of Education Total:</b>	<b>121</b>
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### Faculty of Health

<b>Certificates</b>	<b>3</b>
Health Care Aide	3

<b>Diplomas</b>	<b>25</b>
Diploma in Practical Nursing	25

<b>Faculty of Health Total:</b>	<b>28</b>
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### Skilled Trades, Apprenticeship and Technology

<b>Certificates</b>	<b>9</b>
Heavy Equipment Operator Training	9

<b>Skilled Trades, Apprenticeship and Technology Total:</b>	<b>9</b>
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## Report Summary

Apprenticeship	2
Certificates	124
Degrees	160
Diplomas	58
Mature High School Diplomas	17
<b>Main Campuses Total:</b>	<b>196</b>
<b>Post Secondary Access Centres Total:</b>	<b>165</b>
<b>Institution Total:</b>	<b>361</b>

## APPENDIX B

### 2021-22 MEMORANDA OF UNDERSTANDING AND AGREEMENTS

The following are academically-related Memoranda of Understanding, Agreements and Inter-Institutional Relationships negotiated and/or active in the 2021-22 academic year.

<b>Signatory</b>	<b>Title</b>	<b>Effective Date</b>	<b>Expiry Date</b>
4916906 Manitoba Limited	Lease agreement for Faculty of Health Swan River site	July 1, 2012	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
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
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
Chemawawin Cree Nation	Agreement to Establish and maintain a Joint University / Public Library Facility	March 30, 2011	Ongoing
Chemawawin Cree Nation	Establishment of UCN's Chemawawin Regional Centre	June 17, 2002	Ongoing
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
The Council on Post-Secondary Education <sup>2</sup>	Memorandum of Understanding Concerning Campus Manitoba	October 30, 2006	Ongoing

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

<b>Signatory</b>	<b>Title</b>	<b>Effective Date</b>	<b>Expiry Date</b>
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
Criti Care EMS Paramedic Academy	Agreement to offer the Joint Primary Care Paramedic Program	January, 2018	Ongoing
Frontier School Division	Cooperation and Collaboration Agreement – High School course credit	September 1, 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
Instructure, Inc.	Memorandum of Understanding for the hosting of UCN courses on Instructure's Canvas Network platform.	October 15, 2016	Ongoing
Interior Health Authority	Affiliation Agreement for Placement of UCN Students in Interior Health Authority's Facilities for Practical Experience	August 1, 2008	Ongoing
Kelsey School Division	Cooperation and Collaboration Agreement – High School course credit	September 1, 2013	Ongoing
Kelsey School Division	MOA respecting joint vocational, trades, and technology programming	January 26, 2015	Ongoing
Manitoba Aboriginal and Northern Affairs	Memorandum of Understanding regarding Development of a Partnership for Aboriginal Employment	June 12, 2009	Ongoing

<b>Signatory</b>	<b>Title</b>	<b>Effective Date</b>	<b>Expiry Date</b>
Manitoba Advanced Education and Literacy; & Manitoba Entrepreneurship Training and Trade <sup>3</sup>	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
Manitoba First Nations Education Resource Centre	Cooperation and Collaboration Agreement	July 1, 2007	Ongoing
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	Ongoing
Manitoba Hydro Telecom (MHT)	10Gbps Wavelength Agreement	October 1, 2009	September 30, 2024 (15 year term)
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
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
Mathias Colomb Cree Nation	Agreement to establish and maintain a Joint University / Public Library Facility in Pukatawagan.	June 23, 2015	Ongoing
Mathias Colomb First Nation	Establishment of UCN's Mathias Colomb Regional Centre	July 1, 2003	Ongoing

<sup>3</sup> 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.

<b>Signatory</b>	<b>Title</b>	<b>Effective Date</b>	<b>Expiry Date</b>
Misipawistik Cree Nation	Memorandum of Understanding re: Establishment of UCN's Misipawistik Cree Nation Regional Centre	July 1, 2007	Ongoing
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
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
Nisichawayasihk Cree Nation	Establishment of UCN's Nisichawayasihk Regional Centre	March 13, 2003	Ongoing
The Northern Manitoba Sector Council Inc.	Equipment Use Agreement (re: Mine Training Simulator Base Station and Training Consoles)	September 1, 2010	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
NorQuest College	Purchase of Practical Nurse Program Curriculum and Related Documents	June 30, 2009	Ongoing
Northlands College	Cooperation and Collaboration Agreement	January 28, 1997	Ongoing
Norway House Cree Nation	Agreement to Establish and maintain a Joint University / Public Library Facility	March 13, 2009	Ongoing
Norway House Cree Nation	Establishment of UCN's Norway House Regional Centre	March 11, 2004	Ongoing
Nunavut Arctic College	Cooperation and Collaboration Agreement	June 2, 1996	Ongoing

<b>Signatory</b>	<b>Title</b>	<b>Effective Date</b>	<b>Expiry Date</b>
Opaskwayak Education Authority	General Cooperation and Collaboration Agreement	February 22, 2002	Ongoing
Opaskwayak Education Authority	MOA respecting joint vocational, trades, and technology programming	July, 2015	Ongoing
Pimicikamak Cree Nation Education Authority, Cross Lake	Establishment of UCN's Pimicikamak Regional Centre	December 15, 1999	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
St. Theresa Point First Nation	Establishment of UCN's St. Theresa Point Regional Centre	July 1, 2004	Ongoing
Tataskweyak Cree Nation	Establishment of UCN's Tataskweyak Regional Centre	September 17, 2001	Ongoing
Treaty Relations Commission of Manitoba	Memorandum of Understanding re: Collaboration to Enhance Treaty Education	October 27, 2009	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
The University of Manitoba	Bachelor of Nursing Agreement for the Collaborative UCN Cohort	July 19, 2020	Ongoing

# APPENDIX C

## 2021-22 PARTNERSHIPS AND WORKING RELATIONSHIPS

The following list includes organizations with whom UCN has worked over the 2021-22 year.

- Aboriginal Education Research Forum
- Aboriginal Financial Officers Association
- Aboriginal Human Resource Association
- Advanced Education, Skills and Immigration
- A** Apprenticeship Manitoba
- Assembly of Manitoba Chiefs
- Assiniboine Community Colleges
- Association of Canadian Universities for Northern Studies
- Athabasca University
  
- Blue Quills First Nations College
- B** Brandon University
- Bunibonibee Cree Nation
- Business Improvement Solutions Inc.
  
- 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
- C** 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
- Computers for Schools
- Construction Safety Association of Manitoba
- 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** Education To Go
  
- First Nations and Inuit Health Branch
- First Nations University of Canada
- Flin Flon School Division
- F** Fox Lake Cree Nation
- Frontier School Division
- Future Skills Centre of Ryerson University

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

Indigenous and Northern Affairs Canada  
 Indigenous Services Canada

**I** Instructure, Inc.  
 Interior Health Authority  
 Island Lake Tribal Council

**K** Keewatin Tribal Council  
 Kelsey Recreation Commission  
 Kelsey Learning Centre  
 Kelsey School Division

Manitoba Conservation and Climate  
 Manitoba Construction Sector Council  
 Manitoba Dental Assistants Association  
 Manitoba Dental Association  
 Manitoba Economic Development and Jobs  
 Manitoba Forestry Association  
 Manitoba Government Mineral Resource Development Division  
 Manitoba Health, Seniors and Active Living  
 Manitoba Heavy Construction Association  
 Manitoba Hydro  
 Manitoba Hydro Telecom  
 Manitoba Indigenous and Municipal Relations  
**M** Manitoba Institute of Trades and Technology  
 Manitoba Jobs and Skills Development Centres  
 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

National Screen Institute  
 Nelson House Atoskiwin Training and Employment Centre (ATEC)  
 New Media Manitoba  
 Nisichawayasihk Cree Nation  
 NorQuest College  
 North Central Canada Centre for the Arts and Environment  
 North Forge

**N** 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  
Operating Engineers Training Institute of Manitoba
- P** Paskwayak Business Development Corporation Ltd.  
Pimicikamak Cree Nation  
Prairie Mountain Regional Health Authority
- R** Red River College  
Reel North Film Festival (Thompson)  
Riipen  
Royal Bank of Canada  
Royal Road University
- S** Safety Services Manitoba  
Saskatchewan Indian Institute of Technologies  
Saskatchewan Polytechnic  
School District of Mystery Lake  
Skills Canada Manitoba  
Skills and Employment Partnerships  
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

## 2021-22 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
UCN Adult Learning Centre	Registration	UCN Adult Learning Centre, registered by Adult Learning & Literacy, Manitoba Economic Development and Training
Automotive Technology	High School students can join the adult program.	High School course 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.  (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

UCN Program	Details of Transfer Agreement and/or Articulation	Institution and Program and/or Accreditation Body
Business Administration (diploma)	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)
Culinary Arts	Regular full-time UCN program in which high school students from Margaret Barbour Collegiate Institute participate	High School course 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"> <li>• Early Learning and Child Care Certificate in Administration</li> </ul>	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

UCN Program	Details of Transfer Agreement and/or Articulation	Institution and Program and/or Accreditation Body
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
	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"> <li>▪ Automotive Technician</li> <li>▪ Carpentry and Woodworking</li> <li>▪ Electrical Trades Fundamentals</li> <li>▪ Culinary Arts</li> <li>▪ Heavy Duty Mechanics</li> <li>▪ Industrial Welding</li> </ul>	Level 1 Apprenticeship Accreditation	Apprenticeship Manitoba, Entrepreneurship, Training and Trade, Province of Manitoba

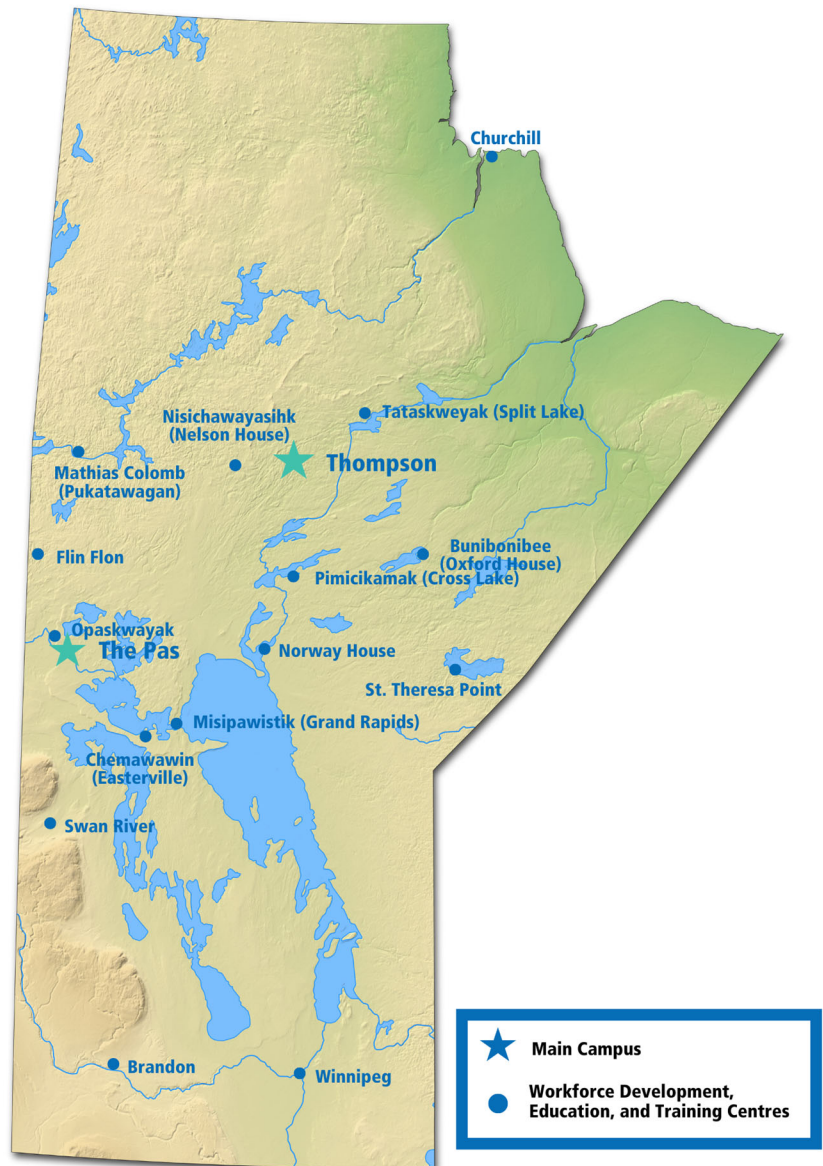
# ABOUT UNIVERSITY COLLEGE OF THE NORTH

University College of the North was established by an Act of the Legislature of Manitoba on July 1, 2004. University College of the North delivers degree, diploma and certificate programs and courses to a small (85,000+) widely dispersed population spread out over the vast region of northern Manitoba. Approximately 70 per cent of this population is Indigenous.

UCN has main campuses in The Pas and Thompson, and Workforce Development, Education and Training Centres in a number of communities throughout the province.

In 2021-22, UCN delivered education and training to about 2,300 full and part-time students, registered in 43 programs delivered in 37 locations through Manitoba.

UCN is an institution devoted to community and northern development and reflect the Indigenous reality and cultural diversity of northern Manitoba.



## 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

Guided by the Seven Sacred Teachings, University College of the North is building better futures for a stronger North.

# THE PAS CAMPUS

7th & Charlesbois  
P.O. Box 3000  
The Pas, MB  
R9A 1L3  
1-866-627-8500



# THOMPSON CAMPUS

55 UCN Drive  
P.O. Box 3000  
Thompson, MB  
R8N 1L7  
1-866-677-6450



## WORKFORCE DEVELOPMENT, EDUCATION & TRAINING CENTRES

- Bunibonibee (Oxford House) – Chemawewin (Easterville) – Churchill  
– Flin Flon (Northern Manitoba Mining Academy)  
– Mathias Colomb (Pukatawagan) – Misipawistik (Grand Rapids)  
– Nisichawayasihk (Nelson House) – Norway House  
– Opaskwayak Cree Nation – Pimicikamak (Cross Lake)  
– St. Theresa Point – Swan River – Tataskwayak (Split Lake)



University College of the North