



University College of the North

2022-2023
**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.

TABLE OF CONTENTS

VICE-PRESIDENT ACADEMIC & RESEARCH MESSAGE	3
SUPPORTING ACADEMIC EXCELLENCE	4
Enrolment Services and Registrar	4
Dean of Students	4
Student Profile and Enrolments	5
Graduates	5
TEACHING AND LEARNING	6
Arts, Business and Science	7
Community and Industry Solutions	9
Centre for Career and Work-Integrated Learning	10
Training Solutions Division	10
Workforce Development Centres	11
Education	13
Health	15
Indigenous Initiatives and Reconciliation	18
Inter-Universities Services	20
Mihcet Meskanawah Teaching and Learning	21
Research and Academic Innovation	22
Skilled Trades, Apprenticeship and Technology	27
APPENDICES	
Appendix A: Enrolment Summary for the 2022-23 Academic Year	28
Appendix B: Memoranda of Understanding / Agreements	32
Appendix C: Partnerships and Working Relationships	38
Appendix D: Articulation and Accreditation Agreements	41

LETTER FROM THE VICE-PRESIDENT ACADEMIC & RESEARCH

I am pleased to present an overview of the 2022-23 academic year for the University College of the North, including the achievements of our students and faculty. Guided by the *Academic and Research Plan 2020-2025: ē-mēskanākiyak kaskitamasuwinihk isi* (creating pathways to success), the Academic and Research Division (ARD) focused efforts to increase student supports leading to strengthened enrolment and completion rates. The ARD also focused on increasing program offerings within a framework of quality assurance.



The ARD saw some shifts in organizational structure over the 2022-2023 academic year including a new name for UCN's Access division – Mihcet (Many) Meskanawah (Roads) Teaching and Learning (MMTL) and the creation of the Indigenous Initiatives and Reconciliation department.

MMTL is responsible for the operations and programming budgets at UCN's Education and Training Centres in eleven (11) locations in northern Manitoba. MMTL is also the department that oversees pre-College / University academic programming at all UCN campuses: Adult Learning Centre (mature high school courses); Post-Secondary Preparation; and Preparation for Diploma in Practical Nursing.

In December 2022, UCN announced the creation of the Department of Indigenous Initiatives and Reconciliation to support our commitment for reconciliation. Led by Associate Vice-President, Dr. Ramona Neckoway, the department leads UCN's efforts in reconciliation, including creating opportunities to support Indigenous languages. The new department will also help to shape UCN's curriculum with respect to inclusion of Indigenous content, worldviews, and Indigegogy, helping to ensure UCN's approach to reconciliation is informed by Indigenous knowledge, culture, and language, and aligns UCN's practice with theory and research.

I assumed the role of Vice-President Academic and Research in July, 2023 and look forward to supporting and leading the great work of the ARD in the coming year.

Lynette Plett, Ph.D.
Vice-President Academic and Research

SUPPORTING ACADEMIC EXCELLENCE

Enrolment Services & Registrar and Office of the Dean of Students strive to be student-centered, ensuring that services are provided with an attitude of care, service, and support.

Services include guidance on enrolment processes, scheduling, academic advising, accessibility services, counselling, 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.

ENROLMENT SERVICES AND REGISTRAR

Over the 2022-22 academic year, the division was involved in annual maintenance updates for the student information system issued by the vendor, which required UCN to 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.

The Assessment Centre saw an increase in assessments, up to 312 this year compared to 275 in the 2021-22 year. The increase in program assessments is partially due to increased programming in communities. The Centre invigilated 99 external exams for non-UCN students.

DEAN OF STUDENTS Jackie Fitzpatrick, Dean

Face to face orientation occurred on September 6 & 7/2022. Staff and faculty welcomed students with engagement opportunities and program information, preparing them for academic success. Activities were provided to assist students in developing community with one another to foster student success. Staff from the Office of the Dean of Students held 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 (SAC) provided the financial resources for the peer tutoring program while the LAC Coordinators are tasked with administering the program.

Student Accessibility Services provided coordinated support to students who declared 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 requires 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 SAC's.

The Mamawechetotan and ininwi kiskinowamakewin Student Centres at both campuses provided culturally relevant supports to students. 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 students.

The Financial Aid and Awards staff work with an 11-member Awards Committee comprised of faculty and administrative staff, the Dean of Students, one Elder and one student representative to approve new award offers, amend offers and to select awardees and distribute awards. From April 1, 2022 to March 31, 2023, the staff and Awards Committee members reviewed 152 award applications and distributed a total of \$47,083.62 to 66 students who qualified.

STUDENT PROFILE AND ENROLMENTS

Our Students

Important UCN student metrics for the 2022-23 Year:

Total enrolment:	2,273
Indigenous students (credentialed programs):	68.37%
Female students (credentialed programs):	61.98%
Students over age 30 (total enrolment):	54.07%

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 2022-23 academic year, UCN enrolled 2,273 students.

Credentialed programming (degree, certificate, diploma, and apprenticeship) accounted for 57.11% of total enrolment, 3.30% was in preparation programs (adult learning and essential skills) and 39.60% was in non-credentialed programming (workforce and community responsive training).

UCN delivered 42 credentialed programs in 41 locations throughout Manitoba in 2022-23. As a university college, UCN provides many educational opportunities in credentialed programming. In 2022-23, 32% of students seeking credentials in The Pas were enrolled in university, and 47% were enrolled in college.

In Thompson, 28% were pursuing credentials in university, and 24% in college. At UCN's Education and Training and Workforce Development Centres, 14% of the student population enrolled in credentialed programs were in university, and 32% in college.

Our Graduates

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

Convocation celebrations were held in The Pas and Thompson in June, 2023. It is important to acknowledge the hard work and dedication of each of our graduates and these important events allow us to honor their achievements and celebrate with them.

In the 2022-23 academic year, UCN had 345 graduates. There were 229 graduates from UCN's main campuses in The Pas and Thompson, and 116 graduates from UCN's Education and Training Centres.

The table below highlights the number of graduates by credential type.

Credential	# of Graduates
Apprenticeship ¹	2
Certificate	205
Diploma	51
Degree	76
Mature High School Diploma	11
Total	345

The full Enrolment and Graduate Summary for the 2022-23 academic year can be found in Appendix A.

¹ 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 2022-23 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
Adult Learning	<ul style="list-style-type: none"> - General Studies: Adult Education - Mature High School Diploma
Apprenticeship	<ul style="list-style-type: none"> - Industrial Mechanic (Millwright) - Industrial Electrical - Carpentry
Certificate	<ul style="list-style-type: none"> - Automotive Technician - Carpentry/Woodworking - Culinary Arts - Educational Assistant - Electrical Trades Fundamentals - Health Care Aide - Heavy Duty Mechanics - Industrial Welding - Introduction to Construction Trades* - Law Enforcement - Office Assistant - Primary Care Paramedic
Diploma	<ul style="list-style-type: none"> - Business Administration (Accounting stream; management stream) - Community Economic Development - Diploma in Practical Nursing - Early Childhood Education - Natural Resources Management Technology
Degree	<ul style="list-style-type: none"> - 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) - Bachelor of Business Administration - Bachelor of Education (Bachelor of Arts/Education integrated; Bachelor of Interdisciplinary Studies/Education integrated; and After Degree B.Ed.) - Bachelor of Nursing (the University of Manitoba offers this program in collaboration with UCN at campuses in Thompson and The Pas)

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

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 Ininomowin
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

Our Faculty

- Charlene Lindsay and Melanie Molin were welcomed to the Aboriginal and Northern Studies program
- Harmon Grewal joined the Business faculty
- Dr. Katrin Stedronsky (Science faculty) departed UCN
- The Waskawimakanwa Mecimwaci Isihtwawina Instructor position, currently held by Nelson Leaske, was relocated to UCN's Indigenous Initiatives and Reconciliation division
- Dr. Abayomi Oredogbe (Business faculty) was awarded a promotion to Associate Professor

Our Students

- Alumna, Aimee Green, published a second book; [The Adventures of Jake](#);
- Kelly Laybolt and Nateshia Constant delivered a scholarly presentation entitled, "Challenging Existing Stereotypes and Controlling the Narrative: Motivating Indigenous Writers at UCN"
- Issue 11 (Spring 2023) of *Muses from the North* was published. *Muses from the North* is an online journal for UCN students published biannually from UCN's campuses in The Pas and Thompson. *Muses from the North* provides a platform for students to express their musings about northern tradition and culture in text, word, images and pictures. The journal also publishes students' academic works to showcase their achievements from their northern learning environments. Students from across the institution contribute to the journal

Our Programs

- A general stream (no electives); accounting; and, medical streams were added to the Office Assistant Certificate program
- A new course, Studies in Truth and Reconciliation (ANS 2050) was added to the Aboriginal and Northern Studies program
- The Clerical Foundations Co-Operative Certificate program was introduced during this academic year

Our Research Activity

Dr. Ying Kong & Dr. Joseph Atoyebi – Muses of the North, Issues 9 to 11 including *Truth and Reconciliation: Voice from Indigenous Students*; ‘Challenging Existing Stereotypes and Controlling the Narrative: Motivating Indigenous Writers at UCN’ – scholarly presentation, 7th Annual Truth & Reconciliation

Dr Ying Kong & Dr Zulfi Awan - A Literary Anthology for Nursing Students – publication

Dr Ying Kong, Dr Amzad Hossain, and Amjad Malik - Impacts of COVID-19 Pandemic on Students’ Remote Learning and Wellbeing in Indigenous Contexts from Northern MB’

Dr. Ying Kong – Xu Zechen’s Short Story Collection – publication; ‘Cleansing the Virus – The Quint, Vol 15.1

Dr. Amzad Hossain – Remote Learning During COVID and Transformative Learning Theories; Journal of Knowledge Economics – Reviewer

Dr Sue Matheson – ‘The Good, the Bad, and the Ancient: Essays on the Greco-Roman Influence in Westerns – won Ray & Pat Browne Best Edited Collection in Popular Culture; ‘Return of the Western: Refracting Genre, Representing Gender – published in the Edinburgh University Press

Dr Jennie Wastesicoot – Muses of the North, Issue 10; Recovering, Rebuilding, and Reconciliation – TRC presentation; Empowering our Women/Pusikowak Iskewak (Women Rising)/Our Voices are in the Wind –presentations; Summit of Treaty Five Sovereign Nations – Collaborator; The Seven Teachings – Principal Investigator; Tapwetamowin (Cree Spirituality and Law) – Principal Investigator; Mino Bimaadiziwin Homebuilder Program’s Impact on Sustainable Livelihoods – Reviewer for UofA

Dr Keith Hyde & Dr Tariqul Islam – Rev.Henry Budd, Sr. Church Mission Society – journal; Access to Barriers to Health Care Services and Their Effects on the Physical and Mental Health of Indigenous and Non-Indigenous Population of Northern MB – presentation at Canadian Sociological Association Congress

Dr Oye Abioye – A Literature Review of Privatization Models, Theoretical Framework for Nigerian Railway Corp Privatization/Infrastructure Project Financing in Developing Countries/Financing Green Projects – Principal Investigator; Stock Market Volatility and Persistence/Relieving Poverty through Railway Transport Development in Nigeria Amid Covid-19 Pandemic – Collaborator

Dr Joseph Atoyebi – Misleading Expressions in the Rendition of Subtitles – Presenter; Partnership on University Plagiarism (PUPP) – Collaborator; Language Development and the Preservation of a People’s Heritage – Presenter; ‘Standing Together; drum performance, 6th Annual TRC

Dr Joseph Atoyebi & Ramona Neckoway – Towards Language Reclamation and Revitalization in northern MB 2022 – Collaborator; CH Fund language data collection, analysis, and archiving; using Swadesh 207 wordlist for data elicitation – Co-Investigator

Dr Selvin Peter – Theoretical Analysis of Droplet Dispersion Under Various Conditions/Mathematical Modeling of Indoor Air Pollution/The Effect of the Operation of Jenpeg Generating Station on Water Conditions in Cross Lake/Improving Water Quality by Monitoring and Removing Diesel Particles from Source or Semi-treated Water/Determination of the Effect of Activated Carbon in Water Treatment Processes/Comparison of Water Treatment Processes and Water Quality in three Northern MB First Nations' Communities/Water Quality as it Relates to Source in SIL/Indoor Air Quality in Community Schools/Feasibility and Cost Estimate of Water Analysis in The Pas MB – Principal Investigator; Essentials of Chemical Engineering Application to Industries in Northern MB – Co-Investigator

Dr Selvin Peter & Gary Melko – Improving Air Composition and Energy in Combustion Chambers/Cylinders in Diesel Engine Membrane Technology/Production of Biodiesel from Wastes and its Testing/Production of Methanol from Wastes and Its Testing as a Mixed Fuel – Co-Investigator

Dr Selvin Peter & Heather Smith – Science Hands on Experiments for Children video production – Co-Producer

Dr Selvin Peter & Jeff Stepaniuk – Determination of Protein and Carbohydrates Concentration in Evaluating the Health of Fishes in Tramping Lake – Co-Investigator

Dr Selvin Peter, Terralyn McKee, & Sasha White – Math Prep Modules – Co-Developer

Dr Katrin Stedronsky – Evaluation of Feasibility in Conducting a Pharmacogenomic Study Comparing MB Aboriginal, Metis, and non-Aboriginal Patient Population Responses to Drug Therapies Targeting CVD – Principle Investigator; Impact of Mercury Bio-accumulation in Fish on the Onset of Neurological Disorders in Humans from SIL/Indigenous CREATE – Collaborator; Development of Northern Health Research Symposium – Organizer; Hantavirus Prevalence in Northern MB – Co-Investigator; Learning to Braid Indigenous Ways of Knowing with Western Approaches to Teach Natural Sciences/Examining Ethnic-Racial Diversity in Clinical Drug Trials: A Systematic Review/Coronavirus-Covid19 Impact on Northern MB Communities/ Near Net-Zero Greenhouse Proof of Concept – Principle Investigator

Dr Asfia Kamal – SSHRC Insight Grant – Co-Applicant; CIHR Grant – Co-Applicant; New Frontier Research Fund – Co-Applicant; Makeway Grant – Principal

COMMUNITY AND INDUSTRY SOLUTIONS

Jamie Grant, Associate Vice-President

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, Training Solutions, Workforce Development Centres (Northern Manitoba Mining Academy in Flin Flon, Northern Workforce Development Centre in Thompson, and Swan Valley Workforce Development Centre in Swan River, and the Opaskwayak Cree Nation (OCN) Training Centre.

CIS is also the home for strategic projects such as

- Class 5 Adult Driver Training in partnership with Manitoba Public Insurance
- Northern Manitoba Train to Hire Entry Level Miner Project in partnership with NORCAT and Prairies Canada
- Collaborative Stock Monitoring Program in partnership with Indigenous Services Canada (ISC) and International Institute for Sustainable Development (IISD)
- North Forge North and Information Technology Readiness North (InTeRN) in partnership with Future Skills Canada (FSC)

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 2600 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 Engagement Facilitator, Kelly Hause, was selected as a Manitoba practitioner to participate in an exclusive nation-wide professional development course through the Career Development Professional Centre held in the Spring 2023
- Established partnership with Volunteer Manitoba to host an on-campus volunteer fair that engaged both community organizations, citizens and students at The Pas Campus
- Through UCN's ongoing collaboration with Riipen, we've created a total of 32 experiences and 445 learning experience hours for UCN students
- Partnered with the Manitoba Association for Career Development and hosted a one-day professional development opportunity for all Northern Manitoba career development professionals in Thompson

Training Solutions

Nancy Goodridge, Director

The Training Solutions group ensures that 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), the Swan Valley Workforce Development Centre (Swan River) and the Opaskwayak Cree Nation Training Centre
- Continuing education and professional development programming at multiple northern sites

Over the 2022-2023 year, Training Solutions generated more than \$3.2 million in revenue and offered over 85 programs and services throughout the north of Manitoba. Much of this was through contract training in which communities and industries have the opportunity to 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 a 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, MPI Class 5 Adult Driver Training, Mining initiatives and others.

Workforce Development Centres

Bonnie Lederhaus, Operations Coordinator Northern Workforce Development Centre

UCN's Northern Workforce Development Centre (NWDC) located in Thompson offers education and training opportunities that are necessary, innovative and responsive to the local workforce development/training needs. Approximately 200 students engaged in training at the NWDC since April 1, 2023. NWDC meets monthly through an Advisory Council consisting of industry and businesses throughout Thompson and surrounding communities. Through this engagement; NWDC ensures that the centre is providing programming that will meet current and future workforce development and training needs.

The NWDC continues to propel forward with strategic planning and partnerships to strengthen Northern Manitoba's workforce and address labour market needs.

Key Highlights

- Completed 2 cohorts of the Heavy Equipment Operator Certificate Program in Thompson in the Spring of 2023
- Offered the Critical Incident Preparation series: Assisting Individuals in Crisis, Secrets of Psychological Body Armor and Group Crisis Intervention
- Offered Leadership, Safety and Mental Health First Aid programming for a large industry employer through their Supervisor in Training Program
- Hosted Lunch and Learn Series to engage industry and businesses in maintaining their safe work policies and training

Regularly Scheduled Training at the Centre includes:

- Standard and Emergency First Aid with CPR
- Mental Health First Aid
- Forklift, Skid steer, Working at Heights, and various workplace safety and health training

Partnerships included:

- Manitoba Heavy Construction Association
- Safety Services Manitoba
- Construction Safety Association of Manitoba
- De Beer Consulting and Security Training Inc
- Canadian Mental Health Association
- Operating Engineers Training Institute of Manitoba
- CounterStress Solutions
- Workplace Education Manitoba
- Canadian Manufacturers and Exporters

Diane Pelly, Manager
Opaskwayak Cree Nation Training Centre

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.

The Covid-19 Pandemic impacted courses and programs but the Centre has engaged in alternate methods of delivery (virtual, face-to-face but socially distanced, on-line). The following captures the range of training currently being delivered and projected into 2024.

- 8 Week Line Cook Training
- Certificate in Teaching Ininimowin (northern communities)
- Class 1A Truck Driver Training
- Class 3A Truck Driver Training
- Customer Service/Cost Accounting
- Educational Assistant Certificate
- First Aid/CPR courses
- Heavy Equipment Operator Training
- Home Builders' Certificate Program (OCN)
- Introduction to Aviation
- Introduction to Computers
- Introduction to Zoom
- Manitoba Security Guard Training
- Mental Health & Addictions Counselling Diploma 2024
- Minute Taking/Meeting Preparation Training
- Nail Technician Certificate
- Non-Violent Intervention Training
- Safe Food Handling courses
- Skid Steer Training Courses
- Small Appliance Repair

Tim Gibson (acting), Operations Coordinator
Swan Valley Workforce Development Centre

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 176 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 21st 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 new programs in partnership with Safety Services Manitoba: Manitoba Health and Safety Professional Certificate HSP. Graduates from all over the north pursued this professional designation including a Mining Sector Partners course which began in 2022
- Class 3 and Class 1 drivers training was completed and continues to be in high demand, this training leads directly to employment opportunities
- Early Childhood Education program began part time in the evening in partnership with Sapotawayak Cree Nation to upskill their workforce
- Security Guard Certification Class completed
- Proctoring exams continues to be a needed support service with the City of Swan River. UCN proctored Waste Water Treatment exams for several of their employees on an ongoing basis
- Manitoba Heavy Construction Association completed 2 cohorts of Flag Person Training
- SVWDC hosted an open house for the Construction Safety Association of Manitoba to allow for member training in Fall Arrest and Confined Space

- Training at the Centre included:
 - Flag Person
 - Introduction to Computers, Word and Excel
 - Standard First Aid with CPR
 - Security Guard

- Partnerships included:
 - Construction Safety Association Manitoba
 - Innovations Canada and Drone Applications for Agriculture
 - Learn Right Driving School
 - Manitoba Heavy Construction Association
 - Riehl Security Solutions
 - Safety Services Manitoba
 - Tech Manitoba

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 February, the Dean, Education Assistant Coordinator and a student in the Bachelor of Education program presented at the Life Long Learning Forum. The team presented information about UCN and the Faculty of Education programs to Manitoba First Nation Education Directors and students
- The Into the Wild 6-week summer enrichment program was offered to children in The Pas. This land-based program integrates Indigenous ways of knowing, doing, and being with the goal of enhancing math and science skills. Participants range from 6-12 years of age. The majority of camp counsellors are Bachelor of Education students
- Elder Stella Neff, a member of the team that created the Kenanow program, was invited to participate in a Faculty of Education staff retreat to share the genesis and purpose of the Kenanow program. Part of her teachings included the Cree language which she taught to staff and faculty in an effort to incorporate introductory Cree in the classroom for faculty and students in the Kenanow program

Our Faculty

- Two instructors who taught into the community-based Bachelor of Education program departed
- A new Early Childhood Education instructor joined the team in Thompson
- Two new Bachelor of Education instructors joined the team in The Pas and one in Thompson

Our Students

- Marcia Novo, one of the first graduates of the Kenanow Bachelor of Education program currently serves as Principal for Mary Duncan school in The Pas
- Sherrie Anderson, one of the first graduates of the Kenanow Bachelor of Education program has earned a Master's degree and now teaches in UCN's Bachelor of Education program
- Brittney Ferland, a graduate of the Kenanow Bachelor of Education program and member of the Misipawistik (Grand Rapids) nation recently earned a Master's of Education degree and teaches in the community-based Bachelor of Education program at UCN
- 45 students completed a 40-hour course qualifying them as Child Care Assistants
- 27 students graduated from the two-year diploma program to qualify as Manitoba Early Child Educators II
- Early Childhood Education students participated in a number of events during this academic year including
 - Year 1 students participated in Mile-20 with students enrolled in the Bachelor of Education program in Thompson
 - students in The Pas implemented Lunch and Literacy activities with funding from the Literacy for Life grant from the Winnipeg Foundation
 - Year 1 students in the Pas implemented the Parent Child Read to Me Program, funded by Literacy for Life. Free children's books were distributed to children in child care programs in The Pas, Oxford House and Moose Lake
 - Year 1 students in The Pas hosted a cultural presentation by parents from Ghana
 - Students in The Pas participated in a Medicine Walk
 - Students in The Pas and Thompson participated in a Rainbow Center Workshop on LGBTQS information
 - Students and faculty in The Pas participated in a thank you dinner for child care facility directors and mentors of Application of Learning Practicums

- Students and faculty in The Pas participated in a Mental Health presentation with students and staff of Mary Duncan School
- Students and faculty in The Pas participated in the annual Guy Hill presentation
- The Pas and Thompson students participated in the UCN Industrial Engagement Nights on Campus

Our Programs

- All five community-based Bachelor of Education programs have been filled and include the communities of Tataskweyak (Split Lake); Chemawawin (Easterville); Sapotaweyak; Pinaymootang (Fairford); and, Sandy Bay First Nation
- The Kenanow Faculty of Education and the Manitoba First Nations Education Resource Centre (MFNERC) have had a long-standing partnership since 2008. MFNERC provides the Educational Assistant (EA) program to a number of First Nations communities throughout Manitoba utilizing UCN's curriculum
- There were four MFNERC led EA graduations during this academic year in Fisher River First Nation – 12 graduates; Bunibonibee (Oxford House) – 14 graduates; Pinaymootang – 9 graduates; and, Sapotaweyak (Pelican Rapids) – 8 graduates
- 18 students completed the Indigenous and Northern Counselling Skills program in Swan River, a new co-hort began the program in January, 2023 and are scheduled to complete in November, 2024
- The Early Childhood Education program received full approval of a proposed revised program from the Child Care Qualification and Training Committee for five years
- The Early Childhood Education program submitted an expansion proposal to the Government of Manitoba to increase programming and seats in northern Manitoba. The proposal was successful and plans are underway to realize the increased offerings in the coming years
- The introduction of the Government of Manitoba's wage scale for Child Care providers requires the completion of a 40-hour course in Early Childhood Education in order to be placed on the wage scale. This precipitated the need to increase offerings over this academic year from two distance courses to four

FACULTY OF HEALTH

Helga Bryant, Dean

Program Offerings:

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

Key Highlights

- Dr. Vicki Zeran retired from the position of Dean of Health in June, 2023
 Dr. Zeran's vision, leadership and influence in health education programming at UCN and in Northern Manitoba is to be commended
- Helga Bryant, RN, BScN, MScA, assumed the role of Dean of Health in May, 2023

Our Faculty

- Sheri McPhee and Pamela Scheveck, Diploma in Practical Nursing (DPN), participated as co-investigators in a research project, the *Role of Vertical Smart Farms in Addressing the Diabetes Issue in Indigenous Communities (2021-2023)*; with Dr. Miyoung Suh and partners from the Opaskwayak Cree Nation Health
- Cindy Woodson, DPN program, was invited to assist with a qualitative research project conducted by Dr. Terra Manca, Athabasca & Dalhousie University
- DPN instructor Cindy Woodson enrolled in a Masters of Nursing Program with Athabasca University (50% completion) and received certification in P.I.E.C.E.S. Dementia Care Training in June, 2023
- Michelle LeGall-Vandepoele (DPN instructor) completed the Masters in Nursing program with Charles Sturt University in June, 2022
- Jenna Cassan, DPN site coordinator in Flin Flon, has been accepted into the Masters of Nursing program with the University of Saskatchewan
- Several DPN instructors are engaged in the Teaching for Learning (TFL) program through Red River College. The TFL program focusses on entry-level skills instructors need to be effective teaching adults in an applied learning environment
- DPN instructor Tamara Hominuk was accepted into the Bachelor of Nursing Program at Athabasca University
- BN faculty Jamie Perchaluk and Amy Douglas pursued Master's degrees in Nursing through Athabasca University
- Kellie Graveline, BN faculty, completed a Master's in Education at Athabasca in April, 2023;
- Megan Boscow and Crystal Velasquez, BN faculty, enrolled in the Canadian Association of Schools of Nursing / Canadian Nurse Education Institute Simulation Certification program

Our Students

- 10 BN students in Thompson and 16 BN students in The Pas wrote the NCLEX, the premier nurse licensure exam, during this academic year, results are pending
- BN student Lyz Tritthart was awarded the Association of Regulated Nurses of Manitoba's Medal of Excellence and the UCN/UM Academic Achievement Award (The Pas Campus)
- BN student River Martin was awarded the UCN/UM Academic Achievement Award (Thompson Campus)
- BN student Logan Bobesko was awarded the Heidi Jaremy Leadership Award
- All graduates of UCN's Diploma in Practical Nursing program secured employment with the Northern Health Region or Prairie Mountain Health

Our Programs

Bachelor of Nursing

- The University of Manitoba BN concept-based curriculum is now 7 years old. The curriculum is reviewed on an ongoing fashion 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
- Classes slowly began to return to an in-person format from the virtual model that became the norm during the COVID pandemic. Credit is given to the students and the faculty for continuing to participate in and educate students during the challenging times of the pandemic

- Virtual Simulation was introduced in 2021/2022 at both campuses for Nursing Practice 3, 4 and 5 for year 3 and 4 students. Virtual simulation has been replaced by Virtual Reality Simulation. Students continue to respond positively and simulation is increasingly being acknowledged as a valuable addition to clinical courses
- “Virtual Reality” (VR) simulation is in process of being developed with a go live date for fall of 2023. Increasingly, simulation is being recognized by regulatory bodies as a valid replacement for a certain percentage of actual clinical placement. With increasing class sizes and challenges in securing clinical placements, simulation is an innovative, effective pedagogical strategy
- Practicum placement sizes are 60 seats (20/year for each of Year 2, 3 and 4) to both sites in Thompson and The Pas)

Diploma in Practical Nursing (DPN)

- Yearly intakes were initiated in Flin Flon and Thompson moving past a cohort-based program. Swan River yearly intakes begin in the fall of 2023. Annual intake seats are: Swan River 20; Flin Flon 14; Thompson 20
- Facility expansion is underway in Flin Flon and the expected occupancy date now is January of 2024
- Swan River has been approved for a new Health Program site. The new site in Swan River is set to begin construction in the fall of 2023 or winter of 2024
- Both the BN and DPN Programs are nationally accredited through the Canadian Association of Schools of Nursing (CASN). Regular communication with CASN continues as interim reports and responses to questions are submitted
- Enrolments to health programs are reduced in general across the country, a result of the lingering impact of the pandemic. This is expected to turn around over the next couple of years; discussions on improving marketing, presence in communities, secondary schools and general public are being held

Primary Care Medicine

- A proposal was developed and submitted to the Government of Manitoba to implement a two-year Primary Care Paramedicine diploma program with a one-year Emergency Medical Responder certificate exit. To allow for curriculum development, program approval and preparing to logistically implement the enhanced programming, intake of students for the 2023/24 academic year was suspended with Government approval

Our Partnerships

- UCN and the University of Manitoba (UM) renewed their partnership agreement (which took effect in September, 2021) to offer the Bachelor of Nursing (BN) program for the. Students apply and are admitted into the BN program and register for courses through UM processes. Further students 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
- UCN’s Coordinator, Diploma in Practical Nursing (DPN) program with the Prairie Mountain Health recruitment team as well as local municipal leaders to discuss ongoing health care programming
- DPN staff in Swan River continue to foster the partnership with Sapatawayak Cree Nation Education Authority to recruit students and strategize to meet student needs for success;
- The Northern Regional Health and Prairie Mountain Health Authorities continue to be supportive partners to the DPN Program

- Health Care Aide (HCA) students are involved in a number of training opportunities related to ongoing partnerships with the Northern Regional Health and Prairie Mountain Health Authorities. The program has a successful partnership with Sapotaweyak Cree Nation through secured senior practicum placement opportunities
- The PCP program has a close connection with the Emergency Response Services in The Pas and area. This connection served very well to ensure that clinical placements were adequate and of good quality

INDIGENOUS, INITIATIVES AND RECONCILIATION

Dr. Ramona Neckoway, Associate Vice-President

UCN launched its Indigenous Initiatives & Reconciliation (IIR) division in January 2023. This new area within UCN was tasked with caretaking and advancing Indigenous initiatives & Reconciliation at, and on behalf of, UCN. Various initiatives undertaken by the IIR team were (are) made possible through dynamic and key internal and external collaborations and partnerships. Key external partnerships include the Manitoba Aboriginal Languages Strategy (MALS), the Manitoba Collaborative Indigenous Education Blueprint (MCIEB), UArctic, among others.

IIR and its team continues to evolve. The IIR division is comprised of the Ininiwi Kiskinwamakewin Centre and Mamawechetotan Coordinators, the Campus Elders in Residence (The Pas and Thompson Elders) and the Indigenous Curriculum Consultants. IIR is also home to the Waskawimakanwa Mecimwaci Isihtawawina (WMI), a course designed to introduce students to the teachings, histories, cultural practices and customs, including the Indigenous knowledges and knowledge systems of Indigenous peoples. As a team, IIR works to develop, innovative, and advance culturally informed and responsive pedagogies, tools and resources. 2023 was an eventful year and the IIR team has worked on a number of exciting collaborations and initiatives. Events and programming are anchored in UCN's Calls to Action initiatives and the result of key partnerships. 2023 activities at a glance include:

UCN's Truth and Reconciliation Conference

UCN has hosted an annual Truth and Reconciliation Gathering since 2016. This annual event was initiated in response to the Truth and Reconciliation Commission's 2015 report.

The 2023 Annual Truth and Reconciliation Gathering, "*7 Generations: Strengthening the Relationship Communities and Education*", reflected an effort to learn about, and share information related to, various approaches to community building and best practices. The 2023 event focused on relationships. The 7th TRC Annual Conference was held in March, 2023. Approximately 150 participants were welcomed to the 2023 conference. The conference agenda included panel discussions and presentations and featured a keynote address from Mr. Ovide Mercredi.

The Manitoba Aboriginal Languages Strategy Annual Symposium

The Manitoba Aboriginal Languages Strategy (MALS) reflects a province-wide initiative focused on the work of language revitalization in Manitoba. Signatories and partners in MALS work to share information about Indigenous languages and language learning throughout the province. UCN has been a signatory to the MALS since its inception. The 2023 symposium was held on UCN's Thompson Campus.

The theme for the 2023 Symposium was “*Ki kiikidowininaand Maamawi’opiwin: E mamawiya aski* (Gathering on the Land)”. More than 130 attendees were invited to partake in 18 concurrent sessions focused on culture and language, including sessions hosted at Mile 20 (a land-based and ceremonial site 20 minutes north of Thompson). The Symposium involved a student panel highlighting the importance of language and language learning. Youth panel participants shared the following, which serve as important reminders about the work associated with language revitalization:

“Be proud of who you are and where you come from.” – Youth panel participant

“Make the effort to learn because it’s a big part of who you are and where you come from.” – Youth panel participant

“Have a really strong drive to learn your language.” – Youth panel participant

“Don’t give up trying to learn your language.” – Youth panel participant

“I feel more whole when I learn my language.” – Youth panel participant

The Symposium featured UCN’s Speak Indigenous campaign and knowledge keepers, working with UCN’s Centre for Aboriginal Languages and Culture (CALC), discussed the objectives of the Speak Indigenous initiative and encouraged participants to undertake the work of creating safe spaces and revitalizing Indigenous languages. UCN continues to play an active role in MALS.

Land-Based Summer Programming

IIR worked with the Faculty of Arts, Business and Science (FABS) and the Aboriginal and Northern Studies (ANS) Program, to develop a Summer Land-Based Program. This work was supported by Inter-Universities Services (IUS). This collaboration resulted in the development and delivery a 6-credit hour program which included a field course and a theory-based land pedagogy course. This initiative provided a hands-on learning opportunity focusing on Indigenous land-based practices.

FABS, ANS, and IIR are looking at developing similar program in the coming year.

Centre for Aboriginal Languages and Culture (CALC): Language Research

UCN’s Centre for Aboriginal Languages and Culture (CALC) embarked on Indigenous language research, funded by Canadian Heritage, and CALC continues to develop this work. CALC staff, and knowledge keepers working with CALC, traveled to the United Nations Permanent Forum on Indigenous Issues (UNPFII) in April 2023. A unique partnership with the Canadian Commission for UNESCO resulted in a Side Event focused on UCN’s Speak Indigenous initiative.

Promoting and supporting the work of language revitalization continues to be a focus of CALC.

Cultural Connections Programming on Campus

Cultural programming and workshops are a key an ongoing initiative supported by UCN and IIR. The Ininiwi Kiskinwamakewin Centre and Mamawechetotan Centre Coordinators work diligently to support and offer various cultural workshops and ceremonies on campus and have organized key events such as the Annual Graduation Powwow, which was held at The Pas campus in June 2023. They have also organized National Indigenous Veterans Day events, as well as ribbon skirt workshops, beading workshops and ceremonial events.

INTER-UNIVERSITIES SERVICES

Lavina Fecteau, Manager

Inter-Universities Services (IUS) is a consortium of four Manitoba universities – Brandon University, University of Manitoba, University of Winnipeg and UCN. UCN assumed the mandate of IUS in July, 2005. The Inter-Universities Advisory Committee (IUAC) represents the partner institutions and oversees IUS activity. Effective, June, 2023 IUS transitioned to the Mihcet Meskanawah Teaching and Learning division. This change was approved by IUAC in May, 2023 after a two-day strategic planning session in October, 2022.

IUS's mandate is to deliver university credit courses and programs to Manitobans living north of the 53rd parallel in direct response to individual and community-based needs through consultation with students and various organizations in all communities served by IUS.

UCN has 2.5 dedicated staff years including a Manager, Administrative Assistant, Enrolment Services Advisor, and a half-time Academic Advisor/Counsellor. IUS also engages a number of stipendiary instructors from partner institutions to teach courses. In 2022-23, IUS engaged twenty-eight (28) sessional stipendiary positions for the four partnering universities.

In 2022-23, IUS operated in seven (7) communities including: Garden Hill, Flin Flon, Norway House, FairFord, Pelican Rapids, Swan River, The Pas, and Thompson.

In the 2022-23 academic year, IUS saw the following successes:

Institution	Total Students	Total Course Registrations	Total FCE*	No. Course Sections Offered
Brandon University	0	86	43.0	9
University College of the North	228	66	33.0	9
University of Manitoba	36	390	195.0	31
University of Winnipeg	1	15	15.0	1
Other (Unknown)	0	0	0.0	0
TOTAL	265	557	286	50

*Full Course Equivalent

MIHCET MESKANAWAH TEACHING AND LEARNING

Tara Manych, Associate Vice-President

The Mihcet Meskanawah Teaching and Learning (MMTL) department is responsible for the operations and programming at UCN Education and Training Centres in twelve locations in northern Manitoba. This network of regional centres allows students the opportunity to take recognized continuing education courses, certificate, diploma, and degree programs while remaining in their home communities. Centre Coordinators work with local leadership to ensure programming meets the specific needs of their community. MMTL is also the department that oversees pre-College / University academic programming at all UCN campuses: Adult Learning Centre (mature high school courses); Post-Secondary Preparation; and, Preparation for Diploma in Practical Nursing.

In today's ever-evolving job market, the need for lifelong learning, 21st Century technology and soft skill development is more crucial than ever before. From the initial steps of taking preparatory programs to entering the workforce, and eventually pursuing post-secondary professional programs, the learning flow is a key aspect of one's career journey. The MMTL model developed in 2022, demonstrates the seamless transition from each stage. The many pathways to learning highlight and honor the importance of skill acquisition and personal growth. When potential students begin their journey with the MMTL learning flow, individuals can better understand the rationale behind their own progression and make informed decisions about their educational, professional, and personal choices.

Key Highlights

Adult Learning Centres / Mature High School Diploma

In the 2022-2023 academic year, UCN operated Adult Learning Centres (ALC) in Thompson and Tataskweyak. Two individuals graduated with their Mature High School (MHSD) diploma from Tataskweyak; ten students graduated from the MHSD in Thompson. In total more than sixty individuals pursued high school credentials through UCN. While most ALC courses were offered face-to-face, distance delivery provided students access to courses that they otherwise would not have had the opportunity to take.

Preparation for Post-Secondary Education Program

MMTL introduced the Preparation for Post-Secondary program in 2022-2023. The main goal of the Preparation for Post-Secondary program is to prepare students for further academic studies. Thus, the program focuses on academic readiness, study & self-management skills, and career exploration. Plans have been initiated to develop the courses identified in the MMTL model as the foundation for the Preparation for Post-Secondary program.

During the 2022-2023 academic year, the Preparation for Post-Secondary program was offered in Pimicikamak and Tataskweyak. In Pimicikamak, four out of the five students who enrolled in the program completed. In Tataskweyak, four of the six students who enrolled completed. Additionally, in Tataskweyak four ALC students participated in some of the Prep for PSE courses.

Preparation for Diploma Nursing Program

MMTL also debuted the Preparation for Diploma Nursing program (PDPN). The PDPN program is part of larger strategy to increase the number of licensed practical nurses in Manitoba. The program targets individuals who have graduated from grade twelve but who do not meet entrance requirement for the Diploma Practical Nursing (DPN) program or individuals who want to strengthen relevant academic skills before entering the DPN program.

The UCN's PDPN obtained provincial approval in spring of 2022 and was implemented in September 2022 with one cohort group based on the Thompson campus. Six individuals were accepted into the program. Five individuals completed the program and all five of the individuals were accepted in the DPN program.

Education and Training Centres

Developed in 2019, the original aim of the program was to ensure that UCN could provide more opportunities and direct access to learners within their home communities. This strategy provides students with a variety of opportunities and methods to gather preparatory programs focused on just in time 21st Century skills, alongside workforce development and progression to certified post-secondary diploma and degree programs.

The MMTL program currently supports the work of UCN through assisting in delivery and offering of the following programs by locations:

- 3-year Bachelor of Arts offered in Bunibonibee (Oxford House) and Mathias Colomb (Pukatawagan)
- 5-year Bachelor of Interdisciplinary Studies (IDSIS)/Kenanow Bachelor of Education offered in Chemawawin (Easterville) and Tataskweyak (Split Lake)
- Year 1 - 4 Bachelor of Arts offered in Norway House
- Educational Assistant Certificate offered in Norway House
- Post-secondary Preparation offered in Pimicikamak (Cross Lake) and Tataskweyak (Split Lake)
- Mature Student Highschool Diploma offered in Thompson and Tataskweyak (Split Lake)

RESEARCH and ACADEMIC INNOVATION

Harvey Briggs, Director

Research and Academic Innovation (RAI) continued to provide guidance and leadership to UCN throughout this academic year under the direction of Harvey Briggs, Director. The RAI department incorporates the Academic Development and Learning Technology units, which focus on quality assurance, pedagogy, and instructional support, UCN's two main libraries, and three regional libraries, and the Office of Research.

Key Highlights

Academic Development

- The Academic Development area continued to refine the scope of UCN's Program Review process through scheduling and organization of faculty team consultations, data gathering, stakeholder engagement and reporting processes for reviews. The program review was completed for the Kenanow Bachelor of Education program as was curriculum mapping for the Certificate in Teaching Ininimowin. Academic Development provided support to the Early Childhood Education program which underwent an external review from the Child Care Qualifications and Training Committee (CCQTC)
- Six program reviews began over this academic year for the Office Assistant; Business Administration (Management); Business Administration (Accounting); Bachelor of Business Administration; Community Economic Development; and Natural Resources Management Technician programs
- The 2022-2023 Faculty Handbook was published. The handbook is an aide memoire of the critical aspects of supporting students and delivering high quality programming
- The new Student Feedback on Learning Experience (SFLE) survey was launched in the Fall, 2023 (replacing student evaluation of instruction). Faculty SFLE reports are now available through Qualtrics, a software application that better enables the use of data to improve the student experience at UCN

UCN Libraries

UCN's network of Libraries supports the curriculum of UCN; provides resources to support the educational communities of northern Manitoba; and develops a research library to support the needs of UCN. There are six physical locations where library materials are distributed, and an on-line presence to provide access to electronic resources. Libraries are located at the Swan River Health Centre, The Pas and Thompson campuses. UCN also partners with three communities to operate a joint-use, academic, school and public library in Chemawawin, Norway House and Pukatawagan. These facilities provide services to UCN staff and students; community school members and students and community members.

In December 2021 Library Services launched Information Gateway, our new online presence. This platform meets the 21st century expectations of our 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.

Office of Research

The Office of Research 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 the Animal Care and Use Committee; 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 the identification of external funding opportunities and supports the preparation, review and submission of research proposals by UCN faculty and staff to external and internal funding competitions.

Animal Care Committee (ACC)

During this academic year, UCN's ACC reviewed and approved three animal use protocols in the Natural Resources Management Technology (NRMT) program.

The ACC has reviewed and approved Post-Approval Monitoring (PAM) forms associated with the animal use protocols reviewed in 2022-23. The PAM program ensures that activities undertaken by instructors in the field connects to the corresponding animal use protocols. This is key to animal safety and well-being, and is in keeping with quality assurance standards. This process also improves the efficacy of the animal use protocols and assists members of the UCN community in understanding the importance of field-based teaching and research and the assurance of quality and safety.

For 2022-23 field activities, Pedagogical Merit Review (PMR) was undertaken by two reviewers for each protocol related materials. The PMR reviewers' comments and decision were shared with the ACC. The ACC has reviewed and approved animal use protocols for the animal use protocols reviewed for 2022-23.

UCN received a Certificate of Good Animal Practice that was awarded by the Canadian Council on Animal Care (CCAC) based on the full assessment of UCN's animal care and use program conducted by CCAC on November 20, 2020. The next interim assessment of UCN's animal care and use program by the CCAC is scheduled for November 15, 2023.

The ACC continues to fund animal user training with NRMT program students and to monitor whether students participating in animal use activities in the NRMT Program have completed the training. As in previous years, students in Year 2 of the NRMT program were supported to take online animal user training through the University of Manitoba. The training covers general principles for ethical use of animals in research together with modules particular to fish and wildlife and must be completed by the students before they participate in the Fall Field Practicum part of the program. For 2022-23 field activities, four students were funded for animal user training.

Human Research Ethics – Research Ethics Board (REB)

UCN's REB reviewed and approved 13 new ethics applications and four renewal requests during 2022-23.

Every year, one or two members of ACC are supported by the Research Support Fund grant from Tri-councils (SSHRC, NSERC and CIHR) of Government of Canada (received annually), to attend the CCAC annual national conference and ACC Coordinators meeting. This conference brings together experts in diverse areas of animal care and use, offering topical sessions and high-quality presentations. In 2022-23, one ACC member attended the CCAC Virtual National Workshop.

UCN Core Research Fund (UCN Seed Grant)

To increase the efficiency and effectiveness of the 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 has its own 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 for supporting 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 2022-23 (April 1, 2022 – March 31, 2023) were supported by \$40,000 UCN Seed Grant Fund. The SGC has received, reviewed and approved the following 5 seed grant applications for 2022-23:

- A literary anthology for nursing students (\$10,000)
- Understanding the cultural significance of Inuksuk using Indigenous oral history methodology: a case study from St. Michael's Bay (\$10,000)
- Understanding the impact of youth led gardening projects in northern Manitoba: case of Leaf Rapid's grow north project (\$10,000)
- Access barriers to health care services and their effects on the physical and mental health of Indigenous and non-Indigenous population of northern Manitoba (\$10,000)

Research Support Fund (RSF)

In 2022-23 (April 1, 2022 – March 31, 2023), UCN received \$80,662 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 2022-23 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 usage, performance and outcomes in 2022-23 are summarized below.

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 on the go 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 2022-23 (April 1, 2022 – March 31, 2023) is listed at <https://ucn.ca/research/>.

Research Grant Proposals Submitted to External Funding Agencies

UCN Research Office facilitated the preparation/submission of 6 grant proposals listed below for the external research funding in 2022-23. Among 6 grant proposals, 2 research proposals were successfully funded by external funding agencies and 4 proposals are currently under the review of funding agencies.

Instructional Design / 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.

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 in 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 on the pivot to online this past year to assess the needs, challenges and required support 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 support 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.
- **Community and Industry Solutions** – Future Skills NCT-WIL project. Instructional Services has provided concrete staffing support to the NCT training project this year.

SKILLED TRADES, APPRENTICESHIP AND TECHNOLOGY

Gary Melko, Dean

Program Offerings:

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

UCN offers the following apprenticeship programs:

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

Our Faculty

- UCN's Millwright and Carpentry Instructors worked with Apprenticeship Manitoba to review and update curriculum for the Millwright Apprentice and Carpentry Apprenticeship programs
- Garry Miscavish, Introduction to Construction Trades instructor for almost 20 years, retired in June, 2023
- Will Trowell, Natural Resources Management Technology instructor for over 20 years, retired in June, 2023

Our Programs

- The Information Technology Readiness North (InTeRN) program, approved for core-funded delivery, is an outcome-based information and computer technology program geared to providing entry level skills through industry-recognized certifications employing ladderized progressive steps, flexible terms of study, and work-integrated learning with industry partners
- Upon completion of the Information Technology Support Technician program, approved for core-funded delivery, students will have the knowledge and skills required to pursue an entry-level position in the information technology field
- Oversight for the Law Enforcement program was moved to the Faculty of Health during this academic year

Our Partnerships

- Through a partnership with the Kelsey School Division, UCN welcomes grade 11 and 12 students into trades programming. These students take trades training alongside UCN students

Appendix A: Enrolment Summary for the 2022-23 Academic Year

Main Campuses (The Pas & Thompson)			Y1	Y2	Y3	Y4	Y5	Female	Male	Other/ Unknown	Totals	Graduates
University	Degree	Bachelor of Arts	192	22	8	1	-	178	40	3	223	11
		Bachelor of Arts/Education	37	3	7	2	1	45	5	-	50	7
		Bachelor of Business Administration	12	-	8	1	-	16	5	-	21	3
		Bachelor of Education	19	4	4	5	-	22	9	-	32	19
		Bachelor of Interdisciplinary Studies/Education	1	-	1	-	-	2	-	-	2	-
		Bachelor of Nursing	-	52	24	26	-	76	23	3	102	25
		Total University		261	81	52	35	1	339	82	6	430
College	Diploma	Business Administration Diploma	44	16	-	-	-	34	26	-	60	10
		Community Economic Development	1	2	-	-	-	3	-	-	3	-
		Diploma in Practical Nursing	22	8	-	-	-	24	5	1	30	4
		Early Childhood Education	17	27	-	-	-	42	1	-	44	26
		Natural Resources Management Technology	8	10	-	-	-	5	13	-	18	4
		Mature Student High School Diploma	39	-	-	-	-	24	15	-	39	9
	Certificate	Automotive Technician	12	-	-	-	-	1	11	-	12	5
		Basic Business Principles	1	-	-	-	-	1	-	-	1	1
		Carpentry/Woodworking	7	-	-	-	-	-	7	-	7	7
		Certificate in Teaching Ininimowin	3	-	-	-	-	1	2	-	3	-
		Culinary Arts	5	-	-	-	-	2	2	1	5	4
		Electrical Trades Fundamentals	11	-	-	-	-	3	8	-	11	7
		General Studies: Adult Education	9	-	-	-	-	6	2	-	9	-
		Health Care Aide	9	-	-	-	-	7	2	-	9	6
		Heavy Duty Mechanics	6	-	-	-	-	3	3	-	6	2
		Heavy Equipment Operator Training	29	-	-	-	-	5	22	2	29	24
		Home Builder	10	-	-	-	-	10	-	-	10	9
		Indigenous & Northern Counselling Skills	9	-	-	-	-	7	2	-	9	1
		Industrial Welding	8	-	-	-	-	3	4	-	8	2
		Information Technology Readiness North	4	-	-	-	-	4	-	-	4	3
		InTerRN Train the Trainer	5	-	-	-	-	5	-	-	5	5
		Intro to Construction Trades	14	-	-	-	-	1	13	-	14	4
	IT Support Technician	8	-	-	-	-	2	5	1	8	6	
	Law Enforcement	13	-	-	-	-	6	7	-	13	9	
	Office Assistant	22	-	-	-	-	20	2	-	22	7	
	Preparation for Diploma Practical Nursing	5	-	-	-	-	4	1	-	5	3	
	Primary Care Paramedic	5	-	-	-	-	4	-	1	5	4	
	Apprenticeship	Carpentry Apprenticeship	1	-	-	15	-	-	14	1	16	1
		Industrial Electrical Apprenticeship	-	-	6	9	-	-	11	4	15	-
		Industrial Mechanic Apprenticeship	23	12	34	55	-	1	85	37	124	1
	Non-Program	General Interest: Continuing Education	418	4	1	1	-	111	243	55	424	-
		General Studies: Non-Program	49	-	-	-	-	41	6	2	49	-
STMT Participation	Clerical Foundations COOP	4	-	-	-	-	4	-	-	4	-	
Total College			821	79	41	80	-	384	512	105	1021	164
Total Main Campuses (The Pas & Thompson)			1082	160	93	115	1	723	594	111	1451	229

Regional and Remote Locations			Y1	Y2	Y3	Y4	Y5	Female	Male	Other/ Unknown	Totals	Graduates	
University	Degree	Bachelor of Arts	29	2	2	-	-	28	5	-	33	8	
		Bachelor of Arts/Education	26	-	-	-	-	22	4	-	26	-	
		Bachelor of Education	1	1	1	-	-	3	-	-	3	1	
		Bachelor of Interdisciplinary Studies	-	1	-	-	-	1	-	-	1	-	
		Bachelor of Interdisciplinary Studies/Education	54	-	-	-	-	35	15	4	54	2	
Total University			110	4	3	-	-	89	24	4	117	11	
College	Diploma	Business Administration Diploma	14	1	-	-	-	9	5	1	15	-	
		Diploma in Practical Nursing	5	22	-	-	-	25	2	-	27	7	
	Mature High School Diploma	Early Childhood Education	13	-	-	-	-	12	-	1	13	-	
		Mature Student High School Diploma	19	-	-	-	-	10	9	-	19	2	
	Certificate	Basic Business Principles	8	-	-	-	-	6	2	-	8	3	
		Carpentry/Woodworking	1	-	-	-	-	-	-	-	1	-	
		Certificate in Teaching Ininimowin	9	-	-	-	-	6	3	-	9	-	
		Early Learning and Child Care	1	-	-	-	-	1	-	-	1	1	
		Educational Assistant Certificate	132	-	-	-	-	89	36	5	132	61	
	Non-Program	General Studies: Adult Education	2	-	-	-	-	2	-	-	2	-	
		Health Care Aide	6	-	-	-	-	2	3	-	6	3	
		Heavy Equipment Operator Training	12	-	-	-	-	2	9	1	12	10	
		Indigenous & Northern Counselling Skills	35	-	-	-	-	29	5	-	35	17	
		Intro to Construction Trades	1	-	-	-	-	-	1	-	1	1	
		Preparation for Diploma Practical Nursing	1	-	-	-	-	-	1	-	1	-	
		General Interest: Continuing Education	376	-	1	-	-	159	170	40	377	-	
		General Studies: Non-Program	44	-	-	-	-	34	8	2	44	-	
		STMT Clerical Foundations COOP	2	-	-	-	-	2	-	-	2	-	
		Participation Total College			681	23	1	-	-	388	254	50	705
	Total Regional and Remote Locations			791	27	4	-	-	477	278	54	822	116
Institutional Total			1873	187	97	115	1	1200	872	165	2273	345	

Summary Location Type	Program Year/Level					Totals	Graduates	Credentials Awarded
	Y1	Y2	Y3	Y4	Y5			
Main Campuses (The Pas & Thompson)	610	156	92	114	1	973	226	233
Workforce and Community Responsive Training	893	4	2	1	-	900	3	3
Regional and Remote Locations	370	27	3	-	-	400	116	118
	1873	187	97	115	1	2273	345	354

Graduates 2022-23

Main Campuses (The Pas & Thompson)			Graduates	Credentials	
Arts and Science	Degree	Bachelor of Arts	11	11	
	Total Arts and Science		11	11	
Business	Degree	Bachelor of Business Administration	3	3	
	Diploma	Business Administration Diploma	10	10	
	Certificate	Community Economic Development	-	-	
		Basic Business Principles	1	1	
		Office Assistant	7	7	
Total Business		21	21		
Education	Degree	Bachelor of Arts/Education	7	14	
		Bachelor of Education	19	19	
		Bachelor of Interdisciplinary Studies/Education	-	-	
	Diploma	Early Childhood Education	26	26	
	Certificate	Indigenous & Northern Counselling Skills	1	1	
Total Education		53	60		
Skilled Trades and Technology	Diploma	Natural Resources Management Technology	4	4	
	Certificate	Automotive Technician	5	5	
		Carpentry/Woodworking	7	7	
		Culinary Arts	4	4	
		Electrical Trades Fundamentals	7	7	
		Heavy Duty Mechanics	2	2	
		Heavy Equipment Operator Training	24	24	
		Home Builder	9	9	
		Industrial Welding	2	2	
		Information Technology Readiness North	3	3	
		InTerRN Train the Trainer	5	5	
		Intro to Construction Trades	4	4	
		IT Support Technician	6	6	
		Apprenticeship	Carpentry Apprenticeship	1	1
	Industrial Electrical Apprenticeship		-	-	
	Industrial Mechanic Apprenticeship		1	1	
	Total Skilled Trades and Technology		84	84	
	Health	Degree	Bachelor of Nursing	25	25
		Diploma	Diploma in Practical Nursing	4	4
		Certificate	Health Care Aide	6	6
Law Enforcement			9	9	
Primary Care Paramedic			4	4	
Total Health		48	48		
Adult Learning	Mature High School	Mature Student High School Diploma	9	9	
	Certificate	General Studies: Adult Education	-	-	
	Total Adult Learning		9	9	
Centre for Aboriginal Languages	Certificate	Certificate in Teaching Ininimowin	-	-	
	Total Centre for Aboriginal Languages		-	0	
Continuing Education	Certificate	Preparation for Diploma Practical Nursing	3	3	
	Total Continuing Education		3	3	
Total Main Campuses (The Pas & Thompson)			229	236	

Regional and Remote Locations			Graduates	Credentials Awarded
Arts and Science	Degree	Bachelor of Arts	8	8
Total Arts and Science			8	8
Education	Degree	Bachelor of Arts/Education	-	-
		Bachelor of Education	1	1
		Bachelor of Interdisciplinary Studies	-	-
		Bachelor of Interdisciplinary Studies/Education	2	4
	Diploma	Early Childhood Education	-	-
	Certificate	Early Learning and Child Care	1	1
		Educational Assistant Certificate	61	61
		Indigenous & Northern Counselling Skills	17	17
Total Education			82	84
Centre for Aboriginal Languages	Certificate	Certificate in Teaching Ininimowin	-	-
Total Centre for Aboriginal Languages			-	0
Skilled Trades and Technology	Certificate	Carpentry/Woodworking	-	-
		Heavy Equipment Operator Training	10	10
		Intro to Construction Trades	1	1
Total Skilled Trades and Technology			11	11
Business	Diploma	Business Administration Diploma	-	-
	Certificate	Basic Business Principles	3	3
Total Business			3	3
Health	Diploma	Diploma in Practical Nursing	7	7
	Certificate	Health Care Aide	3	3
Total Health			10	10
Adult Learning	Mature High School	Mature Student High School Diploma	2	2
	Certificate	General Studies: Adult Education	-	-
Total Adult Learning			2	2
Continuing Education	Certificate	Preparation for Diploma Practical Nursing	-	-
Total Continuing Education			-	0
Total Regional and Remote Locations			116	118
Institutional Total			345	354

Credential Name	Graduates	Credentials Awarded
Degree	76	85
Apprenticeship	2	2
Mature High School Diploma	11	11
Diploma	51	51
Certificate	205	205
Main Campuses (The Pas & Thompson)	229	236
Regional and Remote Locations	116	118
Institutional Total	345	354

APPENDIX B

2022-23 MEMORANDA OF UNDERSTANDING AND AGREEMENTS

The following are academically-related Memoranda of Understanding, Agreements and Inter-Institutional Relationships negotiated and/or active in the 2022-23 academic year.

Signatory	Title	Effective Date	Expiry Date
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 ²	Memorandum of Understanding Concerning Campus Manitoba	October 30, 2006	Ongoing

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

Signatory	Title	Effective Date	Expiry Date
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

Signatory	Title	Effective Date	Expiry Date
Manitoba Advanced Education and Literacy; & Manitoba Entrepreneurship Training and Trade ³	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	Aug. 31, 2021
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

³ On behalf of the Government of Manitoba, represented by the Deputy Ministers of Advanced Education and Literacy and Federal-Provincial and International Relations and Trade.

Signatory	Title	Effective Date	Expiry Date
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

Signatory	Title	Effective Date	Expiry Date
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
Youth Employment Services (YES) Manitoba Inc.	Youth in Care Tuition Waiver	July 7, 2023	Ongoing

APPENDIX C

2022-23 PARTNERSHIPS AND WORKING RELATIONSHIPS

The following list includes organizations with whom UCN has worked over the 2022-23 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
- F** Flin Flon School Division
- 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

2022-23 ARTICULATION AND ACCREDITATION AGREEMENTS

UCN is committed to establishing agreements with institutions, agencies and accrediting bodies to maximize student mobility, portability and transferability of education. UCN currently has a variety of articulation and accreditation agreements, as detailed below. UCN 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"> Early Learning and Child Care Certificate in Administration 	Accreditation	Child Care Qualifications and Training Committee (CCQTC)
Early Childhood Education (diploma)	Courses are fully transferable to accredited Early Childhood Education Programs at Manitoba community colleges, as per MCECEC Approved ECE Transfer Guide.	Red River College, Assiniboine Community College, Université de Saint-Boniface

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"> ▪ Automotive Technician ▪ Carpentry and Woodworking ▪ Electrical Trades Fundamentals ▪ Culinary Arts ▪ Heavy Duty Mechanics ▪ Industrial Welding 	Level 1 Apprenticeship Accreditation	Apprenticeship Manitoba, Entrepreneurship, Training and Trade, Province of Manitoba

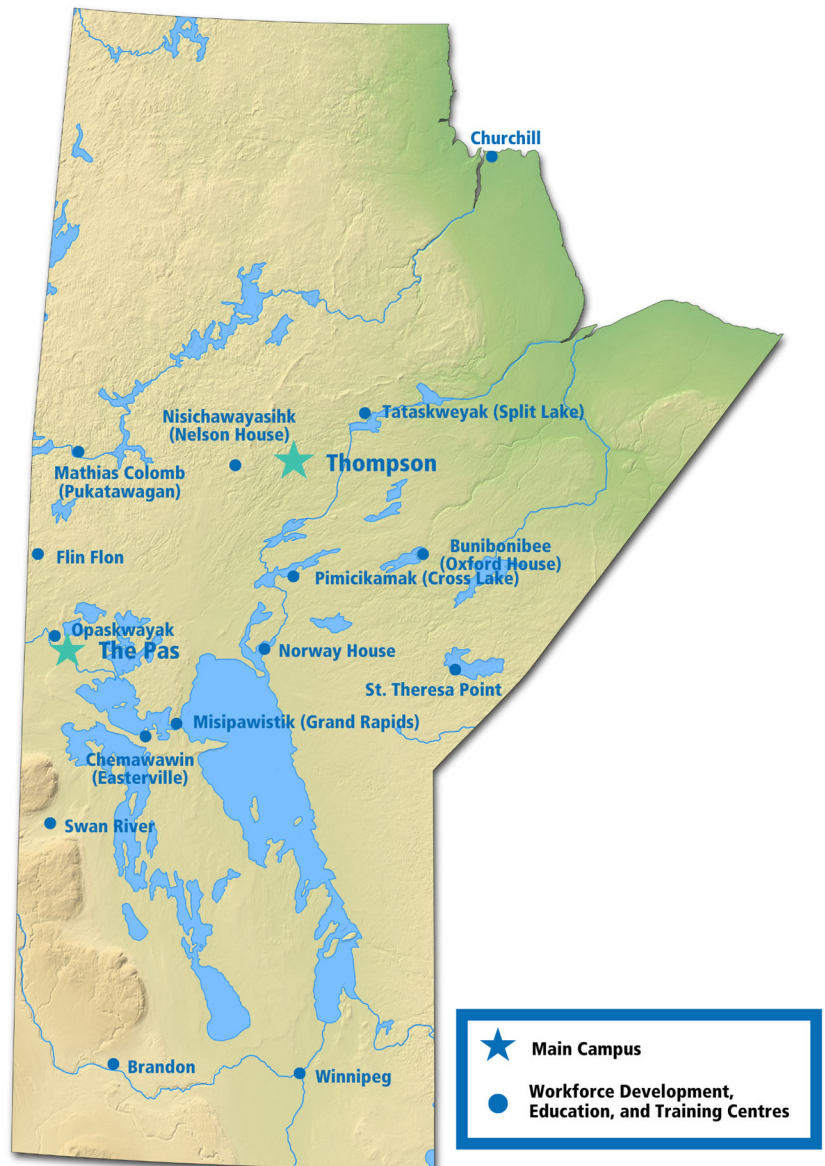
ABOUT UNIVERSITY COLLEGE OF THE NORTH

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.

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