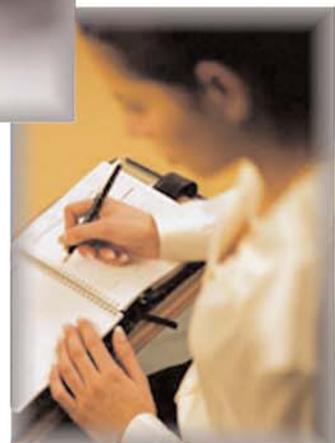


University College of The North

2005 . 2006 Annual Report

University College OF THE NORTH



MESSAGE FROM THE CHAIR

Northern Manitoba is an excellent place to live and to work. As the University College of the North (UCN) enters its third year as a university college, it remains the Governing Council's focus to make it an excellent place to learn, to grow, and to build futures.

The 2005/06 year has been one which can be characterized by transition. In July of 2006, the Government of Manitoba appointed a new Governing Council with representatives from across Manitoba.

In July of 2006, Denise K. Henning, Ph.D. was appointed President and Vice-Chancellor of UCN. The Governing Council is confident that Dr. Henning brings the skills, experience and expertise necessary to lead the University College of the North and establish it as a centre of innovation and excellence. As we begin a new era in post-secondary education in northern Manitoba, the Governing Council is committed to providing education and training which is:

Comprehensive -- offering a full range of post-secondary educational programs and services under either the mandate of the University College or in partnership with other educational institutes.

Coordinated -- that programs and services complement and enhance the previous or future learning experience of our students.

Excellent -- the judgment of the quality of UCN's programs and services by all stakeholders in the educational process should be of the highest order.

Client Driven -- that the University College is responsive to the needs of the labour market and the individual needs of the people we serve.

As a Governing Council, we are committed to making what we believe to be the best decisions for UCN so that it may grow and expand to provide quality educational and training programs and services for all people in northern Manitoba

Lorne C. Keeper, Chair
Governing Council

THE GOVERNING COUNCIL OF UCN

Chancellor

(to be announced)

Chair

Mr. Lorne Keeper

Vice-Chair

Dr. Laara Fitznor

President & Vice-Chancellor

Dr. Denise K. Henning

Council Members...

Appointed by Government

Mr. Mike Bignell
Ms. Harmony Dumas
Mr. Tom Goodman
Dr. Laara Fitznor
Ms. Bev Fontaine
Ms. Sharon McKay
Ms. Lily Peters
Mr. Mike Pulak
Mr. Brian Roque
Mrs. Ana Rodriguez
Mr. William Schaffer
Dr. Maureen Simpkins

Appointed by UCN Governing Council

Mr. John Solomon

Council of Elders Representative

Mrs. Martha Jonasson, Elder

Learning Council Representative

Dr. Peter Geller

UCN Tri-Council Secretary

Ms. Judith R. Elschuk

THE LEARNING COUNCIL OF UCN

Chancellor

(to be announced)

President & Vice-Chancellor

Dr. Denise K. Henning

Chair

Dr. Peter Geller, Dean of Arts

Governing Council Representative

Dr. Laara Fitznor

Council of Elders Representative

Mr. Ralph Thomas

Vice-Presidents

Mr. Konrad Jonasson, VP Community Based Services
Ms. Connie Pringle, Acting VP Academic and Research

Deans

Dr. Selvin Peter, Dean of Trades & Technology
Dr. Stan Wilson, Dean of Education

Student Representatives

Nellie Dixon, General Studies Program
Christopher Hersak, BN Program
Garry McIvor, Prep for Health Careers Program

University Faculty

Sandra Barber – Year One University
Bijou Howatt – Bachelor of Nursing
Donna Kozun – Bachelor of Nursing
Dr. Scott MacAulay - Sociology
Sharon McLeod – Aboriginal Self-Government Admin
Cindy Nordick – Bachelor of Nursing
David Williamson – Year One University

College Faculty

Barb Carlson – Early Childhood Education
Patty Klimchuk – Dental Assisting
Isabelle LaForte – General Studies
Michelle Logeot – Computer Systems Technology
Terralyn McKee – Early Childhood Education
Caroline McPhail – General Studies
Cam Menard – Computer Systems Technology
Brenda Wasylik – Health Care Aide

Academic Advisor / Counselor

Jackie Fitzpatrick

Ex-Officio Members

Carol Girling, Registrar
Linda Melnick, Director of Academic Development
Alfred McDonald, Dean of Access
Rob Penner, Dean of Health & Applied Science
Connie Pringle, Dean of Business
David Young, Librarian

THE COUNCIL OF ELDERS OF UCN

Chair

Mrs. Stella Neff – Grand Rapids, MB

Elders

Mrs. Theresa Bighetty – Pukatawagan

Mrs. Mabel Bignell – Opaskwayak

Mr. Ted Chartrand – The Pas

Mr. Jack Chubb – Gods Lake Narrows

Mr. Nicholas Halcrow – Cross Lake

Mrs. Martha Jonasson – Wabowden

Mrs. Jo Lutley – Thompson

Mr. John Martin – The Pas

Mrs. Madeleine Spence – Nelson House

Mr. Wellington Spence – Nelson House

Mr. Ralph Thomas – Easterville

Mrs. Emma Jane Wood – Garden Hill

ABOUT UCN

The University College of the North is Manitoba's newest post-secondary institute. Established by an Act of the Legislature of Manitoba on July 1, 2004, the University College of the North is the comprehensive post-secondary institution serving the educational needs of Aboriginal and northern Manitobans.

The University College of the North delivers degree, diploma, and certificate programs and courses to a widely dispersed population (79,000+) spread out over the vast region of northern Manitoba. Approximately 65 per cent of this population is of Aboriginal descent.

UCN has its campuses in The Pas and Thompson with regional centres in Flin Flon, Churchill, Swan River (shared with Assiniboine Community College), Pimicikamak Cree Nation (Cross Lake), Tataskweyak Cree Nation (Split Lake), Chemawawin Cree Nation (Easterville), Nisichawayasihk Cree Nation (Nelson House), Mathias Colomb First Nation (Pukatawagan), Norway House Cree Nation, and St. Theresa Point First Nation.

In 2005/06, the College delivered education and training programs and/or courses to over 2600 full and part-time students registered in 44 program areas in over 30 locations throughout northern Manitoba.

The programs and services of Keewatin Community College were continued within UCN, so the new institute can grant certificate, diploma, and degrees. Coupled with UCN's strategy of developing a network of campuses and regional centres in communities throughout the north, this new institution affords a unique opportunity for northern residents to receive a comprehensive array of educational programs and services truly "close to home."

ABOUT UCN - Mission and Values

Mission Statement

The mission of the University College of the North is to ensure northern communities and people will have opportunities, knowledge and skills to contribute to an economically, environmentally, and culturally healthy society inclusive and respectful of diverse Northern and Aboriginal values and beliefs.

Values

The University College of the North seeks to create a sense of community in which staff and students value excellence, fairness, honesty, integrity, tolerance, respect and service. We believe our operations must be aligned with the principles of justice, respect for others, and responsible care. Our conduct is governed by an institutional code of ethics, approved by the Interim Council on May 18, 2005.

The University College of the North values academic freedom, equity and diversity.

We strive to create a culture of open communication, shared decision making, and equity of opportunity. We believe in the transforming effects of education and that we have a leadership role to play in the human resource development of the people of northern Manitoba.

ABOUT UCN - Guiding Principles

The following guiding principles serve as the foundation for the Strategic Plan for the University College of the North:

- That UCN be learner centered – i.e. place the interests of the students above all others in order to support their growth through life's journey;
- That UCN be characterized by a culture of respect, openness, inclusiveness and tolerance;
- That UCN reflect the Aboriginal reality and cultural diversity of the North;
- That Elder involvement be respected throughout;
- That UCN be dedicated to community and northern development in the widest sense: cultural, economic and environmental;
- That UCN be regionally and community based, adopting innovative curriculum design and delivery to serve a vast territory; and
- That UCN have a strong labour market focus.

RETROSPECTIVE

Governance, Finance and Administration

June 30, 2006, marked the end of a two-year tenure for the Interim Council of the University College of the North. A key mandate for this council was to ensure the orderly transition and incorporation of the former Keewatin Community College, to ensure sound governance, effective administration and the expanded delivery of a broad range of certificate, diploma and degree programs.

The University College of the North wishes to acknowledge and thank the members of the Interim Council, for their dedication to northern people and education. Their contribution will live on in the minds and contributions of the UCN's current and future students.

The Interim Council prepared the way for the establishment of three councils – Governing, Learning and Elder's Councils.

The duties of the three councils are:

- Governing Council is responsible for governing the affairs of the University College. (first Meeting held July 2006)
- Learning Council is responsible for the academic affairs of the University College, as well as having an advisory capacity with the Governing Council. The Learning Council held its first meeting in May of 2006
- Council of Elders is responsible to promote an environment with the University College that respects and embraces Aboriginal cultures and values and to support the role of Elders within the University College. (First Meeting held January 2006)

As of June 30, 2006, the Interim Council ceased to exist and the Governing Council came into being which completed the establishment of a tricameral governance structure.

During the 2005/06 year, after a comprehensive search, the Interim Council appointed a new President. Denise K. Henning, Ph.D. accepted this position effective July, 2006. Dr. Henning will lead the university college in its expanded role as a provider of degree program education in addition to its continuing role as a community college.

Dr. Henning completed her doctoral studies in Education Management and Development at the New Mexico State University. She also holds Bachelor and Master's degrees in Urban Studies and Public Administration. As a Cherokee/Choctaw originating from Oklahoma, and a strong advocate for under-represented students, she is deeply committed to inclusive and equitable education for all learners. Prior to joining UCN, Dr. Henning held various senior appointments including Executive Director of International Student Success and Interdisciplinary Indigenous Studies Ph.D Program at the University of Regina, and Vice-President Academic at the First Nations University of Canada.

The Council has reaffirmed the Board Ends, related to the institutions strategic priorities which are listed on page 15: "Governing Council Ends",

During 2005/06 work continued on the strategic priorities which included:

- The implementation of an academic program
- The development of a research policy framework
- The development of a capital plan to construct and maintain the facilities and infrastructure of UCN
- The expansion and ongoing operation of the UCN Faculty of Arts.
- The development of the organizational structure and resources to enable the delivery of university programming that ensures portability of student credits to other post-secondary institutions

- The development of partnerships with regional centres to assist in creating effective governance and administrative systems
- The continued development of partnerships with other post-secondary educational institutes for program delivery and research activities.
- The achievement of a workforce that is representative of the population of northern Manitoba.

Information Technology

UCN's service area includes all of the geographic land mass north of the 53rd parallel. Distributed learning technologies, including videoconferencing and Internet-based delivery, is essential to ensure access to education throughout northern Manitoba. In 2005/06, the University College of the North has developed a long range Information Technology plan which sets the direction for infrastructure development over the next five years. Included in this plan is a new computer replacement plan and minimum desktop standards. Video conferencing capability has been expanded and will continue to expand to regional centres and the infrastructure evolves to support it.

Facilities

Site and facilities plans that define the requirements for a regional campus in Thompson, and facilities renewal at The Pas have been developed by staff of the University College of the North. Specifically, these plans include:

- Replacement of the Thompson Campus facility
- Selective renewal of The Pas campus facility
- Construction of a research library, Early Childhood Education Centre and Student Residences

Academic Programs

On September of 2005, the University College of the North began delivery of Year One University (YOU) in The Pas and Thompson and Year One University Advantage (YOU-A) in Thompson, Norway House and Split Lake. Sixty-five students were registered in YOU courses. During 05/06 work continued on the development of Years two and three of the YOU program with delivery of Year two beginning in September of 2006. This initiative facilitates the delivery of first-year university courses recognized by Manitoba's universities. The University College of the North developed seven new courses to be included in YOU students' course calendar.

September 2006 also marked the first year of delivery of the Kanaci Otinawawasowin Baccalaureate Program (KOBP). The development of this Aboriginal Midwifery program was co-managed by the Province of Manitoba through Manitoba Health and Manitoba Advanced Education and Training. Funding for the development was obtained from Health Canada under the Aboriginal Envelope of the Primary Health Care Transition Fund. The program is currently being offered in Norway House and The Pas. Graduates will be professional midwives, eligible for registration with the College of Midwives of Manitoba.

UCN continues to search for a new Vice-President of Academic and Research. Ongoing recruitment of University faculty continues to be a priority as UCN develops its degree programs.

New degree program development undertaken during the 05/06 year include the Bachelor of Education (start date: 2007), and a Bachelor of Science (start date: 2008).

During the 05/06 academic year, the UCN completed a survey of its Bachelor of Nursing graduates. This survey revealed that at least half of the more than 140 Joint Bachelor of Nursing (JBN) program students declared Aboriginal status.

Of 34 graduates, only four had accepted employment in southern regions or out-of-province, while at least 75% of the UCN graduates were practicing in Northern Manitoba.

Graduate Survey

Graduates of the University College of the North continue to find employment in their field of education and overwhelmingly value their educational experience at UCN. Graduates of the 2003/2004 Keewatin Community College certificate, diploma and degree programs, were surveyed during the last year.

The results indicate, over 83 per cent of UCN graduates are employed.

Survey results also indicated that over half of all graduates found a job before they graduated, and three quarters of graduates were able to find a job within the first three months after graduation. About one third of all graduates have chosen to further their post-secondary education by either taking courses while they are employed, or by returning to school full-time. Only 8% were looking for work at the time of the survey.

Highlights of the survey indicate that:

- 83% of 2003/2004 graduates are employed.
- The median annual salary reported by 2003/2004 graduates was \$25,370 which represents an increase of 4% in annual salary over that reported by 2002/2003 graduates. Annual salaries of graduates continue to be highly variable.
- 27% of 2003/2004 graduates are employed and are also taking additional post-secondary courses while they are employed.
- 5% of 2003/2004 graduates chose to further their post-secondary education by returning to school full-time.

- In total, 32% of 2003/2004 graduates have chosen to continue their post-secondary education in some form, taking courses either on a part-time or full-time basis.
- 88% of those employed are working full time.
- 8% of 2003/2004 graduates are currently seeking employment, while 8% are unemployed by choice.
- Of those 2003/2004 graduates who are not actively seeking employment at this time, 60% have chosen to return to school to continue their post-secondary education.
- 52% of those employed found employment before graduation.
- 77% of those employed were employed within the first three months after graduation.
- 75% of those employed are working in a field related to education received at Keewatin Community College.

Community Based Education

In the 2005/2006 academic year, educational programs were delivered in Churchill, Cross Lake, Easterville, Flin Flon, Nelson House, Norway House, Pukatawagan, Split Lake, St. Theresa Point and Swan River. as a result, 425 students had access to post-secondary education in their home communities.

The Contract Training Division of UCN delivered 38 training programs to 460 students located in communities throughout northern Manitoba.

Equity

Aboriginal employees represent 46.7% of the workforce as of August 2006. The proportion of instructors who are Aboriginal is 33% as of August 2006.

GOVERNING COUNCIL “ENDS”

Knowledgeable, Empowered People and Communities

This End is further interpreted to include, but not limited to:

1. Students develop their intellectual/spiritual abilities, holistic well-being, and responsibility to self and community.
 - 1.1 Graduates are able to obtain meaningful employment.
 - 1.2 Major increase in participation in post-secondary education.
 - 1.3 High graduation rate for UCN students.
 - 1.4 Northerners have increased education and capacity for leadership.
2. An ecologically and environmentally knowledgeable citizenry.

Respect for Aboriginal Identities and for Diversity

This End is further interpreted to include, but not limited to:

1. Aboriginal people have pride in their identity.
2. Bridges built between Western and Aboriginal cultures.
3. Restoration of Aboriginal culture and language.
4. More Aboriginal scholars and professors.
5. Students and communities are knowledgeable on the history of Aboriginal people.

Research Capacity Developed for the North

This End is further interpreted to include, but not limited to:

1. Research capacity about northern/Aboriginal and Indigenous issues and aspirations.
2. Northern Manitoba region interacts with global communities.
3. National and international scholars will become associated with UCN.

GOVERNING COUNCIL “ENDS”

An Educated Populace for Social and Economic Development of the North

This End is further interpreted to include, but not limited to:

1. Businesses and industries have a resource for training.
2. Strong linkages between employers and communities.
3. A skilled workforce.
 - 3.1 Qualified employees available for mega projects.
4. Northerners have skills and capacities to stimulate and participate in economic development.

Accessible, Equitable, Affordable and Relevant Further Education Where People Live

This End is further interpreted to include, but not limited to:

1. Northerners can obtain education relevant to Northern needs.
 - 1.1 Professionals are northern-educated and inclusive in their approach.
 - 1.2 Northern youth have option to remain in the North.
2. Communities are engaged in education and its development.
 - 2.1 Communities see themselves as owners.

FINANCIAL STATEMENTS

June 30, 2006

UNIVERSITY COLLEGE OF THE NORTH

University College
OF THE NORTH

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