

President's Report to the Board

For the period from August 30, 2018 – November 28, 2018

Submitted to the Board of Governors

Submitted by Dr. Vianne Timmons, President and Vice-Chancellor

In keeping with the University of Regina's commitment to Indigenization and reconciliation, I would like to begin this report by acknowledging that the University is situated on Treaty 4 territory, with a presence in Treaty 6. This is the ancestral territory of the Cree, Saulteaux, Dakota, Lakota and Nakoda people, and the traditional homeland of the Métis – something that has been an important part of our history, and will be equally significant for our future.

This report summarizes progress over the past three months on the six key areas of focus that the Board and I have selected for the 2018-19 academic year. These areas of focus have been specifically identified to align with the University's strategic plan, *peyak aski kikawinaw*, with its three priorities and two overarching themes: student success; research impact; commitment to communities; sustainability; and Indigenization.

As in the past, the report also includes updates on my academic research, University events and accomplishments, and other matters that may be of interest to the Board.

Objective: Ensure that the University's centralized assessment and exam accommodation facility is on track to be operational for the fall 2019 semester

A great deal of work took place throughout the first three months of the semester on the Central Testing Facility. This is a key student success objective for the year because it will help serve the growing number of students on campus who have special accommodation needs or require make-up examinations:

- To this point, work has focused mainly on the front-end tasks required to allow construction to begin. At the time of the last report, for example, competitive RFPs were in process for construction management services as well as mechanical and electrical consultants. The successful bidders have since been selected, with Ledcor awarded the construction management contract, and the electrical and mechanical consulting contracts awarded to ALFA Electrical and Stantec Consulting, respectively.
- In addition, logistical work took place to ensure that the Bookstore could continue operations while construction of the Central Testing Facility and reconfigured Bookstore space took place in its former location. The closure of PC Place in College West provided the opportunity to move Bookstore operations into four separate temporary locations that could house all of the Bookstore's required

functions: athletic wear sales in CK 167.5; supplies, merchandise and University of Regina branded apparel sales in CW 150; Bookstore office and e-commerce pick-up location in CW 148; and shipping and receiving in CW 019. Student Affairs, Facilities Management and the Faculty of Kinesiology and Health Studies worked together to develop retail layouts for each temporary space, and the entire move was completed by early November.

- With the former Bookstore space now completely vacant, the need to construct in phases has been eliminated. As a result, construction of the Central Testing Facility and the reconfigured Bookstore is taking place simultaneously, which is expected to provide both time and cost savings. Construction is anticipated to be complete by late summer 2019, with the Central Testing Facility and Bookstore both to be open for the Fall 2019 semester.
- External Relations has developed a communications plan to support this project through to September 2019. The initial focus has been to ensure that students, faculty and staff know how and when to order textbooks, where to pick them up, and know the timelines for the new booklist, buybacks, and refunds. The plan also ensures that the Bookstore's temporary locations are easily found.
- The second phase of the plan relates specifically to the Central Testing Facility. It will take place August through October 2019 to increase understanding about the need for the new centre and how it supports student success. The plan will help ensure that students, faculty, and staff understand the process changes affecting those who may need to use the centre.
- Updates on the process of staffing the Central Testing Facility will be provided to the Board as information is available.

Objective: Implement two key short-term aspects of the recently developed revenue-generation strategy and increase year-over-year revenue in those areas by 3% and 15%, respectively

Efforts continued to enhance revenue generation in the two areas identified as prime candidates in this regard – the Centre for Continuing Education (CCE) and Hospitality Services:

- CCE's expenditures and revenues to this point in the year – coupled with estimates for the remainder of the year – indicate that the unit is on track to meet or exceed its target of a 3% net revenue increase, barring any unforeseen events that could alter actual results. CCE was budgeted to have a surplus of \$12.6 million, but currently is on target to have revenue of \$14.3 million, which is 13.5% above budget.
- Key factors in this success are on-target revenue in two programming areas, and increased revenue in three others:

- The Conservatory has had higher fall enrolments than originally forecast, but also more teaching expenses. It forecasts a slight improvement over budget.
 - Similarly, the Lifelong Learning Centre forecasts a slight improvement over budget due to higher-than-anticipated fall enrolments together with less grants but fewer expenses.
 - Building on the strong summer results noted in the last report, Flexible Learning has had robust enrolments in fall classes (both in evening/weekend classes and in online ones), with enrolment numbers approximately 15% higher than budget forecasts. As a result, net revenues are forecast to be quite a bit ahead of target, and transfers of revenue-sharing to the faculties will be 10% above budget.
 - English as a Second Language (ESL) followed its strong summer with increased fall enrolments in the regular program, approximately 10% above budget forecasts. ESL therefore anticipates that it will have stronger net revenues than originally budgeted.
 - Fall enrolments in the credit certificates in Career and Professional Development are approximately 30% above budget forecasts, with all of those extra enrolments being international students. These students come with some challenges and extra expenses (extra sections of classes, for example), but overall, Career and Professional Development expects net revenues for the year to be strongly above budget targets.
- In the previous report, it was noted that CCE had been working with the Gabriel Dumont Institute to develop a contract to offer the Certificate of Liberal Arts in Métis communities. This contract has now been finalized and signed, the students have mostly been accepted, and enrolments have started in the classes for the Winter 2018 semester.
 - Hospitality Services is currently on track to meet its target of a 15% increase in revenue over 2017-18, largely due to work being undertaken in three areas: non-student accommodations, room booking, and food services:
 - Non-student accommodation revenues are expected to meet the projected target of \$1,050,000 for 2018-19 fiscal year. Contributing to this was the hosting of Congress 2018, the implementation of an online booking system which secures rooms through a portal managed by Hospitality Services, and the ongoing accommodation of a number of groups throughout the year including the Saskatchewan Roughriders and doctors from the University of Saskatchewan.
 - In the new year, Hospitality Services will launch an Expedia booking option, and is currently working a marketing plan to increase awareness of on-campus accommodation options to individuals, groups and businesses both internal and external to the University. Hospitality Services is also working to develop a variety of contracts to better manage the short-stay

and long-term tenant processes, and is meeting regularly with Events Regina and Tourism Regina to explore possible collaborations on any large-scale events that are being brought to the city.

- Room booking revenue is also expected to exceed its target of \$20,400 for the year. With the opening of College Avenue campus, Hospitality Services has been coordinating the bookings associated with the first floor spaces, and continues working with CCE and other College Avenue units to configure additional spaces in EMS and develop processes around how space will be shared to optimize utilization. Once a report on room booking rates and policy is completed by the Centre for Management Development, discussions on revenue sharing will take place.
- Hospitality Services is also developing a 2019 marketing plan to help attract businesses and groups to campus. This includes creating promotional pieces to help communicate the services that can be offered to internal and external groups, and launching a new Hospitality website early in the new year. A market to be further explored is hosting conferences in partnership with faculties and faculty members who have memberships in different associations.
- In the area of food services, Chartwells is already close to its 2018-19 catering target. Although catering for Congress did not meet expectations, halfway through this fiscal year catering revenue already totals more than \$900,000, which is the highest amount ever achieved on campus.

Objective: Complete a one-year review of the University's funding grants and contracts related to Post-Traumatic Stress Injury research

Work continued to ensure that the RCMP Longitudinal PTSD study remains on track and provides a model for similar projects that might be undertaken at the University:

- As noted in the last report, in recent months the Office of Vice-President (Research) undertook a “lessons learned” exercise that included gathering stakeholder feedback via a survey, conducting interviews, and holding a meeting between the project team and members of the University administration. In September, this process was completed and the findings and recommendations were compiled in a report.
- Recommendations from the report that applied to the current RCMP project have been implemented. These included: improved project status reporting; two-way communication between the project team and sponsor; two-way communication between the project team and the University Executive Team; and hiring a project director and a business analyst with significant IT project experience.
- The remaining recommendations were lessons learned that will be taken into account for any future, large-scale research projects.

Objective: Complete a review of the University’s undergraduate research culture and develop a strategy to enhance and promote research opportunities for these students

Work on this objective, which will help position the University as an institution of choice for new students, is well underway and being led by the Associate Vice-President (Research) and Dean of Graduate Studies and Research:

- The work plan to review the undergraduate research culture was finalized in October, with the review slated to be complete by the end of April 2019.
- The first component of the review – an examination of smart practices of undergraduate research in North America – has been completed.
- A second component, which involves a comparative examination of other Canadian post-secondary institutions’ initiatives for undergraduate research, has also been completed.
- A third component, which entails reviewing the University of Regina’s current undergraduate research practices, is currently in progress. Once this has been completed, the final element of the review will be undertaken, providing recommendations on how the University might further advance its undergraduate research and creative inquiry.
- As the review continues, External Relations has worked to help promote undergraduate students’ work in both traditional and social media. Students featured include:
 - Alexa Lawlor, an undergraduate student in the School of Journalism. Her summer internship at the *Saskatoon StarPhoenix* was the subject of a story in that paper;
 - Nick Day, a Faculty of Education student. His compelling editorial piece – which discusses how his internship, and ultimately his teaching, has been affected by events such as the hearing for the Justice for our Stolen Children camp – was published by the *Regina Leader-Post*.
 - Larissa Kitchemoni, a student majoring in Indian Art in the Faculty of Media, Art, and Performance. She was featured in the *Regina Leader-Post* for her work in helping to bring to life the history of residential schools as part of an art installation at First Nations University of Canada. The installation, titled *kêhtê-ayak*, is still on display and includes 14 teepees located in a circle on the lawn of FNUniv.
 - The students in Dr. Susan Johnston’s English 349 class, who participated in the inaugural English Research Fair. External Relations promoted the students’ original, independent research on the University’s Facebook page, Twitter feed and website.

Objective: Create an inventory of the University’s community outreach projects in Regina, identify gaps, and develop a plan to engage different organizations in community-based programming

Work continued on this objective that is designed to enhance the University’s involvement in community-based programs and increase its social impact:

- As noted in the previous report, a new University Spokesperson and Community Engagement Officer was hired in the summer, with one responsibility being to develop an inventory of the University’s existing community outreach projects and activities. There has been staff turnover since that time, and the position has been restructured to focus entirely on Media and Public Relations. Community Engagement activities have now been reassigned to the Director of Alumni and Community Engagement, who will have a dedicated focus on the delivery and implementation of the University’s Community Engagement strategy. This position is being posted and is expected to be filled in January.
- An external vendor will be procured to work with Deans and other members of senior administration to develop an inventory of the University’s existing community outreach projects and activities. A draft of the request for proposals for a vendor is complete and should be released shortly. The new Director of Alumni and Community Engagement will be involved in the selection process.
- Once the inventory is completed, it will be presented to the University Leadership Team for consideration of next steps.
- At the November meeting of the University Leadership Team, members of the Regina Police Service gave a presentation on *The Regina intersectional Partnership* (TRiP), which is designed to provide social, educational and other supports for at-risk youth and their families. The Faculty of Engineering and Applied Science already supports TRiP through the EYES program, and a discussion took place on ways in which other units might be able to provide support.

Objective: Develop a strategy that results in a 20% year-over-year increase in the University’s annual giving total

External Relations continued its work to develop and implement a strategy to increase annual giving to the University:

- A strategy has been undertaken to engage a broader base of donors than in previous years, focusing on alumni, faculty, and staff including University leadership. Major pieces within this strategy include the Fall Appeal, Spring Appeal and – new for 2018-2019 – the reinvention of the University’s Family (faculty and staff) Giving Campaign which was last implemented in 2012.

- With the recent departure of the Director of Alumni and Community Engagement, the Director of Development (Marc Butikofer) has temporarily been assigned responsibility for the Alumni and Community Engagement portfolio. This has allowed the Alumni and Development teams to work more collaboratively and provided a better understanding of how the University can leverage alumni in its development efforts.
- Through increased collaboration with faculties, External Relations is working to enhance the culture of philanthropy at the University. Developing a strong connection between the student experience and the alumni experience has the potential to have a positive impact on alumni giving. The intent is to make supporting the University of Regina part of the culture of being a member of the alumni family.
- The College Avenue campus has proven to be a success story in this type of alumni partnership, with the Alumni Association having recently been recognized at a National Philanthropy Day event for its support of the College Avenue revitalization. Likewise, the recently announced Cougar Alumni Basketball endowment initiative demonstrates the impact alumni can have on the experience of current and future students.
- Further implementation of the Family Campaign, ongoing implementation of the Fall Appeal, and a social media campaign at the end of November to increase awareness of the University's charitable priorities will roll out in the coming weeks.
- As of October 31, 2018, annual gifts totalled just under \$980,000. This is up 4% from the same time in 2017-2018, and with gifts continuing to track well, it is anticipated that the targeted 20% increase in annual giving will be achieved by year end.

REPORT ON THE PRESIDENT'S ACADEMIC RESEARCH

This report outlines developments in my academic research program since the last Board report.

INCLUSIVE EDUCATION RESEARCH

- I continued my service to the International Association for the Scientific Study of Intellectual and Developmental Disabilities. This included participating in Executive meetings by teleconference on governance-related matters in anticipation of the 2019 World Congress in Glasgow, and helping to select venues for the 2022 World Congress in Chicago.

PROGRAM PRIORITIZATION RESEARCH

- The researchers and I who submitted our final report on program prioritization at Canadian universities to the academic journal *Planning for Higher Education* are still awaiting word on potential publication of the article.

ACADEMIC PRESENTATIONS

- Since the beginning of September, I have spoken to approximately 40 groups on a variety of topics. These presentations included:
 - Moderating a Universities Canada panel on advancing the case for global education for Canadians;
 - Participating in a panel on women in academic leadership for the University of Manitoba's Centre for Higher Education Research and Development;
 - Moderating a Universities Canada panel on inclusion, innovation and entrepreneurship;
 - Delivering a keynote address on women and leadership for the Prince Albert Women's Council; and
 - Speaking about disability sector trends and advancements in diversity at a Special Olympics Saskatchewan Board meeting.

PUBLICATIONS

- After a final round of editing, a policy brief I authored with two other researchers has now been published by the Johnson Shoyama Graduate School of Public Policy and may be found here:
<https://www.schoolofpublicpolicy.sk.ca/research/publications/policy-brief/Gender-Based-Violence-and-Homelessness.php>.

CELEBRATING OUR CAMPUS

This report highlights some of the many faculty, staff and student successes as well as other notable campus events since the last Board report.

FACULTY AND STAFF SUCCESS

- Historian Raymond Blake and environmental biologist Peter Leavitt have been elected to the prestigious Royal Society of Canada. They join more than 3,700 distinguished Canadian scholars, artists, and scientists from all branches of learning who have been admitted to the Royal Society since 1882.
- The University has welcomed two new Canada Research Chairs:
 - Dr. Michelle Coupal, whose research is in Truth and Reconciliation Education. Dr. Coupal will help respond to the education-related *Calls to Action* of the Truth and Reconciliation Commission of Canada by providing educators with both theories and practical strategies for bringing Indigenous materials into the classroom; and
 - Dr. Jennifer Gordon, whose research is concerned with the Biopsychosocial Determinants of Women's Mental Health. Through her focus on depression in the menopause transition, Dr. Gordon will help inform the prediction, prevention, and treatment of reproductive mood disorders, which affect one in three women and cost the Canadian health-care system approximately \$45 million annually.
- Dr. Michelle Stewart, Strategic Research Lead of the Canada FASD Research Network and a Justice Studies faculty member, was part of a team who developed a Framework for Action aimed at both improving outcomes for individuals with FASD in the criminal justice system, and addressing the impact of residential schools by working toward reconciliation.
- Mark Cote, an instructor in the Department of Geography and Environmental Studies, was awarded the Whistler Independent Book Award (non-fiction) at the Whistler Writing Festival in October. The award was for his book, *That Lucky Old Son*, which is a tribute to his father's experiences as a bomber air crew member and prisoner of war during World War II.
- On November 15, the fourth annual Library Author Recognition Reception took place at the Dr. John Archer Library. The event honoured faculty and staff who published books over in the past year, and provided an opportunity to showcase their work.
- In 2017-18, External Relations developed an online magazine to complement the print edition of the University's alumni publication, *Degrees*. The online magazine, edited by Greg Campbell and available at www.degreesmagazine.ca,

was recognized by in November by Digital Alberta with an Ember Award for excellence in the “Web Development: Magazine/Newspaper” category.

- Longtime employee Art Exner has been appointed Associate Vice-President (Information Services), and Nola Joorisity, formerly of the Faculty of Business Administration, has assumed the role of Associate Vice-President (Finance).

STUDENT AND ALUMNI SUCCESS

- The University initiated two pilot projects this fall designed to enhance the student experience:
 - The John Archer Library began a “personal librarian” project in which 270 Indigenous first-year students are paired with specific librarians who can provide them with personalized information about the library and other resources that are available to them during their studies; and
 - University of Regina students were afforded a short fall break from November 7-13, providing the opportunity to catch up on studies and start preparing for final exams.
- At the 45th annual Fall Convocation on October 19, the University recognized the achievement of 703 graduates who received degrees, diplomas, or certificates.
- Also at Convocation, Professor Emeritus of History Dr. Ray Cleveland received an honorary degree for his lifelong dedication to education at the University, and Campion College alumna Dr. Elizabeth Bryce received an honorary degree in recognition of her long and distinguished career in medical microbiology and infection prevention.
- University of Regina Kinesiology and Health Studies student Alix Norum was named 2018 Regina Young Humanitarian of the Year by the Canadian Red Cross (Saskatchewan).
- Four clinical psychology graduate students – Rhonda Stopyn, Melissa Wuerch, Seint Kokokyi, and Nichole Faller – were awarded the Friends of Meitheal Award for their work with Indigenous Peoples. The award was created for those answering the *Calls to Action* of the Truth and Reconciliation Commission. It recognizes the work the students did as part of their clinical placement at the Randall Kinship Centre, Child and Youth Services, in Regina.
- Ntawnis Piapot, a Master of Journalism student, was one of two recipients of the Canadian Journalism Foundation/CBC Indigenous Journalism Fellowship.
- At a ceremony in Regina, the Hill Business Students’ Society (BSS) and University of Regina Alumni Association (URAA) received National Philanthropy Awards from the Association of Funding Professionals (AFP) – South Saskatchewan Chapter. The AFP honours those who have gone above and beyond in fundraising and philanthropy in the community.

- The annual Fall Open House attracted more than 1,400 prospective students and their parents, and generated more than 600 student applications for admission in one day.
- On October 16, the University released the 2018-19 enrolment statistics announcing 10 consecutive years of increased student enrolment. The 15,568 students registered for classes this semester represent a 1.9 per cent increase from the 15,276 students registered in 2017, and a 33 per cent increase from the 11,664 students registered in 2008.
- The University's annual Alumni Crowning Achievement Awards took place on October 18, and honoured:
 - Ken Ottenbreit, founding partner of the New York office of international law firm, Stikeman Elliott (Lifetime Achievement Award);
 - Dr. Allan Bonner, leading crisis and disaster management consultant (Distinguished Professional Achievement Award);
 - Jacqueline Tisher, founder of Hope's Home, a medical daycare and respite for children with complex medical needs and their families (Distinguished Humanitarian and Community Service Award);
 - Amy Moroz and Andrea Ward, co-chairs of the 2018 USports Women's Basketball Championship in Regina (Outstanding Service Award - Dr. Robert and Norma Ferguson Award); and
 - Dr. Joana Cook, Teaching Fellow and Senior Research Fellow with the International Centre for the Study of Radicalisation at King's College, London, and an affiliate with the Canadian Network for Research on Terrorism, Security and Society (Outstanding Young Alumni Award).
- Campion College held its annual Alumni of Distinction Awards, and recognized two individuals:
 - Annette Revet, Chief Transformation Officer at Conexus Credit Union and former University of Regina employee. Revet is a leader in business who has also dedicated her time and experience to support causes such as mental health, youth, education, and the continued growth of our province; and
 - Janice Taylor, a social entrepreneur, mother, inspirational speaker, author, and online safety advocate who has emerged as a pioneer in solving the growing epidemic of bullying in social media.
- Several University of Regina students and alumni were recognized as CBC 2018 Future 40 winners (recognizing those under 40 making significant contributions in their field), including:
 - Shanna Schulhauser, who is currently the Director of Communications and spokesperson for the Saskatchewan Gaming Corporation;

- Amanda Scandrett, who is an artist, therapist, and community organizer born and raised on Treaty 4 land;
 - Yaya Wang, who has made a measurable impact as a passionate advocate of the community, dedicating her time as a volunteer throughout the city including as President of the Regina Chapter of Saskatchewan Young Professionals and Entrepreneurs (SYPE) and now Executive of the Provincial Board;
 - Cole Ramsey, who proudly serves their community as an openly queer and visibly transgender teacher and serves as the Gender Diversity Representative and Secretary on the Board for Moose Jaw Pride;
 - Kelsey Kuz, who is an outstanding young teacher at the Yorkton Regional High School;
 - Jim Demeray, who founded UnderstandUs, the mental health initiative aimed at engaging students across the province; and
 - Jade Koch, who has worked at Street Culture Project, a non-profit organization for at-risk and homeless youth, and is a trainer for Your Time, a foundation that supports women who cannot afford personal hygiene products.
- In early November, Cougar alumni gathered for two celebratory events of note. Cougar Alumni Basketball held a 50th Anniversary Reunion Weekend on November 3, at which the Cougar men's basketball team and alumni launched a \$1 million endowment fundraising initiative led by Chris Biegler (played '85-'89), Grant McGlaughlin (played '89-'92), and Craig Perrault (played '91-'95). The next week, Cougar women's hockey players and alumni celebrated that program's 20th anniversary.
 - Alumna Debby Adair, who graduated in 2017 with a Master of Arts degree in Creative Writing and English, was the recipient of the Saskatchewan Writers' Guild's 2018 City of Regina Writing Award for her unpublished memoir. It was developed as part of her Master's thesis, co-supervised by Drs. Troni Grande and Medrie Purdham.
 - Alumnus Marty Klyne and past honorary degree recipient Dr. Bev Busson have been appointed to the Senate of Canada.
 - The inaugural Petroleum Systems Engineering (PSE) Week kicked off on November 19. The event provided high school and university students with the opportunity to explore aspects of and prospects for the petroleum industry, attend presentations offered by industrial leaders and PSE program alumni, and meet with PSE professors to talk about the program and educational options.
 - A two-member team from the Hill School of Business – consisting of Julia Haines and Robin Hamilton – has qualified to compete at Queen's University's 41st annual Intercollegiate Business Competition in January in the accounting

division. The faculty advisor is Dr. Paul Sinclair, and the coach is Nola Joorisity, AVP (Finance).

- The Paul J. Hill School of Business has been awarded the JDC West competition for 2020. The successful bid was put together by alumni Cari-Lynn Schoettler and Mason Gardiner. JDC West is one of Canada's most prestigious university business competitions, and will give added national profile to the school.

CAMPUS EVENTS AND ANNOUNCEMENTS

- The annual Glen Anaquod Memorial Tipi Raising Competition was held in September on the University's main campus. The event, which provides a forum for hands-on learning about Indigenous culture and values, is named after the late Glen Anaquod, who was from the Muscowpetung First Nation. He served as a cultural and traditional advisor at the University until his passing in 2011.
- Later that month, members of the University community participated in "Orange Shirt Day" to pay tribute to those who were negatively affected by the Residential School experience.
- Also in September, the acting Deputy High Commissioner of India to Canada, Arun Kumar Sahu, was on campus to give a presentation about the teachings of Mahatma Gandhi and meet with students. This visit was a kick-off to the International Day of Non-Violence.
- September 23-28 was the University's annual Indigenous Research Showcase Week – a celebration of diversity, innovation, and research connections to community.
- On October 5, the University officially opened the renovated College Building at the College Avenue campus. The Honourable Ralph Goodale, Minister of Public Safety and Emergency Preparedness, the Honourable Tina Beaudry-Mellor, Minister of Advanced Education, and Regina's Mayor, His Worship Michael Fougere, were present for the announcement.
- On October 10, Minister Goodale was on campus once again, this time on behalf of the Honorable Kirsty Duncan, Minister of Science and Sport. He announced more than \$4 million in funding in support of 18 University of Regina science and engineering scholars and researchers through the NSERC Discovery Grant and Scholarship program.
- In early October, the John Archer Library held an open house to mark the end of the year-long celebration of its 50th anniversary.
- As part of the University's continuing contributions to the larger community, Human Resources worked with the Saskatchewan Health Authority to once again host an influenza vaccination clinic. At the clinic, more than 2,000 students, staff, faculty members, and members of the public were immunized.

- More than 600 researchers, military personnel, veterans, and public safety personnel attended the Ninth Annual Military and Veteran Health Research Forum, held in Regina on October 15-17. The Forum was co-hosted by the University and the Canadian Institute for Military and Veteran Health Research (CIMVHR), and included presentations by University of Regina researchers.
- On October 29, Dr. Sheldon Kennedy was on campus to launch the new and improved UR Respect program. The program makes use of an interactive eLearning tool developed by Kennedy's Respect Group Inc. The program ties directly into the University's strategic plan by helping build a friendly, respectful, diverse, safe and welcoming learning and work environment for everyone.
- On November 17, more than 500 alumni and community members toured the renovated College Building on the College Avenue campus at a "Friends and Family" event.