

Nipissing University  
Minutes of the Academic Senate Meeting  
November 13, 2020  
2:30 p.m.  
Zoom Remote Conferencing

MEMBERS PRESENT:

C. Sutton (Interim Chair), A. Vainio-Mattila, J. McAuliffe, P. Maher, P. Radia, D. Iafrate, N. Black  
A. Ackerman, A. Burk, D. Campbell, N. Colborne (Speaker), S. Connor, A. Hatef, N. Kozuskanich, K. Lucas, C. McFarlane, S. Renshaw, M. Saari, S. Srigley, R. Vernescu, S. Winters, H. Zhu  
J. Allison, C. Anyinam, K. Ferguson, C. Greco, D. Hay, R. Hoffman, T. Horton, D. Lafrance Horning, L. Peachey, G. Raymer, A. Schinkel-Ivy, T. Sibbald, A. Wagner, P. Zou  
C. Irwin, O. Pokorny  
K. Wilcox, B. Ray  
E. Lougheed  
H. Mackie, M. King, W. Loveday, C. Foster, A. Locke, S. Pecoskie-Schweir

ABSENT WITH REGRETS:

J. Nadeau  
H. Earl, L. Hoehn, M. Litalien, M. Tuncali  
A. Kociolek, T. McParland, P. Ravi

APPROVAL OF THE AGENDA OF THE SENATE MEETING OF: November 13, 2020

MOTION 1: Moved by T. Sibbald, seconded by N. Kozuskanich that the agenda of the Senate meeting of November 13, 2020 be approved.  
CARRIED

ADOPTION OF THE MINUTES OF THE SENATE MEETING OF: October 9, 2020

MOTION 2: Moved by C. Greco, seconded by J. Allison that the minutes of the Senate meeting of October 9, 2020 be adopted.

CARRIED

The Speaker opened the meeting with a welcome to the traditional territory: As we begin this Nipissing University Senate meeting, I would like to acknowledge that we are in the territory of the Robinson-Huron Treaty of 1850 and that the land on which we gather is the Nipissing First Nation Traditional Territory and the traditional territory of the Anishnabek. We respect and are grateful to hold this event on these lands with all our relatives.

REPORTS FROM OTHER BODIES

The Interim President acknowledged that it had been a busy month including meetings with the province, where she is continuing to advocate for additional funding as a result of the lost revenue due to the COVID pandemic; meetings with Canadore College; meetings to finalize the RFP for Equity, Diversity and Inclusion (EDI), as well as a meeting with MPP Vic Fedeli.

In response to questions regarding the EDI RFP, the Interim President advised that the current environment, processes and policies have been evaluated and as we don't have the in house expertise, we are searching for an external company to ensure we attain the highest levels of EDI.

The Interim President spoke to the Annual Service Awards and congratulated the employees on their accomplishment of reaching five, ten, fifteen, twenty, twenty-five and thirty years of service. She thanked the recipients for their dedicated service and acknowledged the importance of their contributions to Nipissing University.

The Provost and Vice-President Academic and Research thanked all those who participated in the planning and identification of courses for the winter term. She also expressed her appreciation to our students for taking the pandemic seriously and following the public health guidelines. As North Bay currently sits in the green zone with less than 100 cases, Nipissing University is in a select group of universities that are able to consider more face to face activities. The Provost requested feedback on how we might capitalize on this advantage and develop a plan to utilize this opportunity.

The Provost advised that she is seeking input and consultation from faculty and students concerning academic planning and how best to create a learning environment to move to an on-site environment. An Ad Hoc Committee for Planning 2021-22, made up of members of the Academic Quality Assurance and Planning Committee and the Teaching and Learning Committee, will be scheduled in the near future.

The Provost provided background regarding the email announcement recently sent out concerning the dissolution of the Nipissing-Canadore Collaborative Nursing Program. Earlier this year the Ontario government announced the ability for both colleges and universities to offer stand-alone nursing degree programs. It was mutually

decided to wind down the collaborative program and explore the potential of offering independent programs starting in Fall 2022. The decision will not affect students currently enrolled or those entering the program in 2021/22. A proposal to create the dissolution agreement is being created, and will be presented at Senate. The government will ultimately decide as to whether the collaboration can be dissolved.

The Provost advised that elections for Senate membership for the committees for the Search/Appointment/Reappointment for the Dean of Education and Professional Studies and the Dean of Graduate Studies and Research will be included in the December 11, 2020 Senate agenda.

In response to a request to provide regular budget updates, the President provided a brief overview. She advised that the revenue shortfall still remains at \$7 million. Through the good work of the office of the Assistant VP Finance and Infrastructure (Interim) and UMG members, a savings of almost \$3.5 million has been found. A more detailed report will be provided at the December Senate meeting following the Board of Governors Audit and Finance meeting.

The Board of Governors Senate representative, Bobby Ray, advised that the last Board of Governors meeting was held on November 12. A special governance training session facilitated by the President of CMR Governance Consulting and co-author of "The Ontarget Board Member", Catherine Raso, was held. It was noted that in support of the Board's commitment to greater transparency, a new procedure has been adopted that will see the Board meeting open agenda and supporting documentation uploaded to the university website in advance of the meeting.

The Alumni Advisory Board representative, Erika Loughheed, provided a report. The report is attached to the minutes.

Highlights from the August 18 & 19 and October 13 & 14, 2020 Council of Ontario Universities (Academic Colleague) meetings are attached to the minutes.

A member of the Joint Board/Senate Committee on Governance advised that a meeting will be scheduled in the near future. An election for one faculty Senate representative on the committee is included in the Senate agenda.

The NUSU President, Hannah Mackie, provided a report. The report is attached to the minutes.

#### QUESTION PERIOD

In response to a question regarding how student feedback was utilized to determine the courses offered on-site in January, the Provost advised that the decision to offer courses on campus was based on a student poll, discussions with departments and faculty on what classes could be offered on-site and online, and the ability of the university to follow public health guidelines, in particular around social distancing. The Dean of Arts and Science advised that student feedback was shared through Dashboard with the Chairs and faculty.

In answer to a question as to when further information regarding registration details will be provided to students, the Registrar advised that an email is currently in the works to provide students with options to select on-line or on-site courses.

It was noted that many students are on a reduced workload due to difficulties with online learning. Will additional courses be offered to accommodate the increased demand? The Provost advised that work is currently taking place to identify curriculum deficits, and that the spring/summer term will have much more variety.

In regards to a question as to whether more BPHE practical courses will be offered, the Director of the School of Physical and Health Education advised that it has been clearly communicated to the students in the programs that they are trying to increase their capacity for the courses listed.

In reply to questions as to when the winter Blackboard course shells would be available and the supports faculty will have access to over the holidays, the Dean of Teaching advised that the Blackboard course shells are being finalized, and he expects that they will start being available by Monday. Supports, including workshops and training, are ongoing and will be available the week prior to the start of classes.

Following a question regarding the Research Recovery Plan and when Graduate students that have received Ethics approval will have access to the facilities, the Dean of Graduate Studies and Research informed that the department is working with HR and the Operational Readiness Committee and anticipates that students will have access to the facilities soon.

In response to a question as to whether international graduate students that were unable to travel due to the pandemic would be guaranteed a deferral, the Dean of Graduate Studies and Research advised that the decision to defer acceptances is made by the program. In terms of process, deferrals cannot be sent out until there is an approved budget.

In response to questions regarding air quality and cleaning protocols on campus, and if a policy will be distributed, the Provost advised that we have a team of people working on making classes as safe as possible. Health guidelines similar to those used by the school boards will be followed. Although we don't have the capacity to change the air quality, the number of students and faculty that can be in one space at the same time will be taken into consideration.

The Annual Academic Action Plan 2020-2023, was included for information in the October 9, 2020 Senate agenda. In response to questions regarding Initiative IIC3, Information Literacy Course, the Executive Director of Library Services advised that a number of different models are being looked at and we will determine what will work best in our context and environment. The Provost advised that the overall process as to how best to offer these courses is being looked at. Once this is determined, the normal planning process will be followed with approvals from ACC, AQAPC and Senate.

In response to questions regarding Initiative IC1, Strategic Plan for Indigenization, the Provost advised that development of the Strategic Plan is the responsibility of the Indigenization Steering Committee. This process is currently under review by the Office of the President. An additional question was asked as to whether there are any plans to increase the current honorarium to increase the payment for elders and knowledge holders. The Interim President and the Provost stated that the per diem honorarium is a separate issue and that work on the policy is ongoing.

REPORTS OF STANDING COMMITTEES AND FACULTY OR UNIVERSITY COUNCILSSENATE EXECUTIVE COMMITTEE

MOTION 3: Moved by C. Sutton, seconded by C. McFarlane that the Report of the Senate Executive Committee dated November 5, 2020 be received.  
CARRIED

ACADEMIC CURRICULUM COMMITTEE

MOTION 4: Moved by A. Vainio-Mattila, seconded by A. Ackerman that the Report of the Academic Curriculum Committee dated October 8, 2020 be received.  
CARRIED

FACULTY OF EDUCATION AND PROFESSIONAL STUDIESSchool of Business

MOTION 5: Moved by A. Vainio-Mattila, seconded by N. Black that Senate approve that the '**Public Administration**' concentration be removed from the BBA.  
CARRIED

MOTION 6: Moved by A. Vainio-Mattila, seconded by D. Lafrance Horning that Senate approve that the '**Sustainable Development**' concentration be removed from the BBA.  
CARRIED

MOTION 7: Moved by A. Vainio-Mattila, seconded by A. Ackerman that Senate approve that the '**Business Analytics & Technology**' concentration be removed from the BBA.  
CARRIED

ACADEMIC QUALITY ASSURANCE AND PLANNING COMMITTEE (AQAPC)

MOTION 8: Moved by A. Vainio-Mattila, seconded by R. Hoffman that the Report of the Academic Quality Assurance and Planning Committee dated October 23, 2020 be received.  
CARRIED

MOTION 9: Moved by A. Vainio-Mattila, seconded by N. Black that the MSc Kinesiology 4-Year Post IQAP Follow-up Report be received.  
CARRIED

BY-LAWS AND ELECTIONS COMMITTEE

MOTION 10: Moved by T. Sibbald, seconded by M. Saari that the Report of the By-Laws and Elections Committee dated November 3, 2020 be received.  
CARRIED

AMENDMENT OF BY-LAWS

Motion 11: Moved by T. Sibbald, seconded by M. Saari that the Senate By-Laws, Article 6.0 Regular Senate Meetings, be amended as outlined below:

## 6.0 Regular Senate Meetings

- (a) Unless otherwise determined and announced by the Senate Executive Committee, regular meetings of Senate shall normally be held once a month.
- (b) Once finalized, the dates of all regular Senate meetings for any given year shall be published on the University website.
- (c) Unless otherwise determined and announced by the Senate Executive Committee, regular Senate meetings shall normally commence at 2:30 PM.
- (d) Regular Senate meetings shall normally end no later than 5:30 PM.
- (e) All those responsible for the timetabling of University classes shall be instructed to make every effort to ensure that faculty Senators are not scheduled to teach during regular Senate meetings.
- (f) At the discretion of the Senate Executive Committee, a regular meeting of Senate may be cancelled if:
  - (i) the volume of business submitted for inclusion in the agenda is insufficient to warrant holding the meeting; and
  - (ii) there is no urgent or time-sensitive business requiring disposition prior to the next regular meeting.

CARRIED

Motion 12: Moved by T. Sibbald, seconded by M. Saari that the Senate By-Laws, Article 7. General Senate Procedures, be amended as outlined below:

A friendly amendment was suggested to add /video to the body of the motion. The mover and seconder approved this amendment.

## 7.7 Audio/Video Recording of Senate and Senate Committees

Audio/Video recording of open Senate and Senate Committee proceedings is not normally permitted. A motion to allow audio/video recording of a meeting should clearly set out the purpose and use of the recording. Such a motion requires unanimous consent.

CARRIED

- **Notice of Motion that the Senate By-Laws, Article 9.9 Senate Executive Committee, be amended as outlined below:**

Rationale: The following revision of Senate By-Laws Article 9.9 Senate Executive Committee is required as the current language will no longer apply due to pending changes to the By-Laws allowing for year round Senate meetings:

- 9.9 (c) Terms of Reference (*language to be deleted in strikethrough*)
- (vi) ~~when required, to exercise Senate's authority and act on Senate's behalf during the Senate summer recess period, with the understanding that all such actions shall be reported at the September meeting of Senate;~~

- **Notice of Motion that the Senate By-Laws, Article 2.3(a)(iii) Other Non-Faculty Senators, be amended as outlined below:**

Rationale: The Nipissing University Indigenous Council on Education requests that the Senate By-Laws, 2.3 Other Non-Faculty Senators (a)(iii) be adjusted to reflect that the NUICE Senator may be chosen by and from or designated by the NUICE. The NUICE passed (with a majority) the following motion via electronic vote on October 21, 2020.

2.3(a) Other Non-Faculty Senators (*language to be added in bold*)  
(iii) one (1) Senator chosen by and from **or designated by** the NUICE.

ELECTIONS

- Elect one (1) faculty Senate representative to serve on the Joint Committee of the Board and Senate on Governance for a three-year term effective July 1, 2020 to June 30, 2023.  
**S. Winters - ACCLAIMED**

ADJOURNMENT

MOTION 13: Moved by M. Saari, seconded by N. Kozuskanich that the Senate meeting be adjourned.  
CARRIED

Senate was adjourned at 3:50 p.m.



.....  
C. Sutton (Interim Chair)



.....  
S. Landriault (Senate Secretary)

## **Academic Colleagues meeting notes**

August 18 & 19, 2020

### **Evening meeting, August 18, 2020**

**Conversation with Carl James, Professor (Faculty of Education) and Affirmative Action, Equity and Inclusivity Officer, York University, on the topic of anti-Black racism.**

Dr. James joined the colleagues for a conversation on anti-Black racism. He emphasized that Anti-Black racism is systemic and the result of colonialism. The only way to move forward is to become conscious of the political, economic and social conditions that have led to our current situation and noted that this would be an uncomfortable process so we need to be comfortable with being uncomfortable.

Anti-Black racism forces us to consider race, the Black experience, this experience as different, and to name the issue by using the words: Anti-Black racism. He explained that racialized people are constantly trying to negotiate with an environment that does not acknowledge them. He encouraged Colleagues to pay attention to the race of their students and to include their experience in the curriculum and in the course materials.

A Colleague shared that the widespread protests that followed the death of George Floyd have empowered racialized individuals to speak more freely about racism.

Dr. James framed discrimination as a process by which individuals determine who should be part of their in-group in the context of too many stimuli to make an informed decision. Individuals then take shortcuts that rely on biases to determine who will be part of the in-group. This process leads, for example, to research teams composed solely of people who have similar life experiences.

Colleagues discussed the use of the words “fit” and “excellence” in the context of the hiring process. One university mentioned that their institution banned these words because they were historically loaded with bias.

Throughout the conversation, Dr. James posed a number of questions to Colleagues: (1) How does one diversify faculty or any group for that matter? (2) How can universities set an example for society? and (3) What work needs to be done to change the system?

### **Morning meeting, August 19, 2020**

#### **1. COU Overview**

#### **2. Dinner de-brief**

Colleagues discussed the lack of diversity within their ranks. They encouraged each other to increase diversity through the nominations processes at their universities.



Colleagues acknowledged that faculties at universities are not diverse and not representative of the student body. They shared initiatives at their institutions to hire indigenous professors. Some are starting to consider targeting hiring for other underrepresented groups.

The current financial circumstances made it difficult to hire new faculty but also that regardless of this constraint, universities must make an effort to diversify their faculty.

They noted that this diversity initiative also should focus on supporting PhD students through mentorship and new faculty through the various stages of promotion.

There was also a discussion on how universities can set an example and support changes towards diversity in society. One idea was to provide guidance and support to organizations that host student placements and to prepare students who are going to these placements to make changes from within those organizations.

### **3. Information Sharing**

Many universities are asking faculty and staff to continue working from home through the fall semester. Some of these universities are only allowing access to campus buildings under very tight restrictions. A few universities are planning to provide face-to-face instruction in select programs in the fall.

Some international students are having problems accessing course materials and/or technology due to state censorship of the internet in their home countries. Students might be putting themselves at risk legally or politically in the case that some course content violates local laws.

Ensuring academic integrity in proctored exams continues to be a challenge. To be effective, Respondus needs particularly strict and intrusive surveillance mechanisms.

### **4. COU update**

#### **SMA3**

The ministry made a decision in March to pause the signing of SMA3s due to the pandemic but has since resumed the process and set an end of August deadline.

Universities raised concerns about how the pandemic could affect enrolment and performance metrics and how this could affect their financial sustainability.

In response, the ministry has now confirmed that it will “decouple” funding from the metrics for the first 2 years of SMA3 (2020-21 and 2021-22). During this period, universities will continue to collect and report on metrics to support public transparency and to track the effects of the pandemic.

## **5. MCU Consultations**

Since late June, the sector has had numerous weekly consultations on a wide range of issues, including financial sustainability, digital learning, micro-credentials, international students, and research and innovation.

### **Financial Sustainability**

Domestic tuition fees and government grants, which are currently frozen, account for two-thirds of operating grants. The pandemic could lead to large revenues losses from domestic and international enrolment. Universities have already spent \$50M in costs related to the pandemic and anticipate \$125M in new costs this year for campus preparation and moving courses online. COU is advocating for funding to offset these additional costs, tuition increases, and enrolment corridor protections.

### **Digital Learning**

The Minister has an interest in online learning as way to find efficiencies and export the province's PSE, increasing revenues in the sector.

He has also expressed interest in using a common online platform for course delivery and in having one online course for all universities (for example, introductory economic). He believes this could reduce costs across the sector.

Universities expressed concerns about this approach. It would disrupt the university business model, and infringe upon faculty Intellectual Property of curriculum. Instead, the sector has encouraged government to support: student access through IT infrastructure; research into best practices for digital learning; and access to professional development, training and support for faculty.

### **Micro-credentials**

Micro-credentials are a priority for the Minister because of the potential to support retraining and upskilling for unemployed or furloughed workers. The sector has highlighted its Continuing Education programs, micro-courses, innovative program designs, and pilot work on micro-certification. They have also shared a number of challenges with the Ministry, including that: these credentials are not included in the Ontario Qualifications Framework (OQF); that there is limited employer recognition of micro-credentials; and that OSAP does not provide support for programs that are less than 12 weeks.

### **International**

The Ministry understands the importance of international students to universities and the social fabric and economy of the province. The pandemic has created uncertainty about international student enrolments, the ability of students to enter Canada, and the costs to quarantine newly arrived students. There are concerns about the financial impacts to

universities from lower international student enrolments, and to local communities whose economies benefit from the presence of international students.

The sector is asking the province to work with the federal government to find a way for international students to come to Ontario in a way that protects public health.

## **Research & Innovation**

The Minister is interested in innovations and Intellectual Property (IP) developed at Ontario's PSE institutions staying in the province and benefiting Ontarians. He is concerned that Ontario may not have capacity to commercialize IP and, as a result, it is sold to international companies.

A new MCU-led Strategic Council on IP will work to implement many of the recommendations of the [Expert Panel on Intellectual Property](#). These include free online resources for IP developers/researchers and a common online curriculum for any individual or entity who receives public funds in support of entrepreneurial activity.

## **6. COU Internal Updates**

### **7. Planning for Council Meeting**

Colleagues agreed to recommend that the topic for the October 16<sup>th</sup> Council Meeting be racism on campuses.

## **Academic Colleagues Notes**

October 13 & 14, 2020

### **Evening meeting, October 13, 2020**

#### **Conversation with Steve Orsini, President and CEO of the Council of Ontario Universities**

Steve Orsini, recently appointed President and CEO of the Council of Ontario Universities (COU), joined the Colleagues for a conversation on COU's plans and priorities for government advocacy.

He stressed his desire to position COU and universities as partners to government that can help address current government priorities and think long-term about the evolution of Ontario's higher education system.

Moving forward, COU will be focusing on three key priorities: (1) Enhancing advocacy to support financial sustainability and postsecondary education policy changes; (2) Demonstrating to government and the public an effective sector-wide response to COVID-19 (in terms of testing, scientific discovery and the many other ways in which university faculties are supporting Ontario through the pandemic); and (3) Growing and enhancing COU's data analysis capacity.

Colleagues stressed the importance of highlighting the contributions of the humanities, social sciences and fine arts to the pandemic response and economic recovery.

### **Morning meeting, October 14, 2020**

- 1. Discussion on preparation for Council meeting Friday**
- 2. Process for election of COU President**
- 3. COU Update**

#### **COVID updates**

COVID-19 has cost universities an estimated \$700 million in lost ancillary revenue and in additional expenses related to the pandemic. Many universities were not able to achieve their enrolment targets, particularly for international students. Universities are not clear about how enrolment will play out over the academic term and there is concern about how this will impact university revenues. COU is asking the government to provide support to ensure the financial stability of the sector.

Additionally, universities are working with the Ministry of Health to try and help the government address its testing backlog.

## **Modernization Consultations**

The Ministry is preparing a report back on its modernization consultations. Ministry officials expect to roll out several policy initiatives in the fall, including a new tuition framework. They also expect to share their direction in other areas, including micro-credentials and work-integrated learning.

COU has sent a letter to Minister Romano that highlights the sector's commitment to affordability, new cost pressures, and the long-term impact of frozen revenue levers.

## **International Students**

Federal government has approved international students returning to Canada starting October 20, 2020. A list of approved institutions should be released prior to this date. The Ministry is expected to provide information to the sector on the status of applications, clarifications about the policy, approval processes, and timelines.

## **Red Tape**

Government has now introduced new “red tape” legislation (Bill 213), and has circulated a backgrounder with more plans about reducing regulations. For the Ministry of Colleges and Universities this includes:

- Streamlined reporting – including consolidation of some Transfer Payment Agreements, a review of accountability reports, and a review of OSAP reporting;
- A review of Tuition Set Aside and Student Access Guarantee programs;
- Support for an improved credit transfer system;
- A legislative exemption of universities from development charges;
- Legislative amendments to the enacting legislation of Redeemer, Tyndale and Canada Christian, to make them universities and expand their scope of allowable degree programs; and
- There are also several changes relating to Private Career Colleges (PCCs), including streamlining processes for approval of online learning and provincial approval for “Designated Learning Institute” for the purpose of international students getting study permits.

## **Facilities Renewal Program (FRP)**

Universities and colleges get annual payments to support facilities upkeep. The government just announced a new distribution formula, and universities are receiving less money than in previous years. Next year's university FRP allocation will be \$80.9M – which is \$20M less than previously planned. COU continues to advocate for a fair, evidence-based distribution method and is also seeking one-time capital funding for campus renewal.

## **Mental Health**

Last week the government announced \$19.5M in funding for postsecondary sector mental health initiatives. About \$3.25M of it is new funding – the bulk of it (\$2.5M) is for new “partnership development” to “support a series of initiatives delivered in partnership with community providers to enhance services offered to students seeking mental health supports and build capacity in the postsecondary sector.” Technical details will be out shortly.

### **4. Other business**

Colleagues discussed potential topics for future meetings.



## November 13, 2020 Senate Alumni Report

### NU Café

- November is Career Month and we have many exciting events for students and alumni. In coordination with Courtney Picard, the new Career Services Coordinator, we will be offering weekly events geared to supporting students and alumni on their career journey. Whether it is putting a resume together or deciding what career path to take, we have something for everyone. Visit [www.tenthousandcoffees.com/schools/nipissingu](http://www.tenthousandcoffees.com/schools/nipissingu) to join the Career Month events.

### Alumni Awards

- We will be announcing and celebrating our alumni award winners the week of November 23<sup>rd</sup>. Please stay tuned to the NU News for the official announcement and our social media for engaging videos from each winner. We look forward to celebrating their accomplishments with you.

### Storytelling

- We are always looking for interesting alumni to highlight for our ongoing support of advancement and University fundraising efforts. If you notice an alumni doing great things or have a story to tell, please contact our office at [alumni@nipissingu.ca](mailto:alumni@nipissingu.ca). These stories will be featured to alumni for Giving Tuesday on Dec 1<sup>st</sup> and ongoing e-newsletters/social media.



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**Nipissing University Student Union**

## **NUSU Senate Report Friday, 13th November, 2020**

### **Food Bank**

Thank you to the Nipissing University staff for their donation to our food bank. Our food bank continues to stay open every Wednesday from 8:30am-4:30pm at Chancellor's House and is open to all Nipissing University students, and still accepting donations.

### **Movember**

This month is Movember which is a campaign that raises awareness and money for men's health, specifically prostate cancer, testicular cancer, mental health, and suicide prevention.

The Nipissing University Men's Volleyball team and NUSU have joined forces and created a team to raise money. So far the team has raised \$1,800 and our goal is \$2,500. To donate online please go to [moteam.co/nusu](http://moteam.co/nusu).

Earlier today we had the opportunity to join in a conversation with MP Anthony Rota, Mayor Al McDonald and Assistant Coach Daniel Miller about the importance of raising awareness for men's health. The interview will be posted online in the coming days.

### **Student Learning and Transitions**

We wanted to take this opportunity to give a shoutout to Student Learning and Transitions for all of the academic programming they are providing to our students online. We have received a lot of positive feedback from our students about these services. Also, we are excited about the addition of a Career Services Coordinator and look forward to seeing the great things that will come out of that position.

### **United For Equity**

In October we shared our United For Equity campaign which aims to challenge discrimination and oppression on and off-campus. We were able to provide students with working terms and definitions of different types of prejudice and discrimination, information about microaggressions, and highlighting the conversation surrounding Halloween costumes being culturally appropriate.

### **Open House**

We were happy to be a part of the Virtual Fall Open House. Well done to the recruitment office and all of the faculty members and staff who represented their offices and programs online. We look forward to the next Open House.





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Nipissing University Student Union

### **Support Local Campaign**

Due to COVID this year we were unable to host many of the annual activities during Frosh Week including the Amazing Race. Due to many first years living here currently and not knowing where to shop or eat in the city, we launched our Support Local campaign. Each Wednesday we feature eateries around North Bay for students to support. Each Friday we showcase businesses and service providers within the community that our students may not be aware of. Over the years many of our sports teams, Frosh Weeks, Shine Days, fundraising, and club events have been possible because of these incredible local businesses. We have received a lot of positive feedback about this initiative from students and community members. This campaign will last for the remainder of November.