

# Algonquin College Annual Report

2018-2019



**ALGONQUIN**  
COLLEGE

Changing Lives

## Mission

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To transform hopes and dreams into lifelong success

## Vision

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To be a global leader in personalized, digitally connected, experiential learning

## Values

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### Caring

We have a sincere and compassionate interest in the well-being of the individual

### Integrity

We believe in trust, honesty, and fairness in all relationships and transactions

### Learning

We believe in the pursuit of knowledge, personal growth, and development

### Respect

We value the dignity and uniqueness of the individual. We value equity and diversity in our community

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# College at a Glance

341 programs



- 114 COLLEGE CERTIFICATES
- 47 ONTARIO COLLEGE CERTIFICATES
- 85 ONTARIO COLLEGE DIPLOMAS
- 33 ONTARIO COLLEGE ADVANCED DIPLOMAS
- 50 ONTARIO COLLEGE GRADUATE CERTIFICATES
- 6 BACHELOR'S DEGREES
- 6 COLLABORATIVE DEGREES

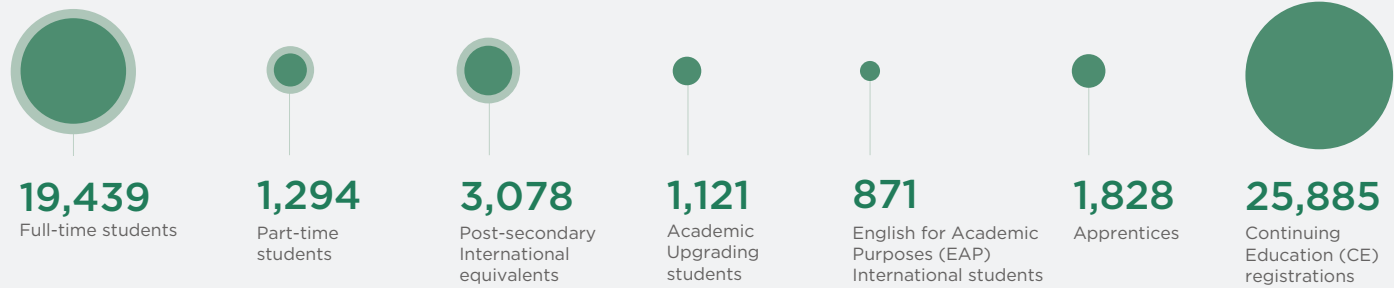
## Delivery Methods

- 29 are offered part-time online
- 26 are offered full-time online
- 21 are apprenticeship programs
- 50 offer co-operative education

## Students

● These categories reflect the Fall term only due to the amount of student overlap in Spring 2018, Fall 2018, and Winter 2019 terms

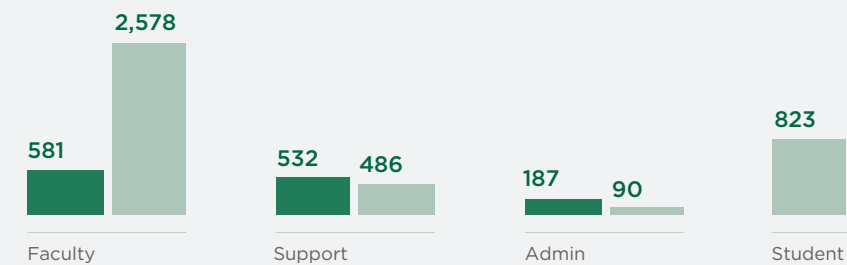
● Due to lack of student overlap, these categories reflect the entire fiscal year and include Spring, Fall, and Winter terms



## Employees

1,300 Full-time employees

3,977 Part-time employees



# 2018-2019 Strategic Goals

1

**GOAL ONE**  
Establish Algonquin as a leader in personalized learning across all Ontario colleges

- CORE BELIEF: LEARNER DRIVEN**
- Student, graduate, and internal client satisfaction
  - Case response time and satisfaction by department
  - Number of program pathways, stackable programs, and alternative classroom delivery

2

**GOAL TWO**  
Lead the college system in co-op and experiential learning

- CORE BELIEF: INNOVATION AND QUALITY**
- Percentage of students engaged and satisfied with co-op/Work Integrated Learning (WIL)/Applied Research
  - Satisfaction with co-op/WIL/Applied Research
  - Growth of co-op/WIL/ Applied Research activity by department
  - Volunteerism by department

3

**GOAL THREE**  
Attain national standing in quality, impact, and innovation with each school and service

- CORE BELIEF: INNOVATION AND QUALITY**
- Graduation rate
  - Employment rate (within six months, 18 months, and five years)
  - Percentage of students engaged in and satisfied with co-op/WIL/ Applied Research
  - Awards and nominations submitted by department
  - Growth of co-op/WIL/Applied Research activity by department
  - Improvements introduced by department

4

**GOAL FOUR**  
Become an integral partner to our alumni and employees

- CORE BELIEF: CONNECTED**
- Alumni engagement and satisfaction
  - Employer engagement and satisfaction
  - Alumni returning to the College for continuous learning
  - Alumni and employer interaction by department
  - Membership on program advisory committees

5

**GOAL FIVE**  
Enhance Algonquin's global impact and community social responsibility

- CORE BELIEF: SUSTAINABLE**
- Total number and diversity of learners
  - Continued increase in onshore international student enrolment
  - Increase in number of offshore partnerships
  - Social, environmental, and economic impact
  - Strong financial health indicators
  - Cross-college environmental management plan implemented
  - Funds raised and hours volunteered by department
  - Reduce ecological footprint

6

**GOAL SIX**  
Improve Algonquin's stewardship of the environment

- CORE BELIEF: SUSTAINABLE**
- Cross-college environmental management plan implemented
  - Reduce ecological footprint
  - Infrastructure initiatives to reduce greenhouse gas emissions
  - Education initiatives to reduce greenhouse gas emissions

7

**GOAL SEVEN**  
Advance Algonquin's journey toward Truth and Reconciliation

- CORE BELIEF: SUSTAINABLE**
- Grow student, employee and community member participation in Indigenization initiatives
  - Continue strong partnerships and relationships with Indigenous communities
  - Evidence-based research on Indigenous learner success
  - Acting on the Truth and Reconciliation Report recommendations

8

**GOAL EIGHT**  
Be recognized by our employees and the community as an exceptional place to work

- CORE BELIEF: PEOPLE**
- Employment rate (within six months, 18 months, and five years)
  - Percentage of students engaged in and satisfied with co-op/WIL/ Applied Research
  - Awards and nominations submitted by department
  - Growth of co-op/WIL/Applied Research activity by department
  - Improvements introduced by department

# Charting a Future of Excellence in Learning

Every year at our President's Breakfast, I deliver an address to let our employees know where I think our College stands, and where I would like to see it focus in the year ahead.

This past year, I spoke about how our College had been built on the strong shoulders of those who had gone before us — and encouraged our College community to focus on building the strong shoulders of those who would follow us in the years ahead.

Now, looking back, I can see that everyone took this message to heart as we have indeed built a College that is stronger than ever before and that is delivering on our promise to transform hopes and dreams into lifelong success. With our Strategic Plan 50+5 as our compass, we continue to chart a course of excellence in Ottawa, Perth, and Pembroke.

We have grown stronger because of our partnerships, such as our collaborations with the Ottawa Hospital and the Ottawa Hospital Research Institute, the Perley and Rideau Veterans' Health Centre, and business giants such as Siemens and Shopify. We have also strengthened the ties we share with other Colleges and Universities in the nation's capital through Education City, an initiative that has opened new pathways for learners between Algonquin College, La Cité, Carleton University, and the University of Ottawa.



We are also building a strong foundation for the future by creating new courses and programs that are responsive to the anticipated needs in our community and beyond — all with an emphasis on experiential learning. It is part of the promise of our Learner Driven Plan, which puts each learner in the driver's seat, choosing the educational journey that fits his or her career goals and dreams. We are also facilitating those journeys with a new learning management tool, Brightspace, which will help them every step of the way.

We are becoming stronger by building an environment that focuses on physical and mental health — becoming the first Ottawa area post-secondary institution to be designated a Clean Air Campus and one of the first college campuses in the country to offer a canine therapy program for students and employees.

For the sixth time, we were also recognized as one of the National Capital Region's Top Employers, standing out for our family-friendly benefits, our leadership development program for women, and our positive work environment. We are also making our workplace even stronger for our employees with the introduction of Workday, a new tool to streamline and simplify our financial and human resources tools.

We are stronger because we are growing, setting enrolment records for the second year in a row, and because we insist on the development of campuses that are diverse, equitable, and inclusive.

Finally, we are stronger for our commitment to Truth and Reconciliation, something that we brought to the fore with the opening of our state-of-the-art DARE District, a place that weaves Indigenization through every space and that encourages our learners and employees to use all their senses to connect with Indigenous culture, whether through the beauty of art, the sound of a drum, the taste of Indigenous foods, the scent of flowers in bloom in Ishkodewan, our Indigenous courtyard, or the warmth of its central fire. It is truly a place of discovery.

Ron (Deganadus) McLester, our Vice President, Truth, Reconciliation & Indigenization, told me that, in Anishinaabe culture, there is a special moment every morning, just as night becomes day — when past, present, and future collide and come together at the same time.

It's daybreak, and it's called Pidàban. If I can borrow from that idea, I would say that our College has reached its own Pidàban. We are at an important crossroads as we find ourselves bringing forward the best of our past as we work toward the future with the actions we take today.

Though we are at that crossroads, we stand with great strength. There can be no question that we know where we have come from, and we know where we want to go — ready to push forward to a future that is filled with promise.

**Cheryl Jensen**  
President and CEO, Algonquin College



# Fostering the Spirit of Change and Innovation

As the Chair of the Board of Governors, it is my pleasure to regularly pay tribute to our learners' remarkable achievements with Student Changemaker Awards. This year's honourees included three gold medallists at the 2018 Skills Ontario competition, a devoted student volunteer, and a progressive group of College Veterinary Technician students involved in an animal welfare project in Indigenous communities.

The spirit behind this award — the drive to make a difference, to make an impact, to be a changemaker — also defines our College community as a whole. This past year has been an extraordinary one for Algonquin College. It was a year filled with innovation, ground-breaking initiatives, and new, cutting-edge infrastructure. This sea change gives me boundless optimism for the future of our campuses.

The College's mission is to transform hopes and dreams into lifelong success. However, it wisely realizes it cannot accomplish this without a determined, forward-thinking focus. In my nearly two years serving on the Board, I have proudly watched Algonquin College continually build upon its past successes and strive to be a leader in everything that it does.

Case in point: Truth and Reconciliation. Algonquin College continued to embed Indigenous traditions in its institutional culture with the naming of distinctive spaces in the newly opened DARE District building. (The acronym stands for discovery, applied research, and innovation.) These spaces include Nawapon (Indigenous Learning Commons) and Ishkodewan (Indigenous Courtyard). They are a physical manifestation of the College's commitment to weaving Indigenous Knowledge into its identity for the benefit of all learners.

The College's commitment to student service was also on display. The opening of Student Central in the lower-level of the DARE District brought together nine essential services in one central 17,000-square-foot location. In April 2019, Algonquin College's Students' Association broke ground on a new \$48-million athletics and recreation centre.

While our physical landscape is changing, of equal importance are changes to our digital landscape. The College replaced several Learning Management Systems being used within the College with Brightspace, a cloud-based LMS that is more reliable and adaptable.

Other 2018-2019 milestones include:

- **Applied Research:** With a record-setting 108 projects at 113 booths in April 2019, our tri-annual RE/ACTION: Applied Research Showcase continues to grow by leaps and bounds. Ranging from robotics and innovative apps to artificial intelligence, these projects highlight the leading-edge applied research being done by our students in collaboration with industry, institutional, and community partners;
- **Cooperative Education:** The College continues to trailblaze in the area of experiential learning. Our Cooperative Education Department opened a new, central office in the DARE District, which includes a dedicated peer-to-peer co-op mentorship program with RBC. And we became one of the first Ontario colleges to earn accreditation from Cooperative Education and Work-Integrated Learning Canada. Eight Algonquin programs received the national honour;
- **Learner Driven Plan:** After in-depth consultations, the College began developing a Learner Driven Plan to enhance and personalize our learners' experience. Algonquin College intends to be a global leader in personalized, digitally connected, experiential learning. It understands that the time has come to make the transition from the traditional one-size-fits-all era of education to a new era focused on personalized experiential learning;
- **We Saved You a Seat:** Algonquin launched a pilot project aimed at attracting more women into technology programs. The College has reserved 30 per cent of the available seats in four of its most popular technology programs for qualified female applicants;

- **International Strategic Refresh:** With record international enrolment numbers, the College developed a new plan to help the entire campus meet the evolving needs of our growing cohort of international students, and
- **Pride Parade:** Algonquin College participated in Ottawa's Capital Pride Parade for the first time in late August 2018.

On a personal note, I wish to offer my deepest gratitude to my colleagues on the Board who have committed their time, energy, and talents to the College this past year. We are privileged to be able to witness the College change lives on our campuses and in our communities, across Canada and around the world. I know I speak for all of us when I say we are proud to serve an institution of changemakers.



**Peter Nadeau**  
Chair, Board of Governors



## Petit à petit, l'oiseau fait son nid

It is very easy to get caught up in the busyness of school, of work, of life. One of the best lessons I've learned is the power of perseverance. With things constantly changing and evolving, perseverance through the adversities of life is key.

This past year has been hands down the most incredible year of my life. It has also been the most mentally exhausting. I'm fortunate enough to have had a great inner circle of people who encouraged and supported and motivated me, but I know that's not the case for everyone. But it can be.

Algonquin is its own little city, with every person on our Campus playing their roles in our community. We have our own values, expectations, politics, and resolutions. And with such diverse demographics making up the configuration of our community, there is a place for everyone. I'm proud to say that I'm a part of Algonquin, but that doesn't mean that I don't see more for our community.

This past year Algonquin has gone through a number of situations where we have had to have tough conversations and measure their significance on our College culture. With a new government in office, things changed and we had to persevere. And we are still persevering. With marijuana being legalized, our College moving to smoke-free campuses, and all post-secondary institutions and affiliates learning the implications of the Student Choice initiative, it goes without saying that there is never a dull moment.

The Students' Association believes in a mission of creating an environment that inspires a passion for student success. Now, I know I may be a tad biased, being a student myself, but having been a student who has been on both sides of the spectrum of loving and hating school, I understand the importance of having a strong post-secondary community. It is what makes Algonquin unique, and it's why I have hope in our future. We still have things to work on and bugs to fix, but we will learn and change and be better.

With every situation, every obstacle, every conversation, we build upon our culture here at Algonquin. We become stronger, and we become better.

Little by little, the bird makes its nest.



**Deijanelle Simon**  
Students' Association President

*“ I am proud to say that I am a part of Algonquin ...”*

Deijanelle Simon  
Students' Association President





# Looking to the Future

## DELIVERING EDUCATION THAT TRANSFORMS HOPES AND DREAMS INTO LIFELONG SUCCESS

Algonquin College's Strategic Plan, *50+5*, unveiled in 2016 and now in its third year, pays respect to the institution's five decades as Eastern Ontario's singular polytechnic institution, but its primary purpose is to provide direction for the future.

With more than 20,000 students attending the Ottawa, Perth, and Pembroke campuses, and with tens of thousands more taking online programs, Algonquin College is the largest vocational training institution in the region. We offer programs in everything from health, business, media and design, trades and technology to heritage trades, public safety, community studies, hospitality and tourism, outdoor adventure, and more.

The College is also a leader in embracing Indigenous learning, offering unique programs and services to Indigenous students and Indigenous communities, and is proactively pursuing ways to fulfil the recommendations of the Truth and Reconciliation Commission.

For example, this year Algonquin officially opened a specially built Indigenous Commons, an institute for Indigenous entrepreneurship, and an Indigenous-influenced courtyard space for outdoor ceremonies and events. Each of these spaces received a title in the Anishinaabe Indigenous language.

As well, Algonquin's newest building, the DARE District, extends the College's commitment to embed Indigenous traditions in the institution's culture with the inclusion of many Indigenous elements and services in its design.

The DARE District — the acronym stands for discovery, applied research and entrepreneurship — certainly speaks to Algonquin's future. The services offered in this building ensure that Algonquin will remain among Ontario's top research colleges.

Other initiatives during the past year also reinforce this future — everything from the deployment of Workday, a new cloud-based Human Resources, Finance, and Payroll system that makes the work lives of its employees easier to the opening of Student Central, a one-stop space that offers essential services to better serve our learners.

These facilities and the services and programs they offer reflect our recognition that in a time of rapid technological and economic change and major demographic shifts, education is essential in helping people, particularly youth, find career success and personal fulfilment.

Through hands-on, digitally connected, career-oriented programs and courses, we offer our learners the means to acquire personal and professional skill sets that employers need. Learners gain a capacity for innovation and entrepreneurship that will serve them well in their lives.

Algonquin's accomplishments in this area have not gone unrecognized. For the sixth year in a row, the College has been named one of the National Capital Region's top employers. Students regularly give the College high marks in learner satisfaction.

Algonquin also has more students taking continuing education courses online than any other college in the country. The 2018 National Survey of Online and Digital Learning in Canada found that Algonquin College had 29,600 online course registrations, about 1,000 more than the college with the next highest enrolment numbers. Moreover, we continue to expand our partnerships and affiliations with both local businesses and agencies and overseas institutions.

Many of these achievements are outlined in this report, reflecting Algonquin's strategy of delivering an education that best helps individuals, as the College mission has it, "to transform hopes and dreams into lifelong success."





14.

50+5

## Highlights

### DARE DISTRICT



44.9M

INVESTED IN DARE DISTRICT BUILD

2.9 from the Ontario government

21.9 from the federal government

5.4 College investment, including \$1 million from Students' Association

 Indigenous

5 spaces

in DARE District with Algonquin-language names devoted to Indigenous education and knowledge

3 storeys

height of Indigenous-themed mural in DARE District

3 instruments

ceremonial instruments created for special events and ceremonies on all three Algonquin College campuses



Media (social and traditional)

35.87%

INCREASE IN INSTAGRAM VIEWS

100K views

ON COLLEGE'S FOUR PLATFORMS for branding commercial during Superbowl game



15+

CTV MORNING LIVE APPEARANCES

### Campuses



#### PERTH

2 NEW PROGRAMS

Business Fundamentals and Business Agriculture programs created for Fall 2019 (which received national news coverage)

45+ PARTNERS

Community and business partners attended a Community Consultation to shape the future of the campus

#### PEMBROKE

1 NEW PROGRAM

New Electrician — Construction and Maintenance — Pre-Apprenticeship program

25 INTERNATIONAL STUDENTS

a record number of international students from countries around the world

### INTERNATIONAL

 42% INCREASE

year-over-year boost in international enrolments - more than 3,000 international students

 25% DEMOGRAPHIC

of the College student population expected to be international by 2022





## Building for the Future

### DARE DISTRICT

Nothing better demonstrates Algonquin College's forward-looking ethos than the College's newest facility, the \$44.9-million DARE District.

In early May, two years after construction began, President Cheryl Jensen addressed the 500 people — students, employees (past and present), politicians, contractors, corporate heads, community leaders, and construction workers — who gathered for the grand opening, describing the building as a “profound statement” about the College's purpose.

“So much of learning is about discovery, and our DARE District has created the space for that to happen,” President Jensen said. “This is a place where the dreams of our learners will take flight.”

The DARE District — the acronym refers to discovery, applied research, and entrepreneurship — makes flights of imagination and innovation possible. The three-storey building, partly funded by \$2.9 million from the Ontario Ministry of Training, Colleges and Universities' Facilities Renewal Program, is a multidisciplinary learning space available to Algonquin's students, employees, researchers, and business.

It includes, among other facilities, a wired high-tech library and learning centre, an energy research lab, a data analytics centre, a MakerSpace where students have access to the latest technology, and an Indigenous Commons devoted to Indigenous Knowledge sharing. There are also spaces for training and for testing programs related to high-demand job sectors as well as a multi-media production facility.

President Jensen noted that numerous Indigenous elements were incorporated into the DARE District's design to reflect the College's commitment to making that culture an integral part of its institutional fabric. The College and its students invested \$5.4 million, including \$1 million from the Students' Association, into capital projects that incorporated Indigenous identity and traditional knowledge into areas of the DARE District.

Algonquin College is dedicated to delivering a hands-on, experiential, learner-driven education that provides learners with the knowledge and skills that will make them eminently employable upon graduation.

The DARE District, with its multidisciplinary learning environment and high-tech facilities, well serves this purpose.





## Algonquin College remains at the forefront of Indigenization



Ishkodewan Courtyard

### THE BEGINNING OF A NEW WAY AT ALGONQUIN COLLEGE

Algonquin College continued to embed Indigenous traditions in its institutional culture with the naming of distinctive spaces.

Four words adopted from the Algonquin language — Nawapon, Ishkodewan, Kejeyàdizidjigwogaming, and Pidàban — were given to special Indigenous spaces in the College's new DARE District building.

For example, the third-floor library has a special place to serve as a repository of traditional Indigenous knowledge. The small raised platform near the circulation desk with its curving glass barrier is known as Kejeyàdizidjigwogaming, or Knowledge Keeper's Place. It will showcase Indigenous oration and storytelling.

The Nawapon, which translates as "gathering strength for the journey," is the new name for the Indigenous Learning Commons.

Ishkodewan, the title for the outdoor courtyard with its Gathering Circle and fire vessel, means "there is fire." Pidàban, which translates as "past, present, and future" and alludes to "daybreak," is an appropriate name for a space devoted to Indigenization and social entrepreneurship. Each of these facilities is available for special events or as conference spaces and classrooms.

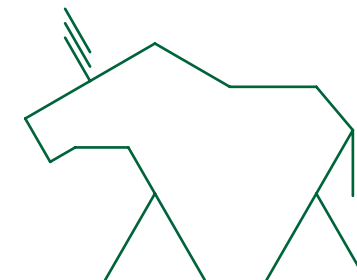
The designations were presented at a special naming ceremony to open the courtyard in late 2018. The event capped a year of significant efforts on the part of the College to enhance its commitment to Indigenization.

In the words of President Cheryl Jensen: "The opening of our Indigenous courtyard is the beginning of a new way here at Algonquin College. Let it be a place for all of us to learn more about Indigenous history, culture, and people."

The naming ceremony reflected the College's ongoing effort to ensure that Indigenous knowledge and traditions are woven into the fabric of the institution as part of the Truth and Reconciliation process. But it wasn't the only event in 2018 to serve this purpose.

Employees and students turned out for an event marking National Indigenous Peoples Day. The event, entitled "Honouring the Heart-Shaped Berry" in recognition of an Indigenous tradition marking the spring-season arrival of strawberries, presented stories illustrating Indigenous cultural values.

"We thought it would be a great idea to expose people ... to some traditional Indigenous values through storytelling," explained Ron (Deganadus) McLester, Vice President, Truth, Reconciliation & Indigenization. "It's important to come together at this time of year and to frame our minds to reconciliation."



In another prominent Indigenization effort, the College was a sponsor for the first Global Conference on Indigenizing Entrepreneurship, a unique learning and networking opportunity that framed the question "What is Indigenous entrepreneurship?"

The conference saw experts from across Canada and around the world share best practices, compelling stories, and crucial insights on how Indigenous values, histories, and ways of knowing can transform entrepreneurial thinking.

A specially commissioned mural also places the promotion of Indigenization front and centre on the Ottawa Campus. The three-storey mural includes large-scale images of a dark-eyed moose, a soaring eagle, and a giant turtle — iconic figures in the creation stories of some Indigenous peoples.

The mural project was preceded by the creation and awakening of three ceremonial drums at the Ottawa, Perth, and Pembroke campuses. As with other projects to make Indigenous traditions part of campus culture, drums are to be used in special College events, including Convocation.



Indigenous Hoop Dance — DARE District Grand Opening.



### ALGONQUIN COLLEGE'S PEMBROKE CAMPUS RECOGNIZED AS AN ECONOMIC ASSET

The City of Pembroke's presentation of the Key to the City to Algonquin President Cheryl Jensen in May highlighted and reinforced the strong ties between the community and the College.

"We accept this recognition in celebration of the past, with great pride in our present, and tremendous hope for the future," President Jensen said in accepting the honour on behalf of the College.

The future certainly seems bright for both the College and the community. In 2018, Pembroke Campus — the Waterfront Campus, as it is also known, given its location along the Ottawa River — followed up its record enrolment of more than 1,000 students the previous year with a significant increase in the number of international enrolments. Some 25 students from countries around the world, including India, Panama, Ukraine, Chile, Morocco, Kenya, and China, came to the Campus for its various programs.

One of the beneficiaries is Pembroke itself. "At the core of the Pembroke Campus is its deep connection to the community," said Acting Dean Jamie Bramburger. "The Pembroke Campus continues to be a major economic driver in Renfrew County as it helps the region face its future."

That was readily evident over the past year. The growth in Campus enrolment is directly related to new investments that have taken place in Pembroke, including the development of three privately owned and operated student residences.

"The growth of international students at the Pembroke Campus has been a watershed moment for the community," said Bramburger. "It is a demonstration that rural areas can attract newcomers and an opportunity for the College to be a change agent for the future."

Pembroke Mayor Michael LeMay reiterated this theme during the Key to the City ceremony, acknowledging the contribution Algonquin makes to "the economic development of Pembroke through its programs and entrepreneurial innovation."

Bramburger forecast that Pembroke Campus will continue to be relied on for leadership in the rural communities in the face of changing demographics, the decline of traditional industry, and the opportunities the digital revolution provides in attracting entrepreneurs to those communities.

Responding to a changing labour market is paramount to the College's strategic direction, and the Pembroke Campus met this challenge by collaborating with the County of Renfrew to offer a Personal Support Worker program at Bonnechere Manor in Renfrew. This program is helping to address the critical shortage of health-care workers in long-term-care facilities.

Through collaboration with employers, the Campus also expanded its co-op opportunities for students. For example, a partnership with Bruce Power created eight co-op placements for Applied Nuclear Science and Radiation Safety students to gain on-the-job training at the largest privately owned nuclear power plant in Canada.

Embracing Algonquin's Indigenization efforts, the Pembroke Campus is collaborating with the Circle of Turtle Lodge to bring more Indigenous teachings to students.

The Campus also celebrated the successes and accomplishments of its alumni.

Naomi Fong, a Social Service Worker graduate, was the flag-bearer for Canada at the Invictus Games in Sydney, Australia, where she won two medals.

Susan Schmaltz, a Practical Nursing graduate and former Premier's Award winner, published her first book, recounting a journey that led her to embark on a 20-year humanitarian mission in Guatemala.

The Campus also recognized the remarkable efforts of its students, such as the Office Administration — Executive class whose members spent a night outdoors sleeping in cardboard boxes to raise awareness about homelessness in small communities in Renfrew County. They raised more than \$11,000 for a local shelter.

### A YEAR OF CHANGE AND NEW PROGRAMS AT THE PERTH CAMPUS

Algonquin College's Perth Campus, like its sister campuses in Ottawa and Pembroke, was planning its future even as it celebrated the past.

The Campus has undergone numerous changes in the years leading up to the College's 50th-anniversary celebrations in 2018, but perhaps its most significant change in recent memory was over the past year.

In the Fall 2019, Perth Campus will welcome students into two new business programs: Business Fundamental and Business — Agriculture. The former is a two-semester certificate program, while the latter is a four-semester diploma program. Both are intended to fill a perceived educational gap in our Eastern Ontario community.

These new programs will add educational depth to Perth's existing Personal Support Worker, Police Foundations, Early Childhood Education, and Heritage Carpentry and Joinery programs.

Another new specialized program is also being offered in May 2019. Thirty-five students from southern India will attend the Perth Campus for a newly developed Computer Programmer Diploma program.

The Campus already attracts students from around the world, including Ireland, Brazil, France, South Korea, and the United States. But the Computer Programmer Diploma is the first involving a large cohort from one country looking to obtain not only an education but a quintessential Canadian experience.

Beyond 2019, the Campus looks to launch a new graduate certificate in sustainable construction along with a degree program in built heritage. Other opportunities in timber framing, masonry, and heritage planning programs are also being considered.

In addition to program changes, Algonquin College wants to ensure the long-term financial sustainability of the Perth Campus. In late 2018, the College staged a wide-ranging community consultation in Perth aimed at shaping the future of the Campus.

Dozens of Lanark County-area business and community stakeholders, including representatives from local companies, chambers of commerce, business associations, planning councils, school boards, and youth centres, met with members of the College's Executive Team and Board of Governors to discuss the matter.

The intention, explained Chris Hahn, the Dean of Perth Campus, was to develop a plan that recognizes both the changing labour market and the ongoing social and economic needs of Lanark County. The Campus, he said, has both short- and long-term benefits. Its immediate impact is to boost the local economy with the presence of its students. In the long term, though, it helps transform the community through the talent it attracts and trains

"Moving forward, the Campus looks to make an even greater difference as a partner with the community," said Hahn.

The significant impact of Algonquin's Perth Campus on the region was an oft-repeated theme during the consultation. Participants cited such benefits as community building, youth retention, and economic and social development.

The gathering concluded with the establishment of a Campus Advisory committee that included business and community leaders from within and outside Lanark County. The committee's mandate is to find ways to strengthen the Perth Campus's ties to the social and economic life of the county. In particular, the committee will provide much-needed advice on the Campus's future as a destination for international students, as a source of corporate training solutions, and its potential for mixed-use and applied research, among other opportunities.

As College President Cheryl Jensen put it during the consultation session: "It's important for us to have a sustainable campus in Perth that meets the needs of the community."

## Algonquin College plans a strategy to bring in more international students

### ALGONQUIN LOOKS ABROAD

Algonquin College again enjoyed a record-breaking increase in the number of international students over the previous year.

The College saw a 42-per-cent, year-over-year jump in international enrolments to an approximate total of 3,078 — and this after a 39-per-cent boost the year before. These numbers have been climbing steadily in recent years — from 1,385 in 2013-2014 to nearly 2,200 in 2017-2018. By 2022, 25 per cent of the College's student population is expected to be international. To prepare for that shift, Algonquin is focusing on developing a strategy to ensure the entire College community is positioned to support that growth.

In March 2019, committees were formed, consultations undertaken, and International Strategic Refresh forums staged to develop a new International Strategic Plan. Throughout the development of this plan, employees and learners were invited to help the College think globally and to offer their ideas on its international priorities, services, and resources.

This new International Strategic Plan was presented to the Board of Governors in April. It starts with a guiding aspiration: to empower globally minded learners with the skills and experience to build sustainable and diverse communities. The Plan outlines College goals — such as sustainable growth and fostering global citizenship — and capabilities that it will need to meet the needs of international students.

These cross-College support systems include mentoring, orientation, and ongoing training for support staff and administrators. The aim is to shift from siloed support for international students to the internationalization of all College services and departments (admissions, counselling, social events, athletics, food, student housing, etc.).

Other highlights for International in 2018-2019 include:

- **Faculty focus groups on International Training Strategy:** These sessions, which began in Winter 2018, were designed to solicit ideas and feedback for faculty professional development opportunities that will support our international students;
- **Algonquin College — Kuwait:** On April 22, 2018, the first Convocation ceremony was held for Algonquin College — Kuwait. Planned for nearly a decade and officially established in 2015, AC — Kuwait is a branch Campus of Algonquin that offers six diploma programs in advanced technology, media, and business;
- **International** has expanded its presence around the world with dedicated staff in Turkey, Vietnam, and France;
- A new **International Orientation** program was developed and piloted in January 2019;
- **The International Education Centre** moved into the College's new student service area, Student Central, located in the DARE District; and
- **Visiting students and faculty:** In 2018-2019, the College hosted short-term programming student groups from China, Mexico, Denmark, and Brazil. This included 132 students from nine partner universities in China for samplers in Communications and Business Entrepreneurial Thinking in July and August 2018. The College also hosted professional development programs for faculty from China, including 15 teachers from three Chinese institutions, for training in the academic areas of Business, Hospitality, TESL (Teachers of English as a Second Language), and Technologies.



**College saw a 42% year-over-year jump in international enrolments**

- **Kenya Education for Employment Program:** Algonquin College, as part of the Global Affairs Canada funded and Colleges and Institutes Canada Kenya Education for Employment Program, was selected to implement two projects in Kenya from 2017 to 2020. In the first project, KEFEP 01, Algonquin partnered with Durham College and Olds College with staff and faculty working directly with two Kenyan national polytechnics to assist them in the design and delivery of employment-skills industry linked programs in construction and agriculture. In the second project, KEFEP 08, Algonquin partnered with Bow Valley College to provide support to the Kenyan government on training, curriculum development, program assessment, and quality assurance.

Steven Wood, Manager of Offshore Programs of Study and a key member of the KEFEP 08 project team, said that his and the College's involvement in the KEFEP program has provided an immensely valuable opportunity to contribute to Kenya's national effort to improve and enhance outcomes for their post-secondary students while providing Algonquin with a wider view of the diverse global community in which Canadian education know-how can and does play an important role.



## Whether online, in print, radio, or television, Algonquin attracted media attention

### COLLEGE GAINS GROUND ON ITS SOCIAL MEDIA PRESENCE

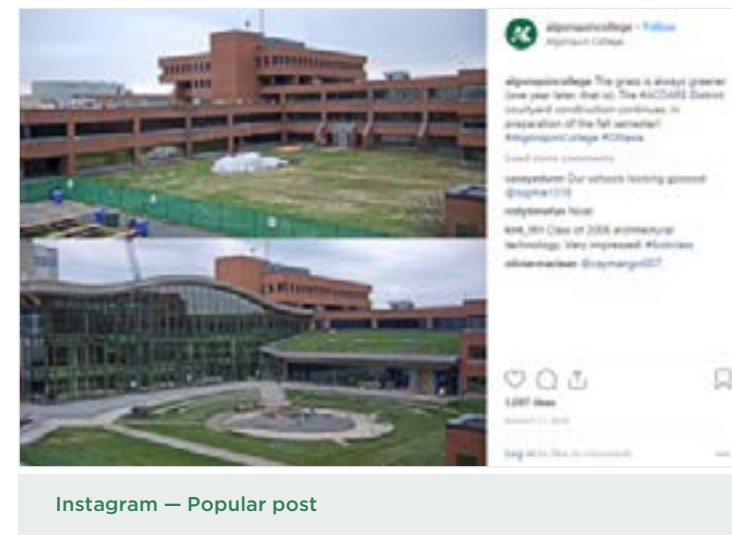
Algonquin College saw significant growth in all major social media platforms, making 2018-2019 one of the College's most successful online showings in recent years.

Social media highlights centred around the College's video content and saw views and engagement records broken on Twitter, Facebook, and Instagram.

The College's most successful video of the year was its "Changing Lives" advertisement, which aired simultaneously across all Algonquin College social media channels.

The video was widely praised on social media, where it broke records for the College. It also set the standard for its video content, with nearly 100,000 views across our social media platforms.

Here are some other popular posts the College made throughout 2018-2019.



### A NEWSWORTHY COLLEGE

Algonquin College was in the news during the past year in both print and broadcast media.

The DARE District opening, the launch of the Dog Squad, the Perth Campus's new Business Agriculture programs, the Pembroke Campus's Action Sports Park Development Program, and our Fitness and Health Promotion and Therapeutic Recreation programs — these were among the Algonquin stories featured in newspapers and network broadcasts.

Our teachers, too, received coverage. For example, Jason Vodden, a professor-technician in the Horticultural Industries program, shared his knowledge of seasonal gardening with CTV. Algonquin Chef Malek Lebbal and Sommelier Marie-France Champagne showed another CTV crew how to pair chocolate and wine for Valentine's Day.

Our President, Cheryl Jensen, had op-eds published by the *Ottawa Citizen*, while the *Toronto Star* published an op-ed by Ron (Deganadus) McLester, our Vice President of Truth, Reconciliation & Indigenization, on the College's Indigenization efforts.

Some of the top stories featuring the College:

- The *Toronto Star* wrote about the College's "We Saved You a Seat" initiative, a pilot program intended to reserve 30 per cent of available seats in four technician programs for women;
- Both CBC and CTV devoted segments to the College's therapy dog program — the Dog Squad, as it is named — when it was launched in early 2019;
- CBC News and CBC Radio's *Ottawa Morning* featured Algonquin's Introduction to Esthetics for New Canadians program, which was intended to help Syrian refugee women gain career skills;
- The *Ottawa Business Journal* wrote about Algonquin College's launch of a \$640,000 skilled trades scholarship supported by the Weston Foundation; and
- The *Ottawa Citizen* produced a lengthy profile of Algonquin alumna Donna Dooher, who has become a celebrity chef in Toronto since graduating from the College's culinary program in the early 1980s.



## 100K Views

Of Algonquin's brand awareness video, "Changing Lives," which aired simultaneously across all of the College's social media platforms



CTV Morning Live — Jason Vodden



CTV Morning Live — Syrian Esthetics



CTV Morning Live — Dog Squad

*“The opening of our Indigenous courtyard is the beginning of a new way here at Algonquin College.”*

Cheryl Jensen,  
President, Algonquin College



28.

# Applied Education and Training

## Highlights

### ARIE

APPLIED RESEARCH,  
INNOVATION &  
ENTREPRENEURSHIP



**#1** in research  
partnerhsips



Infosource's annual  
ranking of Canada's  
Top 50 Research Colleges



### Applied Research Centres

PARTICIPATED IN  
CENTRE-LED RESEARCH

**189**  
Students

**17**  
Faculty

**167**  
Industry partners

**177**  
Total number  
of projects

**\$1,800,800.08**

Total investment in Applied  
Research, Innovation and  
Entrepreneurship

**\$1,491,491.49**

Total grant funding  
including \$1,095,766.35 in federal  
funding and \$395,725.14 in  
provincial funding

**\$268,833.64**

Private sector and  
not-for-profit investment

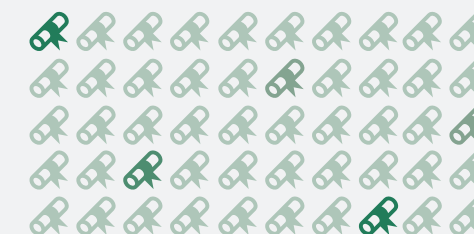


### Cooperative Education Programs

**50**

PROGRAMS  
AVAILABLE

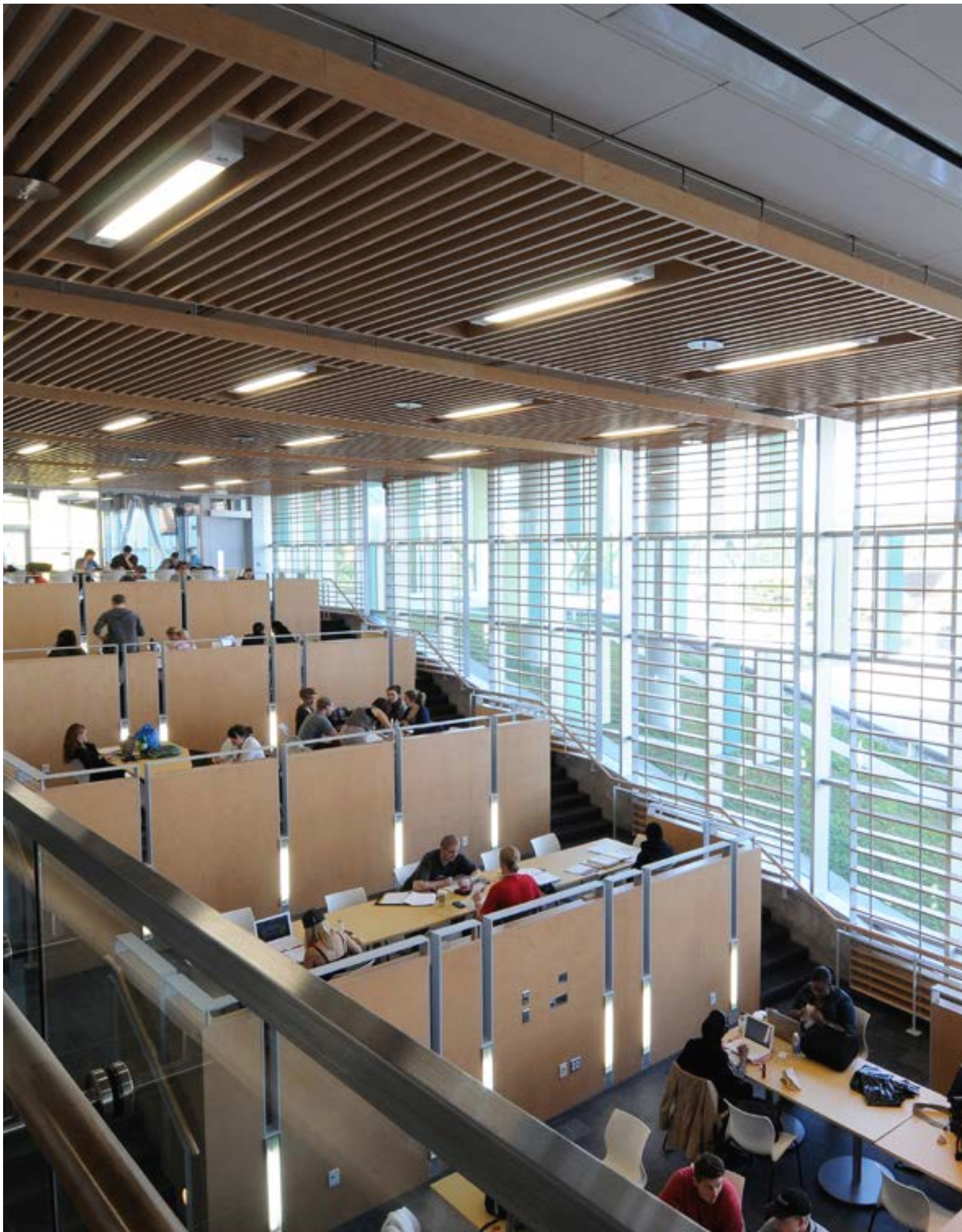
Nearly 50 co-op programs  
provided at the College



**8**

CO-OP PROGRAMS  
RECEIVED  
ACCREDITATION  
FROM COOPERATIVE  
EDUCATION AND  
WORK-INTEGRATED  
LEARNING CANADA





# Algonquin Attractions

## ENROLMENT AND NEW PROGRAMS

Algonquin College has seen record enrolment and breaking records for the past two years. Last year alone, the College had the highest level of full-time post-secondary and graduate certificate enrolments in its history.

As of Sept. 12, 2018, the College had recorded:

- the highest level of full-time post-secondary and graduate certificate enrolments in the College's history (20,018 net registered; nearly seven per cent above last year at the same time);
- record enrolments of new and returning students;
- a 42-per-cent, year-over-year increase in international enrolments; and
- an increase in domestic enrolments, which are also ahead of last year by nearly two per cent.

Algonquin College was also recognized as having the highest number of online enrolments of all Canada's colleges. The ranking was based on the 2018 National Survey of Online and Digital Learning in Canada and used enrolment numbers from 2016-2017. The survey found that Algonquin had 29,600 online course registrations for its 800 different courses. This figure was just over 1,000 enrolments higher than the second-place college and more than 7,000 enrolments higher than the third-place institution.

Commenting on the numbers, President Cheryl Jensen attributed the College's rising enrolment to its emphasis on experiential, personalized learning, which has proven attractive to people. "Students are seeing the value of the hands-on learning that we offer, and they know this kind of experiential training leads to fulfilling careers and lifelong success," she said.

Algonquin College is already the largest polytechnic institute in Eastern Ontario, offering more than 185 programs in multiple disciplines, but over the past year it added even more programs.

The College received approval for seven new graduate certificates, diplomas, and college certificates and college diploma programs during 2018-2019:

- Business Fundamentals, Ontario College Certificate
- Business — Agriculture, college diploma
- Interdisciplinary Studies in Human-Centred Design, graduate certificate
- Therapeutic Recreation, graduate certificate
- Film and Media Production, college diploma
- Addictions and Mental Health, graduate certificate
- Instructional Skills for Student-Centred Education, college-approved certificate





**COOPERATIVE EDUCATION — CONNECTING STUDENTS AND EMPLOYERS**

Algonquin College has a long history of providing work-integrated learning to students, offering nearly 50 co-op programs.

In March 2019, Algonquin was one of the first Ontario colleges to earn accreditation from Cooperative Education and Work-Integrated Learning Canada.

Eight programs received CEWIL Canada's accreditation. These include:

- Architectural Technician
- Bachelor of Commerce, e-Supply Chain Management
- Computer Programmer
- Computer Systems Technician
- Computer Engineering Technician
- Construction Engineering Technician
- Horticultural Industries
- Internet Application and Web Development

“The accreditation speaks to our dedication to excellence in co-op and our ambitious plans to lead the Ontario College System in co-op and experiential learning,” said President Cheryl Jensen.

In a formal Letter of Accreditation, CEWIL Canada thanked Algonquin College “for its ongoing leadership in Canadian co-operative education.”

The Co-operative Education Department, operating at the Ottawa, Pembroke, and Perth campuses, offers co-op programs in several fields from business administration and computing science to construction, media, and outdoor adventure.

The department honoured its co-op students and employers in March at the second annual Co-op Awards of Excellence. Alongside more than 80 College employees, students, guests, and community members, the Co-op Department presented 12 awards to various students and organizations.

Student winners for 2019 were: Areum Cho (Computer Programmer), Janelle Gagné (Technical Writer), Richard Versteeg (Computer Engineering Technology — Computing Science), Sarah Liu (Internet Applications and Web Development), and Vladilena Kipriyanova (Bachelor of Interior Design — Honours).

The employer winners were: Bryan Wiens (LWG Architectural Interiors Inc.), John Campbell (Health Canada), Boris Mimeur (Centre of Excellence in Next Generation Networks), Katherine Keppel-Jones (Health Canada), Maia Pudifin (Public Health Agency of Canada), Kent MacCaskill (Tomlinson Group), and Delta Hotel by Marriott Grand Okanagan Resort.

The event was attended by representatives from RBC, Tomlinson Group, Centre of Excellence in Next Generation Networks, Health Canada, Marriott International — Delta Hotel by Marriott Grand Okanagan Resort, Stantec Consulting, Canadian School of Public Service, LWG Architectural Interiors, Versaterm Inc., Pest Management Regulatory Agency, and Public Health Agency of Canada.



Cooperative Education — Grand Opening event.

Algonquin always strives to be a leader in innovation



**BUILDING A CREATIVE COMMUNITY**

Algonquin College focuses on providing its learners with the tools and personalized education that will allow them to gain the knowledge, skill, and experience they need to be successful in their chosen fields.

To deliver on that purpose, key components of Applied Research, Innovation and Entrepreneurship, including the new MakerSpace, the Data Analytics Centre, and the Innovation and Entrepreneurship Centre, moved into the DARE District.

**APPLIED RESEARCH CENTRES**

Our seven Applied Research Centres put Algonquin College at the forefront of everything from construction and design to environmental science and resource management.

Collaborations between industry clients, organizations, students, and faculty lead to cutting-edge products and services.

In 2018-2019, 189 students, 17 faculty, and 167 industry partners participated in Centre-led research. They worked on a total of 177 projects. Highlights:

- Total investment in Applied Research, Innovation and Entrepreneurship: \$1,800,800.08.
- Total grant funding was \$1,491,491.49, including \$1,095,766.35 in federal funding and \$395,725.14 in provincial funding.
- Private sector and not-for-profit investment: \$268,833.34.
- **Data Analytics Centre** — In late February, the Data Analytics Centre hosted an open session demonstrating Data Analytics for Rural Transformation, or DART. DART is a cloud-based software solution that supports social and economic planning in rural communities. DART was developed in collaboration with Community Analytics Associates. Students from various programs contributed to the effort, including Computer Technology — Data Science, Computer Programmer, Interactive Media, and Design and Graphic Design.
- **Design Centre** — The first project for the Digital College Research Lab program, Student at Risk Detection, was launched in collaboration with IBM. The research objective is to apply the data analytics capabilities of IBM Watson to do early detection of students at risk. This will enable early interventions to increase student success and increase the college's retention rates. The Digital College Research Lab program also launched a project with a new industry partner, Ametros Learning, to develop an interactive simulation with AI-enabled bots to identify and assist students at risk.
- **Pembroke (Waterfront Campus)** — Natural Edge Project: In Fall 2018, 200 Applied Research learners at the Pembroke campus and local volunteers, in partnership with Watersheds Canada and the Muskrat Watershed Council, planted 15,000 native trees and shrubs over five days along two kilometres of agricultural streambank in the Muskrat Lake watershed. Their aim was to reduce surface runoff and erosion in degraded waterways. The project is committed to planting 45,000 trees and shrubs by 2021.

### MAKERSPACE

Algonquin's MakerSpace is a hands-on hub where students learn to make and make to learn. These spaces are designed to be an accessible, creative area for the Algonquin community, including external partners.

The MakerSpace provides cutting-edge technology — from 3D printers and virtual reality headsets to a laser engraver — with which students can hack, tinker, and craft to bring their innovative projects to life.

The space is one where ideas ignite, creativity rules, and exploration happens. In this welcoming space, students can come together to learn, get feedback on their work, solve problems together, and foster an entrepreneurial mindset.

### INNOVATION AND ENTREPRENEURSHIP CENTRE

Algonquin's MakerSpace is a hands-on hub where the Innovation and Entrepreneurship Centre has quickly become a must-use space for students, employees, and even alumni. Strategically located across from the MakerSpace, the IEC offers meeting space, hosts events, and provides access to workshops, and co-working space as well as connections to the College and the wider community.

- Since the beginning of the Fall 2018 semester, the Centre has sponsored more than two dozen events, including tours, speaker series, trade shows, lunch-and-learn sessions, and workshops and connected more than 800 College students and employees.
- The Centre's Entrepreneurs in Residence held 32 mentorship meetings with students and participated in various learning sessions around the Ottawa Campus.
- Seven College professors conducted 24 classes, attracting more than 230 students.
- Three local companies, all run by current or former Algonquin students, have joined the Incubator. They include MasterpieceVR, a firm that has created a virtual reality platform allowing users to create 3D models; Cacti Productions, a video production company headed by a recent College graduate; and Powdee, a company that created an app to be integrated with a commercial cosmetics website.



RE/ACTION Applied Research Showcase

### SOCIAL INNOVATION LAB

The Social Innovation Lab is a key element of Algonquin College's efforts as an educational institution to build social infrastructure for Canadian communities. The lab provides opportunities for our staff and employees to engage in social innovation practices that help solve real-world problems.

The lab's inaugural program is SLiDE, which stands for Service Learning in Design and Engineering. The program assigns teams of students in design and engineering disciplines to assist social-sector clients such as charities and non-profit groups in making the best use of digital technologies. In November, SLiDE received \$239,795 in funding through the Natural Sciences and Engineering Research Council of Canada's College and Community Social Innovation Fund.

"We are very proud of the SLiDE program, and this grant will help our faculty and learners move forward with this very worthy initiative," said President Cheryl Jensen. "We stress the importance of giving back to the community to all our learners."

### RE/ACTION SHOWCASE

Algonquin's RE/ACTION Applied Research Showcase highlights leading-edge applied research done in collaboration with industry, institutional, and community partners. Through the College's Office of Applied Research and Innovation, RE/ACTION provides a tri-annual glimpse into the future of technology and the current state of innovation while, at the same time, bringing the greater Ottawa community together to explore research ideas.

Over the past year, in three separate events, RE/ACTION engaged 185 research teams located across the three College campuses and explored their diverse findings and creations — everything from robotics and innovative apps to artificial intelligence, 3D modelling in virtual reality, and turning algae into biofuel. There was even a shawarma vending machine.

For example, Drive-By-Wire won first place at the RE/ACTION event in December. The project, in collaboration with Cohort Systems Inc., demonstrated the first step in the long-term goal of creating an autonomous, collaborative, unmanned patrol sentry — essentially a robot patrol vehicle.

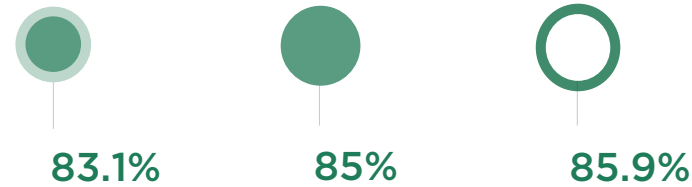


## Strategic Goals

1

<p><b>GOAL ONE</b> Establish Algonquin as a leader in personalized learning across all Ontario colleges</p>	<p><b>CORE BELIEF:</b> LEARNER DRIVEN</p>	<p><b>Definition</b> Percentage of eligible Post-Secondary Education students enrolled at the College Day 10 of the Fall term who remain enrolled Day 10 in the following term across all levels. Eligible students are domestic and international full-time and part-time students registered in certificate, diploma, advanced diploma, degree and graduate certificate programs.</p>
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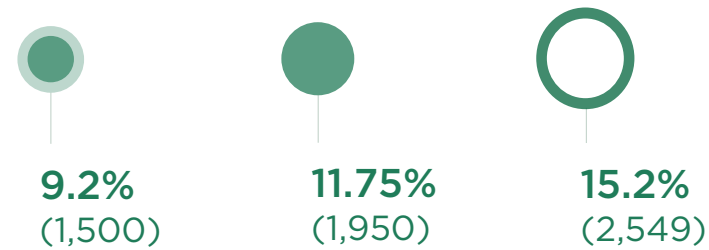
Improve Student Retention



2

<p><b>GOAL TWO</b> Lead the college system in co-op and experiential learning</p>	<p><b>CORE BELIEF:</b> INNOVATION AND QUALITY</p>	<p><b>Definition</b> Percentage of Full-time students who are registered in certificates, diplomas, advanced diplomas, degrees and graduate certificates with a co-op option.</p>
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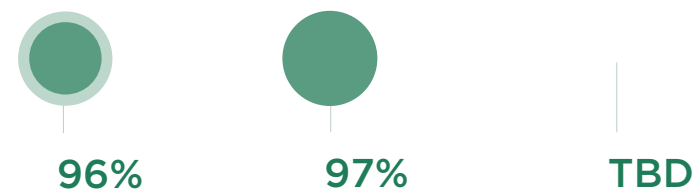
Grow the Percentage of Students Registered in Co-op



3

<p><b>GOAL THREE</b> Attain national standing in quality, impact and innovation by each school and service</p>	<p><b>CORE BELIEF:</b> INNOVATION AND QUALITY</p>	<p><b>Definition</b> Recorded annually as part of the Colleges Ontario Key Performance Indicators (KPI) survey.</p>
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Increase Student Willingness to Recommend Algonquin College as a Place to Study

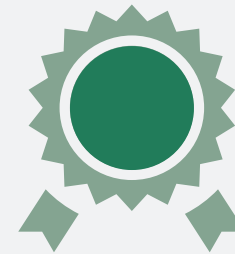


*Collaborations between industry clients, organizations, students, and faculty lead to cutting-edge products and services.*

38.

## Student and Alumni Success

### Highlights



#### RECORD WIN

ALGONQUIN'S TEAM TAKES SECOND PLACE AT THE **2018 ONTARIO COLLEGES' MARKETING COMPETITION TEAM** – their highest finish ever

**11** **INDIVIDUALS AND ORGANIZATIONS**  
honoured at second annual **Alumni of Distinction Awards**

**7K+**  
donated

to the **Algonquin Food Cupboard** by Project Management students –

the largest single donation the Cupboard has received



**30%** of seats **reserved for women** in **four** of the College's most popular technology programs



#### 2018 Ontario Skills Competition



**4**

STUDENT **GOLD** MEDALLISTS



**8**

STUDENT MEDALS OVERALL



#### Learner Driven Plan

**3.9K+**

participated in **Learner Driven Plan** consultation



**337**  
Faculty members



**1,192**  
Non-faculty employees



**2,417**  
Students

**7,600**

**IDEAS, COMMENTS, AND SUGGESTIONS**

received during the **Learner Driven Plan** consultation





## Putting Our Students First

### ALGONQUIN RESERVES SEATS FOR WOMEN

Algonquin College stepped up in 2018-2019 with a unique pilot project aimed at attracting more women into technology programs.

In November, the College announced that it would reserve 30 per cent of the available seats in four of its most popular technology programs for female applicants who meet the minimum standards.

The three-year pilot project, “We Saved You a Seat,” assures admission to women who qualify for the Electrical Engineering Technician, Mechanical Engineering Technology, Electro-Mechanical Engineering Technician, and Computer Systems Technician programs.

“I am very proud of this program. It is a chance for us to not only encourage women in technology but also to support them once they arrive here,” President Cheryl Jensen said in announcing the project. “We are making a bold statement about who we are as a College, and we are a College that supports all our learners.”

The project aims to narrow the gender gap in STEM disciplines — Science, Technology, Engineering, and Math — where women have been traditionally under-represented.

The College wants to encourage women who feel hesitant about entering these disciplines to at least consider them and apply, said Sarah Gauen, Algonquin’s Inclusion and Diversity Specialist, who oversaw the initiative.

She emphasized that educational standards will not be compromised. “What’s really important to know is that we’re absolutely not lowering standards. We are just making sure that the women who are interested, qualified, and applying are entering into our program — that they’re not getting screened out due to any other barriers.

The initiative has received significant media attention. Both CBC News and CBC Radio’s *All in a Day* program devoted coverage to the project. The *Toronto Star* characterized the project as “bold,” noting that where other post-secondary institutions have made indirect efforts to encourage female enrolment, “Algonquin appears to be the first in Canada to actually reserve spots for women in STEM classrooms.”

The program attracted attention elsewhere, too. “We Saved You a Seat” was nominated for a 2018 Electricity Human Resources Award of Excellence. The award highlights initiatives and achievements that have made a positive change in the workforce and highlights champions of diversity and inclusion.



**30% reserved**

seats in four of the most popular technology programs are for women



## To transform hopes and dreams into lifelong success



**“Our alumni are living representations of Algonquin College’s mission ...”**

Cheryl Jensen,  
President

### ALUMNI OF DISTINCTION AWARDS GALA

Algonquin College held its second annual Alumni of Distinction Awards Gala in late September 2018, honouring 11 individuals and organizations that have distinguished themselves in their respective fields.

The gala’s theme of “alumni connections” was a fitting one. Almost every aspect of the event — from floral arrangements and supplies to music and gourmet cupcakes — involved support or donations from alumni.

President Cheryl Jensen referred to the honorees as “remarkable alumni” who have made an impact on the world. “In many ways, our alumni are representations of Algonquin College’s mission: ‘To transform hope and dreams into lifelong success,’ ” she said. “Nowhere do I see this more clearly than in our award recipients.”

The recipients were:

- **Donna Dooher**, Chef and owner of Mildred’s Temple Kitchen in Toronto, was named Alumna of the Year. A 1983 graduate in Culinary Arts, Cook Training, Dooher was recognized for her exceptional achievements in the hospitality community, where she has helped hire, inspire, train, and mentor hundreds of young people in her industry.
- **Hydro Ottawa** was honoured as Alumni Employer of the Year. The utility was extolled during the gala for the dedication of its employees — including many former College students — in responding to power outages that hit Ottawa in the summer and fall. The award recognizes an employer that shows support for Algonquin by hiring its graduates.

- **Kyla Cullain**, co-founder and director of BuildAble, earned the Health Sciences Award for her innovative work in delivering health care services. A 2008 Bachelor of Science in Nursing graduate, Cullain is recognized for creating a new type of business that brings health care and the construction industry together in ways that allow people to stay in their homes.
- **Elaine Kicknosway**, co-founder, National Indigenous Survivors of Child Welfare Network, received the Changing Lives Award, which is given to a graduate who has done something inspirational in the community. A 1989 Early Childhood Education graduate, Kicknosway has been a leader in raising awareness of the impact of residential schools on Indigenous children.
- **Marie-Cecile Kakgoosh Nottaway-Wawatie**, the founder, owner, and Chef of Wawatay Catering, was given the Creative Arts and Design Award. A 2004 graduate of the Chef Training and Culinary Management program, she has built a successful and inspiring career in the arts, particularly in reclaiming and popularizing Indigenous foods.
- **John Liptak**, President and CEO of Oakwood, received the Apprenticeship Award. A 1978 General Carpenter graduate, Liptak was lauded for his innovative leadership in combining computer software and carpentry skills to create a standard-setting and industry-leading company with millions in sales.
- **Kevin Newell**, former Deputy Chief, Ottawa Paramedic Service, gained the Community Services award, which is given to someone who has demonstrated a commitment to helping others. A 1985 graduate of the Ambulance and Emergency Care (Paramedic) program, Newell was honoured for a distinguished 30-year career as a leader in paramedicine.
- **Michael O’Byrne**, CTV’s *News at Noon* anchor and a Journalism student in the late 1970s, collected the Rena Bowen Volunteer Award of Excellence. This award goes to a graduate who has given time and talent to the community and made a difference through volunteer work. Over three decades, O’Byrne has helped raise millions of dollars for various causes.
- **Leonard Reynen**, who received his Public Relations diploma in 2017 and works in public relations for the Canadian Mental Health Association, accepted the Recent Graduate Award. The award recognizes a person who graduated in the past five years and has used his skills and training to launch a career.
- **Stuart Russell**, co-founder and Chief Technology Officer of You.i.TV, received the Technology Award for his innovative work in creating software that altered the way media and entertainment industry leaders deliver their products through video apps across various platforms. Russell is a 1995 graduate of Electronics Engineering Technology.
- **Rick Young**, Senior Vice President, Supply Chain and Purchasing at Maple Leaf Foods and a 1978 Business Marketing graduate, was presented the Business Award. The award recognizes a graduate who has built a successful career in business and shown leadership in their industry.



Alumni of Distinction award winners.



**EMPLOYEE AWARDS**

Awarded to employees who demonstrate excellence and foster student success by applying the College values of caring, learning, integrity, and respect. The past year's recipients were:

- **Bruce Dwyer, Professor/Coordinator Aviation Studies**  
Deborah Rowan-Legg  
Service Excellence Award
- **Sarah Crawford, Sexual Violence Prevention and Harm Reduction Coordinator**  
Student Support Services  
Administrative Staff Award
- **Chris Martin, Professor, Police Foundations**  
Dianne Bloor Part-Time Faculty Award
- **Dushan Horvat, Professor/Coordinator, Game Development, School of Media and Design**  
Gerry A. Barker Leadership Award
- **David Bray, Professor/Coordinator, Information and Communications Technology, School of Advanced Technology**  
Lifetime Achievement Award
- **Marcel Mousseau, Resource Centre Assistant, Community Employment Services, Pembroke Campus**  
Part-time Support Staff Award
- **Tom Friesen, Senior Database Administrator, Information Technology Services**  
Support Staff Award
- **Student Award Net Tuition Automation (SANTA) Project**  
Team Award

**PRESIDENT'S STAR AWARDS**

The President's Star Awards are presented to employees who have been nominated by their peers for demonstrating a commitment to excellence in their role within the College community, regularly and consistently demonstrating outstanding service and performing acts of significant merit. This past year's recipients were:

- **Betty Baxter,**  
Manager, Project Management Office,  
Project Management and Business Administration
- **Chris Carroll,**  
Social Media Community Officer, Communications
- **Carolyn Coté,**  
Curriculum Administrator (Acting),  
Academic Development
- **Steve Dowdell,**  
Professor and architectural technician,  
Algonquin Centre for Construction Excellence
- **Edwin Fraser,**  
Senior Application Developer/Analyst,  
Information Technology Services
- **Sarah Gauen,**  
Inclusion and Diversity Specialist,  
Human Resources
- **Earl Green,**  
Security Manager, Security Services
- **John Hefler,**  
Educator, Early Learning Centre
- **Diane McCutcheon,**  
Vice President, Human Resources
- **Jason Verboomen,**  
Professor, General Arts and Science,  
Algonquin Centre for Construction Excellence

## Board of Governors' Changemaker Award honours remarkable student achievements



Changemaker Award recipients

**INSPIRED LEARNERS**

The Student Changemaker Award is a way for Algonquin College's Board of Governors to formally honour the remarkable achievements of our learners. In 2018-2019, the board presented four sets of awards.

In February 2019, the 17 members of the 2018 Ontario Colleges' Marketing Competition Team received Changemaker Awards in recognition of their second-place showing during the November competition. It was the College's best finish in the 40-year history of the event.

The annual case-based competition attracts the best and brightest business students from across the province. Students train for months in order to compete in various industry-specific case-based business challenges where they analyze real-life business challenges and make recommendations to a panel of judges.

Algonquin's competitors came primarily from the College's Business Marketing and Business Administration Marketing programs, as well as the Business Management and Entrepreneurship and Advertising and Communications Management programs.

The students praised the event as a life-changing experience that pushed them to achieve new goals. “The most important value that I took from this event that will last a lifetime is that I became a part of a family,” said one student.

Other Changemaker recipients expressed similar sentiments in receiving their awards.

“I have finally and truly found my calling; here at Algonquin College, my dream came true,” said Maroan Ahmed, a Building Construction Technician graduate from 2018 who accepted the Changemaker Award in December on behalf of a Skilled Trades team that had built a cook’s cabin for a non-profit residential camp.

The Algonquin students represented a variety of skilled trades programs, including Building Construction Technician, Mechanical Techniques — Plumbing, General Carpenter Apprentice, and Electrician Apprentice. Combining their varied skill sets, they worked together to build a much-needed cabin for a camp run by the Boys and Girls Club of Ottawa. Faculty members worked alongside the students to ensure safety and Code compliance.

The Board of Governors also paid tribute to the future-focused work of College Veterinary Technician students involved in an animal welfare project.

Four students — Jen Bozowskyj, Heather Jackson, Valerie Fenske, and Michelle Anne Olsen — received Changemaker Awards in October for their work in remote northern Indigenous communities where they joined the Grey Bruce Aboriginal Quimmiq Team in a spay-and-neuter program.

The students assisting the Grey Bruce team performed some 200 spay or neuter surgeries in total during their visits. As well, dozens of animals were vaccinated, microchipped, and given a wellness check.

Algonquin’s Veterinary Technician Program has been partnering with Grey Bruce, a charity dedicated to providing humane population control and veterinary care to dogs in remote northern communities, for the past two years. The partnership provides students with a valuable learning experience while being immersed in Indigenous culture.



Ontario Skills competition and Changemaker award winners.

Two other Changemaker Award recipients also deserve mention:

- **Algonquin’s gold medallists from the 2018 Skills Ontario competition**, Canada’s largest skilled trade and technology competition for post-secondary and apprentice students, were honoured in June with a Changemaker Award. The gold medals went to Christina Khenmanisoht, a Restaurant Service student; Nick Denny, a student in Auto Collision Repair; and Horticultural students Thomas Hawley and Blaise Mombourquette. Algonquin won eight medals overall.
- **Student Cassandra Louise Atchison** received the Changemaker Award in April in recognition of the hundreds of hours she volunteered in the community and at the College. In addition to giving more than 600 hours of volunteer time to the Sexual Assault Support Centre of Ottawa, Atchison also ran an education-based community group and is a Senior Student Leader in a Student Leadership Program.

**WORTHY CAUSES**

The College’s students and staff devoted much time and energy to various charitable causes in 2018-2019, benefitting everyone from local tornado survivors to ailing children.

One of the many success stories was the group of students who made the largest single donation in the history of the Algonquin Food Cupboard. Project Management graduate certificate students were charged with filling the shelves of the Cupboard.

The students were divided into four teams, given \$50 per team in seed money from the School of Business, and asked to achieve a 20:1 Return on Investment. Their target was to raise \$1,000 in donated items. They reached \$7,048.96 — the largest single donation the Cupboard has ever received.

To reach that record, students walked dogs, organized a Corporate Olympics, babysat, bagged groceries, washed cars, conducted food drives, and held a charity soccer tournament.

Other Highlights:

- The College celebrated its eighth annual volunteer gala in late March, honouring many of the volunteers within our community, as well as business partners within the city that have helped support volunteer initiatives.
- Algonquin College’s kitchens fired up again, and College chefs and student volunteers stepped up in late December to help with the 2018 Operation Big Turkey, an annual Christmas-season event organized by Gusto! TV chief executive Chris Knight. In its 14th year, Operation Big Turkey prepared approximately 2,500 holiday dinners for seniors, families, and the homeless at six locations across Ottawa, including community centres and restaurants. The feat was made possible by the commitment of faculty, students, and volunteers.
- Event Management graduate certificate students in the Winter 2018 term raised an impressive \$27,976.99 for the Children’s Wish Foundation.

- Public Relations program students launched AnyBuddy Can, a new charitable campaign. The entirely student-run campaign supported Best Buddies Canada, raising money and awareness to create meaningful friendships between people with and without intellectual and developmental disabilities. The students aimed to raise \$30,000 by holding 11 events in the Ottawa area.
- Pembroke Campus Business graduate and country music star Jason Blaine continues to give back to his hometown. The June 2018 Jason Blaine Charity Concert and Golf Tournament raised \$100,000.
- First-year Child and Youth Care students made a difference. As part of the first-year Field Preparation Seminar-Community Service Learning course, students raised awareness and \$5,997 for the following agencies: Youturn’s St. John Bosco Achievement Centre, SchoolBOX, and Bethany Centre through their community-service learning projects. Over the past nine years, students have raised more than \$110,000 for community and international agencies that support children, youth, and families.
- Algonquin College was one of the sponsors of After the Storm, a star-studded benefit concert held in early November at TD Place for those hit hardest by tornadoes that struck the Ottawa area in late September. Colin Mills, Coordinator of the College’s Music Industry Arts program and Executive Treasurer of the Ottawa Music Industry Coalition, was on the planning committee for the event. “Music brings people together, and After the Storm is the result of many individuals and organizations joining forces to assist,” said Mills.



**7K+ donated**

**to the Algonquin Food Cupboard,  
the largest single amount ever recorded**



## Education focused on personalised experiential learning



Health Sciences learning lab

### THE FUTURE OF LEARNING

The development of the Learner Driven Plan is one of the most important initiatives Algonquin College undertook in 2018-2019. The College is determined to be a leader in personalized education in the post-secondary sector and devoted considerable effort over the academic year to furthering this aim.

The goal, set out in the College's 2017-2022 Strategic Plan, is to define how personalized learning can be utilized to meet the educational needs of students and lead them to greater success in their studies and careers. Personalization involves programs, learning experiences, instructional approaches, and academic-support strategies that address the learning needs, aspirations, or cultural backgrounds of individual students.

As the Strategic Plan states: "The time has come to transition from the traditional one-size-fits-all era of education to a new age, focused on personalized experiential learning."

A Learner Driven Strategy document will be presented to the Board of Governors in June 2019. An implementation plan will be developed by late Fall 2019, based on the endorsement of the strategy document.

The first stage of developing the Plan comprised a multi-platform consultation in Fall 2018 from across the College community. Some 7,600 ideas and comments were gathered during the consultation. Consultation participants were asked how the College could better personalize and enhance the learner experience in the classroom, outside the classroom, and through technology.

Faculty members led peer-to-peer sessions over the course of the term. Student volunteers, who joined the team for part of the term, were trained to lead discussions about personalization with their peers. Other students, as well as staff, employers, and stakeholders, discussed the issue in group sessions and through surveys.

Highlights of this consultation include:

- 337 faculty members took part in peer-led sessions;
- 1,192 non-faculty employees participated in person or through an online survey;
- 2,417 learners participated in person or through an online survey; and
- 7,600 ideas, comments, and suggestions were received and documented.

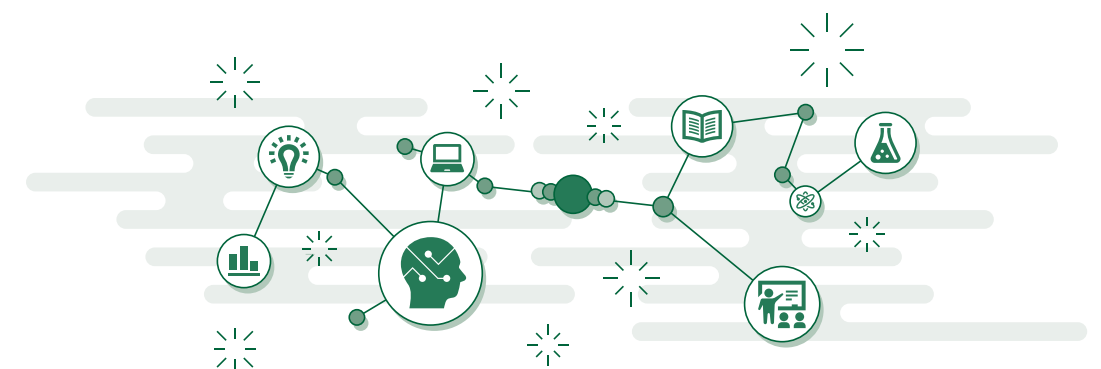
The consultation results were tabulated over a period of weeks to establish dominant ideas and trends. Some of the emergent topics included the need for improved technology for learning and support services, more flexible weekly class schedules, and better academic advising options. The College community provided feedback on these and other themes during Playback Sessions in Spring 2018.

Out of this process, and after the distillation of all the ideas and comments, the College expects to produce a Learner Driven Plan containing three or four transformational concepts that can be implemented over a number of years.

It is noteworthy that during the consultation process, session leaders learned that many faculty members are already working in innovative ways toward more personalization in their classrooms. The College, too, is already promoting elements of personalized education with flexible delivery of course material. It is also providing inclusive environments for international students, those with disabilities, First Nations individuals, and members of the LGBTQ2S community. The Learner Driven Plan will enhance current practices of personalization.

Overall, though, the sessions and surveys revealed a general acceptance of the idea that a new and consistent way of providing personalized education would be beneficial and welcome. The diversity of today's student population requires it.

Algonquin's learners include young people just out of high school and mature students who already possess a wide range of knowledge and life experience. Our population mix includes not only Canadian students but also international students from more than 100 countries. The latter can have specific personalization needs. As well, we have numerous students with complex needs.



50.

Empowered  
People

## Highlights

 **17K**

17,000-sq.-ft.  
Student Central



**AC Dog Squad**

**8 DOGS** CREATED  
THE DOG SQUAD TEAM

**6 TIME**

**NATIONAL CAPITAL  
REGION TOP EMPLOYER  
AWARD RECIPIENT**



**2,745  
RESPONDENTS**

from the  
AC Community  
on smoke-free  
policy consultation



**2,500 EMPLOYEES**

ATTENDED **200**  
**BRIGHTSPACE WORKSHOPS**

**1<sup>ST</sup> March for Pride**

Algonquin College marched in the Pride Parade  
for the first time behind its new green fire truck

**300**

**EMPLOYEES RECEIVED  
WORKDAY TRAINING**

 **35,000**

courses migrated to the  
new **Brightspace Learning  
Management System** platform

**8K**

New 8,000-sq.-ft.  
**Employee Learning Exchange**



MANAGERS



TIMEKEEPERS



FINANCE-SUPPORT





## Practising our core values is key for our students, staff, and institution

### COLLEGE DOG SQUAD REPORTS FOR DUTY

After a year of planning, research, and consultation, Algonquin College inaugurated a dog therapy program in early 2019 to help students and employees manage stress levels.

The idea proved immediately popular. More than a dozen employees came forward in early January to volunteer their dogs for the project. And when the program officially began at the end of January, dozens of students and staff turned out to greet the animals — officially named the Dog Squad — with smiles and hugs.

“There is nothing like the company of a dog to take your cares away,” said President Cheryl Jensen in commending these “special new employees [to] join our Algonquin family.”

The program relies on employees willing to bring their dogs to work on a predetermined schedule. A professional animal trainer worked with the owners and their dogs to ensure their suitability as therapy dog teams. Two students were hired to act as therapy dog Student Ambassadors to assist owners and Dog Squad visitors during scheduled activities.

To ensure that the Dog Squad animals are not confused with service dogs people bring to the College’s campuses, the Dog Squad team will be clearly identified — green Dog Squad jackets for the dog and T-shirts for their owners.

Researchers have long known that students are subject to increased stress, especially those away from home for the first time. Studies show that providing them with access to therapy dogs can lower stress levels and help them adjust to college life.

For example, a 2016 University of British Columbia study found that first-year students subjected to an eight-week-long dog therapy program were better able to cope with homesickness and less inclined to drop out. They also appeared to perform better academically and derived greater satisfaction from their school experience.

With these benefits in mind, the College set up a committee in early 2018 to consider a therapy dog project. The committee queried Algonquin employees on their willingness to volunteer their pets for such a program. The request was met with enthusiasm. Numerous employees came forward to offer their canines — and themselves — for the Dog Squad.

Doug Wotherspoon, Vice President, Innovation and Strategy, whose chocolate lab *Burly* is a Dog Squad member, summed up the College’s hopes for the therapy dog program this way: “You can have the worst day, but it doesn’t mean a thing when you walk in the door and your dog is there to greet you.”





## Algonquin College goes smoke-free

*The first Ottawa-area post-secondary institution to be designated a Clean Air Campus at its three locations.*



### THE FIRST POST-SECONDARY INSTITUTION IN THE OTTAWA AREA TO BAN SMOKING ON ITS CAMPUSES

On January 1, after months of consultation, Algonquin College was designated a Clean Air Campus with the adoption of a permanent smoke-free policy on its three campuses. It was the first post-secondary institution in the Ottawa area to go smoke-free.

Algonquin had been examining such a policy for some time and planned to begin a consultation process in 2019 but altered its plans when it was announced in late September that cannabis would be treated the same as tobacco when it came to public consumption in Ontario.

Following the provincial decision, Algonquin moved quickly, adopting an interim smoke-free policy in mid-October.

Among College executives, “the feeling was pretty unanimous that we should put an interim policy in place,” said President Cheryl Jensen.

With the interim ban in place, the College began consulting stakeholders, including students and employees, about the use of tobacco products, cannabis, and electronic smoking devices on College property.

A November survey on the matter received considerable response. Some 2,745 people responded. A majority of respondents — 54 per cent — had a positive or neutral opinion on the policy. Some raised various issues — from how a smoking ban could be enforced and the potential for more cigarette litter to the pros and cons of designated smoking areas and what more could be done to support smokers.

The consultations concluded in December with a Smoke-Free Forum during which College officials went over the survey results and fielded questions.

Once the permanent ban was established, the College kept employees and students informed about how the smoke-free policy would work.

It also set up a website offering various resources, including maps of Campus boundaries, information on different smoking-cessation services, FAQs, and a contact email for those who had questions or wanted to comment.

### SIX-TIME NATIONAL CAPITAL REGION TOP EMPLOYER

Algonquin College’s four values are Caring, Learning, Integrity, and Respect, and over the years, the College has endeavoured to live up to those values. That effort was recognized once again when the College was selected as one of the National Capital Region’s Top 25 Employers.

Canada’s Top 100 Employers is an annual competition organized by Mediacorp Canada Inc., a publishing company that specializes in employment-related periodicals. The contest seeks to determine the best employers and exceptional workplaces on a national basis but also includes various regional contests, including one in the National Capital Region in which Algonquin is eligible to compete.

The College has earned a regional top employer award every year since 2014.

It is a designation that serves employees and students well. In the words of Diane McCutcheon, the College’s Vice President of Human Resources: “Algonquin College is an employer of choice, and that is to the benefit of our employees, our students, and our broader community.”

“By supporting employee development, service excellence, academic leadership, and resource management, we have created an environment that reflects our core College values.”

Those values are reflected in the reasons the competition judges gave in naming Algonquin College as a top employer:

- Algonquin College provides exceptional family-friendly benefits, including a full year of paid leave for mothers and parental leave top-up ranging between 35 and 37 weeks for fathers and adoptive parents. The College also offers them the option to extend their parental leave into an unpaid leave of absence and the convenience of onsite daycare upon their return;
- Algonquin College created a leadership development program for women in order to empower and better prepare female employees for future leadership opportunities and enhance awareness of the importance of women in leadership and gender equality; and
- Algonquin College helps employees prepare for the future with contributions to a defined benefit pension plan, retirement planning assistance, and phased-in work options for those nearing retirement.





## Providing tools and spaces to make the College a better place for both our students and our employees

### SEAMLESS SERVICE FOR BETTER LEARNING

Student Central opened its doors in October, fulfilling the goal of co-locating seven student services formerly scattered across the Ottawa Campus and transforming the delivery of these services.

The new \$7.23-million facility on the lower level of the DARE District brings together the Registrar's Office, Information Technology Services' Client Care Group, the International Education Centre, the Test Centre, Pathways and Prior Learning Assessment and Recognition, Academic Advising and Success, and the Students' Association Food Cupboard.

The 17,000-square-foot space incorporates features and amenities similar to those found elsewhere in the DARE District: the long lines of sight, maximization of available light, and the inclusion of Indigenous features and natural materials. In creating this space, the College worked to streamline access to essential services that help students succeed as they work to build new skills, networks, and careers.

Digital screens and service providers allow students to access services face to face and at self-help stations. The goal is to enable students to access the services they need seamlessly without having to queue in multiple lines.

For students who have to wait for service in periods of high demand, areas are provided where they can study until they meet with staff. Learner satisfaction data collection and a daily review of service metrics ensure the resident services respond to student demand in a focused and effective manner.

Student Central incorporates a dedicated community space adjacent to the International Education Centre offices for the more than 3,000 international students studying at the College. This and other public spaces are open 24/7 to make the most of their usefulness. On evenings, nights, and weekends, for instance, public service areas are available to students to gather and work.

The needs of the more than 120 employees were also front of mind in creating the space. Student Central's modern design ensures they have a bright and appealing work environment that encourages collaboration.

In practical terms, this means working together with the shared purpose of serving students better. As the College and technology change, employees are encouraged to play their part in Student Central's culture of continuous improvement.



Student Central transforms the delivery of essential services to our learners.



### NEW SOFTWARE IMPROVES SERVICES FOR EMPLOYEES

Algonquin College continued its digital transformation over 2018-2019 with the introduction of Workday, cloud-based Human Resources and Finance software.

Workday went live in early 2019, adding to the College's ongoing modernization initiatives to streamline operations and foster an environment of continuous improvement across its three campuses. Considered a best-in-class solution for Finance and Human Resources, Workday replaces legacy systems that were in some cases outdated and cumbersome to use.

The College ensured it was well prepared for the transition by providing an intensive classroom training program for more than 300 managers, timekeepers, and Finance-support employees. As well, other staff had ready access to online tutorials.

For our Finance Department, Workday provides support for payroll, financial reporting, accounts payable and receivable, and more. It also allows the department's employees ready access to data, automates numerous tasks, and frees busy staff to do value-added work.

For Human Resources, Workday's seamless, intuitive interface links the department's forms to all employees. It gives the latter more control to manage their personal information. For example, employees are now able to look up their benefits online on their phones, tablets, and computers. With Workday, however, employees have a single, centralized source available on a 24/7 basis where they can find out how much sick leave, vacation, or lieu time are owed to them — and it will all be up to date.

By streamlining these and other Human Resources functions, the department is better able to focus on service improvements in areas that require attention.

## 100+ students volunteered as Brightspace Ambassadors to assist their peers



### NEW PLATFORM IMPROVES THE CONNECTION BETWEEN STUDENTS AND FACULTY

Algonquin College replaced several Learning Management Systems (LMS) being used within the College with Brightspace, a cloud-based LMS from the Kitchener, Ont., company D2L.

The cross-College rollout in September 2018 was the successful outcome of months of preparatory work by a dedicated team, including a trial run in 12 courses in Spring 2018. Individuals from Learning and Teaching Services, the Centre for Continuing and Online Learning, Information Technology Services, and other departments played critical roles in the implementation of the new LMS.

Approximately 35,000 courses were migrated to the new platform from previous systems, and more than 1,500 faculty were trained on the new system. A schedule of daily weekday-morning meetings for team leaders and weekly LMS implementation group meetings ensured no problem went unnoticed or unresolved.

Training in the new system was systematically planned and provided by team members. Employee training workshops, online courses, and webinars were created and made readily accessible; drop-in support was provided for additional one-on-one assistance. More than 100 student volunteers were trained and deployed across the College as Brightspace Ambassadors to assist their peers, and more than 26,000 students accessed the online Brightspace Essentials course for students.

The final cost of the migration, training, and implementation of the new LMS totalled approximately \$750,000.

When students in the Spring courses were surveyed about their experience with Brightspace, the features highlighted most frequently were its ease of use and its reliability. Staff and student users have frequently noted this since the adoption of the LMS. But over time, it appears Brightspace's most practical feature might be its adaptability.

In keeping with its continuous improvement model, Brightspace is routinely optimized to make it more intuitive and efficient. Regular monthly updates and other smaller changes provide fixes, enhancements, and new features and content. Brightspace continues to evolve to meet user needs and ensure the longevity of the LMS in an ever-changing technological and educational environment.

## Teaching support, research and discovery, partnerships, and professional development

### EMPLOYEE LEARNING EXCHANGE

The Employee Learning Exchange, located on the first floor of the DARE District, opened in August 2018 and united four teams in a new centre for employee professional learning, collaboration, and service.

Learning and Teaching Services, the design studio team of the Centre for Continuing and Online Learning, the Centre for Organizational Learning, and members of the Information Technology Services' Client Care Group moved into the new space with a common goal: to meet the learning and teaching needs of full- and part-time employees.

The 8,000-square-foot facility was a full renovation under the larger DARE District mandate, completed at a cost of about \$2 million. It was created to offer learning and development opportunities for employees, including:

- Teaching support in varied, flexible ways that meet the individual needs of faculty;
- A hub for interdisciplinary partnerships among faculty, students, academic units, applied research, and support units;
- Exploration, discovery, and integration of existing and emerging educational and employee learning technologies, new pedagogical practices, evolving learning design ideas, and new learning spaces;
- Support of research, results dissemination, knowledge sharing, and best practices related to effective teaching, learning, and employee development;
- Partnerships with faculty, staff, students, and academic units to advance the design and delivery of high-quality learning experiences for face-to-face, hybrid, and online delivery modes;

- Professional development and learning for all employees, including ALEI (leadership series), Management Academy, Performance Institute, Leadership Mentoring, and Support Staff Academy; and
- A one-stop tech lounge for employees that provides expertise, including adoption support for College systems and programs such as Brightspace, Workday, Office 365, and Lynda.com.

The Employee Learning Exchange is more than a service hub. It has been designed to be a space where employees can gather to work on their own or in groups. There are workstations and classrooms or meeting rooms where employees can get away from day-to-day tasks and collaborate with their peers — and where better to place emphasis on innovation than in an institution of higher learning.



Employee Learning Exchange offers professional learning, collaboration, and service.



**ALGONQUIN ADOPTS 14-WEEK TEACHING TERM MODEL TO ADDRESS STUDENT HEALTH**

Concerns about student health and well-being are behind the College's intention to adopt a 14-week teaching term model in 2019-2020 and allow mid-term breaks in each term.

The move from the current 15-week term model grew out of Students' Association concerns about student success and mental health. Under the new term model, learners will be able to use the one-week breaks to complete assignments without the burden of additional work or exams or can take up volunteer initiatives and return to school refreshed. It is expected that student retention and success will improve.

The new Academic Calendar framework will give the College an opportunity to increase academic activity in the Spring/Summer term. As well, some students will eventually have the option of a more intensive education that will allow them to complete their coursework sooner.

Under the 14-week term model, faculty could be teaching up to 35 weeks; the mid-term breaks will provide them with a chance to catch their breath, do some marking, and take advantage of professional development opportunities.

**A PROUD PRIDE PARTICIPANT**

Algonquin College and the Algonquin College Students' Association participated in Ottawa's Capital Pride Parade for the first time in late August.

Almost 40 members of the College community, led by an Indigenous dancer, marched behind the school's fire truck — painted in College green and decorated with a rainbow swoosh for the occasion.

The choice to participate grew out of the annual priority-setting process of the Inclusion and Diversity Circle. With the support of the College Executive Team, representatives from Marketing, faculty, administrative staff, the Pride Centre, the Students' Association, and the Mamidosewin Centre, which serves to empower Indigenous students, worked together to ensure the College's appearance in the parade was a success.

President Cheryl Jensen highlighted the initiative in a video released before the parade, encouraging the College community to participate. "Our students are committed to creating a culture of inclusion for LGBTQ2S+ community on all three of our campuses — and so are our employees," she said. "It's part of our College values to care about others and also to respect them."



Forty members of the College community took part in Ottawa's annual Pride Parade.



Strategic Goals

8

**GOAL EIGHT**

Be recognized by our employees and the community as an exceptional place to work

**CORE BELIEF:**  
PEOPLE

**Definition**

Percentage of engaged employees as measured in the Employee Engagement Survey.

Raise Employee Engagement



56%



59%



56%

2018-2019 Benchmark

2018-2019 Target

2018-2019 Actual

62.

# Financial Sustainability

## Highlights



### PARTNERSHIPS & CITY BUILDING

**\$250,000**  
donated  
over  
5 years

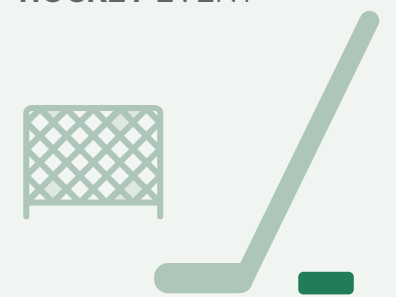
ALGONQUIN COLLEGE RECEIVED BY **EGG FARMERS OF ONTARIO** (to provide research and training opportunities in Hospitality and Tourism programs)



**6** Future of Health and Wellness Speaker Series events hosted on campus

**100**

**ALGONQUIN STUDENTS** IN VARIOUS PROGRAMS **VOLUNTEERED** FOR **ROGERS HOMETOWN HOCKEY EVENT**



**\$640K+**  
**DONATED**  
**OVER 4 YEARS**

by the Weston Family  
Scholarship for Skilled Trades







# Forward Thinking Partnerships, Collaboration, and Community

## PROUD TO PARTNER

With its forward-looking ethos, Algonquin College regularly seeks opportunities to enhance its students' learning experiences through partnerships with the wider community. The past year was no exception.

In late 2018, for example, executives with the Egg Farmers of Ontario visited the Ottawa Campus to announce a partnership with the College to build a state-of-the-art pastry lab and provide research and training opportunities for students and faculty in Algonquin's Hospitality and Tourism programs. The announcement came with a donation of \$250,000 over five years.

"We'd be proud to be involved with Algonquin College in any and every program we can be," Scott Graham, Chair of the Egg Farmers of Ontario, said in making the commitment.

Besides the creation of a pastry lab and the research potential, the partnership allows for the development of an annual food symposium and various special events.

The partnership will also reinforce the College's emphasis on experiential learning through collaboration in areas of applied research, promotion, and cooperative marketing projects, said Claude Brulé, Senior Vice President, Academic, noting that nearly 1,200 aspiring bakers, chefs, and cooks in Algonquin's programs acquire hands-on experience through job placement in restaurants, hotels, and other institutions.

The College expects an equally beneficial partnership with L-SPARK, Canada's leading Software-as-a-Service (SaaS) start-up accelerator.

Algonquin's School of Business signed an agreement with L-SPARK in early 2019 to provide the Ottawa-based technology company with space in the DARE District with a view to fostering innovative ideas and an entrepreneurial attitude among the school's students. In particular, the partnership gives Algonquin students access to potential co-ops and internships with companies supported by L-SPARK.

"We are excited to partner with L-SPARK, as we have long admired the great work they do in Ottawa and nationwide to support entrepreneurs," said David Donaldson, Dean of the School of Business.

L-SPARK executives echoed the sentiment. "L-SPARK recognized the value of providing experiential learning for entrepreneurship," said Executive Managing Director Leo Lax. "Algonquin College has a unique approach to building such skills."





## Partners providing awards, grants, and scholarships

### *Algonquin will support 165 trades students through the Weston Family Scholarship*



Skill-building was the watchword for another partnership — this one between Algonquin College and the W. Garfield Weston Foundation.

In August, the College announced that the Foundation will support 165 students over the next four years through the Weston Family Scholarship for Skilled Trades — to a total value of \$640,211. The awards are aimed at students, apprentices, and post-secondary institutions in the areas of manufacturing, construction, and transportation.

“We look forward to working with an institution of the size and dynamism of Algonquin College to help encourage even more Canadians to pursue valuable and long-lasting careers in the trades,” said Foundation Director Eliza Mitchell.

Over the past year, Algonquin also expanded its long-standing relationship with Siemens Canada.

In September, the College received a software grant from Siemens PLM Software, a leading global provider of product life-cycle management software and

services. The software can be used as a learning tool to simulate 3D models and configure the best use of everything from vehicles and products to buildings.

This latest grant reinforces the College’s ongoing partnership with Siemens through cutting-edge academic programming that prepares students for advanced manufacturing jobs and energy-efficiency services that reduced Algonquin’s energy costs.

Finally, in January, Algonquin College announced a ground-breaking new partnership with three other Ontario colleges — Northern College, Sault College, and Lambton College — to create a framework of collaboration in areas of applied education.

Under the agreement, the four colleges will work together on academic training and administrative processes to provide new opportunities for students at these institutions.

President Cheryl Jensen characterized the partnership as allowing “each institution to play to its own strengths to the benefit of all.”

### EDUCATION CITY PROMOTES COLLABORATIVE LEARNING

In a speech in late 2018, President Cheryl Jensen spoke of the need for educators to be “architects of the future.” The challenge facing post-secondary institutions like Algonquin, she said, is to “match the skills of the future to the learners of the future.”

The recently established Education City initiative exemplifies this orientation to the future. It involves Ottawa’s four major post-secondary institutions — Algonquin College, Carleton University, the University of Ottawa, and La Cité — in a bilingual collaborative effort at education reform.

The Ontario government provided \$800,000 in seed funding for this two-year pilot project. It was formally launched in 2018 after a series of meetings between the four institutions. The colleges and universities will jointly develop new ways of teaching, research, and community engagement to help students better prepare for careers in a rapidly changing job market.

This effort recognizes that a more flexible approach to education enhances employability, fosters entrepreneurship, and provides students with the means to gain the lifelong learning skills they need to deal with changing societal and workforce requirements.

As President Jensen put it in her speech: “Let’s be architects of the future for us, for our students, and for the future of Ottawa and the province.”

Algonquin College already collaborates with other institutions, including a joint Bachelor of Information Technology program with Carleton University and a joint Bachelor of Science in Nursing program with the University of Ottawa.

Education City seeks to expand and strengthen these partnerships to develop more integrated academic programs and research partnerships and to create an educational environment that delivers the personalized education students need to navigate their career pathways.

In Fall 2018, La Cité hosted a conference to consider how the four institutions, as well as community organizations and local businesses, might work together to achieve this purpose. Collaborative possibilities included:

- Make it easier for students to personalize their educational programs by providing access to more courses at different colleges and universities;
- Set up community research workshops where businesses, government agencies, and not-for-profit groups can seek expert help from faculty and students at these institutions;
- Find ways to support Indigenous institutions to improve educational opportunities for Indigenous students;
- Improve opportunities for disabled students to acquire skills that would enhance their employability and entrepreneurial skills;
- Explore ways for the colleges and universities to collaborate on the provision of administrative services in such areas as cybersecurity, data storage and protection, communications, human resources, and library resources; and
- Brand Ottawa as a destination city for education and for supporting international students when they arrive in Canada.

The Education City initiative reflects the reality that Canada’s labour market is experiencing rapid change as new technologies such as artificial intelligence, robotics, and automation alter both the economic landscape and the work environment. As these changes accelerate, the country’s workforce will need regular retooling.

The Education City group recognizes that in such an environment, it is vital for post-secondary institutions to develop new approaches to education. Students need to possess the knowledge and skills that will gain them immediate employment but must also accept that they will constantly have to upgrade and adapt their skills to deal with changing circumstances.



**BUILDING FOR THE GREATER GOOD**

**Hometown Hockey**

Algonquin College makes every effort to ensure that its educational function serves the wider community. We think of this as “city-building.”

During 2018-2019, the College enhanced its city-building role in a number of ways and through various venues — from television commercials to speaking engagements to hockey games.

In early November, for example, the College took a turn on the national stage when it hosted Rogers Hometown Hockey on its Ottawa Campus.

From minor hockey teams to hockey fans to families, the weekend event gave our community, adults and children, a chance to see our campus first-hand and take part in numerous hockey-related activities. More than 8,000 people attended the free family festival.

Close to 100 Algonquin College students were involved through hands-on learning experiences, volunteer positions, and part-time employment. Students in Culinary, Journalism, Broadcasting, Event Management, and Sports Business Management had the opportunity to gain experience related to their coursework.

“It’s given me some good insight into what working in the industry is really like,” said Ryan Lackey, a first-year student in the Culinary Management program involved in preparing a special brunch at the College’s Restaurant International.

Celebrity sports announcers Ron MacLean and Tara Slone were on site to mix and mingle in several events.

The two celebrity announcers put Algonquin College on a national stage when they broadcast a hockey game live from the Campus.



Algonquin College national brand commercial

**Brand Presence**

Speaking of sports, the College has enjoyed great success with its “Changing Lives” advertisement, a high-level commercial that aired widely on television and on our social media channels.

The 60-second spot offered a light, bright, and sophisticated brand narrative depicting Algonquin settings, along with a motivational script aimed at inspiring the audience and giving them a taste of the College’s programs.

The commercial, which was designed to align with Algonquin’s catchment area, aired on TSN during Ottawa Senators’ home games, on social media, and on our campuses’ digital screens.

The metrics for this branding effort were impressive. An estimated 235,000 viewers saw the CTV spot. The commercial, both the single one-minute spot and the single 30-second spot, appeared on TSN during the last 20 games of the 2018-2019 season.

According to TSN, the network has three million subscribers in the Ottawa Senators’ catchment area.

To ensure consistent timing, the video was posted simultaneously on social media, including Facebook, Twitter, Instagram, and LinkedIn, as soon as the commercial aired. The advertisement quickly became the College’s most-watched video, approaching 100,000 views across the four platforms.

It continues to play on screens at all three campuses.

**Indigenous Voice**

Ron (Deganadus) McLester, Algonquin’s Vice President, Truth, Reconciliation & Indigenization, engaged in another kind of branding on behalf of the College.

In early March 2019, McLester joined members of the Ottawa community at Library and Archives Canada for a consultation on plans for Ottawa’s new library.

McLester addressed the need for Indigenous engagement in the building of the new facility, urging the inclusion of Indigenous culture and tradition in its construction.

“A lot of excitement for Indigenous inclusion that we will ensure goes into the brand new library,” he said afterwards on Twitter.



Ottawa Mayor Jim Watson, President Cheryl Jensen, and Vice President, Student Services, Laura Stanbra.

**LRT Naming**

Ottawa Mayor Jim Watson made sure to include the College in his State of the City Address in late January when he revealed a proposal that the future Ottawa Campus LRT station be named Algonquin Station.

“At the request of Algonquin College, we will be proposing that Baseline Station be renamed Algonquin Station,” he said. “This makes perfect sense, given Algonquin’s recognition as one of our city’s respected post-secondary institutions and its role as a major hub in the west end.”

**TALKING HEALTH**

The Future of Health and Wellness Speaker Series, co-sponsored by Algonquin College and the Champlain Local Health Integration Network, has become increasingly popular since it began in late 2015.

The events, which occur about every two months during the Fall and Winter semesters, invite prominent professionals to address health-related subjects. The breakfast sessions are often attended by local, provincial, and federal politicians.

This past year saw six speakers discuss various health-and-wellness topics:

- **Dr. Vera Etches,** Chief Medical Officer of Health for Ottawa
- **Julie Drury,** Chair of the Patient and Family Advisory Council for the Ontario Ministry of Health and Long-Term Care
- **Dr. Reuben Devlin,** Special Advisor, Chair of the Premier’s Council on Improving Health Care and Ending Hallway Medicine
- **William Charnetski,** Chief Health Innovation Strategist, Ontario Ministry of Health and Long-Term Care
- **Stéphane Giguère,** Chief Executive Officer, Ottawa Community Housing
- **André Picard,** Health Columnist, *The Globe and Mail*



## Strategic Goals

5

**GOAL FIVE**  
Enhance Algonquin's financial sustainability

**CORE BELIEF:**  
SUSTAINABLE

**Definition**

Operating revenues less operating expenditures on a modified cash flow basis.

Net Contribution %  
Net Contribution \$



\$5.6M



-\$5.5M



\$15M

6

**GOAL SIX**  
Improve Algonquin's stewardship of the environment

**CORE BELIEF:**  
SUSTAINABLE

**Definition**

Percentage reduction of greenhouse gas emissions.

Reduce Algonquin's Greenhouse Gas Emissions

N/A



5.0%



0.15%\*

\* The College did not meet the 5% target due to technical challenges in implementing the Moving to Net Zero – Solar Photovoltaic Plan project; this project will be in operation by Q3 of FY 2020

7

**GOAL SEVEN**  
Advance Algonquin's journey toward truth and reconciliation

**CORE BELIEF:**  
SUSTAINABLE

**Definition**

Indigenous initiatives included: workshops, blanket excercises, playback sessions, town halls, department and unit presentations.

Grow Student, Employee and Community Member Participation in Indigenization

N/A

Benchmark to be established



1,112

2018-2019 Benchmark

2018-2019 Target

2018-2019 Actual

*With its forward-looking ethos, Algonquin College regularly seeks opportunities to enhance its students' learning experiences through partnerships with the wider community.*



72.

# AC Foundation

## Highlights



### DONATIONS, AWARDS, BURSARIES, SCHOLARSHIPS

**\$3.1M**  
received from  
donor support

**\$75,000**  
received from the  
**Lord Stanley Monument Inc.  
Scholarship**  
for Sport Business Management  
program in School of Business



**\$121,750 worth of art** donated to  
College from a local family collection

**1,035**  
awards  
bursaries  
and scholarships

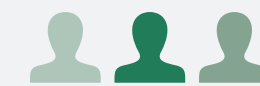
**\$150K**  
INVESTED  
BY RBC

through the Future Launch  
Program for a pilot  
Peer-to-Peer Co-op  
Mentorship Program



**42**

NEW ANNUAL  
ENDOWED **BURSARIES,**  
**SCHOLARSHIPS AND**  
**AWARDS** CREATED  
IN 2018-2019



**1M+**  
Total distributed  
to support students





# Algonquin's Foundation of Success

## STUDENT SUCCESS

Student success is everyone's responsibility, and our donors and community partners play a pivotal role in transforming hopes and dreams into lifelong success.

The Algonquin College Foundation Board of Directors and the Foundation team work with donors to inspire philanthropy that ignites charitable giving and investment in future generations. The Foundation accomplishes this by raising funds for scholarships, bursaries, awards, capital projects, and instructional program equipment that provide accessible quality education.

The Foundation continues to be positioned to meet the ever-changing industry and community demands, along with our donors and industry partners. This work is greatly aided by the generosity of our donors and alumni, who continue to inspire us in our efforts.

This past fiscal year our donors gave more than \$3.1 million to meet the priority needs of the College and our students.

- In October 2018, the Algonquin College Foundation received a generous donation of 36 pieces of art valued at \$121,750 from a local family collection. The artwork includes pieces from three accomplished local artists: Philip Craig, Bruce Heggveit, and award-winning Indigenous artist and former Algonquin College student, the late Leo Yerxa. Leo won the Governor General's Award for English Children's Literature — Illustration in 2006.

- The RBC Foundation invested \$150,000 through the Future Launch Program for the pilot Peer-to-Peer Co-op Mentorship Program. This pilot program began in mid-January 2019, hiring and training Algonquin College co-op students who had already had a successful co-op experience. The program will provide dedicated individual outreach and group support to more than 300 students.
- The College was the recipient of the Lord Stanley Monument Inc. Scholarship, valued at \$75,000. The monies will generate academic scholarships in perpetuity to students studying in the Sport Business Management program in the School of Business.



Lord Stanley Monument Inc. Scholarship



## The success of our Alumni inspires the College as an institution to continue to strive for the best

### 50TH ANNIVERSARY GALA

To cap off Algonquin College's 50th Anniversary celebrations, the College Foundation hosted the 50th Anniversary Gala, "A Walk Through the Ages," on May 3, 2018.

The fundraising event, which attracted more than 350 guests, was staged in the Student Commons with its three-storey atrium. This distinctive setting provided space for well-known alumni chefs to set up food stations featuring their cuisine favourites while prominent broadcasting alumni served as emcees and hosts.

Algonquin alumni artists provided musical accompaniment for the event. Guests indulged in nostalgia with a recreated bar from the College's early years and toured a walk-through-the-ages space decorated with memorabilia from the institution's 50-year history.

### AWARDS, BURSARIES, AND SCHOLARSHIPS

During this past year, 1,035 awards, bursaries, and scholarships, totalling \$1,088,282, were distributed to support students. A total of 42 new annual and endowed bursaries, scholarships, and awards were created in 2018-2019.

### AC ALUMNI AT WORK

Walk into any company, organization, or institution across Eastern Ontario, and the odds are you will see an Algonquin College graduate. Everyone at the College takes great pride in the contributions that Algonquin alumni make every day.

That's why the Algonquin College Alumni & Friends Network launched the Alumni at Work initiative, a program to engage with our former students and say thank you to the employers who hire them.

During these events, the Alumni & Friends Network visits workplaces around Eastern Ontario to connect with alumni and hear their success stories. AC Alumni at Work visits this past year included Assent Compliance, Amsted Design-Build, Capital Game Hub, Coughlin and Associates, Orangutech, Bonnechere Manor, and Miramichi Lodge.

### ALUMNI OF DISTINCTION AWARDS GALA

The Alumni & Friends Network proudly stewards the College's relationships with our alumni family. Since 2017, this has included celebrating Algonquin College graduates who have enjoyed outstanding career success and have demonstrated exemplary community contributions at the annual Alumni of Distinction Awards Gala. Details of the gala can be read on page 42.



Donna Dooher, Alumni of Distinction recipient.



Alumni of Distinction Awards Gala

## Strategic Goals

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### GOAL FOUR

Become an integral partner to our alumni and employers

CORE BELIEF:  
CONNECTED

### Definition

Number of Alumni with contactable data with whom the College interacts:

- On-campus (meetings, visits, committees, lectures/panels, events)
- Off-campus (meetings, events, activities, ad hoc discussions)
- Donations, pledges or sponsorship
- College initiated outreach (feature story, award nomination, etc.)
- Alumni Customer Service — interaction from alumni through web, twitter, LinkedIn, phone, drop in when they are looking for information or support

Improve Alumni Engagement



10,800



12,960



13,424

2018-2019 Benchmark

2018-2019 Target

2018-2019 Actual

## Year Ended March 31, 2019

The Audited Consolidated Financial Statements are part of the public record and are made available on the College website.

[algonquincollege.com/reports](http://algonquincollege.com/reports)

### REVENUE

Grants and reimbursements	\$	116,336
Student tuition fees		143,914
Contract educational services		40,297
Campus services		37,188
Other		23,730
Amortization of deferred capital contributions		7,366
	<b>\$</b>	<b>368,831</b>

### EXPENSES

Salaries and benefits	\$	198,191
Building maintenance and utilities		24,947
Instructional supplies and equipment		6,616
Bursaries and other student aid		7,963
Interest		770
Amortization and write-down of capital assets		18,216
Campus services		28,813
Other		68,096
<b>SUBTOTAL</b>		
Changes in vacation, sick leave, and post-employment benefits liabilities	\$	259
	<b>\$</b>	<b>353,871</b>
Excess of revenue over expenses	\$	14,960



## Across Ontario, nominees are put forward to the Ministry of Advanced Education and Skills Development based on a skills matrix and assesment

As of October 1, 2010, in accordance with amendments to Ontario Regulation 34/03, one-third of the College's external members of the Board of Governors are to be appointed by the Lieutenant Governor in Council (LGIC) and two-thirds by the College Board. Colleges forward requests to the Colleges Unit of the Ministry of Advanced Education and Skills Development (MAESD) with three nominees for each vacant position to be filled as an appointee. Across Ontario, nominees are put forward to MAESD based on a skills matrix and an assessment that includes qualifying interviews (which evaluate skills and willingness to serve, and review role expectations and responsibilities). Members of the public interested in serving on a college board may submit their names directly to the Public Appointment Secretariat (PAS) or by contacting Ontario colleges directly for their consideration.

### BOARD OF GOVERNORS 2018-2019

Name	Title	First Elected	Maximum Term of Service
Nadeau, Peter	Board Chair	Sept. 1, 2013	Aug. 31, 2019
Brockbank, James	Vice Chair	Sept. 1, 2014	Aug. 31, 2020
Jensen, Cheryl	President and Chief Executive Officer		
Robblee, Dr., James	Chair, Governance Committee	Sept. 1, 2014	Aug. 31, 2020
Sample, Kelly	Vice Chair, Audit and Risk Management Officer	Sept. 1, 2013	Aug. 31, 2019
Barkhouse, Steve	Governor	Sept. 1, 2017	Aug. 31, 2020
Beck, Gail Maureen	Governor	Sept. 1, 2017	Aug. 31, 2020
Darwin, Jeff	Governor	Sept. 1, 2018	Aug. 31, 2021
DeFrancesco, Enrico	Faulty Representative	Sept. 1, 2018	Aug. 31, 2021
Johnson, Wayne	Governor	Sept. 1, 2018	Aug. 31, 2021
Lawrence, Audrey-Claire	Governor	Sept. 1, 2017	Aug. 31, 2020
McKelvie, Cyril	Governor	Sept. 1, 2017	Aug. 31, 2020
McLaren, Jay	Governor	Sept. 1, 2016	Aug. 31, 2022
Paudel, Shubham	Student Representative	Sept. 1, 2018	Spring 2019

### BOARD OF GOVERNORS 2018-2019 (CONT'D)

Name	Title	First Elected	Maximum Term of Service
Sayah-Hoareau, Valerie	Support Staff Representative	Sept. 1, 2017	Spring 2020
Stanton, Krisha	Administrative Staff Representative	Sept. 1, 2017	Spring 2020
Waters, Michael	Governor	Sept. 1, 2018	Aug. 31, 2019

### AC FOUNDATION BOARD OF DIRECTORS 2018-2019

Name	Title
Executive Committee	
Jensen, Cheryl	President and Chief Executive Officer
Wilson, Rodney	Chair
Turner, Jeff	Vice Chair <i>Alumnus</i>
Vanier, Rod	Secretary
McNair, Duane	Treasurer
Lee, Richard	Chair, Alumni and Friends Network Advisory Committee <i>Alumnus</i>
Directors	
Brambles, Ashley	Director
Darwin, Jeff	Board of Governor Representative <i>Alumnus</i>
Hammond, Cheryl	Director <i>Alumna</i>
Keeley, Edward	Director
O'Byrne, Michael	Director <i>Alumnus</i>
Owens, John	Director, Past Chair <i>Alumnus</i>
Siele, Denise	Director
Simon, Deijanelle	Students' Association Representative
Sterling, Karen	Director
Tessier, Christina	Director <i>Alumna</i>
Tivy, Randy	Director

## BOARD MEMBERS AND SENIOR MANAGEMENT

### ALUMNI AND FRIENDS NETWORKS ADVISORY COMMITTEE 2018-2019

Name	Title
Bawa, Jaiveer Singh	Project Manager, Architecture49 Inc. <i>Alumnus</i>
Bowen, Rena	Nursing Inspector at Ontario Ministry of Health and Long-Term Care <i>Alumna</i>
Cummings, Gillian	Grow Studios <i>Alumna</i>
Gauthier, Michel	President, Gardens Ottawa <i>Alumnus</i>
Gervais, Maurice	Manager, Bradford Construction <i>Alumnus</i>
Lee, Richard	Chair, Alumni Advisory Committee Founder and CMO, Lee & Associates <i>Alumnus</i>
Prescott, Kathy	Software Support Specialist, Renfrew County District School Board <i>Alumna</i>

### AC EXECUTIVE TEAM 2018-2019

Name	Title
Jensen, Cheryl	President and Chief Executive Officer
Brulé, Claude	Senior Vice President, Academic
McNair, Duane	Vice President, Finance and Administration
Perry, Grant	Vice President, Finance and Administration (Acting, Jan. - Apr., 2019)
Stanbra, Laura	Vice President, Student Services
McCutcheon, Diane	Vice President, Human Resources
McLester (Deganadus), Ron	Vice President, Truth, Reconciliation and Indigenization
Wotherspoon, Doug	Vice President, Innovation and Strategy
Anderson, Scott	Executive Director, Communications, Marketing, and External Relations (Until Jan., 2019)
McDougall, Tracy	Director, Office of the President

### AC LEADERSHIP TEAM 2018-2019

Name	Title
<b>President</b>	
Jensen, Cheryl	President and Chief Executive Officer
<b>Senior Vice President</b>	
Brulé, Claude	Academic
<b>Vice Presidents</b>	
McNair, Duane	Finance and Administration
McCutcheon, Diane	Human Resources
McLester (Deganadus), Ron	Truth, Reconciliation and Indigenization
Stanbra, Laura	Student Services
Wotherspoon, Doug	Innovation and Strategy
<b>Executive Directors</b>	
Anderson, Scott	Communications, Marketing and External Relations (Until Jan., 2019)
Leduc, Mark	Academic Operations and Planning
<b>Chief Digital Officer</b>	
Pollock, Lois	Chief Digital Officer
<b>Directors</b>	
Bridgstock, Ben	Director, Student Support Services
Brownlee, Brent	Campus Services
Bonang, Colin	Risk Management
Halguin-Pando, Christina	Partnerships, Applied Research, Innovation and Entrepreneurship
Langevin, Erin	Labour Relations
McDonnell, Alanna	Marketing
McDougall, Tracy	President's Office



## BOARD MEMBERS AND SENIOR MANAGEMENT

### AC LEADERSHIP TEAM 2018-2019 (CONT'D)

Name	Title
<b>Directors</b>	
Mulvey, Ernest	Internal Education Centre
O'Bonsawin, André	Indigenous Initiatives, Manager
Pearson, Krista	Registrar
Perry, Grant	Finance and Administrative Services
Ranieri, Joe	Business Development
Schonewille, Todd	Physical Resources
Styles, Shelley	Student Support Services
<b>Deans</b>	
Bramburger, Jamie	Algonquin College in the Ottawa Valley (Acting Jan. - Mar., 2019)
Cusson, Margaret	Academic Development
Davies, Karen	Algonquin College in the Ottawa Valley (Until Dec. 2018)
Devey, Patrick	Centre for Continuing and Online Learning
Donaldson, Dave	School of Business
Foulds, Barb	Faculty of Health, Public Safety and Community Studies
Hahn, Chris	Algonquin Heritage Institute
Heaton, Robyn	Faculty of Arts, Media and Design
Janzen, Chris	Faculty of Technology and Trades
Kyte, Jim	School of Hospitality and Tourism

### CHAIRS COUNCIL 2018-2019

Name	Title
<b>Membership</b>	
Brulé, Claude	Council Chair
Makila, Nancy	Office of the Senior Vice President, Academic
Grammatikakis, Mary	Council Co-Chair
Farbod, Karimi	Council Co-Chair

### CHAIRS COUNCIL 2018-2019 (CONT'D)

Name	Title
<b>Chairs and Academic Members</b>	
Rldgeway, Leigh	General Arts and Science
Fraser, Sherryl	Design Studies
Pihlainen, Dan	Media Studies
Seymour, Keith	Management Studies
Grammatikakis, Mary	Financial, Accounting, and Legal Studies
Surman, Kerry	Business Administration — Core Service Courses
Root, Katherine	Marketing, Entrepreneurship and Office Studies
Munroe, Sara	Heritage Institute (Perth)
Stitt-Cavanaugh, Erin	Allied Health
McCormick, Sandra	Wellness and Innovation
Tosh, Marlene	Nursing Studies
Trakalo, Jane	Community Studies
Cohen, Laura	Police and Public Safety Institute
Hall, Sarah	Business, Technology, and Outdoor Training (Pembroke)
Reiche, Linda	Health and Community Studies (Pembroke)
Deveau, David	Language Studies
Tarnowski, Michael	Hospitality and Tourism
Bakogee, Michael	Culinary Arts
Shane, Adam	Applied Science and Environmental Technology
Thibodeau, David	Mechanical and Transportation Technologies
Brancatelli, Sandra	Information and Communications Technologies — Applications and Programming
McCarthy, Chris	Information and Communications Technologies — Security Systems and Networking
Barr, Shaun	Construction Trades and Building Systems
Marois, Eric	Architecture, Civil and Building Sciences
Karimi, Farbod	Learning and Teaching Services
DeVries, Jessica	Academic Development
Ramsay, Claire	Academic Access Centre

## Good Standing

For the period April 1, 2018, to March 31, 2019, as specified in the Minister’s Binding Policy Directive on the Framework for Programs of Instruction, which sets out college program advertising and marketing guidelines, Algonquin College has received no complaints from its students regarding advertising and marketing of College programs.

Nature of Complaint	Date Received	How Resolved or Addressed	Date Resolution Communicated to Student	Working Days to Resolve
NIL	NIL	NIL	NIL	NIL

### COMPLIANCE

The Communications, Marketing and External Relations department ensures the community is aware of events and announcements through media relations, internal communications, and advocacy with government representatives. The department promotes corporate and employee events that are often open to students, businesses, and community stakeholders, including the opening of new buildings, keynote speakers and executive town halls, coffee breaks, breakfasts, and barbecues. Communications with the student body are achieved through a variety of means, including email and announcements in the Algonquin College Student Information System and the Learning Management System. The department coordinates the production of corporate documents to meet the provincial government’s governance and accountability requirements, such as the Annual Report.

The Algonquin College Marketing department actively builds and enhances the Algonquin College brand and profile inside and outside the College doors. With traditional print and outdoor advertising and the latest in digital technologies, the department generates and qualifies leads. The Recruitment department keeps close ties with contacts across regional secondary schools and community groups by holding open houses, off-site presentations, on-campus visits, tours, and outbound calling to reach those interested in our College. In compliance with the Responsibilities of the Board (BGI-01, 2-5), the Algonquin College Board of Governors agrees that the College communications with students, business, community stakeholders, and the Ontario provincial government have been ongoing and effective through 2018–2019.

The Board of Governors agrees that the College has operated in accordance with legal and regulatory requirements through the 2018–2019 fiscal year in compliance with the Responsibilities of the Board (BGI-01, 2-6).

*The Algonquin College Marketing department actively builds and enhances the Algonquin College brand and profile inside and outside the College doors.*



## Providing a means for College students and staff to offer advice to the College President

The Ministry of Advanced Education and Skills Development requires the Algonquin College Board of Governors to establish an advisory College council, known as the College Academic Council. The College Academic Council provides a means for College students and staff to offer advice to the College President on matters they deem important to their constituents. The College Board of Governors ensures that the structure, composition, terms of reference, and procedures for the council are established by law. The College Academic Council Report 2017-2018 will constitute part of the public record, and as such, with governance approval, will be made available in full on the College website at [algonquincollege.com/reports](http://algonquincollege.com/reports).

### COLLEGE ACADEMIC COUNCIL MEMBERSHIP 2018-2019

Title	Name	First Elected	Maximum Term of Service
Chair	Judy Puritt	Sept. 2016	Sept. 2020
<b>Academic Staff</b>			
Algonquin Centre for Construction Excellence	William Roberts	Sept. 2018	Aug. 2020
School of Advanced Technology	Martin Lee	Sept. 2018	Aug. 2020
School of Business	Judy Puritt	Sept. 2016	Aug. 2020
School of Health and Community Studies	Judy Flieler	Sept. 2015	Aug. 2019
School of Hospitality and Tourism	Tara Ettinger	Sept. 2017	Aug. 2019
School of Media and Design	Jodi Tilley	Sept. 2018	Aug. 2020
General Arts and Science	Jonathan Parker	Sept. 2016	Aug. 2020
Language Institute	Carl O'Toole	Sept. 2018	Aug. 2020
Police and Public Safety Institute	Sharleen Conrad-Beatty	Sept. 2017	Aug. 2019
Algonquin College in the Ottawa Valley	Frank Christinck	Sept. 2016	Aug. 2020
Academic Access Centre	Karen Carr	Sept. 2018	Aug. 2020
Counsellors	Karen Barclay-Matheson	Sept. 2017	Aug. 2019
Librarians	Maureen Sheppard	Sept. 2018	Aug. 2020

### COLLEGE ACADEMIC COUNCIL MEMBERSHIP 2018-2019 (CONT'D)

Title	Name	First Elected	Maximum Term of Service
Support Staff	Lisa Lamb	Sept. 2017	Sept. 2019
Centre for Organizational Learning	Rebecca Volk	Sept. 2014	Aug. 2019
Past Chair	Steve Neuman	Sept. 2018	Aug. 2019
Dean — Faculty of Arts, Media and Design	Robyn Heaton	Sept. 2018	Aug. 2020
Chair — Allied Health	Erin Stitt-Cavanagh	Sept. 2018	Aug. 2020
<b>Students</b>			
President, Students' Association	Deijanelle Simon	May 2018	Apr. 2019
Director, Students' Association	Karl Houlihan	May 2018	Apr. 2019
Director, Students' Association	Madeleine Mei	May 2018	Apr. 2019
<b>Executive Office Members</b>			
Senior Vice President, Academic	Claude Brulé		
Vice President, Student Services	Laura Stanbra		
Registrar	Krista Pearson		

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## advising members

to provide a means for College students and employees to offer advice to the College President on matters they deem of reference, and procedures for the council are established by law.

## The relationship between the ministry and the institutions

Each of Ontario's 45 publicly funded universities and colleges has an agreement highlighting institutional priorities for the period 2017–2020. These are called Strategic Mandate Agreements.

The agreements help promote student success and institutional excellence. They encourage institutions to work with government to help build a highly skilled workforce and also put an emphasis on collaboration and openness. They focus on each institution's strengths to enhance quality and outcomes, as well as planned enrolment growth and financial sustainability.<sup>1</sup>

The Strategic Mandate Agreement between the Ministry of Advanced Education and Skills Development and Algonquin College outlines the role the College currently performs in Ontario's post-secondary education system and how it will build on its current strengths to achieve its vision and help drive system-wide objectives and government priorities.<sup>2</sup>

The term of the Strategic Mandate Agreement is from April 1, 2017 to March 31, 2020.

The Strategic Mandate Agreement represents Algonquin's vision, aspirations and priorities for excellence in the student experience, teaching and learning, access and equity, applied research, and innovation, economic development and community engagement. It also outlines current and future areas of program strength, enrolment plans, financial sustainability measures as well as institutional collaborations and partnerships.

Algonquin's aspirations are focused on the following key areas:

- **Polytechnic Education:** Algonquin College will work with the Province of Ontario and the Ontario College sector to define itself as a polytechnic;
- **Digital Leadership and Personalized Learning:** Algonquin knows technology advances in innovation drive changes in the nature of work;
- **Leadership in Work Integrated Learning/Co-op:** Algonquin College intends to be recognized for its commitment to co-operative education;
- **A Destination of Choice for Indigenous Students:** Algonquin College will support Canada's journey toward truth and reconciliation with Indigenous peoples; and
- **The Algonquin College Centre for Excellence in Health Education:** Algonquin will create the Algonquin College Centre for Excellence in Health Education — a community-integrated learning and innovation community hub.

An example of institutional collaboration is the partnerships between Algonquin College, Carleton University, La Cité, and the University of Ottawa to establish the "Education City with a Capital Advantage." This unique pilot project will foster a learner-driven partnership that focuses on personalized education delivery and career pathways to help students develop the skills necessary to satisfy the needs of the job market in Ottawa and eastern Ontario.

For more information regarding the Algonquin College Strategic Mandate Agreement, please view the full report at [ontario.ca/page/2017-20-strategic-mandate-agreement-algonquin-college-applied-arts-and-technology](https://ontario.ca/page/2017-20-strategic-mandate-agreement-algonquin-college-applied-arts-and-technology).

1. [ontario.ca/page/college-and-university-strategic-mandate-agreements-2017-2020](https://ontario.ca/page/college-and-university-strategic-mandate-agreements-2017-2020)  
2. Algonquin College Strategic Mandate Agreement 2017-2020



Algonquin College enjoyed visits from several government officials, both domestic and international, during 2018-2019.

Among our visitors were:

- Dr. Merrilee Fullerton, Member of Provincial Parliament for Kanata-Carleton and Minister of Training, Colleges and Universities;
- Lisa MacLeod, Member of Provincial Parliament for Nepean and Minister of Children, Community and Social Services, and Minister Responsible for Women's Issues;
- Jeremy Roberts, Member of Provincial Parliament for Ottawa West-Nepean;
- Amarjeet Sohi, Member of Parliament for Edmonton Mill Woods and federal Minister of Natural Resources;
- Anita Vandenbeld, Member of Parliament for Ottawa West-Nepean;
- Bob Chiarelli, former Member of Provincial Parliament for Ottawa West-Nepean and Minister of Public Infrastructure and Renewal;
- Dr. Reuben Devlin, Special Advisor, Chair of the Premier's Council on Improving Health Care and Ending Hallway Medicine;
- Aneeta Bains, Ontario's Chief Digital Officer and Assistant Deputy Minister, Digital Transformation Service Sector;
- Susan Le Jeune d'Allegre, British High Commissioner to Canada;
- Ottawa Mayor Jim Watson;
- Anja Karliczek, German Federal Minister of Education and Research, and Sabine Sparwasser, the German Ambassador to Canada; and
- Dionisio Arturo Pérez-Jácome Friscione, Mexican Ambassador to Canada.



## INFORMATION

### Future Students

[algonquincollege.com/future-students](http://algonquincollege.com/future-students)

### Parents

[algonquincollege.com/future-students/parents-guardians](http://algonquincollege.com/future-students/parents-guardians)

### Counsellors

[algonquincollege.com/future-students/teachers-counsellors](http://algonquincollege.com/future-students/teachers-counsellors)

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