



Changing Lives

ANNUAL REPORT  
**2022-2023**

Becoming Again

## Land Acknowledgement

Algonquin College campuses (Ottawa, Pembroke and Perth) are located on the traditional unceded, unsundered territory of the Anishinaabe Algonquin People. The Algonquin People have inhabited and cared for these lands long before today. We take this time to show our gratitude and respect to them, and to the land for all that it provides us: trees to give shade, water and food to sustain us and paths to connect us. As a post-secondary institution, we embrace the responsibility to help ensure that the next generations of land stewards are respectful and grateful for the bounty of this land on which we all live, work, play and study.

We commit to continue to explore and make meaningful contributions to the Calls to Action that resulted from the Truth and Reconciliation Commission of Canada.

Mission

To transform hopes and dreams into lifelong success

Vision

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

Values

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



**325 PROGRAMS**

## Delivery Methods

**70**  
are offered  
part-time online

**16**  
are apprenticeship  
programs

**26**  
are offered  
full-time online

**57**  
offer cooperative  
education

**75** College Certificates

**49** Ontario College Certificates

**73** Ontario College Diplomas

**28** Ontario College Advanced Diplomas

**69** Ontario College Graduate Certificates

**16** Bachelor's Degrees

**6** Collaborative Degrees

**6** PCPP - Ontario College Diplomas

**3** PCPP - Ontario College Graduate Certificate



## STUDENTS

These categories reflect the 2022 Fall Term only due to the amount of student overlap in the 2022 Spring Term, 2022 Fall Term and 2023 Winter Term.

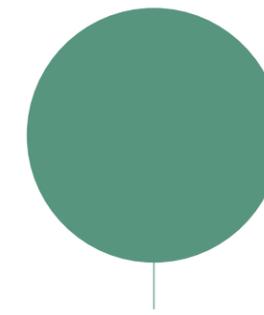
Due to lack of student overlap, these categories reflect the entire fiscal year and include the 2022 Spring Term, 2022 Fall Term and 2023 Winter Term.



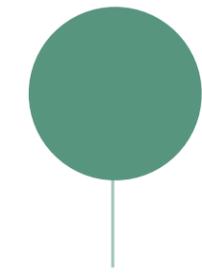
**18,101**  
Full-time Students



**3,804**  
Full-time International Students



**56,832**  
AC Online Course Enrolments



**25,191**  
On-Campus Continuing Education Registrations



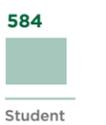
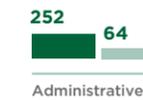
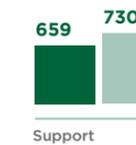
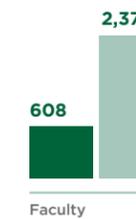
**1,817**  
Apprentices



## EMPLOYEES

**1,519**  
Full-time Employees

**3,750**  
Part-time Employees



STRATEGIC GOALS

TARGETS

01	02	03
<p><b>GOAL ONE</b> Provide flexible, personalized and lifelong learner experiences.</p>	<p><b>GOAL TWO</b> Empower our people to foster a high-quality, innovative, learner-driven culture.</p>	<p><b>GOAL THREE</b> Create an equitable, diverse, and inclusive work environment.</p>
<p><b>DESIRED OUTCOMES:</b></p> <p>College-wide systems ensure that we are able to follow through on our promise of flexibility.</p> <hr/> <p>A variety of academic and support services delivery modalities to meet the diverse needs of learners.</p> <hr/> <p>A strategy for serving part-time learners that responds to their needs and educational goals.</p> <hr/> <p>Innovative, high-quality, hands-on, applied learning that is aligned to industry needs.</p> <hr/> <p>Learner experiences and pathways support enrolments that achieve financial sustainability.</p>	<p><b>DESIRED OUTCOMES:</b></p> <p>A culture of collaboration, continuous learning and improvement that promotes excellence in teaching and learning and learner support.</p> <hr/> <p>People have the necessary tools, systems, facilities, and support to create and deliver high-quality learner experiences.</p> <hr/> <p>People have career and professional development opportunities to enhance their work and support their life-long learning.</p> <hr/> <p>People have clear authority, roles and responsibilities, enabling efficient decision-making.</p>	<p><b>DESIRED OUTCOMES:</b></p> <p>Equity, diversity and inclusion principles are embedded into our College culture and reflected in practices, processes, services and programs.</p> <hr/> <p>Our team reflects the diversity of the population and the communities we serve and facilitates an equitable and inclusive work environment for all.</p> <hr/> <p>Indigenous ways of knowing are integrated into College practices.</p> <hr/> <p>Flexible, adaptive work arrangements that meet the needs of the College and our people.</p>

- 43,634
- 78.2%
- 65%
- 6
- 6.6%
- 1.3%
- 75%
- 69%
- 81.5%
- 30%
- 2,500

FULL-TIME ENROLMENT
LEARNER SATISFACTION
GRADUATION RATE
STRATEGIC PARTNERSHIPS
NET OPERATING REVENUE
RETURN ON NET ASSETS
QUALITY ASSURANCE RECOMMENDATIONS ADDRESSED
EMPLOYEE ENGAGEMENT
DEPARTMENTAL SUPPORT FOR DIVERSITY
FLEXIBLE WORK ARRANGEMENTS
TRANSMISSION OF INDIGENOUS KNOWLEDGE

MESSAGE FROM THE PRESIDENT AND CEO



We look back on a year of transition, renewed energy and opportunity.

**CLAUDE BRULÉ**

With a renewed sense of energy and confidence guiding us after two years of significant focus on pandemic-related operations, this past year has been one of transition — marking a return to our vibrant campus life, identifying new opportunities and moving forward on several key strategic objectives.

Our employees have continued to go above and beyond in their efforts to provide the highest standards of academic excellence and support for our learners. This report highlights these many accomplishments and the initiatives that have made this past year a memorable one for Algonquin College at its Ottawa, Pembroke, Perth and AC Online campuses.

To help guide us forward, it is fitting that our 2022-2025 Strategic Plan is titled 'Becoming Again.' As our road map, it has supported a number of ongoing initiatives to address our objectives in this time of opportunity and significant change.

I am pleased to report that a number of our learner-based initiatives have been pressing forward. Our new five-year Strategic Enrolment Plan is both ambitious and achievable, with a focus on international student enrolment and expansion and curation of our programs to maximize engagement in domestic markets. At the same time, our six-year Academic Plan is in its final review stages after extensive internal and external engagement sessions to advance the College's learner-driven priorities.

The College's R3 Project remains on track to retire the current Student Information System. Once deployed, the R3 Project will transform how the College does business, improving our processes, improving the learner experience and offering accelerated data-driven decision-making.

The transformative nature of the workplace has also been a primary focus. The College has placed great emphasis on engaging with employees over the past year as part the Flexible Work Arrangement Policy. Through reimagined workspaces and technology, the College has provided employees with more flexibility to customize their work experience.

Ensuring the College's core values of Caring, Learning, Integrity and Respect are part of our decision-making is critical to our continued success, including ongoing efforts to provide an environment of Inclusion, Diversity, Equity and Accessibility (IDEA).

In the fall of 2022, employees took part in a five-week process using the Thought Exchange platform to help update our 2023-2026 Diversity and Inclusion Blueprint. The refreshed Blueprint is an important support to our Strategic Plan and our Accessibility Plan, and lays out three areas of strategic focus: Capacity Building, Robust Conversations and Workforce Recruitment.

We have continued to deepen our commitment to Truth and Reconciliation, emphasising the importance of embedding Indigenous knowledge and culture into all aspects of our operations, including our workplaces, curriculum and professional development opportunities.

We have also worked to enhance and strengthen relationships with our alumni, donors and other external partners to improve our programming, support our learners and build a stronger College community. It was amazing to reengage with many of our stakeholders and donors in-person this year, including at our annual Alumni of Distinction Awards Night and our Million-Dollar-Day donor recognition event.

Sound financial stewardship also remains a cornerstone of our commitment to learners and employees. The College's multi-year Financial Sustainability Roadmap includes a vision, goals and objectives across eight key themes that help drive lower operating costs, and identifies sustainable, revenue-generating options in support of the Strategic Plan.

The resiliency and adaptability of our learners and employees over the past three years has inspired many valuable lessons. We have learned to overcome enormous obstacles and sustain our operations while continuing to move forward on the priorities of our Strategic Plan.

As we look back on our accomplishments of the past year, we do so with pride and a sense of confidence gained from meeting these challenges with thoughtfulness, intelligence and determination. We now take these lessons, and our renewed sense of energy, and apply them to ensuring our learners are provided every opportunity in the year ahead to achieve their dreams of lifelong success.

Sincerely,

**Claude Brulé**  
President and CEO



We take pride in welcoming learners and helping them find their niche.

**DR. GAIL BECK**

In the past year, Algonquin College students and staff have adjusted to COVID-19 and the changes it has wrought to post-secondary education. Our campuses are coming back to life and the ability of students and staff to manage change is ever present. Thanks to our innovative staff and our enthusiastic students, it seems as if Algonquin College's mission *to transform hopes and dreams into lifelong success* cannot be stopped.

Algonquin College has always provided the best post-secondary education in Ontario but, in the past year, we have seen the number of international students seeking the same opportunities increase. This trend will continue and, with the knowledge that 30 per cent of these students will ultimately choose to live and work in Canada, Algonquin College can take pride that so many newcomers are receiving their training through all four of our campuses. Canada needs skilled workers and our employees are truly assisting these new Canadians to find their niche in their careers.

As well as education, Algonquin College students and employees have also taken steps to ensure that needs beyond education are being met. As chair of the Board of Governors, I know this foresight on the part of the president and executive team is a good strategy. As a psychiatrist for adolescents and young adults, I am even more pleased that the first marquis event held at the College since the pandemic was Let's Keep Talking About Your Mental Health on Jan. 25, 2023. Hosted by CTV Ottawa's Stefan Keyes, a panel of experts discussed the best ways for students to care for their mental health needs. This event capitalized on partnerships between the Royal Ottawa Mental Health Centre (my hospital), Do It For Daron (DIFD) and Algonquin College. Events like this ensure that students and staff have access to the best health information.

Courses and programs continue to evolve, responding to students' needs, economic realities and the demand of employers. In the time I have spent on campus, the dedication of all staff is so evident. Proud alumni are also returning to the College, amazed by the development on campuses and pleased that the spirit of Algonquin College persists. Our core values of Caring, Learning, Integrity and Respect are evident to those with a long history at the College as well as to current staff and students.

It has been an honour to serve as the chair of the Algonquin College Board of Governors. The College's governors come from all walks of life and every profession. Their commitment will continue to serve Algonquin College well in years to come.

On behalf of all governors, I want to thank President Brulé and his executive team for their exemplary efforts in this extraordinary time. Through their work, the employees have been able to realize Algonquin College's vision: to be a global leader in personalized, digitally connected, experiential learning.

Finally, I want to recognize all Algonquin College students. Every day, you inspire me. You are a constant reminder that the future is secure in your capable hands.

Sincerely,

**Dr. Gail Beck, OOnt.**  
Chair, Board of Governors

# ABOUT THIS REPORT



## Becoming again

“At Algonquin College we recognize that we live and work on the traditional territory of the Anishinaabe Algonquin People. We are committed to honouring and respecting that heritage by integrating Indigenous practices, ways of knowing and the Two-Eyed Seeing approach throughout all that we do.”

This report will underscore Algonquin College’s progress on the 2022-2025 Strategic Plan – ‘Becoming Again’ – with particular focus on our key goals of providing flexible, personalized and lifelong learner experiences, empowering our people to foster a high-quality, innovative, learner-driven culture and creating an equitable, diverse and inclusive work environment.

Featured throughout the report, and serving as a pathway, will be several murals that were part of a larger wayfinding project at the College this year. The murals depict Indigenous scenery and iconology along five corridors at the Ottawa Campus to give each pathway a unique identity. This project was developed in the spirit of inclusivity, bringing Indigeneity on campus through language and an opportunity for our community to learn Indigenous words and history. Five animals were chosen for the project, with signage indicating Indigenous names for each — Mahingan – Wolf, Wàwàskeshì – Deer, Tendesì – Blue Jay, Mākwa – Bear and Mònz – Moose.

These murals are the work of AC graduate Miskomin Twenish, a local, self-taught Algonquin artist from the Kitigan Zibi community. Twenish was drawn to the project from the beginning and believes having Indigenous art on campus is for the betterment of all students.



### MAHINGAN - Wolf

He is a force on the land, known to control the flow of animals. He also teaches respect for the food chain and humility.



# EXCEPTIONAL LEARNER EXPERIENCES



## Providing flexible, personalized and lifelong learner experiences

### INTRODUCTION

Algonquin College's mission to transform hopes and dreams into lifelong success depends on the fundamental principle of prioritizing the learner and meeting them when, where and how they wish to achieve their educational goals. As every learner possesses unique needs, expectations and life circumstances, our success lies in customizing every experience we offer to individuals wherever possible. To achieve this, we have implemented College-wide systems that enable us to deliver on our promise of flexibility, including a range of academic and support services delivery modalities. Our focus on innovative, high-quality, hands-on, applied learning that aligns with industry requirements ensures that our learners are equipped with the skills they need to succeed.

With over 18,000 students enrolled in full-time programs and thousands more taking flexible education training courses and targeted programming throughout the year, Algonquin College makes a significant impact on the lives of our learners; the economic, social and environmental conditions of our region; and the productivity and prosperity of Ontario.



**WĀWĀSKESHÌ - Deer**  
Known as the fastest runner on four legs in the Algonquin language, also has the ability to camouflage in the fall.

Our success lies in customizing every experience we offer to individuals wherever possible.



**Indigenous Pedagogy and Curriculum Consultants**

Learning and Teaching Services (LTS) aims to foster a culture of teaching innovation and excellence at Algonquin College and to build relationships with faculty, schools and applied research that supports strategic collaboration, idea sharing and pedagogical and technological exploration.

To further advance the Truth and Reconciliation Commission's Calls to Action relating to Indigenous education, LTS welcomed two new Indigenous Pedagogy and Curriculum consultants in Fall 2022. The consultants engaged in a listening tour to better understand the needs of students and employees across the College. They developed learning bundles to support faculty in weaving Indigenous content and teaching methods into their curriculum while supporting the creation of Indigenous-focused learning outcomes.

**Indigenous Youth Development Canada**

Indigenous Youth Development Canada (IYDC) delivers a pathway to education and skills training to First Nation, Métis and Inuit youth across Canada who are not in school or employed. Students in the program are given the opportunity to learn skilled trades, advance their education and take leadership roles in their community while launching careers in their chosen sectors.

Through a network of nine partners, post-secondary institutions or trade centres in five provinces, the project has supported close to 800 youth over the last three years with approximately 80 per cent of participants furthering their education or employment.

**INDIGENOUS LEARNING**

**Ownership, Control, Access and Possession Course**

The Ownership, Control, Access and Possession (OCAP) online course is provided by the First Nations Information Governance Centre (FNIGC), designed to teach Indigenous communities about a set of standards that outlines how Indigenous data should be collected, protected and used. Participants increase their understanding of the significance of Indigenous data sovereignty in the broader context of Indigenous rights and self-determination. In 2018, Algonquin College Corporate Training (ACCT) worked with FNIGC's subject matter experts to develop the initial OCAP course. In 2021, ACCT was awarded the right to work on OCAP 2.0, a more engaging and interactive eLearning course with updated content. This content is offered via a new FNIGC Learning Management System, which was provided by ACCT.



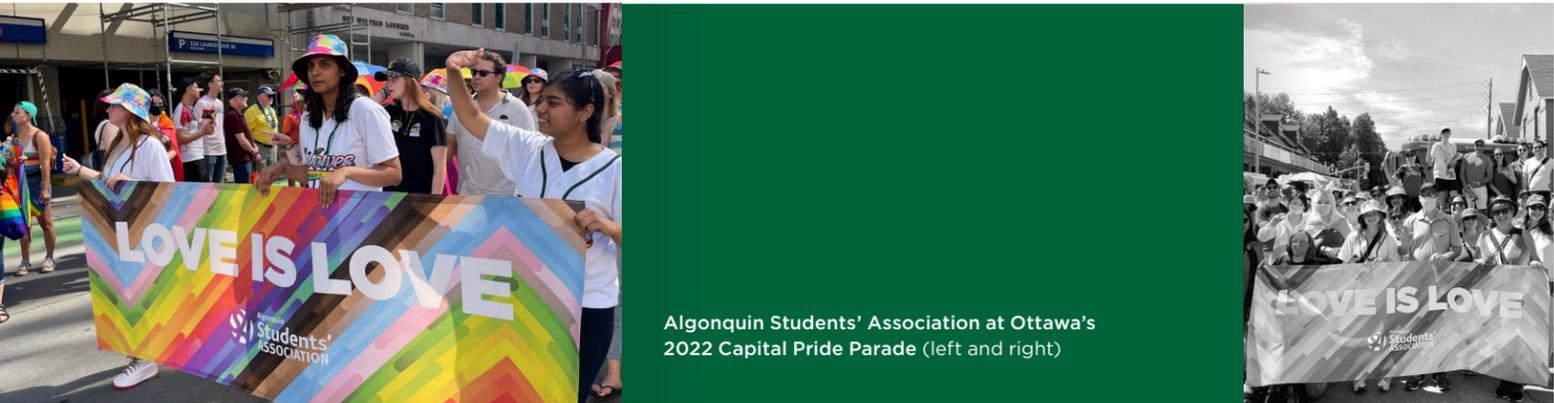
The success of IYDC can be seen across the country. At the Manitoba Institute of Trades and Technology campus in downtown Winnipeg, the program had an attendance rate of 92 per cent. Program participants with partner Thompson Rivers University in Kamloops, B.C., helped build a duplex last year that was the first new home on the reserve since 2016, where portions of the community still do not have access to potable water.

**Mamidosewin Centre**

The Mamidosewin Centre has been serving Indigenous learners at Algonquin College for more than 20 years. "Mamidosewin" is Algonquin/Ojibwe for "Meeting place" or "Walking together." The Centre strives to build a community that embodies this sentiment. As the hub for Indigenous learners and Indigenous culture at the College, the Centre takes great pride in respecting traditions and ceremonies and promoting the culture across the Ottawa Campus.

This year the Centre was delighted to welcome a new manager as well as events and communications officer to drive programming and events.

Services offered for students at the Centre include academic, career and personal support, awards and bursaries, events and activities, student housing assistance, volunteer opportunities and community resources. Resources available for students at the Centre include a smudging section, a counselling office, a kitchenette that provides space to prepare feasts for students and community notice boards for student matters, events and Indigenous job postings. The Centre is also open to non-Indigenous students who are interested in learning more about the culture and participating in events.



Algonquin Students' Association at Ottawa's 2022 Capital Pride Parade (left and right)

## EQUITY, DIVERSITY, INCLUSION

### Gender Expression and Identity Change Request Process

Through a collaborative working group from the College Academic Council, the Gender Expression and Identity Change Request Process was improved. Specifically, the process was streamlined to reduce the steps for students. The request form was updated and partner services across the College were engaged for awareness and sensitivity.

### Capital Pride

Algonquin College and the Algonquin Students' Association are committed to creating a safe and inclusive campus community for all students, employees and faculty. After two long years, Ottawa's Capital Pride returned in-person for 2022 with the Capital Pride Parade serving as the capstone on a weekend of celebrations. More than 50 Algonquin College students and faculty flanked AC's pride float, with many others showing their AC spirit and merging from the sidelines to join the crew along the way.



**50+ Algonquin College students and faculty marched beside AC's pride float.**

## PARTNERING FOR INNOVATION AND COLLABORATION

Algonquin College continually seeks strategic industry and community partnerships to strengthen the academic experience for our learners and graduates. Algonquin College is grateful for the many partners and generous donors whose support and contributions help our learners to achieve their academic and career goals.

### Public College-Private Partnership

A new partnership in 2022 with CDI College delivers select Algonquin College programs to students at CDI's Mississauga and North York campuses in the Greater Toronto Area. The inaugural intake exceeded target enrolment levels by 208 students, beginning with the CDI Mississauga campus in the fall of 2022 and an additional two programs launched in Winter 2023. Available programs include Business Management and Entrepreneurship, Computer Programming, Interactive Media Design, Web Development and Internet Applications, International Business Management and Project Management.

### SAGE Program

In January 2022, a project led by Algonquin College launched a furniture-making and entrepreneurship program at the Centre Where Adolescents Learn to Love and Serve (CALLS) in Portsmouth, Dominica. CALLS is a preparatory institution focused on providing services to at-risk youth who have not completed their secondary education. This partnership was

funded by Global Affairs Canada and administered by College and Institutes Canada (CICan) and Skills to Access Green Economy (SAGE) Dominica. The SAGE program is focused on sharing Canada's college expertise with educational institutions and employers in six Caribbean countries: Belize, Dominica, Guyana, Grenada, Jamaica and Saint Lucia. Algonquin College is the primary Canadian institutional partner and is responsible for curriculum development, technical skills, training for faculty and pedagogical training.

### Youth Employability through the Technical and Vocational Education and Training Project

In partnership with Durham College and Camosun, this year Algonquin College engaged in the CICan/Mastercard Foundation Young Africa Works-Kenya: Youth Employability program through the Technical and Vocational Education and Training (TVET) Project. During the program's five-year duration, the College will work closely with Kenyan institutional and government partners to design and develop pre- and in-service training and leadership/management curriculum, as well as train cohorts of master trainers in Kenya. In addition, the College is supporting the roll-out of training at Kenya Technical Trainers College (KTTC) for new and existing instructors, as well as TVET institutional leaders. Algonquin College will act as the lead member of the consortium and is responsible for overall project management, reporting and delivery of project components.

## Algonquin College is grateful for the many partners and generous donors whose support and contributions help our learners.

### TD Bank Group

In 2022, TD Bank Group became the newest DARE6 partner with Algonquin College. Algonquin College supports TD in its journey to be part of meaningful action in response to the Truth and Reconciliation Commission of Canada's Calls to Action. This collaborative partnership supports the transmission, awareness and understanding of Indigenous knowledge with members of Indigenous communities, students and the College community. DARE6 partners become part of the fabric of the College and engage with on-site tours, traditional knowledge delivery, professional development and participation in campus events.



**Nokia remains the top private sector employer for Algonquin College students.**

### Nokia

The partnership between the Algonquin College Cooperative Education Department and Nokia continues to grow semester over semester and year over year. Nokia remains the top private sector employer for Algonquin College co-op students. In the past year Nokia has given 50 work terms to students from varying co-op programs including Computer Programming, Computer Systems Technician – Networking, Electro-Mechanical Engineering, Interdisciplinary Studies in Human-Centred Design and Mechanical Engineering Technology. Nokia reports that more students bridge from co-op employment to full-time employment than any other post-secondary institution.

Nokia also takes an active role in participating in Algonquin College activities, including sending representation to the College-wide Career Network Fair, guest judging for the College's RE/ACTION Showcase and conducting classroom visits to introduce students to Nokia as an employer of choice.



### Kanata North Business Association Hub 350

Algonquin College's partnership with the Kanata North Business Association (KNBA) and Hub350 continues to thrive, driving innovation, collaboration and educational excellence. As we equip learners with skills for a rapidly evolving world, our partnerships create opportunities that benefit students, the business community and society at large.

Hub350's sponsors, including Salesforce, Mitel, Ross Video, Wesley Clover and post-secondary institutions such as the University of Ottawa, Carleton University and Queen's University, form a powerful collaborative network. Algonquin College's partnership with these organizations reinforces our leadership in innovation and technology education.

Throughout 2022, Algonquin College showcased its programs and subject matter experts to industry partners while providing learners with valuable onsite experiential learning opportunities.

Our engagement within Hub350 means we are active in the community. This regular and ongoing activity has departments College-wide, including Co-operative Education, Applied Research, Innovation and Entrepreneurship and Corporate Training, finding new engagement opportunities and expanding on existing ones.

The impact of our partnership is evident in the opportunities afforded to our students. Top students from the College were invited to multiple VIP events entitled Doors Unlocked, where they had the chance to network and hear from senior executives from KNBA partners such as Ericsson and Nokia.

Moreover, Algonquin College students achieved notable success at the first-ever KNBA Hackathon. The team Hello World secured second place in the competition, further demonstrating the exceptional skills and innovative thinking nurtured through our programs.

**PCL Construction**

The Algonquin College community is grateful for the continued support and generosity of PCL Construction. Thanks to this partnership, learners at Algonquin College have been provided with financial assistance, allowing them to pursue their academic dreams and secure a brighter future.

The PCL Constructors Canada Inc. Bursary has awarded over \$104,000 to 68 deserving students across various programs at Algonquin College. In the 2022-23 academic year, PCL also created a Dare6 Bursary to support Indigenous students in a variety of programs. These bursaries enable students to overcome financial barriers and focus on their education.

Algonquin College takes immense pride in the success stories of our bursary recipients, and we are confident that this partnership will continue to empower our students to achieve great heights in their respective fields.

**Ciena Optophotonics Lab Facility**

Ciena is a global leader in optical and routing communications systems, services and automation network software. Algonquin College has enjoyed a strong strategic partnership with Ciena for almost two decades, with the opening of the state-of-the-art Optophotonics Lab facility in 2003 helping the College become a Polytechnic institute.

The \$6 million Ciena Optophotonics Lab at Algonquin College is the only lab of its kind in any educational institute worldwide. With Ciena’s unwavering generosity, interest and commitment, the lab was upgraded in 2012 and again in 2021. Each upgrade is associated with a sophisticated automation software that controls and operates the networks. The Lab enriches the hands-on learning experience of students in the Bachelor of Information Technology — Optical Systems and Sensors (BIT-OSS) Algonquin College/Carleton University joint program. Today, Ciena continues to support the lab with equipment and software upgrades, as well as real-world knowledge transfer that helps prepare students for long-term success in the tech sector.



**The \$6 million Ciena Optophotonics Lab at Algonquin College is the only lab of its kind in any educational institute worldwide.**

**PARTNERSHIP GRANTS SUPPORTING COLLABORATIVE APPLIED RESEARCH**

**New Frontiers in Research Fund**

Algonquin College and the CHEO Research Institute received a \$234,492 grant from the Government of Canada’s New Frontiers in Research Fund (NFRF) to further collaborative research. Delivered through the Canada Research Coordinating Committee and the Social Sciences and Humanities Research Council of Canada, funding is provided through the 2021 NFRF Innovative Approaches to Research in the Pandemic Context competition, which supports Canadian-led research in a post-pandemic context. The joint application, titled “Transforming Health Information, Research, and Scholarship through Technology and Teamwork,” explores the novel systematic review methodology developed by the research team. Specifically, the funding will support the integration of a hybrid machine-learning human screening approach and real-world validation of the online software platform.

**Social Procurement & Enterprise Development**

A new grant from the College and Community Social Innovation Fund is supporting the development, curation and dissemination of research on the capacity of Canada’s college sector for social procurement and social finance, which contribute to community wealth building through research and development of market-driven social enterprises. The project, titled Social Procurement & Enterprise Development (SPEnD), distributes a \$356,863 grant over three years to the College’s Social Innovation Lab which focuses on the business and economics aspects in the four key pillars of social innovation: social procurement, social finance, social enterprise and social entrepreneurship. IBM Canada Advanced Studies, a founding partner and long-term supporter of the Social Innovation Lab, will also invest an additional \$146,100 to support SPEnD. The work of SPEnD targets advancing community wealth-building and the role of anchor institutions in building a fairer and more just society, leveraging its wealth to drive social change in a positive manner.

**NSERC Mobilize Program**

Thanks to funding from the Natural Sciences and Engineering Research Council of Canada (NSERC), Algonquin College received \$1.5 million over five years to establish a new Research and Development Institute (RDI). The RDI will support highly strategic applied research projects in collaboration with industry and community partners (an estimated five projects per year) and grow applied research capacity within the College. This grant is expected to fortify Algonquin College’s research culture and foster the organic growth of innovative research. The aim is to embed applied research in the College’s cultural fabric and to ensure that it becomes self-sufficient, sustainable and resilient to unforeseen changes in research funding and in society at large.





Each team was allotted four minutes to present an overview of their project, followed by a Q&A section with the panel of judges.

Second place went to Giving Adults a Break Through Play, an online platform to engage adults through play, giving them a break with short, creative activities, while third place went to POP TikR – Shop & Tour Local, a technological solution seeking to close the distance between customers and local small businesses.

The August showcase featured five project finalists, chosen out of nearly 30 submissions, who presented to a panel of industry professionals. Smart Tenant once again earned first place by building on their innovative design solutions. The student team designed the mobile app to provide a platform for tenants to connect with the local community, buy and sell goods in an online marketplace and correspond with their shared property management company. Features of the app include private messaging between tenants, landlord/tenant correspondence through cloud functions, as well as the moderation of not-safe-for-work content on the newsfeed and marketplace screens using artificial intelligence. Second place went to In Sight – A Call for Transparency, a solution to help increase the client satisfaction rate at the Immigration, Refugees and Citizenship Canada call centres, with third place going to Digital Signage Management System, a platform and device agnostic app providing users with the ability to manage and monitor thousands of endpoints in real-time from a single hub.

After three years of virtual events, the Office of Applied Research, Innovation & Entrepreneurship looks forward to once again hosting the RE/ACTION Showcase in-person, starting in April 2023.

**RE/ACTION Showcases**

Hosted by the Office of Applied Research, Innovation & Entrepreneurship, the goal of RE/ACTION is to create a platform for students to showcase their hard work in front of an audience of their peers, faculty and community partners. The event highlights leading-edge applied research done in collaboration with industry, community and institutional partners, providing a glimpse into the future of technology and the current state of innovation. Ranging from robotics to web design, building science to social innovation, and anything in between, the projects our students work on are incredibly diverse.

This past year Algonquin College held virtual showcases at the end of the winter and spring/summer terms. First place in April's RE/ACTION Showcase went to Smart Tenant, a mobile app for a property management company in Ottawa to engage in better and continuous communication with their tenants. Five project finalists were chosen out of 43 submissions to present to a panel of industry professionals.



RBC donors visit Algonquin College (left)

RBC fundraiser with AC alumni guest performer Jason Blaine (right)



**SUPPORTING OUR LEARNERS THROUGH NEW SCHOLARSHIPS, BURSARIES, AWARDS AND DONATIONS**

The Advancement and Strategy Division continues to work in partnership with individual, corporate and foundation donors to support learner needs and academic priorities. In 2022-23, Algonquin College engaged 407 donors to raise \$3,471,929, a 29 per cent year-over-year increase. In addition, the College confirmed five new bequests at an estimated future value of \$2,485,000. Algonquin College celebrates the impact of philanthropy and thanks the generous donors who chose to invest in our students.

**RBC Foundation**

In December, the RBC Foundation announced a \$500,000 commitment to support skilled trades initiatives over the next five years. As part of its RBC Future Launch program, the investment will help tackle a nationwide shortage of skilled trades workers and prepare students for the inclusive and sustainable jobs of the future.

RBC's donation will help Algonquin College increase enrolment in skilled trades programs, boost work-integrated learning opportunities, provide industry networking and event opportunities, develop a diverse talent pool and support projects and applied research partnerships which prioritize sustainability.

## The Advancement and Strategy Division continues to work in partnership with individual, corporate and foundation donors to support learner needs and academic priorities.

### Schulich Builders Scholarship Program

The Schulich Builders scholarship program is dedicated to students pursuing a career in the skilled trades at 10 Ontario colleges, including Algonquin College. More than \$3 million was committed in its first year of operation to combat labour shortages and highlight the importance of skilled trades in Canada.

Each college will award 10 scholarships per year: five \$20,000 scholarships for one-year certificate programs, and five \$40,000 scholarships for two-year diploma programs. Schulich Builders covers tuition, tools and living expenses for students enrolled in a skilled trade program. Priority is given to students nominated by their high school. In addition to financial support, Schulich Builders provides leadership training and mentorship to set graduates up for success.

### Canerector Foundation Scholarship in the Skilled Trades

A \$400,000 gift from the Canerector Foundation will support as many as 125 first-year students in 13 skilled trades programs over the next four years. The Canerector Foundation Scholarship in the Skilled Trades is offered to students based on their leadership qualities, ambassadorial potential, volunteerism and aptitude. Students in eligible Algonquin College certificate and diploma programs at all AC campuses are eligible for the scholarship.

Each scholarship recipient will receive an initial \$1,000 and become a Canerector Foundation Scholar. Canerector Foundation Scholars receive ongoing social and career support, including mentorship and increased access to employers and alumni. Those who mentor current and prospective students in skilled trades, participate in co-curricular activities and maintain a minimum 3.0 GPA will be awarded an additional \$1,000 per term, up to a maximum of \$4,000.

### Dwight and Christine Powless Scholarship

The Dwight and Christine Powless Scholarship, made possible by a generous \$20,000 donation from Dwight and Christine Powless, will be awarded at convocations to the graduating Indigenous learner with the highest GPA. An expected additional bequest will see the overall value of the scholarship increase to approximately \$100,000, a strong legacy for both Dwight and the late Christine, who passed away in December 2022. Dwight and Christine chose to make their donation because they saw Algonquin College as an institution that would honour their gift and use it to improve the experiences of Indigenous learners, giving the College a chance to reaffirm its commitment to Truth and Reconciliation.

### University Women Helping Afghan Women Legacy Bursary

The \$1,000 University Women Helping Afghan Women Legacy Bursary will be awarded annually to a second, third or fourth-year female Afghan student enrolled in any diploma or degree program who demonstrates financial need and is in good academic standing. Preference will first be given to a convention refugee from Afghanistan. The bursary may also be distributed to a protected person or a permanent resident or Canadian citizen who was a refugee/protected person from Afghanistan.

### Metropolitan Brasserie Hospitality and Tourism Bursary

An Algonquin College alumna led the establishment of a \$10,000 gift to support learners in hospitality programs over the next five years. The Metropolitan Brasserie Hospitality and Tourism Bursary will provide a \$1,000 bursary to two students per year, one in the Bachelor of Hospitality and Tourism Management program and the second in the Hospitality – Hotel and Restaurant Operations Management program.

AC alumna Sarah Chown, who co-owns the Metropolitan Brasserie Restaurant in downtown Ottawa, graduated from the Hotel and Restaurant Management program in 2002 and serves on a program advisory committee in the School of Hospitality and Tourism. The Metropolitan Brasserie Hospitality and Tourism Bursary will be awarded in the 2023 Winter Term and in the fall term in subsequent years.

**Syntax Strategic Award**

A new award will foster talent from programs such as communications, marketing and design with preference going to Black, Indigenous and people of colour (BIPOC) students to encourage more diversity in the public relations field. The Syntax Strategic Award will be awarded annually to two students in their final year of studies. Each student will receive \$5,000 plus a paid summer internship opportunity.

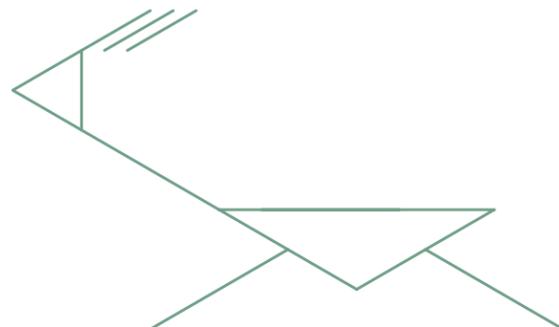
This new award comes in the wake of companies publicly struggling to find talent and diverse candidates as a result of the mass exodus of people from the workforce due to COVID-19. Syntax Strategic has presented to many students over the years, providing mentorship and hiring numerous graduates from the College’s professional programs.

**Raffle to support the Business – Agriculture program at the Perth Campus**

In June, Algonquin College’s Perth Campus held a raffle to benefit learners in the Business – Agriculture program. Bean Chevrolet Buick GMC Limited generously donated a 2022 GMC Sierra truck, valued at over \$71,000, in support of the program. In addition, an early bird draw of \$5,000 was also available, sponsored by CI Assante Wealth Management and O’Farrell Wealth & Estate Planning. The raffle raised over \$175,000 in support of the Business – Agriculture program, a two-year diploma that teaches business management and agricultural leadership. The curriculum includes a practical week in each semester where learners visit various farms and agribusinesses in the area. Funds raised from the raffle will support costs of transportation for students and their meals.



**A \$400,000 gift from the Canerector Foundation will support as many as 125 first-year students in 13 skilled trades programs over the next four years.**



**NEW PROGRAMS AND INITIATIVES**

Algonquin College continues to innovate and expand its portfolio of programs with seven new offerings introduced during the 2022-23 academic year.

Program Title	Credential	Campus	Delivery Term	Ministry Approval Status
Bachelor of Culinary Arts and Food Science (Honours)	Bachelor’s Degree	Ottawa	Fall 2022	Ministry approved
Bachelor of Business Administration (Trades Management) (Honours)	Bachelor’s Degree (collaborative with Mohawk and George Brown)	Ottawa/ AC Online	Fall 2022	Ministry approved
Artificial Intelligence and Software Development	Ontario College Graduate Certificate	Ottawa	Fall 2022	Ministry approved
Financial Services – Canadian Context	Ontario College Graduate Certificate (2-year)	Ottawa	Fall 2022	Credential Validation Service approved
Market Research Analysis (replacing Market Research and Business Intelligence)	Ontario College Graduate Certificate	Ottawa	Fall 2022	Ministry approved; title modification/ co-op
Strategic Global Business Management	Ontario College Graduate Certificate (2-year)	Ottawa	Fall 2022	Credential Validation Service approved
Supply Chain Management – Global	Ontario College Graduate Certificate	Ottawa	Winter 2023	Ministry approved

**Other Initiatives**

The Faculty of Health, Public Safety and Community Studies continues to answer the call to support the growing healthcare workforce. The College offered an accelerated Personal Support Worker (PSW) training program that included 12 weeks of training to prepare students for workplace-based learning and 12 weeks of a provincial grant-supported clinical placement. The tuition and ancillary fees for this PSW program is covered by the Ministry of Colleges and Universities.

The Pembroke Campus celebrated significant growth in diversity this year. Pembroke experienced a 300 per cent increase in its level 1 International enrolment, welcoming an additional 60 full-time international students to the community through new graduate certificate program offerings. The campus, in partnership with the Office of Applied Research, Innovation & Entrepreneurship, also celebrated its Indigenous diversity by implementing specialized Indigenous student support services and opening a refreshed Indigenous medicine wheel garden.

The Perth Campus continued to innovate its program mix during the 2022-23 academic year. The campus took part in the delivery of Construction Essentials and Masonry training through a funding program targeting job seekers. In addition, it added a winter semester intake of its Practical Nursing program to go along with its spring semester intake. The campus received a positive response from the Postsecondary Education Quality Assurance Board on its application for a Bachelor of Applied Science – Building Conservation program that is expected to launch in Fall 2024.

**Collaborative Programs**

AC Online has been given the opportunity to host two courses through the Colleges Ontario's Nursing Program Transformation Initiative (NPTI). The NPTI is a collaborative project with all 24 Ontario colleges delivering programming fully online asynchronously. Algonquin College is one of the four colleges approved to host courses, along with Fanshawe, George Brown and Mohawk. AC Online is offering Health Assessment and Research in Nursing on a monthly intake basis.

AC Online is collaborating with CIGan to offer the Support Care Assistant program. The six-week fully asynchronous online course is followed by a two-month fully paid work placement. The program will help accelerate the next step in the student's career to become a fully certified personal care provider, such as the Personal Support Worker certificate.



Co-op work placement student (left)

Algonquin College Cooperative Education Centre (right)



**COOPERATIVE EDUCATION**

Algonquin College provides paid cooperative education (co-op) opportunities for learners in many of our programs, enabling them to achieve success throughout their studies and career. Through co-op placements, learners apply their program knowledge to entry-level positions in their chosen field, gaining valuable workplace experience and networking opportunities. We are proud to have achieved our goal to increase co-op program enrolment as outlined in our 2017-22 Strategic Plan. Since 2019, 23 programs have been designated as co-op with a total of 5,340 students in co-op programs.

As part of its mandate to facilitate connections between learners and employer partners, the College's Cooperative Education Department held a successful Career Networking Fair on Feb. 13 in conjunction with the Algonquin Students' Association, the first in-person career networking event to take place in three years. With individual employer booths collecting over a hundred resumes in a matter of hours, this event led to several on-the-spot job offers for our students. Over 2,000 students and 75 employers registered for the event, with an impressive 700 attending in the first hour and 3,000 students and alumni attending throughout the day. The Career Networking Fair also offered support to students seeking feedback on their resumes and job readiness.





## STUDENT SUCCESS

### Student Changemaker Award

The Board of Governors formally recognizes remarkable student success or projects through its Student Changemaker Award. At Algonquin College, our changemaking learners are our most important facilitators of progress. In the spirit of change, this award recognizes student success in the bold pursuit of a better future. Over the 2022-23 academic year the Board of Governors recognized 10 learners and one program for their pursuit of excellence.

In April, four students from the Recreation and Leisure Services program were recognized for their outstanding fundraising and advocacy work. Tia Taft, Cathy Dowsett, Dakota Ostrowski and Julianna Alibrando raised approximately \$4,200 for the Ottawa-based charity Do It For Daron (DIFD). DIFD is a youth-driven charity that promotes open dialogue about youth mental health through education, awareness and research initiatives, operating in partnership with The Royal, Ottawa's mental health care teaching and research hospital.

Community Service Learning students in the College's Child and Youth Care program were awarded the Student Changemaker Award for their outstanding fundraising and advocacy work. Cady Harrold, Krista Bascur, Eureka Desrochers and Kiah Fernandes led fundraising initiatives for the Emily Murphy Non-Profit Housing Corporation, Somerset West Community Health Centre's Laroche Park Afterschool Program and the Guatemala Stove Project.

Every year first-year students from the Child and Youth Care program work with community partners to host fundraising events to raise awareness and funds for projects they are passionate about. To date, students in the CLS course have raised \$120,000.



**At Algonquin College, our changemaking learners are our most important facilitators of progress.**



Manufacturing Engineering Technician graduate Michael Marshall earned his Changemaker Award through his efforts with the Algonquin CNC Club, which seeks to give learners an avenue to further their skills and understanding through personal passion projects. In addition to the club, Marshall promoted the College's programs at local high schools in the Ottawa Valley, demonstrating the capabilities of technologies like 3D scanning and computerized numerical control machining. Peers and educators alike have described Marshall as being a role model both as a learner and a student leader.

Reilly Carey, a graduate from the Pembroke Campus Registered Practical Nursing program, was awarded for her exemplary efforts in promoting mental health resources among practical nursing students. Carey is a practicing RPN at The Ottawa Hospital - Civic Campus and is in the process of completing an Addiction and Mental

Health Certificate at the College, as well as the Bachelor of Science in Nursing collaborative program between the College and the University of Ottawa.

The Forestry Technician program at the Pembroke Campus received the award in recognition of their efforts to help plant Canada's first Forest of Hope near Beachburg, Ont. Learners Breanna Atkinson, Emma Keller, Ashley MaCrae and Skyler Stewart-Weber received the award on behalf of their program. In partnership with the Canadian Association for Suicide Prevention, the Ontario Woodlot Association and the Kiwanis Club of Pembroke, the planting of 1,500 red pine, white pine and white spruce trees both serve as a memoria to people who have died by suicide and raises awareness about suicide prevention. The forest will also be used as a teaching space for Forestry Technician learners, who will work to ensure its ecological health and sustainability.

**Participating in Cross-Country Competitions**

Along with their achievements within the College, in 2022 Algonquin College learners excelled in competitions within their respective fields.

Student teams from colleges across Ontario took part in the Rippen Cross-College Entrepreneurial Challenge in April 2022. Sponsored by Enactus, HSBC and RBC, the virtual event invited student teams to present innovative solutions to business challenges for Goodums Food and Riipen. Learners from Algonquin College's Business Management and Entrepreneurship program won top prizes in the inaugural event. Individual awards, including Most Cohesive Team, Most Engaged and Best Presenter also went to College learners.

Algonquin College learners took second place at the Ontario Colleges' Marketing Competition (OCMC) in December 2022. The two-day competition is a showcase of the province's top marketing students and future business leaders, with over 250 participants across 12 colleges competing in events that test their marketing expertise in a variety of categories. The College's team included 20 students from across five different marketing programs: Advertising and Marketing Communications Management, Bachelor of Digital Marketing Communications, Business Marketing, Business Administration Advanced Diploma and Business Management and Entrepreneurship. Twelve full-time and part-time faculty members, as well as OCMC alumni, provided coaching support for the competition.

Automotive Service Technician Apprenticeship program learners Connor Gunn and Sean Glazier won first and second-place medals, respectively, at the 2022 Skills Ontario Competition, the largest skilled trades and technologies competition in Canada. Gunn won gold and Glazier won silver in the Auto Service Technology category. Ryan Gratton, a student in the Level 3 Automotive Service Technician Apprenticeship program, came a close fourth in the Auto Service Category — helping Algonquin College's participants to sweep three out of the five top spots.

**COMMUNITY INVOLVMENT**

Our learners regularly participate in projects that give back to the local community. Over the spring and summer of 2022, seven teams from the Project Management Graduate Certificate program engaged in fundraising activities to support the Algonquin Students' Association Food Cupboard. Each team was tasked with planning and executing a fundraising project, with the goal of donating \$1,000 worth of goods for students in need. Student teams were encouraged to showcase their entrepreneurial spirit and apply project management skills to achieve their project goals. Each team met or exceeded their fundraising goal, donating a total of \$10,877.45 worth of non-perishable goods.



Prime Minister Justin Trudeau with President Claude Brulé during his visit to Algonquin College

**HOSTING HONOURED GUESTS AT OUR COLLEGE**

Prime Minister Justin Trudeau sat down with Algonquin College nursing students at the Ottawa Campus on February 10, 2023, to discuss health care, mental health and more. Students were eager to engage, asking questions that ranged in topic from immigration to the rise in cost of living and affordable education. Trudeau acknowledged the challenges that students currently face as inflation rises and wages remain stagnant, pointing to the federal government's recent healthcare funding announcement and the ongoing work being done at the federal level to support individuals across all sectors with a variety of challenges. After a question-and-answer period, the prime minister made his way through campus where he was greeted by a crowd of excited learners. Trudeau spoke to studying students, paused for selfies and shook as many hands as time allowed.

Mexican Minister of Tourism Miguel Torruco visited the School of Hospitality and Tourism during a visit to Ottawa in October 2022. Torruco spoke with students about the importance of tourism and its impact on the Mexican economy. As a former hospitality and tourism professor, he discussed the value of a of hospitality and tourism education as well as the exciting career opportunities within the field.

On May 19, 2022, Colombian Ambassador H.E. Jorge Londoño de la Cuesta and Chef Alex Nessim visited Restaurant International, where Nessim conducted a demonstration with AC Culinary students and live-streamed an online seminar.



Student participants in the Northern Youth Abroad program learn carpentry skills at the Algonquin Centre for Construction Excellence (left and right)

### NORTHERN YOUTH ABROAD PROGRAM RETURNS TO ALGONQUIN COLLEGE

After a three-year hiatus due to the COVID-19 pandemic, Northern Youth Abroad (NYA) returned to Algonquin College in July 2022. Thirteen Inuit and Dene students aged 17-24 from Nunavut and the Northwest Territories came to the Ottawa Campus to learn carpentry skills and get a taste of college life.

NYA is an Ottawa-based charitable organization offering programming in education, career building and community leadership to northern youth. Travelling to Ottawa at no cost to themselves, student participants live on campus in AC Residence and take part in various workshops, volunteer in the community, gain independent life skills and complete a construction course at the Algonquin Centre for Construction Excellence. They leave the program with high school credits, career preparedness and the experience of living on a college campus.



Thirteen Inuit and Dene students aged 17-24 from Nunavut and the Northwest Territories came to the Ottawa Campus to learn carpentry skills and get a taste of college life.

### ALUMNI OF DISTINCTION AWARDS 2022

Each year, Algonquin College honours the incredible achievements of our alumni through the Alumni of Distinction Awards. The sixth annual Alumni of Distinction Awards, held in September 2022, returned to an in-person format. The event celebrated 10 Algonquin College alumni and one employer for their outstanding professional and community contributions, empowering our graduates to make a difference. The event also saw musical performances by two alumni acts: up-and-coming alt-pop singer Vi and the group Silla, comprised of traditional Inuit throat singers Cynthia Pitsiulak and Charlotte Qamaniq.

The 2022 Algonquin College Alumni of Distinction Award winners are as follows:

#### The Alumni of Distinction Apprenticeship Award – Lorrie Potvin

Author, tradeswoman, artist, teacher — Potvin has made a career out of overcoming barriers, finding accomplishment in the trades when most women were not allowed in the field. She eventually began teaching the very craft that had nearly been denied to her and embraced writing and art. As a proud member of the Métis Nation of Ontario, she also volunteers as a circle keeper in the Indigenous Restorative Practice team at Family and Children’s Services in Pembroke.

#### Alumni of Distinction Brian Fraser Recent Graduate Award – Keshana King

In many ways, King is already an entrepreneur and changemaker. In May 2019, King was invited to participate in the Centre for Social Enterprise

Development SE Start-Up Lab pre-accelerator program. This led to her joining the Young Leaders Dinner at the British High Commission in Ottawa. Participants at the dinner made climate-change policy recommendations for the next United Nations Climate Change Conference.

#### Alumni of Distinction Creative Arts and Design Award – Sam Laprade

Host of “The Sam Laprade Show” every weekday from noon to 2 p.m., Laprade introduced a new kind of voice to daily radio. She continues to host the show “An Hour to Give,” which provides an outlet for local charities and not-for-profits to tell the stories and amazing work they do to change and save lives.

#### Alumni of Distinction for Business Award – Wendy Beckles

A chartered professional accountant, CEO and president of Shepherd Village, an integrated seniors’ healthcare community, Beckles knows about teamwork. She credits Algonquin College with fostering the notion that it’s important to watch for those who might fall through the cracks and ensure you finish the work as a team — whether it’s as simple as completing a group assignment or as challenging as surviving a pandemic.

#### Alumni of Distinction Changing Lives Award – Collinda Joseph

Joseph was part of the team that took home the 2022 Winter Paralympics bronze medal in wheelchair curling, adding to an ever-growing list of curling achievements. In addition to her athletic pursuits, she also helps develop public policy for accessibility at the federal level.

## This event celebrated 10 Algonquin College alumni and one employer

### Distinction Award for Health Sciences – Frank Fiorenza

Fiorenza has more than five pieces of patented medical technology, three registered trademarks and over 18 patents/patents pending in Canada, the U.S. and Europe. He credits much of his success to the decisions he made early on in his career and taking the leap to enter a college program.

### Alumni of Distinction Award for Technology – John Hewie

Hewie started out tinkering with computers for fun. He worked hard to achieve a leadership role as national security officer at Microsoft Canada and became an industry authority on cybersecurity, taking the opportunity to make a wider contribution.

### The Alumni of Distinction Rena Bowen Volunteer of the Year Award – Christina Ranieri

Ranieri is a long-time abilities advocate and consultant who, in 2014, founded Ability First Ottawa (AFO), a community non-profit organization that offers services and supports to people with developmental disabilities. Its services include a summer camp, adult skills training, entrepreneurship mentoring and other programs that help people with disabilities reach their social, educational and employment goals.

### The Alumni of Distinction Award for Community Services – Aaron Tompkins

Since joining the Smiths Falls Police Service (SFPS), Tompkins – now a constable – has taken the mantle of community service officer by building relationships directly with the public through social media, membership on various local boards and direct initiatives through the SFPS. He spends much of his time volunteering with local organizations and working on youth programs and events.

### Alumni of Distinction Award Employer of the Year – Canadian Revenue Agency

The Canada Revenue Agency, repeatedly named one of the top 100 employers in Canada and a top 100 employer for young people in 2022, serves Canadians by administering tax, benefits and related programs, and ensures compliance on behalf of governments across Canada, contributing to the ongoing economic and social well-being of Canadians.

### Alumna of the Year Award – David Trick

As a businessman, Trick measured success by the number of employees he kept employed and the bottom line of his business. He is now the chair of a family foundation built on the results of his hard work and good fortune that helps look after others today and in tomorrow.



Connections: The Campus Store (left)

Ottawa Campus Food Court (right)

## CAMPUS SERVICES

As we continue to emerge from the pandemic, the focus of the Campus Services department is on rebuilding, reopening and beginning to reimagine our future. Campus Services provides essential support to the Algonquin College community, as seen by the significant increase in on-campus activity throughout the fall and winter terms.

The Campus Store has had 140,928 in-person visits, representing a 193 per cent increase over the previous year. Since September 2022, there have been 813,271 transactions at Food Services, compared to 204,480 for the same period last year. The number of student cards and U-Passes printed increased by 111 per cent, with 35,760 cards issued this past year.

The return and addition of programs and events across our services support a vibrant campus experience, including sustainability initiatives in Food Services, the AC Grad Shop at Convocation and successful custom hoodie events. As we continued to rebuild and reopen, we hired extensively across all Campus Service areas, including more than 140 students. Several highlights from this past year include the return to full occupancy at the Ottawa Residence in Fall 2022, along with returning to in-person events, re-opening common spaces and removing pandemic restrictions. In addition, all Food Services at the Ottawa Campus have also reopened, including four locations that had been closed since March 2020.



The two Certified Gold buildings, the Jack Doyle Athletics and Recreation Centre (ARC) and the Robert C. Gillett Student Commons, both have a broad range of accessibility features that led to their rating. The ARC features an enhanced path of travel and interior circulation, elevator technology with an audible announcement of floor level and emergency hearing technology, universal washrooms and change rooms throughout the facility and a second-floor fitness area highlighted by a state-of-the-art accessible equipment area. The Robert C. Gillett Student Commons is equipped with universal washrooms outfitted with adult change tables on two of the three levels, truncated domes at the top of all staircases and hearing technology available to all students, staff and visitors upon request.

The Algonquin Centre for Construction Excellence (ACCE) achieved certification for its universal washroom equipped with adult change tables on the main floor, accessible showers on several levels and hearing technology available to all learners, employees and visitors upon request. Further accessibility retrofits for ACCE are expected in the coming year.

## FACILITIES

Accessibility is fundamental to Algonquin College's core values of Caring, Learning, Integrity and Respect. Under the Rick Hansen Foundation Accessibility Certification™ (RHFAC) program, in April 2022 the College secured a Gold rating for accessibility for two of its buildings and certification for a third. The RHFAC program serves as a tool for industry leaders to raise the standard for accessible design and ensures people of all abilities can fully contribute and participate in the spaces where they live, work, learn and play. To date, over 1,300 sites across Canada have been rated through the program. This rating was a significant milestone in the College's commitment to accommodating all learners and employees.



## RECRUITMENT

The College Marketing and Student Recruitment department returned to in-person campus tours and events in the fall of 2022. The College Information Program returned to the five-week in-person format, travelling throughout the province together with the other 24 Ontario colleges, with a contingent from Algonquin College exhibiting at the Ontario College Fair in Toronto.

The Algonquin College Fall Open House at the Ottawa Campus took place in November 2022. It was the first in-person Open House in two years and welcomed an estimated 5,000 to 6,000 visitors. More than 4,800 leads were collected, representing an increase of 27 per cent year-over-year.



**The first in-person Open House in two years welcomed an estimated 5,000 to 6,000 visitors.**

This past year our annual brand campaign transformed to feature how our learners are linking their hopes and dreams through their choices in programming, their efforts and their career paths. Twelve new branded I AM videos were developed to engage our audiences through learner stories. Significant additions to our 2023-24 Viewbook include identifying pathways to a degree and part-time program options within the program chart.

# GRADUATE CELEBRATION



## Convocation 2022

Graduation is a seminal moment in a learner's life, serving as both a closing door in an academic journey and the first step towards a new and exciting future. Whether one looks ahead to further education or delving into the working world, the recognition and celebration of new graduates in front of peers and loved ones serves as a fond memory for many.

COVID-19 changed the way we recognize our graduates, as pandemic restrictions necessitated a shift to entirely virtual convocation ceremonies. The Spring 2022 Convocation saw a partial return to form under a hybrid format, allowing in-person celebration for the first time in years. The event saw 13 ceremonies across the Ottawa, Pembroke and Perth campuses, which celebrated the accomplishments of roughly 5,500 graduates — including from our AC Online campus — from the Summer 2021, Fall 2021 and Winter 2022 terms. An open invitation was also extended to learners who graduated during the pandemic, allowing them an opportunity to receive recognition at an in-person graduation.

The Spring 2022 ceremonies also celebrated five accomplished community leaders with honorary degrees: Catherine Clark, Co-Founder of the Honest Talk; Goldy Hyder, President and CEO of the Business Council of Canada; Alex Munter, President and CEO of the Children's Hospital of Eastern Ontario; Todd Nicholson, five-time Canadian Paralympian and Project Officer at the Canada Border Services Agency; and Ian Sherman, Chair of the Ottawa Board of Trade. These recipients were chosen for their wide-ranging community work and contributions to their fields, efforts which have improved the lives of many.



**Whether one looks ahead to further education or delving into the working world, the recognition and celebration of new graduates in front of peers and loved ones serves as a fond memory for many.**

# EMPOWERED PEOPLE



## Empowering our people to foster a high-quality, innovative, learner-driven culture

### INTRODUCTION

At Algonquin College, our focus is on empowering our people to create a culture that is learner-driven, innovative and of the highest quality. We believe that collaboration, continuous learning and improvement are the keys to excellence in teaching and learner support.

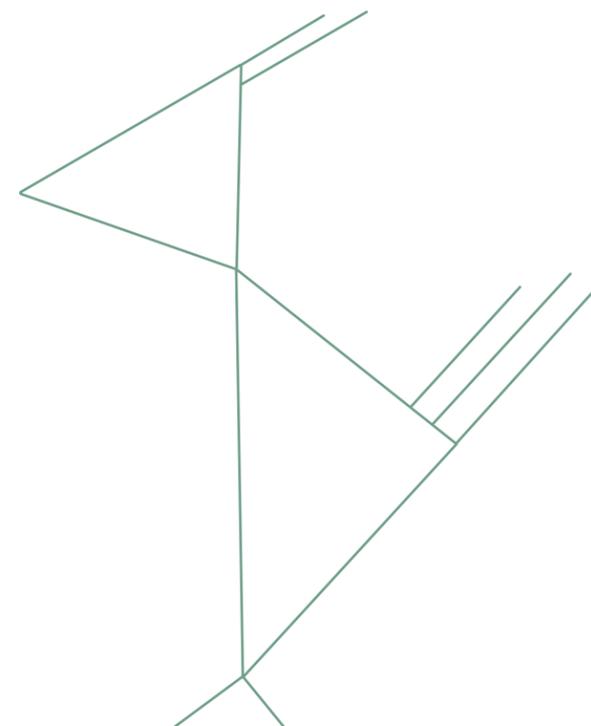
Our goal is to provide our people with the tools, systems, facilities and support they need to deliver outstanding learner experiences. We also understand the importance of career and professional development opportunities that enhance their work and support lifelong learning.

By empowering our employees and providing them with the tools and clear parameters to succeed, we enable efficient decision-making and create a culture that values innovation and strives toward continuous improvement.



#### TENDESÍ - Blue Jay

Blue Jay was given beautiful coloured feathers by Kije Manido. He is kind to those who show kindness, also has predatory and fierce qualities.



Our goal is to provide our people with the tools, systems, facilities and support they need to deliver outstanding learner experiences.



### STRATEGIC WORKFORCE PLANNING

In support of the AC Strategic Plan, the Strategic Workforce Planning initiative was undertaken in 2022-23. The project was designed to create a framework that embraces data-driven approaches to determine workforce requirements, which allows the College the knowledge that each role has been filled by the right person. Developed by Human Resources, the progression of this plan included an analysis of the prior model, creation of the new framework and proposed options for governance.

A proof of concept was implemented in several areas of the College, including the Nursing program and administrative and service areas like Parking, Lockers and Card Services. The results of this proof of concept were incorporated into a final report, which also included recommendations and guidelines in the implementation of strategic workforce planning. The project will continue into the following year, as these same workforce planning methods will extend to other areas of Algonquin College.



**The R3 Project is an opportunity to Rethink, Redesign and Reimagine how Algonquin College does business.**

### STUDENT INFORMATION SYSTEM TRANSFORMATION

Algonquin College's R3 Project has made excellent progress thanks to the efforts of working group meetings and engagement from the wider College community. The Project — now in its Design and Develop Phase — has achieved a number of notable milestones, including successfully examining the transferral of data between Salesforce and Thesis SM, thus reducing the time needed for the two platforms to communicate with one another.

The R3 team has finished integration plans for other programs used throughout the College. More than 1.8 million student's course enrolment data have been migrated to the new Student Information System.



### TOP EMPLOYER

For the tenth year in a row, the College has been recognized as a National Capital Region's Top Employer for our atmosphere of growth and inclusion. This is reflective of the College's mission to transform hopes and dreams into lifelong success, which is applicable to our learners and our employees.

Employees enjoy an inclusive and respectful environment at Algonquin College through ongoing professional development opportunities and inclusion activities. The College continuously works to develop growth and employee engagement through working groups, intra-college committees and various task forces.

### REGISTRAR'S OFFICE CLIENT RELATIONSHIP MANAGEMENT SYSTEM

One of the Registrar's Office's key accomplishments this year was the deployment of the Client Relationship Management (CRM) system, which manages student inquiries for all Registrar's Office services and can be leveraged to increase response times, visibility and tracking. The Registrar's Office frontline team has been using the CRM system for a year and a half. During this period, the average response time has gone from two days to within the same day of inquiry. This same-day service is expected to continue improving wait times and responses, with the CRM now supporting all Registrar's Office services.

The net promoter score, which measures learner satisfaction and an individual's willingness to recommend Registrar's Office services, has continued to improve with a 12-point increase from + 55 to + 67 in 2022-23. This heightened score represents a ranking of "very good" bordering excellent.



Algonquin College  
Student Learning Centre (left)

Algonquin College  
Counselling Services (right)

## STUDENT SUPPORT SERVICES

To improve the experience of learners, this year both the Ottawa Campus Library and Student Learning Centre introduced new technology platform initiatives ahead of Fall 2022. The College was one of 20 post-secondary institutions that switched to a new Collaborative Library Services Platform with Ex-Libris, developing the Page1 platform in time for the new academic year. The platform offered a wide range of benefits, including improved back-end operation of the Library's web-based resources, stronger learner experience, better inter-college shareability and easier resource location. The Student Learning Centre was simultaneously seeking to replace technology that was used to book, pay for and deliver peer tutoring. The choice was made to launch the cloud-based TutorOcean, which replaced multiple other tools and processes and greatly strengthened the process for both learners accessing the service and for employees in their onboarding of tutors.

## COUNSELLING SERVICES

In the fall of 2020, the Mental Health Commission of Canada released the National Standard of Canada for Mental Health and Well-Being for Post-Secondary Students. Its voluntary guidelines serve as a framework for post-secondary institutions to create and enhance procedures and practices that serve to continually benefit the overall mental well-being of learners.

Counselling Services performed a wide-reaching audit of its programming and services as part of the Standard. This led to an extensive report released in March 2022. In response to the report and audit, the College's Mental Health Steering Committee was updated with a mandate, executive sponsor, new membership list and terms of reference. The committee priorities for the coming 2023-24 year are to create a new framework for mental health and wellness, suicide prevention and to develop a new health and wellness website for learners.

## RECOGNIZING EXCELLENCE IN OUR EMPLOYEES

Each year the Algonquin College Employee Awards recognize employees who demonstrate exceptional skills and dedication to our learners, their peers and the communities we serve. Whether to acknowledge excellence in leadership, teaching or teamwork, the awards capture a commitment to excellence across all positions and services. The Employee Awards program is one way to say thank you to all those who live the College values of Caring, Integrity, Learning and Respect.

2021-2022 award recipients:

**Administrative Staff Award – Alanna McDonell**

**Deborah Rowan-Legg Service Excellence Award – Shelly Sutherland**

**Dianne Bloor Part-time Faculty Award – Jeff Bergin**

**Gerry A. Barker Leadership Award – David Thibodeau**

**Inclusion & Diversity Champion Award – Martin Lee**

**Laurent Isabelle Teaching Excellence Award – Tamra Alexander**

**Lifetime Achievement Award – Robyn Heaton**

**Part-time Support Staff Award – Monica Havelock**

**Philanthropy Champion Award – Kim Bosch**

**Support Staff Award – Kyle Jamieson**

**Team Staff Award – Ethical Upstander Training for Inclusion Leaders team**

## PRESIDENT'S STAR AWARD

The President's Star Award is presented to an employee who demonstrates a commitment to excellence in their role within the College community, who regularly and consistently demonstrates outstanding service and truly embodies the College's shared commitment to student success.

The 2022-23 President's Star Awards recipients include **Nancy Tremblay, Mary Anne Reinhard, Trudy Price, Frank Bowick, Alicia Gibson, Ahmed Atallah, Brenda Klerks and Colleen Clark.**

## CATALOGUE OF EMPLOYEE LEARNING OFFERINGS

A new Catalogue of Employee Learning Offerings showcases learning opportunities to align with each employee's learning needs. Promoting a wide array of the most popular and timely offerings, employees can search the Catalogue for learning opportunities across all areas of the College by topic and subject. The offerings have been divided into seven categories: Health & Wellness, Inclusion & Diversity, Leadership, Legislated Training, Teaching & Learning, Technology and Workplace Skills. In addition to a rigorous index and search function, the Catalogue provides instructions on how employees can register from the various departments. The Catalogue is the work of the new cross-College Employee Learning and Development Working Group, whose membership is made up of representatives from AC Online, the Centre for Organizational Learning, Corporate Training and Learning and Teaching Services.

# A DAY OF REMEMBRANCE



## National Day for Truth and Reconciliation

Algonquin College recognized the second annual National Day for Truth and Reconciliation (NDTR) with the unveiling of *Remembering the Children*, a beautifully hand-crafted art installation that serves to commemorate the victims of the residential school system. Revealed at the Ishkodewan courtyard in front of a crowd of orange shirt-clad onlookers, the commissioned art installation was created by local metal artist Barry Ranger, who incorporated several traditional Indigenous images into the design. Nurturing plants like corn, beans and squash intertwined with several sets of small moccasins — a stark reminder of the Indigenous children who never returned home.

The art installation now remains on display in Ishkodewan, serving as a place to gather for reflection and as a permanent reminder of the dark and brutal history surrounding Canada's treatment of Indigenous Peoples.

Algonquin College continued to acknowledge Truth and Reconciliation throughout the day, with events at the Mamidosewin Centre — which included traditional meals and a speakers series with Eric Johnston and Jackie Tenute — and the Big Box Theatre, which showed the award-winning film *Beans* and hosted a talk by director Tracey Deer. The Pembroke Campus also conducted a ceremony, provided free Three Sisters soup during the lunch hour and hosted a blanket exercise.



***Remembering the Children*, a beautifully hand-crafted art installation that serves to commemorate the victims of the residential school system.**

# INCLUSIVE COLLEGE



## Creating an equitable, diverse and inclusive work environment

### INTRODUCTION

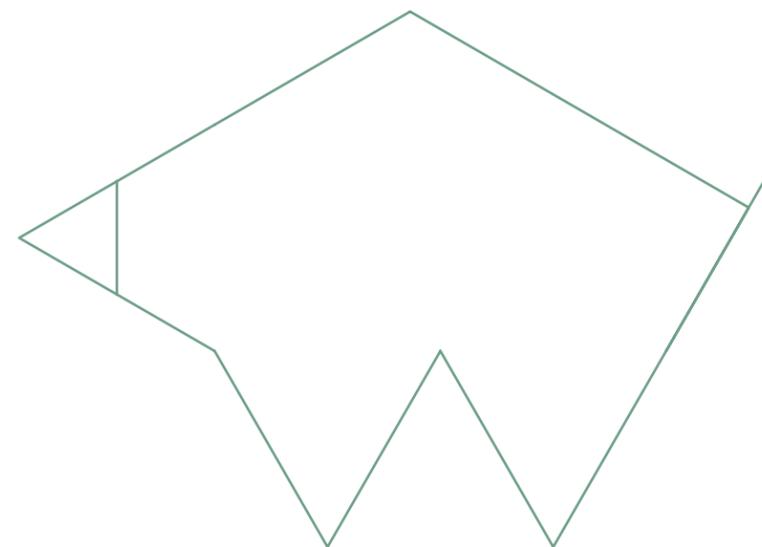
Creating an equitable, diverse and inclusive work environment is not just a matter of good intentions, it is a strategic imperative for any organization that wants to succeed in today's complex and dynamic world. At Algonquin College, we recognize the importance of building a culture that is grounded in equity, diversity and inclusion principles and that is reflected in everything we do.

Our goal is to embed these principles into our College culture and ensure that they are reflected in our practices, processes, services and programs. We also aim to create a team that reflects the diversity of the population and the communities we serve, and that facilitates an equitable and inclusive work environment for all. Moreover, we strive to integrate Indigenous ways of knowing into our College practices and offer flexible and adaptive work arrangements that meet the needs of both the College and all its employees.



**MÀKWA - Bear**  
Bear is known for his strength on the land. A medicine holder, known for physicality and teaching courage.

We recognize the importance of building a culture that is grounded in equity, diversity and inclusion principles.





Algonquin College Ottawa Campus Inclusion mural

## DIVERSITY MURALS

Algonquin College's Inclusion & Diversity Circle completed an exciting project to add street art style murals to each Algonquin College campus in an attempt to tackle visual representation as a barrier to belonging in the College community. The art is rooted in social equity and facilitates the creation of a more welcoming place for people from all cultures and races. It also weaves in Indigenous storytelling through the inclusion of animals and a Wampum belt.

Three highly regarded professional artists were involved in this project — Jimmy Baptiste, Allan André and Kalkidan Assefa. The artists created one mural on each campus, creating a compelling visual representation of the College community's vision for inclusion, diversity and belonging. At each campus, community painting days were held, allowing novice painters to contribute to the mural by painting small sections of the artwork.

The murals have now been completed at the three campuses and are all connected. Where one mural ends, the next one begins, sharing a common message inspired by the Algonquin College community. The new cross-campus murals, entitled *Stronger Together*, represent the rich diversity of the AC community and its commitment to diversity, equity and inclusion on the path forward.



Where one mural ends, the next one begins, sharing a common message inspired by the Algonquin College community.

## FLEXIBLE WORK ARRANGEMENT POLICY AND IMPLEMENTATION

In August 2022, Algonquin College initiated a flexible work arrangement that gives employees an added level of flexibility in their day-to-day work, providing a focus on employee engagement and experience. The program — which is defined by a commitment to learner, employer and employee success — is intended to provide employees the freedom to complete work at locations outside of the College's campuses.

Various positions have been chosen by People Leaders to be eligible for this initiative, with hybrid, remote (local) and remote (non-local) as possible arrangements. The position-based analysis saw the review of job fact sheets and position description forms to ensure that key performance indicators continue to be met within a hybrid or remote work environment.

## EMPLOYMENT EQUITY CENSUS DATA: BUILDING CAPACITY TO COLLECT AND DERIVE MEANING

This past year, Algonquin College met the required conditions to participate in the Federal Contractors Program (FCP). The FCP "requires that organizations who do business with the Government of Canada implement employment equity in their workplaces." This includes ensuring their workforce is representative of Canada's labour force with respect to the members of the following four designated

groups under the Employment Equity Act: women, Indigenous Peoples, persons with disabilities and visible minorities.

To achieve compliance with the FCP and as part of our efforts to build an inclusive community, Algonquin College prioritized the development of a system to deploy an equity census survey, providing insight into the barriers experienced by equity-deserving employees. The communications and support efforts of the Inclusion, Diversity, Equity and Accessibility (IDEA) team were successful in building employee trust, with over 80 per cent of the College's full-time and permanent part-time employees responding to the self-identification survey.

As a result of this campaign, Algonquin College is now better positioned to address and deepen our understanding of barriers experienced by marginalized groups of employees. This data and insights from the survey will be critical in delivering on goal three within our 2022-25 Strategic Plan, seeking to create an equitable, diverse and inclusive work environment.

With this capability now launched and actively ongoing, we will move next to the integration of these findings into the 2023-2026 Inclusion & Diversity Blueprint — the College's vision and strategy for creating a culture of inclusion. We can now more effectively measure progress toward improving diverse representation so that our workforce is representative of our communities.

**This IDEA Blueprint is only the design – it will take the actions and commitment of all of us to succeed with the building effort.**



**LAUNCH OF THE 2023-2026 BLUEPRINT FOR INCLUSION, DIVERSITY, EQUITY & ACCESSIBILITY**

During 2022-23 the College engaged in a process that centred the voices of the employee community to build a plan that articulates our vision for an increasingly inclusive work environment. Our 2023-26 Blueprint for Inclusion, Diversity, Equity & Accessibility (IDEA) was produced after conversations with the College’s senior leaders who articulated the key linkages between IDEA and the College’s overall success. Priorities for investment were further defined through research on best practices, an assessment of our practices compared to well-accepted benchmarks and fact-finding interviews with other Colleges recognized for their achievements. Blueprint tactics were inspired by the experiences and voices of employees. With over 500 ideas offered and 10,000 engagements, these employee insights were captured through a five-week online community dialogue, consultation with unions and the advice of the Inclusion & Diversity Circle.

Before this plan was endorsed by the College’s Inclusion and Diversity Circle, our efforts to build the strategy started with a thorough analysis of input from employees, leadership and unions, as well as the consultation of subject matter experts and the execution of industry and sector best practices such as Global Diversity Equity and Inclusion Benchmarks. Once we completed an honest and thorough assessment of our current culture, agreeing on what changes we have seen over time and what culture we intend to foster forward, our draft came together and was circulated amongst stakeholders for further refinement.

Our 2023-26 IDEA Blueprint will focus on:

1. Capacity building to enhance the ability of our leadership and workforce to thrive in an inclusive, diverse, equitable and accessible work environment.
2. Robust conversations where we will drive change by engaging our workforce in constructive dialogue about inclusion, diversity, equity and accessibility.
3. Workforce recruitment will enhance the College’s ability to attract and recruit diverse talent.

From 2023 until 2026, with this Blueprint as our guide, we will use the building blocks of inclusion, diversity, equity and accessibility to construct an Algonquin College welcoming for people of all backgrounds and characteristics.

By 2026, we aspire to see an Algonquin College where:

- Our workforce reflects the world around us. If there are still gaps, we are working diligently to close them.
- Our people are proud and confident in their individual identities and trusting enough to identify themselves.
- Any of our employees who see hurtful interactions in our work environment, as well as those who experience them, have the comfort and skills to take action and be an influence for positive change.
- Our people management processes are rapidly becoming best in class.
- Our work climate reflects our thirst for knowledge and skill-building. An active IDEA program of events, resources and networks prompts us to challenge ourselves and learn together in safe spaces.

This Blueprint is only the design — it will take the actions and commitment of all of us to succeed with the building effort.

# APPENDICES



**MÒNZ - Moose**  
 He is the leader of forest. Important for food and utility resources, the Algonquin language refers to him as he who stands tall on the land.

## FINANCIAL REPORT

### Year Ended March 31, 2023

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	\$	116,085
Student tuition fees		160,297
Contract educational services		49,181
Campus Services		28,419
Other		28,109
Amortization of deferred capital contributions		7,440
<b>TOTAL REVENUES</b>	<b>\$</b>	<b>389,531</b>

#### EXPENSES

Salaries and benefits	\$	228,027
Building maintenance and utilities		18,723
Instructional supplies and equipment		7,023
Bursaries and other student aid		7,670
Interest		612
Amortization of long-term prepaid - Students' Association		174
Amortization and write-down of capital assets		15,858
Campus Services		21,364
Other		78,006
<b>SUBTOTAL</b>	<b>\$</b>	<b>377,457</b>
Changes in vacation, sick leave, and post-employment benefits liabilities		730
<b>TOTAL EXPENSES</b>	<b>\$</b>	<b>378,187</b>
(Deficiency)/Excess of revenue over expenses		11,344

(Figures presented in '000s)

BOARD MEMBERS AND SENIOR MANAGEMENT

## Across Ontario, nominees are put forward to the Ministry of Colleges and Universities based on a skills matrix and assesment

As of October 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 Colleges and Universities (MCU) with three nominees for each vacant position to be filled as an appointee. Across Ontario, nominees are put forward to MCU 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 or by contacting Ontario colleges directly for their consideration.

### BOARD OF GOVERNORS – SEP. 1, 2022 TO AUG. 31, 2023

Name	Board Positions	First Elected	Maximum Term of Service
<b>Chair</b>			
Beck, Gail Maureen	Board Chair, Member, Audit & Risk Management (ARM), Academic & Student Affairs Committee (ASAC) & Governance	Sep. 1, 2017	Aug. 31, 2023
<b>Vice Chair</b>			
McCracken, James	Board Vice Chair Member, ARM	Sep. 1, 2019	Aug. 31, 2025
<b>President</b>			
Brulé, Claude	President/Member, All Committees	Aug. 12, 2019	
<b>Committee Chairs</b>			
Barkhouse, Steve	Chair, Governance	Sep. 1, 2017	Aug. 31, 2023
Wilson, Rodney	Chair, (ASAC) Member, ARM	Oct. 22, 2020	Aug. 31, 2023
Zouari, Ikram	Chair, ARM Committee	Sep. 1, 2019	Aug. 31, 2025

### BOARD OF GOVERNORS – SEP. 1, 2022 TO AUG. 31, 2023 (CONT'D)

Name	Board Positions	First Elected	Maximum Term of Service
<b>Committee Vice Chairs</b>			
McKelvie, Cyril	Vice Chair, ASAC Member, ARM	Sep. 1, 2017	Aug. 31, 2023
Tudor, Stephen	Vice Chair, ARM Vice Chair, Governance	Sep. 1, 2019	Aug. 31, 2024
<b>External Governors</b>			
Berard, Gabrielle	Member, ASAC	Sep. 1, 2021	Aug. 31, 2024
Darwin, Jeff	Member, ARM	Sep. 1, 2018	Aug. 31, 2024
Denis, Shaun	Member, ARM & ASAC	Sep. 1, 2022	Aug. 31, 2025
Lawrence, Audrey-Claire	Member, ASAC, Governance	Sep. 1, 2017	Aug. 31, 2023
Pollard, Anthony	Member, Governance	Sep. 1, 2022	Aug. 31, 2025
<b>Internal Governors</b>			
Hoareau-Sayah, Valerie	Support Staff Representative/ Member, Governance	Sep. 1, 2017	Aug. 31, 2023
Jarrell, Laura	Academic Staff Representative/ Member, Governance	May 9, 2022	Aug. 31, 2023
Shields, Cyan	Student Representative, Member, ASAC & Governance	Sep. 1, 2021	Aug. 31, 2023
Wakelin, Rebecca	Academic Staff Representative/ Member, ASAC	Sep. 1, 2021	Aug. 31, 2024

### EXECUTIVE TEAM – 2022-2023

Name	Titles/Department
Brulé, Claude	President and Chief Executive Officer
Janzen, Christopher	Senior Vice President, Academic
McCutcheon, Diane	Vice President, Human Resources
McNair, Duane	Vice President, Finance and Administration
Savenkoff, Mark	Vice President, Advancement
Stanbra, Laura	Vice President, Student Services
Vacant	Vice President, Truth, Reconciliation and Indigenization
McDougall, Tracy	Director, President's Office and Communications

BOARD MEMBERS AND SENIOR MANAGEMENT

LEADERSHIP TEAM - 2022-2023

Name	Titles/Department
<b>President</b>	
Brulé, Claude	President and Chief Executive Officer
<b>Senior Vice President</b>	
Janzen, Christopher	Academic
<b>Vice Presidents</b>	
McCutcheon, Diane	Human Resources
McNair, Duane	Finance and Administration
Savenkoff, Mark	Advancement and Strategy
Stanbra, Laura	Student Services
Vacant	Truth, Reconciliation and Indigenization
<b>Chief Officers</b>	
Do, Yen	Digital Officer (Acting)
Perry, Grant	Financial Officer
<b>Registrar</b>	
Pearson, Krista	
<b>Associate Vice Presidents</b>	
Dawson, Kristine	Experiential Learning and Innovation
Devey, Patrick	Global, Online and Corporate Training
<b>Executive Directors</b>	
Leduc, Mark	Academic Operations and Planning
Southwood, Ryan	Facilities Management

LEADERSHIP TEAM - 2022-2023 (CONT'D)

Name	Titles/Department
<b>Directors</b>	
Brownlee, Brent	Campus Services
Bridgstock, Ben	Student Support Services
Gonsalves, Scott	Strategy and Planning
Grammatikakis, Mary	Experiential Learning and Entrepreneurship
Langevin, Erin	Employee and Labour Relations
Lavolette, Michael	Risk Management
Lewer, Ian	Philanthropy
McDonell, Alanna	Marketing
McDougall, Tracy	President's Office and Communications
Mulvey, Ernest	International Education Centre
Pollock, Lois	R3 Project
Safi, Pouya	Business Development
Soltis, David	People and Culture
Woods, Emily	Financial Planning
Vacant	Applied Research, Innovation & Entrepreneurship
Vacant	Indigenous Initiatives
<b>Deans</b>	
Beauchamp, Julie	School of Business and Hospitality & Tourism
Cusson, Maggie	Academic Development
Hahn, Chris	Algonquin Centre for Construction Excellence, Algonquin College Heritage Institute (Perth)
Hall, Sarah	Algonquin College in the Ottawa Valley (Pembroke)
Karimi, Farbod	AC Online (Acting)
Marois, Eric	School of Advanced Technology
Ryall, Heather	Faculty of Arts, Media & Design
Trakalo, Jane	Faculty of Health, Public Safety and Community Studies

**CHAIRS COUNCIL MEMBERSHIP - 2022-2023**

Name	Titles/Department	School/Faculty
Janzen, Christopher	Senior Vice President, Academic	SVPAO
Makila, Nancy	Senior Executive Assistant to the Senior Vice President, Academic	SVPAO
<b>Members</b>		
Anderson, Alana	Chair, General Arts and Science and Academic Access Centre	Faculty of Arts, Media & Design
Barr, Shaun	Chair, Construction Trades and Building Systems	Algonquin Centre of Construction Excellence
Benbow, Paula	Chair, Health Foundations	Faculty of Health, Public Safety, and Community Studies
Brancatelli, Sandra	Chair, Information and Communications Technology	School of Advanced Technology
Dallas, John	Chair, ICT – Security Systems & Networking	School of Advanced Technology
Deveau, David	Chair, Language Institute	Faculty of Arts, Media & Design
Fraser, Sherryl	Chair, Design Studies	Faculty of Arts, Media & Design
Germain, Dominique	Chair, Police and Public Safety Institute	Faculty of Health, Public Safety, and Community Studies
Gormley, Bobbie	Chair, Business, Technology, and Outdoor Training	Pembroke Campus
Hanachi, Houman	Chair, Mechanical & Transportation Technology	School of Advanced Technology
Haskins, Cory	Chair, Culinary Arts	School of Hospitality & Tourism
Hodds, Lorraine	Chair, Electrical, Building Science & Horticulture	Algonquin Centre of Construction Excellence
Hust, Carmen	Chair, Nursing	Faculty of Health, Public Safety, and Community Studies
Jaffray, Jodi	Chair, Community Studies	Faculty of Health, Public Safety, and Community Studies
McCormick, Sandra	Chair, Wellness, Research and Innovation	Faculty of Health, Public Safety, and Community Studies
Pihlainen, Dan	Chair, Media Studies	Faculty of Arts, Media & Design
Rintoul, Angela	Chair, Health and Community Studies	Pembroke Campus
Root, Katherine	Chair, Business Administration	School of Business

**CHAIRS COUNCIL MEMBERSHIP - 2022-2023 (CONT'D)**

Name	Titles/Department	School/Faculty
Sadler, Tanya	Chair (Acting), Financial Accounting & Legal Studies	School of Business
Selvey, Amandah	Chair, Architecture, Civil and Construction	Algonquin Centre of Construction Excellence
Shane, Adam	Chair, Applied Science & Environmental Technology	School of Advanced Technology
Stitt-Cavanagh, Erin	Chair, Allied Health	Faculty of Health, Public Safety, and Community Studies
Surman, Kerry	Chair, Marketing & Management Studies Chair (Acting), Operations Management	School of Business
Tarnowski, Michael	Chair, Hospitality and Tourism	School of Hospitality & Tourism
<b>Observers</b>		
Brown, Jessica	Chair (Acting), Learning & Teaching Services	Learning & Teaching Services
DeVries, Jessica	Chair, Academic Development, Learning & Teaching Services	Learning & Teaching Services
Draper, Lauren	Associate Chair, Faculty of Health, Public Safety, and Community Studies	Faculty of Health, Public Safety, and Community Studies
Ens, Helen	Manager, Talent Acquisition and Workforce Planning	
Fortey, Julia	Associate Chair, Algonquin Centre of Construction Excellence	Algonquin Centre of Construction Excellence
Gamble, Natalie	Academic Manager, AC Online	AC Online
Hinds, Lindsay	Academic Manager, AC Online	AC Online
Huckle, Julia	Chair (Acting), Academic Integrity	Academic Operations & Planning
Larwill, Sandra	Chair (Acting), Academic Integrity	Academic Operations & Planning
Lexmond, Jennifer	Associate Chair, School of Advanced Technology	School of Advanced Technology
Norris, Tracy	Associate Chair, Faculty of Arts, Media & Design	Faculty of Arts, Media & Design
Symonds, Colin	Employee & Labour Relations Specialist, People & Culture	People & Culture
Vacant	Manager, Talent & HR Programs	People & Culture

ADVERTISING AND MARKETING COMPLAINTS RECEIVED

### Good Standing

For the period April 1, 2022, to March 31, 2023, 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 President’s Office and Communications department ensure the community is aware of events and announcements through media relations, internal communications and advocacy with government representatives. The departments promote corporate and employee events that are often open to employees, students, businesses and community stakeholders, including opening new buildings, keynote speakers, executive town halls, coffee breaks, breakfasts and barbecues. Students receive communications over email and announcements posted to the Algonquin College Student Information System or the Learning Management System. The department coordinates the production of corporate documents to meet provincial government guidelines, including the Ministry of Colleges and Universities, College of Applied Arts and Technology Policy Framework, Governance and Accountability Operating Procedure for the Annual Report.

The College Marketing and Student Recruitment department actively builds the Algonquin College brand. The department generates and qualifies leads with traditional print and outdoor advertising and the latest digital technologies. The Recruitment department keeps close ties with contacts across regional secondary schools and community groups, holding open houses, off-site presentations, on-campus visits, tours and actively outbound calling those expressing interest in Algonquin 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 2022-23. The Board of Governors also agrees that the College has operated in accordance with legal and regulatory requirements through the 2022-23 fiscal year in compliance with the Responsibilities of the Board (BGI-01, 2-6).

COLLEGE ACADEMIC COUNCIL REPORT

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

The Ministry of Colleges and Universities 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 2022-23 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 - 2022-2023

Titles/Department	Name	First Elected	Maximum Term of Service
<b>Chair</b>			
Culinary Arts	Bosch, Kim	Sep. 2022	Aug. 2023
<b>Academic Staff</b>			
School of Media and Design	Asselin, Brian	Sep. 2022	Aug. 2024
Counsellors	Bailey, Heather	Sep. 2022	Aug. 2024
School of Hospitality and Tourism	Brennan, Marc	Jan. 2023	Aug. 2025
Algonquin College in the Ottawa Valley (Pembroke)	Clarke, Barbara	Sep. 2021	Aug. 2023
School of Hospitality and Tourism	Brennan, Marc	Jan. 2023	Aug. 2025
Academic Upgrading	Farquhar, Melanie	Sep. 2022	Aug. 2024
School of Business	Halls, James	Dec. 2019	Aug. 2023
Algonquin Centre for Construction Excellence	Hill, Kenneth	Sep. 2022	Aug. 2024
School of Health and Community Studies	Liberty, Jennifer	Sep. 2020	Aug. 2024
Librarians	Mahoney, Brenda	Jan. 2023	Aug. 2025
Language Institute	Mba, Chinedu	Sep. 2022	Aug. 2024

COLLEGE ACADEMIC COUNCIL MEMBERSHIP - 2022-2023 (CONT'D)

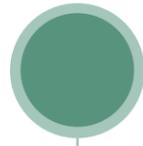
Titles/Department	Name	First Elected	Maximum Term of Service
<b>Academic Staff</b>			
Police and Public Safety Institute	Roots, Lisa	Sep. 2021	Aug. 2023
School of Advanced Technology	von Moos, Elisabeth	Sep. 2022	Aug. 2024
Counsellors	Wyman, Leslie	Sep. 2022	Aug. 2024
Perth Campus	Vacant		
<b>Support Staff</b>			
Vacant			
<b>Students</b>			
President, Algonquin Students' Association	Larente, Daniel	May 2022	April 2023
Vice President, Algonquin Students' Association	Vacant	May 2022	April 2023
Director, Algonquin Students' Association	Pooja	May 2022	April 2023
<b>Learning and Teaching Services</b>			
Academic Development	Brown, Jessica	Sep. 2022	Aug. 2024
<b>Past Chair</b>			
Applied Science & Environmental Technology	Lee, Martin	Sep. 2022	Aug. 2023
<b>Dean</b>			
Health, Safety & Community Studies	Trakalo, Jane	Sep. 2022	Aug. 2024
<b>Academic Chair</b>			
Business Administration Core & Service Courses	Root, Katherine	Sep. 2021	Aug. 2023
<b>Executive Officio Members</b>			
Senior Vice President, Academic	Janzen, Chris	N/A	N/A
Vice President, Student Services	Stanbra, Laura	N/A	N/A
Experiential Learning & Innovation/Co-op	Dawson, Kristine	N/A	N/A
AC Online	Hinds, Lindsay	N/A	N/A
Registrar	Pearson, Krista	N/A	N/A

## Key Performance Indicator Performance Report

The provincial government requires all publicly-funded Ontario colleges to gather and report on Key Performance Indicators (KPI). Colleges use a common methodology to administer the surveys, gather the data and calculate the results. Colleges Ontario publishes the results publicly online for the Ministry of College and Universities. Colleges Ontario last released a KPI Performance Report in January 2023. The summary report reflects responses from graduates of the Class of 2020-21 and the employers who hired them. The data from each college should be considered on its own; college-to-college comparisons and rankings can produce misleading results because colleges vary in context and by characteristics including size, local employment conditions, program mix and graduate demographics.

Algonquin College KPI performance results are shown below and at <https://www.collegesontario.org/en/resources?category=kpi>.

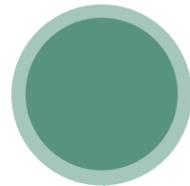




**64.3%**

**Graduation Rate**

Among 2020-2021 graduates, identifying the percent graduated. The 2021-2022 KPI graduation rate is based on students who started one-year programs in 2019-20, two-year programs in 2017-2018, three-year programs in 2015-2016 and four-year programs in 2014-2015, and who had graduated by 2020-2021. The 2021-2022 KPI graduation rate is based on students who had been funded through the college funding framework, Second Career or the co-op apprenticeship diploma.



**84.6%**

**Graduate Employment Rate**

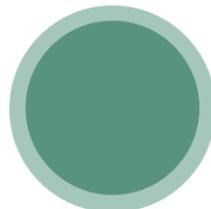
Survey of 2020-2021 graduates six months after graduation, identifying the percent employed. The percentage of Algonquin College graduates who are in the labour force, and who are working during a standard reference week, six months after 2020-21 graduation.



**73.9%**

**Graduate Satisfaction**

Survey of 2020-2021 graduates six months after graduation, and the percentage of respondents who indicated very satisfied or satisfied. The percentage overall of Algonquin College graduate satisfaction summarizing very satisfied and satisfied graduate responses to the question of the usefulness of their College education, six months after 2020-21 graduation.



**100%**

**Employer Satisfaction**

Survey of employers who have hired 2020-2021 graduates, and the percentage of respondents who indicated very satisfied or satisfied. The percentage overall of employers who hired 2020-21 graduates, very satisfied and satisfied responses to the question of their performance.



## Strategic Mandate Agreement

Ontario's 45 publicly funded universities and colleges each have a Strategic Mandate Agreement with the province, highlighting their institutional priorities for 2020-2025. The agreements help promote student success and institutional excellence. Institutions outline their unique approach to help build a highly-skilled workforce in collaboration and openness with the province of Ontario and the greater community. The agreements focus on each institution's strengths to enhance the quality of learning experiences and their outcomes with planned enrolment growth and financial sustainability.

The SMA between the Ministry of Colleges and Universities and Algonquin College outlines how the College will build on current strengths to achieve our vision and help drive system-wide objectives and government priorities from April 1, 2020, to March 31, 2025. The Strategic Mandate Agreement outlines Algonquin College's aspirations and priorities for excellence and future areas for growth, including program strength, enrolment, financial sustainability measures and institutional collaborations and partnerships.

## ALGONQUIN COLLEGE PRIORITY AREAS

### SKILLS & JOB OUTCOMES

This priority area seeks to measure and evaluate the College's role in supporting student and graduate outcomes and alignment with Ontario's economy. Metrics measure institutional commitment to areas of strength and specialization; students' preparation with the skills essential for employment; experiential learning opportunities; graduation; and positive labour-market outcomes for graduates, through the following performance indicators:

- Graduate Employment Rate in a Related Field
- Institutional Strength/Focus
- Graduation Rate
- Graduate Employment Earnings
- Experiential Learning
- Skills & Competencies

### ECONOMIC & COMMUNITY IMPACT

This priority area seeks to measure and evaluate the College's role in supporting Ontario's economy. Metrics measure funding from private sector sources; the positive economic impact on local economies brought by students at an institution; and the differentiated ways institutions demonstrate economic impact:

- Community/Local Impact of Student Enrolment
- Economic Impact (Institution-specific)
- Revenue Attracted from Private Sector Sources
- Apprenticeship-related (Institution-specific)

When the only limit is your imagination,  
your future is unlimited.

### CLAUDE BRULÉ

President and CEO, Algonquin College



## 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)

## CONTACT

### Ottawa Campus

Algonquin College of Applied Arts and Technology

1385 Woodroffe Avenue  
Ottawa, Ontario K2G 1V8

Local: 613.727.4723

Toll-free: 1-800-565-GRAD (4723)

TTY: 613.727.7766

Fax: 613.727.7754

In-Person Service: Student Central – C Building (lower level)

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

### Pembroke Campus

Algonquin College in the Ottawa Valley

1 College Way  
Pembroke, Ontario K8A 0C8  
613.735.4700

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

### Perth Campus

Algonquin College Heritage Institute

7 Craig Street  
Perth, Ontario K7H 1X7  
613.267.2859

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

### AC Online

1385 Woodroffe Avenue  
Ottawa, Ontario K2G 1V8  
613.727.4723 ext. 3330

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

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

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COLLEGE