

Past - Where Did We Come From?

My initial review of all comments related to Question #1 were organized according to the content of the comments and my interpretation of their intent and purpose. Please note that many of the comments did not directly address the intent and purpose of the question. I believe that because this was the first question in the survey, it provided the first opportunity for the individual to share their priorities regardless of the question's focus. After the first organization of the comments into categories, they were then organized according to common themes. During this stage, some comments were re-categorized and placed in an appropriate theme. Comment frequency is indicated in the bracket:

The categories and themes are:

1. Origin of the University

- affiliated college of Laurentian university (15).
- Normal School became a Faculty of Education within Laurentian University (18).
- origins at Casselholme (2),
- “Northeastern University” originally proposed post-WWII but not enacted (1)
- not enough recognition is made of the “original 6” faculty at Casselholme (the ‘quiet heros’), including the university’s first black faculty member, Dr. Anthony. (1)
- University originated from Indigenous peoples and the traditional lands of Nipissing First Nation (5)
- site of colonization (3)
- original architecture is a “fort in the woods” (1)
- recognition was given to Dr. Alan Johnson, Dean of Education, for starting the Indigenous Education Programs (2)

2. Purpose of University

a. Local/Regional Role

- Serves the local community (8)
- Roots are in the community (2)
- Connections to northern Ontario (19)
- Connections to Indigenous communities (1)
- Big employer for North Bay (1)/identity for North Bay (1)
- To create community (2)

b. Academic Programming

- Primarily undergraduate university (3)/liberal arts university (1)
- Feed into BEd program (1)

c. Students

- Students are not typical high school graduates (1)
- Arrive from difficult situations (1)
- Arrive from remote areas (1)
- First generation university students (2)
- Mature students (2)

- We are an “Access” university (3)
3. Reputation of University
- a. Positive - Programming
 - Education (19)
 - Nursing (6)
 - Business (1)
 - SPHE (4) – faculty and high level of research
 - Undergraduate programming (6)
 - b. Positive - Institution
 - Small classes (7)
 - small institution (7)
 - interactions with professors and making connections across the university (9)
 - Knowledgeable staff (1)
 - Primarily an undergraduate university (1)
 - Student success and individual student support, NUBASE, sports and clubs (5)
 - Northern institution (2)
 - Multigenerational institution (3)
 - Moved beyond a teacher institution to being a full university (1)
 - We give back to the community (1)
 - Offer unique programs (ICADP) (1)
 - Came to teach at an institution that had an exciting new program (1)
 - On the Canadian Shield (1)
 - We use local talent (1)
 - Connect with Indigenous communities (1)
 - c. Negative - Obstacles
 - Not well known (5)
 - Confusion of whether this is Thunder Bay or North Bay? (1)
 - Not diverse (1)
 - Lose students after 1st year (1)
4. Missed Opportunities
- a. Connections/Networking/Relationships
 - We are not connecting with local resources (ie hiring local) (2)
 - Not connecting with our local and northern communities (8)
 - Ignoring Indigenous communities (4)
 - Partnering with local industries (3) and entrepreneurship and alumni (2)
 - Partnering with research institutions (1)
 - Donors and financial endowments (1)
 - Need a funding office to find funds (1)
 - b. Student Services/Experiences

- Better food in the cafeteria (1)
 - Better clubs for students (1)
 - Not supporting families (ie. daycare) (2)
 - Raise admission averages to recruit best and brightest (1)
 - Lack of traditions (1)
 - Beautifying university, welcoming signage (1)
 - Need more outdoor seating (1)
- c. Decolonization
- Honoring origin of name “Nipissing” – connections to Nipissing First Nation (2)
 - To decolonize and acknowledge the original peoples (1)
 - Educating everyone about Indigenous culture (1)
- d. Marketing and Recruitment
- We don’t market our advantages (4)
 - Need to use the North as a positive experience (2)
 - Differentiating ourselves from other universities (1)
 - Fill niche of small liberal arts university within driving distance of Ontario’s two largest cities (1)
 - Do we know where our students come from and where they go when they graduate? (1)
 - Don’t use our natural environment as classroom space (1)
 - Need more summer residency programs (2)
 - Need more conferences in the summer (1)
 - International student recruitment (6)
 - Connect with recent immigrants arriving in North Bay (1)
- e. Digital/Online Supports
- online presence lacking; especially in upper year courses (5)
 - supporting online learners from smaller communities (1)
 - Recognizing that the world has changed since being granted a charter (1)
 - Loss of iTeach – expansion to all programs (2)
 - Hybrid programming (1)
 - University was a Library base – but now everything is electronic (1)
5. Concerns and Obstacles
- a. Academic Concerns
- Reduction in full-time faculty (4)
 - Need supports for faculty so they can focus on students (2)
 - Need more Indigenous faculty (1)
 - Part-time faculty don’t feel part of community/institution (1)
 - Increased number of part-time faculty filling full-time opportunities (1)
 - Loss of new staff/faculty orientation (1)
 - We don’t promote research to increase enrolment (3)

- More partnerships for research opportunities (1)
 - Expansion of programming that is hindered by governance structures of university (1)
 - Too much focus on education (1)
- b. Purpose/Role/Identity
- Not connecting with our original mandate (3)
 - Expansion and growth have not been strategic (ie. not fully resourced) (7)
 - How are we different from colleges? – not finding niche (1)
 - Funding concerns (5)
 - What is our “region” ie. What is “northern” Ontario (1)
 - Turnover in higher administration (just a steppingstone) (1)
 - Closure of satellite campuses (3)
 - Cutting of marketing/advancement/promotion has not helped promote the university (1)
 - Lack of resources in northern Ontario (1)
 - Inherited admin structure from Laurentian (1)
 - What is our identity – develop from within (1)
 - Are we still the choice for Northerners and North Bayites? (2)
- c. Students
- Diversity and racism are issues across the university (ie. don’t allow international office to be the solution) (7)
 - Cancellation of international placements (1)
 - Residences are getting old, and no one is repairing or updating (1)
 - Need more residences as housing in North Bay is an issue (2)
 - Need to find more connections for careers after undergraduate experience (1)
 - Dwindling of workshops, job preparation sessions and large events for students to attend (1)
 - Tuition is becoming too unmanageable/high OSAP (1)
 - Need to let first year students know of the breadth of clubs, opportunities for engagement, and supports that are available to them (1)
 - Be more transparent with students in decisions that impact their journey (1)
- d. Reputation
- Colonial nature of the university (2)
 - Relying on Indigenous people to do the work of decolonization and reconciliation (1)
- e. Communication and Transparency
- Communication within the institution (1)
 - Top-down decision making (2)
 - Need better connections with alumni (1)
 - No more social events for staff (1)
 - Connection with university community dwindling (2)

6. New programming ideas

- a. Health Services
 - Expand health care programs (potential accelerated prg) (1)
 - Lactation consultant certificate (1)
 - Microcredentialing in birth and death doulas (1)
 - Being part of NOSM (1)
- b. Science-Based Programming
 - Expand STEM programming (2)
 - Expand agricultural and forestry regeneration (1)
 - Post-graduation diplomas (1)
 - Engineering programs (4)
 - Develop climate change/northern environmental changes programming (1)
 - Develop skilled trades (1)
 - Invest in technical field and experiential lab resources (1)
- c. Other Programming
 - Francophone programs (2)
 - More Indigenous focused studies (3)
 - Programs that connect to where we are (ex. film industry) (1)
 - Recognize the traditional lands of the Anishinabek (3)
 - No Cree language or Cree cultural-based courses considering Cree is a large proportion of Indigenous population (1)
 - More articulation agreements with Canadore (ex. ECE and BED) (2); Northern College (1); networks (1)
 - Support teacher education through interdisciplinary, liberal arts focus (use the whole institution) (2)
 - Co-op opportunities (2)
- d. Pre-Program and Post-Graduation Workshops and Career Preparation
 - Programs that meet relevant workforce needs (1)
 - Programming for students, post-graduation ie. resume building, transferability of skills workshops (2)
 - Community involvement in career development (2)
 - Need corporate training (1)
 - Transition programming for students coming to North Bay (1)