



**Brock**  
University

# Brock University

**Performance and Overview Indicators  
September 2023**







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# Brock at a Glance

## Vision

Brock University is a dynamic, comprehensive university that makes a positive difference in the lives of individuals in our Brock community, the Niagara Region, Canada and the world through leadership, innovation and excellence in learning, teaching, research, scholarship and creativity across disciplines.

## Mission

Brock flourishes through the scholarly, creative and professional achievements of our students, faculty and staff. Although we share a common purpose, we recognize and honour knowledge pursued through diverse perspectives and approaches. Our academic mission is to nurture and support our students and faculty in the discovery of knowledge through exemplary scholarship, teaching and service.

## Values

- Integrity and respect
- A unique student experience
- Freedom of thought and expression coupled with academic responsibility
- The generation and mobilization of knowledge
- Innovation through disciplinary and transdisciplinary scholarly activities
- Inclusivity, diversity and equity
- Reconciliation and decolonization
- Sustainable, accountable and transparent stewardship



## Overview

The University's Institutional Strategic Plan was approved by the Brock Board of Trustees and the Senate, reflecting the collaborative and consultative process involved in its development and the shared strategic priorities established. The Strategic Plan process and the development of associated indicators for success mirror efforts undertaken by a number of other peer universities in recent years.

### **Brock's strategic priorities for 2018 – 2025 are as follows:**

- **Offer a transformational and accessible academic and university experience;**
- **Build research capacity across the University;**
- **Enhance the life and vitality of our local region and beyond; and**
- **Foster a culture of inclusivity, accessibility, reconciliation and decolonization.**

The Strategic Plan states that the realization of the strategic priorities would lead to enhancement in teaching and learning, research, scholarly and creative activities; community engagement aimed at advancing Brock as a comprehensive university of choice for students, faculty and staff as well as alumni, partners and other stakeholders; advanced improvements in students' academic and university experience; growth in the quantity, quality and impact of inquiry, knowledge and originality; and expanded and intensified bonds with local and global partners to increase Brock's reputation.

Furthermore, the Strategic Plan states that these developments will be reflected in Brock's enrolments. Specifically, Brock aims to increase its degree-seeking enrolment from its 2017/18 level of 18,017 to 21,282 by 2024/25, representing an average 2.4 percent annual growth over the seven-year period of the Strategic Plan. International student enrolment will increase from the 2017/18 level of 10 percent to 17 percent of total Brock enrolment levels by 2024/25. While the COVID-19 pandemic has impacted Brock's enrolments, especially at the international level, Brock will continue to pursue enrolment prospects to the greatest extent possible given the evolving context in the sector.

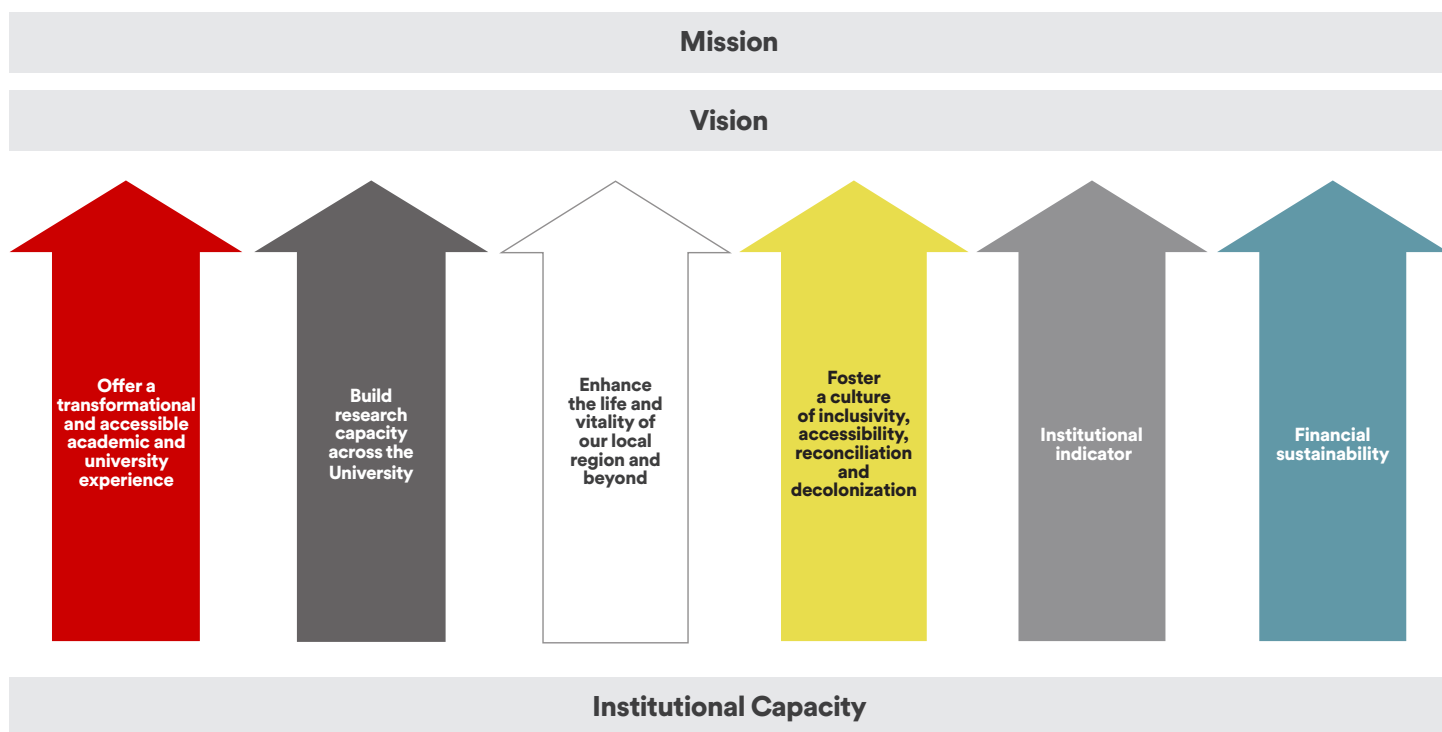
Indicators were developed for annual reporting on progress made in support of the strategic priorities. The first iteration of the annual performance indicators report was released in September 2020. This is the fourth edition. The annual performance indicators were also supplemented by an interim review of progress made in attaining the objectives identified in the Strategic Plan. This midterm report was released in December 2022.





This current report provides annual data covering the period from July 1, 2022 to June 30, 2023 for the performance indicators tied to the Strategic Plan. These indicators were developed in collaboration with and approved by the Senate and Board of Trustees.

The current dynamics of the post-secondary environment in Ontario introduce several factors that are highly influenced by government, such as tuition levels and government grant funding. As such, they can be dynamic and even volatile. The additional impacts of the pandemic have made them even more so. For instance, in order to respect the public health measures required to help control the COVID-19 pandemic Brock offered instruction primarily online from March 2020 until September 2021. As the province paused to respect government stay-at-home orders, most faculty members and staff worked from home. Certain types of research were slowed down or required to interrupt their work briefly, which had impacts on student academic progression and faculty productivity. While necessary, and despite the best attempts at mitigation, COVID has impacted the University's ability to pursue its strategic objectives. The indicators and metrics outlined in this report therefore take into account the post-secondary environment as well as the Strategic Plan and its priorities.



The mapping framework informing the structure of the Strategic Plan and indicators is reflected above. The information in this report aims to provide an overview of the University's performance. The indicators and metrics this report contains are divided into two primary groups: 'Institutional Performance Indicators' and 'Institutional Reporting Indicators'. The performance indicators tend to be broader in scope and attach specific targets or goals to be achieved for each academic year (e.g., enrolment), while the reporting indicators aim to provide informative data about the University, recognizing that they could be affected by forces outside its control (e.g., graduate earnings, which are determined by the broad labour market and by student choice as much as by the actions of the University).





## Institutional Performance Indicators: Definitions

Priority	Indicator	Definition	Lead
Providing a transformational and accessible academic and student experience	Enrolment	Total student population, including domestic and international undergraduate and graduate students	Provost
Increasing the University's research capacity	Research revenue	All revenue from government grants, institutions, foundations and the private sector for research purposes	Vice-President, Research
Enhancing the life and vitality of communities across Niagara region and beyond	Economic impact	Brock University's effect on the Ontario economy	Chief Financial Officer AVP, GR
Fostering a culture of inclusivity, accessibility, reconciliation and decolonization	Self-identified Indigenous students	Self-identified Indigenous students, including First Nations, Inuit, and Métis students, as reported to Brock's Aboriginal Student Services office	President
	% of programs that include Indigenous context, culture, history and/or thought	To be collected from departments in 2022 based on Senate-approved Indigenous learning outcomes, which are currently under development	Provost Vice-Provost, Indigenous Engagement
	% of programs that include content related to equity, diversity and/or inclusion	To be collected from departments in 2022	
External indicator	Maclean's rankings	Brock's performance in Maclean's University Rankings, specifically in the Comprehensive category	Provost
Financial sustainability	Revenues/Expenses	University's funding budget	Chief Financial Officer
	Donations	All donations to the University	President VP, Advancement
	Dominion Bond rating	Independent audit of Brock's credit rating	Chief Financial Officer



Priority	2020-21	2021-22	2022-2023
Provide a transformational and accessible academic and student experience	<b>Enrolment</b> 19,723	<b>Enrolment</b> 19,513	<b>Enrolment</b> 19,189
Increase the University's research capacity	<b>Research Revenue</b> \$11,778,000	<b>Research Revenue</b> \$13,173,000	<b>Research Revenue</b> \$13,973,000
Enhance the life and vitality of communities across Niagara region and beyond	<b>Economic Impact</b> \$2,404,893,623	<b>Economic Impact</b> \$2,380,454,120	<b>Economic Impact</b> \$ 2,702,180,690
Foster a culture of inclusivity, accessibility, reconciliation and decolonization	<b>Self-identified Indigenous students</b> 321	<b>Self-identified Indigenous students</b> 322	<b>Self-identified Indigenous students</b> <b>362</b>
	<b>% of programs that include Indigenous context, culture, history and/or thought</b> N/A	<b>% of programs that include Indigenous context, culture, history and/or thought</b> N/A	<b>% of programs that include Indigenous context, culture, history and/or thought</b> N/A
	<b>% of programs that include content related to equity, diversity and/or inclusion</b> N/A	<b>% of programs that include content related to equity, diversity and/or inclusion</b> N/A	<b>% of programs that include content related to equity, diversity and/or inclusion</b> N/A
Institutional indicator	<b>Maclean's rankings</b> Overall: 13 Satisfaction: 2	<b>Maclean's rankings</b> Overall: 12 Satisfaction: 3	<b>Maclean's rankings</b> Overall: 13 Satisfaction: 3
Financial sustainability	<b>Revenues</b> \$328,996,000	<b>Revenues</b> \$351,389,000	<b>Revenues</b> \$373,056,000
	<b>Expenses</b> \$316,102,000	<b>Expenses</b> \$347,492,000	<b>Expenses</b> \$369,018,000
	<b>Net</b> \$12,894,000	<b>Net</b> \$3,897,000	<b>Net</b> \$4,038,000
	<b>Donations Cash received:</b> \$4,397,000 <b>Recognized audited financial statement:</b> \$3,987,000	<b>Donations Cash received:</b> \$2,901,000 <b>Recognized audited financial statement:</b> \$4,938,000	<b>Donations Cash received:</b> \$3,495,000 <b>Recognized audited financial statement:</b> \$5,083,000
	<b>Dominion Bond rating</b> A (High)	<b>Dominion Bond rating</b> A (High)	<b>Dominion Bond rating</b> A (High)



## Overall Strategic Trajectory

Priority	2022-23	2024-25
Provide a transformational and accessible academic and student experience	<b>Enrolment</b> 19,189	<b>Enrolment</b> 21,282*
Increase the University's research capacity	<b>Research Revenue</b> \$13,973,000	<b>Research Revenue</b> Improved
Enhance the life and vitality of communities across Niagara region and beyond	<b>Economic Impact</b> \$ 2,702,180,690	<b>Economic Impact</b> Improved
Foster a culture of inclusivity, accessibility, reconciliation and decolonization	<b>Self-identified Indigenous students</b> 362	<b>Self-identified Indigenous students</b> Target 2-4% enrolment growth per year
	<b>% of programs that include Indigenous context, culture, history and/or thought</b> N/A	<b>% of programs that include Indigenous context, culture, history and/or thought</b> Improved
	<b>% of programs that include content related to equity, diversity and/or inclusion</b> N/A	<b>% of programs that include content related to equity, diversity and/or inclusion</b> Improved
Institutional indicator	<b>Maclean's rankings</b> Overall: 13 Satisfaction: 3	<b>Maclean's rankings</b> Overall: 12-13 Satisfaction: Top 4
Financial sustainability	<b>Revenues</b> \$373,056,000	<b>Revenues</b> \$403,988,000*
	<b>Expenses</b> \$369,018,000	<b>Expenses</b> \$403,988,000*
	<b>Net</b> \$4,038,000	<b>Net</b> \$0
	<b>Donations</b> \$5,083,000	<b>Donations</b> \$10,000,000
	<b>Dominion Bond rating</b> A (High)	<b>Dominion Bond rating</b> A (High)



## Risk Management

Indicator	Risk	Mitigation
Enrolment	<b>Low</b> - Persistence of COVID-19, especially if it continues to limit international travel; low population growth rate in the key 101 demographic; increased competition from other universities	Full brand review; increase advertisement and outreach within Ontario; increased recruitment effort for Indigenous and international students; development of new programs and courses that are highly attractive to students (e.g., engineering)
	<b>High</b> - Strong rebound from COVID. Greater outreach to Indigenous community may result in increase in these related numbers	
Research Revenue	<b>Low</b> - Changes in federal or provincial funding framework adversely affecting research; failure to establish research and academic capacity in priority areas determined by government (e.g., STEAM)	Establishment of incentive initiatives and research service capacity to support University members developing proposals, especially in federal and provincial research priority areas
	<b>High</b> - Continued advancement in the research culture and capacity of Brock result in increases in funding applications as well as success rates.	
Economic Impact	<b>Low</b> - The impacts of the pandemic, reduced government funding and/or persistent lower enrolments require that the University reduce the scale of its activities	Lobbying to government on the importance of universities for their local communities and the role universities can play in economic development
	<b>High</b> - A strong economic recovery and/or an activist government provide the University with new opportunities for growth	
Self-identified Indigenous Students	<b>Low</b> - A slow economic recovery from COVID-19, with slow student return to in-person courses	Getting early information from the Registrar's Office on enrolment levels to assist with service planning
	<b>High</b> - Strong engagement with Indigenous communities and awareness of Brock University programs and services could require added investment in Indigenous student services	
% of programs that include Indigenous context, culture, history and/or thought	<b>Low</b> - Inability to attract or retain qualified faculty members; consensus definition may be difficult to achieve; inability to incentivize program creation, which can be a long and onerous process	Early collaboration with Senate and strong central support for faculty members, departments and Faculties that wish to develop programs in priority areas
	<b>High</b> - Rapid proliferation of programs in this area allows the University to rethink their place in the curriculum	
% of programs that include content related to equity, diversity and/or inclusion	<b>Low</b> - Consensus definition may be difficult to achieve; inability to incentivize program creation, which can be a long and onerous process	
	<b>High</b> - Rapid proliferation of programs in this area allows the University to rethink their place in the curriculum	



## Risk Management

Indicator	Risk	Mitigation
Expenses	<p><b>Low</b> - The new realities after the pandemic minimize or eliminate common types of expenses (e.g., travel)</p> <hr/> <p><b>High</b> - Adjustment to the teaching online and other changes brought about by the pandemic require investment in new areas</p>	Fiscal discipline and focus on the priorities laid out in the strategic plan
Donations - Cash received	<p><b>Low</b> - Philanthropic giving is reduced during challenging economic times following the pandemic</p> <hr/> <p><b>High</b> - A strong campaign and engagement with new major donors leads to significant gifts</p>	Continued engagement with alumni and potential donors; carefully crafted campaign; adjustment to philanthropic realities post-COVID
Dominion Bond Rating	<p><b>Low</b> - The University is forced to assume further debt to make up for reduced funding and/or lower enrolments as the pandemic persists</p> <hr/> <p><b>High</b> - The University continued to perform well financially despite the challenges of the pandemic</p>	Fiscal discipline and continued attempts to identify new markets and increase enrolment





# Institutional Reporting Indicators



**PRIORITY:**

# Offer a transformational and accessible academic and university experience

## Brock Nursing experiencing unprecedented growth

For more than two decades, Brock University has been educating future health-care workers through its renowned Nursing program. With demand soaring, Brock increased undergraduate intake from 80 to 180 students starting Fall 2022.

The increase in enrolment led to the addition of 11 full- and part-time faculty and staff positions, as well as 23 part-time clinical instructors to help teach students. A third Nursing simulation lab was also recently constructed.

## CCOVI offers Ontario's first micro-credentials in winemaking and cider production

Brock University launched Ontario's first winemaking and cider production micro-credentials. Brock's Cool Climate Oenology and Viticulture Institute (CCOVI) received approval from the Ministry of Colleges and Universities for two continuing education offerings that will be eligible for Ontario Student Assistance Program (OSAP). These represent the first OSAP-eligible micro-credentials at Brock.

## Brock mainstage production puts climate crisis in spotlight

Brock University's Department of Dramatic Arts (DART) invited the community to experience *AnthropoScene*, the fall mainstage production that explores how the alienation that results from humans' supremacist behaviour towards one another contributes to the climate crisis, as well as engages the ethics of theatricalizing the present climate emergency.

The production involved one of the largest groups of students, faculty and staff in recent years. Twelve DART students performed, and 30 others assisted in creative and backstage roles. This original work was written and directed by David Fancy, designed by David Vivian, and choreographed by Trevor Copp and Colin Anthes, with live music performed by Devon Fornelli.



## Brock welcomes its seventh President

On November 1, Professor Lesley Rigg officially began her term as Brock's seventh President & Vice-Chancellor. The forest ecologist and biogeographer previously led the research enterprise at Western University as the institution's Vice-President, Research. Prior to arriving at Western, she served as Dean of the Faculty of Science and Professor, Biological Sciences at the University of Calgary, where she led one of the largest Faculties on campus spanning six departments and five multidisciplinary programs.

Her experience also includes significant leadership at Northern Illinois University. There, she served as Vice-President for Research and Innovation Partnerships and other roles including Associate Dean Research and Graduate Affairs in the College of Liberal Arts and Sciences.

She is a Fellow of the Royal Canadian Geographical Society, was an executive committee member of the Ontario Council on University Research (OCUR), and the recipient of many honours, including the Alberta SHEInnovator Award and the Women of Inspiration, Vision Builder Award for Western Canada.

Rigg earned her bachelor's degree in geography and environmental studies from York University in Toronto, her master's degree in geography from the University of Colorado and her PhD in geography and environmental studies at Australia's University of Melbourne. Her teaching career began as an Assistant Professor at Northern Illinois University, where she taught for over 17 years.



Brock University's Department of Dramatic Arts explores a variety of complex topics in *AnthropoScene*.



## Master of Education program launches one-year online cohort

Brock University's Faculty of Education launched a full-time online cohort of the Master of Education (MEd) program that will run for the 2023-24 academic year and focus on adult and post-secondary education. The new cohort offers an opportunity for those pursuing careers in adult or post-secondary education settings to enhance their credentials with a graduate degree no matter where they are in the world, with courses offered synchronously online and primarily in the evenings.

The program will take approximately one year to complete and was developed based on interest from potential students and lessons learned during the COVID-19 pandemic.

## Goodman students win top prize at national MBA Games

For the first time in the event's 33-year history, the MBA Games Queen's Cup went to Brock University. A team of 16 graduate students representing the Goodman School of Business brought home the top honour at what is considered the largest Master of Business Administration competition in Canada. The team finished third overall in both the academic case competition and athletic events. They finished first overall in the spirit category, which included a team video, dance performance, and social media challenge.

Featuring 14 leading business schools, the MBA Games competition includes academic cases, philanthropy activities and sport, dance, and spirit challenges. The event brings together partners from academia, industry, and community.

## New grant program to support faculty adoption of open educational resources

A new open educational resources (OER) adoption grant program will support Brock University faculty who wish to replace expensive commercial textbooks with free open learning materials that are more accessible and affordable to students.

The OER adoption grant program is funded by the Brock University Students' Union (BUSU) and was available to faculty as early as April 2023, with the intention that OERs could be implemented for the Fall 2023 term. It is estimated that funding could support at least 20 grants, which translates to an estimated overall savings for students of about \$250,000 in textbook fees every year.

## Brock sport-related programs again ranked among world's best

For the third consecutive year, Brock has been ranked among the top 100 universities in the world for its sport-related programs. The prestigious QS World University Rankings placed Brock's sport-related programs at ninth in Canada.

Brock is also ranked among the top universities in Canada for business and management studies.

The QS World University Rankings compare more than 15,000 academic programs offered by more than 1,500 institutions around the world in a variety of categories and rank them based on criteria such as academic reputation, employer reputation, and research citations per paper.



## Kai-Yu Wang awarded 2023 3M National Teaching Fellowship

Brock University Marketing Professor Kai-Yu Wang has been awarded a 2023 3M National Teaching Fellowship. With only 10 given out nation-wide each year, the award is considered one of Canada's most prestigious post-secondary teaching excellence awards.

The fellowship is sponsored by both 3M Canada and the Society for Teaching and Learning in Higher Education and honours exceptional contributions to teaching, learning, and leadership at the post-secondary level. The national recognition, of which Wang is the 13th Brock recipient, speaks to the high calibre of teaching excellence taking place at the University.

Wang's efforts in the classroom and contributions to his field have seen him recognized with several honours in recent years: the 2020 Brock University Award for Distinguished Teaching, the 2021 Goodman Faculty Excellence in Teaching Award, and the 2022 Society for Marketing Advances Distinguished Teaching Award. He was also named Goodman's Distinguished Researcher for 2022.

## **Brock Badgers medal at Canada Summer Games**

Brock University's student-athletes captured a boatload of medals during the Niagara 2022 Canada Summer Games. Rowers from the Brock Badgers claimed a total of 12 medals, with Stephen Harris of the men's rowing team leading the way as the only rower to win three gold medals.

Brock men's volleyball head coach Matt Ragogna, a member of Team Ontario's coaching staff, won a bronze medal alongside incoming Badger Devin Cooney.

Brock women's rugby commits Jordan Smith and Taylor Pate won a bronze for Team Ontario in the Women's rugby sevens alongside Brock assistant coaches Amanda Andres and Ian Fitzgerald.

## **Brock Sports put up another banner year**

Back in action for the 2022-23 season, the Brock Badgers captured another five championship banners with men's rowing, women's volleyball, and women's wrestling all earning provincial titles, while men's wrestling doubled up with both provincial and national championships.

In addition, the Badgers saw 46 student-athletes honoured as provincial all-stars, 13 national All-Canadians, 6 major award winners, and 4 coach of the year recognitions.

Women's and Men's Hockey Brock Badgers also made a new permanent home at the Canada Games Park and Abilities Centre in September 2022 – a game changer for both programs that now have dedicated team room, therapy, and office spaces.

Professor Shahryar Rahnamayan, Chair of Brock University's Yousef Haj-Ahmad Department of Engineering.



## **Engineering welcomes new Chair as program development continues**

This year, work continued to bring the vision for Brock University's Yousef Haj-Ahmad Department of Engineering to life.

In the months following Senate's approval, the Department of Engineering hired its first faculty members and staff: Assistant Professor Jasneet Kaur, who is cross-appointed to the Department of Physics; Associate Professor Shengrong Bu, Engineering's first primary hire; Assistant Professor Glaucio Haroldo Silva de Carvalho, who is cross-appointed with Computer Science; and Administrative Assistant Josie Zhao.

These efforts were led by the department's Founding and Interim Chair, Professor Beatrice Ombuki-Berman, who passed the leadership reins after a year overseeing hiring and curriculum development. This included the hiring of the Department's new Chair, Professor Shahryar Rahnamayan, and two new faculty members — Associate Professor Amir Mofidi and Assistant Professor Alonzo Zavafer (cross-appointed with Biology) — all whom began at Brock July 1, 2022.

Rahnamayan is an award-winning scholar who brings more than 18 years of research experience from the University of Waterloo, Michigan State University, Simon Fraser University, and Ontario Tech University. Rahnamayan earned his Bachelor of Science and Master of Science in software engineering, and his PhD in systems design engineering. He has published more than 200 papers in areas of machine learning, optimization and medical image processing, and was ranked in the top two per cent of artificial intelligence researchers worldwide in 2020 and 2021. Rahnamayan was recognized with both teaching and research awards during his time at Ontario Tech University.

In May 2023, Senate approved the proposal for an undergraduate program in integrated engineering – Brock's first full-length engineering program. The proposal will now make its way to the Ministry of Colleges and Universities for government approval – the final step in the approval process before the program can begin enrolling students.



**PRIORITY:**

# Offer a transformational and accessible academic and university experience

To be a destination of choice for undergraduate, graduate and part-time students, we must ensure an academic and university experience that positively transforms our students' abilities, understanding, and impact on the world. We teach future-ready students and equip lifelong learners with a zest for knowledge, as well as skills and competencies that will enable them to achieve their full academic, professional, career and life potential. Core to our student experience is the development of engaged citizens who are resilient, involved, career-ready and versatile.

**GOAL:**

**Deliver high-quality programs that meet the interests and needs of students, and support them to achieve their potential in life.**

**Actions:**

- Review and renew academic programs regularly and expeditiously to ensure that they reflect students' interests and animate their desire to expand and challenge their abilities and perspectives.
- Increase and enhance programming that leverages the distinct cultures, geography, economic composition and demographic profile of our region.
- Develop programs that meet labour market and societal needs by tailoring them to provide students with the skills required for current and potential areas of growth.
- Map learning outcomes with career and life skills and competencies to facilitate academic program renewal and development and facilitate existing and future academic pathways.
- Increase experiential learning and high-impact practices across all academic programs.
- Improve and enhance pedagogical support and development opportunities for faculty and staff.

**GOAL:**

**Expand Brock's lifelong learning opportunities for our students and members of the community.**

**Actions:**

- Adopt flexible and inclusive courses and program delivery formats, including a tri-semester schedule, to better meet the needs of a broader demographic.
- Expand and formalize responsibilities for lifelong learning such as part-time degree offerings and professional development opportunities.

- Create initiatives that lead from certificate or diploma programs to an undergraduate or graduate credential, further skills for working professionals (micro credentialing) and offer learning opportunities for older adults.

**GOAL:**

**Provide an engaging campus experience that meets students' needs and provides social, cultural and recreational opportunities for all students.**

**Actions:**

- Ensure that students receive timely and proactive support services.
- Continue to build capacity in ExperienceBU and the co-curriculum.
- Continue to improve effective and well-integrated student services in order to meet the needs of an increasingly diverse student body.
- Enhance and improve recruitment and other supports to ensure personal and academic success for Indigenous, international, and first-generation students.

**GOAL:**

**Offer globally-oriented learning and experience opportunities.**

**Actions:**

- Attract world-leading scholars to Brock.
- Increase active partnerships with highly reputable international academic institutions and global organizations to facilitate opportunities for student and faculty engagement and collaboration.
- Encourage faculty and students to be actively engaged in research, scholarship and academic studies in other countries and bring their learning and perspectives back to Canada to share within local communities.

Priority	Outcomes	Indicator	Included in SMA	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	FY 22/23
Offer a transformational and accessible academic and university experience	The programs and experiences Brock offer attract an increasing number of students	Enrolment*	No	19,796	19,723	19,513	19,189
	Institutional strength/focus	Increase in programs of strength	Yes	51.0%	53.3%	54.9%	55.9%
		Programs with explicit learning outcomes	No	N/A	100%	100%	100%
	Students graduate with a Brock degree	Undergraduate retention to graduation	Yes	73.9%	74.5%	76.2%	72.55%
	Students are prepared for life after Brock	Graduate employment rate (two-year)	No	95.9%	94.2%	96.37%	
		Skills and competencies	Yes	N/A	N/A	N/A	New in SMA3
		Experiential learning as defined by Ministry	Yes	37.9.1%	37.1%	43.2%	42.3%
	Students succeed in their studies	Undergraduate retention rate (year 1 to year 2)	No	86.7%	87.7%	88.1%	87.8%
		Graduate degree time to completion (in terms)	No	Master's: 4.9 PhD: 16.9	Master's: 4.7 PhD: 14.8	Master's: 5.4 PhD: 14.7	Master's: 5.2 PhD: 14.7

\* Institutional Performance Indicator



**PRIORITY:**

# Building research capacity across the University

## Patterson receives Banting Research Foundation Discovery Award

Professor Ian Patterson has been awarded the Banting Research Foundation Discovery Award. The Assistant Professor in Brock University's Department of Biological Sciences was one of six recipients nationwide to receive the grant, which recognizes innovative health and biomedical research projects by outstanding new investigators at universities and research institutes in Canada.

Up to \$30,000 is awarded to each recipient for a one-year term. The intent is to provide seed funding so researchers can gather pilot data and enhance their competitiveness for other sources of funding. Patterson and his research team will be using the grant to investigate how a group of viruses that only infects insects can be used to block the infection of Zika virus.

## 35 Brock researchers make global list of top scientists

More than three dozen Brock University researchers appear on Stanford University's updated list of the world's top two per cent of scientists with the most citations. First created in 2019, the list rates scientists globally on metrics that measure the types and numbers of citations they have.

The latest update to this list includes a career-long database containing 195,605 researchers globally, or about two per cent of researchers worldwide. Though billed as a list of scientists, the ranking includes social sciences and humanities scholars. Thirty-eight of these researchers are from Brock University.

Brock's representation in the Stanford University list has grown substantially from the original 2019 list.

## Brock professor's appointment as UNESCO Chair renewed

Brock University Biological Sciences Professor Liette Vasseur's appointment as UNESCO Chair on Community Sustainability: From Local to Global has been renewed for four years. There are currently 900 UNESCO Chairs worldwide.

Vasseur travelled to France for the 30th anniversary of the UNESCO Chairs Network to speak about the role Chairs play in biosphere reserves. Her role, in particular, is meant to help build capacity in sustainability science research and its practical transfer to society.



## Canada-Caribbean Research Symposium builds scholarly connections

The global impact of Brock University's research was showcased on the world stage during the Canada-Caribbean Institute's (CCI) second annual research symposium. Held at the University of the West Indies (UWI) in Barbados, the Canada-Caribbean Research Symposium brought together scholars from multiple institutions to discuss a variety of topics, such as Indigenous research, physical activity, economic growth and trade, and gender diversity.

The theme of this year's event — Decoloniality: Past, Present and Future Directions — was inspired by the secession of Barbados from the British Commonwealth in 2021 and focused on exploring opportunities and challenges for decolonizing knowledge and practices.

Founded by Brock and UWI, the CCI's mission is to connect scholars from across Canada and the Caribbean to collaborate on vital economic, environmental, and social issues that affect both regions. What started as a bilateral relationship between the two universities has grown into a network of researchers and colleagues from multiple institutions who come together and explore mutual interests.



Liette Vasseur (centre)

## **Brock scores highly for federal research funding in national report**

Brock was among the top five universities in its category for research income originating from the federal government's three major research granting agencies, according to a national company that tracks Canada's research and development performance.

Research Infosource's latest report, Canada's Top 50 Research Universities 2022, saw Brock ranked second out of 19 full-service undergraduate universities for research income from the Social Sciences and Humanities Research Council of Canada for fiscal years 2017 to 2021. The report says support from SSHRC totalled more than \$14.4 million over that five-year period.

For income from the Natural Sciences and Engineering Research Council of Canada and the Canadian Institutes of Health Research, Brock took fifth place. Support totalled more than \$17.1 million from NSERC and \$4 million from CIHR during that five-year period, says the report.

## **Researchers working with Indigenous communities to better deliver heart-health information**

Michelle Bomberry, Research Assistant in the Heart Innovation Research Program and current PhD student at Brock University, has teamed up with Associate Professor of Nursing Sheila O'Keefe-McCarthy on their research project "Early Warning Signs of Heart Disease: An Indigenous Research Creation."

Funded by Brock University's Indigenous Research Grant, Bomberry and O'Keefe-McCarthy are working with Six Nations to develop, design, and deliver heart health informational resources based on Indigenous ways of knowing. The educational materials focus on describing early warning signs of heart disease, as well as acute signs of severe heart disease.

## **Brock's first EDI advisor guides research policies, practices**

Syna Thakur has been appointed as Brock's first EDI in Research Advisor, a new role housed in the Office of the Vice-President, Research. Thakur's role is threefold.

In addition to guiding how Brock University abides by the EDI requirements of the Canada Research Chairs Program, Thakur provides EDI training on subjects such as unconscious bias and the advertising, recruitment, and retention of CRC holders, among other tasks. Secondly, Thakur also advises researchers applying for institutional grants, such as offering inclusive practices in the hiring and training of highly qualified personnel. Thirdly, Thakur is creating resources and programs to educate researchers on how to incorporate into their research EDI principles and practices in areas such as reflexivity, decolonization, and anti-racism.

**MIDDLE:** Brock Research Assistant and PhD student Michelle Bomberry (left) and Associate Professor of Nursing Sheila O'Keefe-McCarthy.

**BOTTOM:** Syna Thakur, Brock University's first Equity, Diversity, and Inclusion (EDI) in Research Advisor.





## **Brock project aims to remember historic Black community in Niagara-on-the-Lake**

Through a collaborative Brock project, work is underway to share the lived experiences and community contributions of African descendants in Niagara-on-the-Lake and across the Niagara region. Brock University Professor Lissa Paul, artist Quentin VerCetty, and PhD candidate Hyacinth Campbell have been working to memorialize those buried in Niagara-on-the-Lake's historic Niagara Baptist Church Burial Ground and to restore the memory of Niagara's African diaspora community to the landscape.

The project, "Memorializing the people of the fugitive slave ads: Barbados and Niagara," has been underway since 2020 and includes a website and proposal for a physical memorial at the Mississauga Street burial ground, where the former Niagara Baptist Church, formed in 1930, once stood. The research reflects the experiences of many individuals who arrived in Niagara through the Underground Railroad.



## **Second round of Indigenous Research Grant projects announced**

The Office of the Vice-President, Research and the Office of the Vice-Provost, Indigenous Engagement announced the 2022 recipients of the grants, which support research or creative activities in any discipline and on any topic that relates to Indigenous Peoples.

The recipients are:

- **Maureen Connolly, Professor of Kinesiology, Faculty of Applied Health Sciences,** "Decolonizing experiential learning on the Brock University campus: A case study"
- **Liam Midzain-Gobin, Assistant Professor of Political Science, Faculty of Social Sciences,** "Indigenous Affordable Housing in Niagara"
- **Constance Schumacher, Assistant Professor of Nursing, Faculty of Applied Health Sciences,** "Defining a Good Life: Community Partnerships and interRAI Data"
- **Kevin Turner, Associate Professor of Geography and Tourism Studies, Faculty of Social Sciences,** "The sky is the limit for community monitoring of climate change impacts in Old Crow, Yukon"

Launched last year, the Indigenous Research Grants program aims to achieve several goals:

- Supporting Indigenous researchers and Indigenous-focused research at Brock University.
- Enabling researchers to hire students at any level to participate in their project (with preference toward students who self-identify as First Nations, Inuit, Métis, and/or another Indigenous group.)
- Supporting and advancing interest and expertise in Indigenous research areas.

The grant of up to \$7,500 aims to help researchers develop their research programs and creative activities so they can apply to external granting agencies such as the Social Sciences and Humanities Research Council of Canada, the Natural Sciences and Engineering Research Council of Canada, and the Canadian Institutes of Health Research for funding, among others.



**PRIORITY:**

# Build research capacity across the university

Our research focus is central to our identity. Brock will invest in building a world-leading research institution, grounded in scholarly excellence and strong graduate and post-graduate programs. We will leverage our strengths within and across disciplines to enhance research impact.

**GOAL:****Nurture a culture of research and creative excellence.****Actions:**

- Integrate research, knowledge and creative values and processes into policy, governance and administration, and create a culture aimed at output, uptake and impact.
- Grow application rates, success rates and overall income for grant applications.
- Enhance recruitment of excellent graduate students, post-doctoral researchers and visiting scholars within Canada and internationally.
- Connect research and scholarly activities conducted by members of the Brock community to global issues.
- Explore expanded undergraduate research and creativity opportunities.

**GOAL:****Invest in research infrastructure and support to ensure sustainable and accessible research services for the Brock scholarly community.****Actions:**

- Identify and invest in strategic initiatives with the greatest potential to enhance Brock's research intensity.
- Integrate research and experiential education, in part by developing Brock LINC's capacity to enhance student innovation, entrepreneurship, research and commercialization.
- Invest strategically in major research tools and associated infrastructure.
- Increase internal research funding supports and small grants.

**GOAL:****Enhance transdisciplinary research and high-impact research practices.****Actions:**

- Support collaborative research activity across disciplines and academic institutions, as well as non-academic partners.
- Build on Brock's institutional experiences of transdisciplinary research.
- Enhance and promote awareness of transdisciplinary, impact-focused and problems-based research.
- Develop and promote areas of strategic focus on research, balancing specialization with diversity in strategic research development.

**GOAL:****Build awareness of Brock University as a centre of research excellence.****Actions:**

- Promote awareness of Brock as a research, training and mentorship destination for excellent graduate students and postdoctoral researchers.
- Enhance international research activity and partnerships.
- Create strategies and practices for the celebration and recognition of scholarly accomplishments of research faculty, students, visiting researchers and staff.
- Facilitate global knowledge exchange by participating in and hosting international symposia.
- Highlight the global impact of research and scholarly activities conducted by members of the Brock community.



Priority	Outcomes	Indicator	Included in SMA	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	FY 22/23
Build research capacity across the university	Production of high-quality research	Research revenue audited financial statements*	No	\$11.715M	\$11.778M	\$13.173M	\$13.973M
		Federal Tri-Agency funding secured	Yes	\$7.865M	\$10.213M	\$9.588M	\$9.424M
		Total number of external research grants held	No	557	498	501	589
		Proportion of tenure-stream researchers holding external grants	No	253/623	242/622	253/622	285/640
		Total overhead received	No	\$2.326M	\$2.398M	\$2.556M	\$2.833M
	Research is mobilized through external partnerships	Research funding attracted from private sector sources	Yes	\$2.390M	\$2.216M	\$2.593M	\$2.989M
		Number of new research partnerships	No	15	26	44	41

\* Institutional Performance Indicator



**PRIORITY:**

# Enhance the life and vitality of our local region and beyond

## Niagara Parks Commission collaboration supports regional environmental stewardship and conservation efforts

Brock University has collaborated with the Niagara Parks Commission (NPC) on an Excellence in Environmental Stewardship Initiative (EESI) that uses the expertise and resources of both organizations to increase environmental stewardship by collaborating closely in developing knowledge and practices to protect the environment. This includes public events and - in the case of students - co-op opportunities, course work and research. Collaborating on the EESI has led to achievements including the development of an Environmental Stewardship Plan that will guide the NPC over the next decade, an Environmental Stewardship Speaker Series that mobilized knowledge around stewardship efforts currently underway in the NPC and elsewhere, and a Climate Readiness Plan realized following consultations across the NPC.

## New agriculture network to share research, tools with Niagara municipalities

Agriculture is a major economic driver in Ontario's Greenbelt, yet less than five per cent of the area's 66 municipalities have reached out to research institutions for information or advice. Brock University's Niagara Community Observatory (NCO) is aiming to bridge that gap locally through a project called Enhancing Municipal Capacity to Promote and Support Agriculture in the Niagara Region.

With funding from the Ontario Ministry of Agriculture, Food and Rural Affairs, the NCO research team is setting up the Niagara Agriculture Municipal Learning Network, which among other things will provide a series of briefing notes and infographics to municipal staff and elected officials on specific agricultural issues. Also included will be summaries of Brock University's agricultural studies.





## **Brock working to strengthen manufacturing and healthcare industries through partnership**

Brock University has combined forces with community partners to enhance the skills of workers in the Canadian manufacturing and healthcare sectors. Professional and Continuing Studies has worked with MTechHub, a Burlington-based organization that supports digital transformation for Canadian manufacturing, to develop educational opportunities for manufacturing workers to enhance their skills.

PCS has also worked with the Niagara Folk Arts Multicultural Centre, a Niagara-based organization supporting the ethnocultural and newcomer community, on the Healthcare Navigator Training Program for Internationally Educated Healthcare Professionals (IEHPs). This program will create a pool of trained professionals who can assist and advocate for newcomers to Canada when they access healthcare in Ontario. The project will assist healthcare employers in the delivery of newcomer healthcare, help newcomers learn to navigate Ontario's complex healthcare services, and assist IEHPs to overcome the significant barriers to workforce entry they experience.

## **Brock takes next steps in transitioning to Burlington campus**

Brock University recently made strides in its plans to transition to more modern facilities in the Hamilton-Burlington-Oakville corridor. As the University prepares to relocate its Hamilton Campus to Burlington in July 2023, it will temporarily operate out of the former Lester B. Pearson High School site for the duration of the 2023-24 academic year. This was made possible through an agreement with the Halton District School Board.

The University continued operating in Hamilton until the end of the 2022-23 academic year in April.

## **Brock faculty member serving as special advisor to Office of the Prime Minister**

Brock University researcher Kate Bezanson has been seconded to serve as a special advisor on gender, rights, and social, economic and legal issues to the Office of the Prime Minister of Canada. Bezanson took leave from her role as Associate Dean, Undergraduate Studies in the Faculty of Social Sciences and Professor of Sociology to complete the secondment.

Over the past few years, Bezanson has engaged in frequent public discussion of her policy research, some of which was accelerated by the COVID-19 pandemic and initially outlined in the 2020 report, "From Stabilization to Stimulus and Beyond: A Roadmap to Social and Economic Recovery." Since the report's release, national and international outlets have frequently sought Bezanson's commentary and insight on the evolving policy landscape around gender, public policy, federalism, and care work.

Bezanson, who holds a PhD from York University and an LLM from Osgoode Hall Law School, has previously served as an appointee of the Attorney General of Canada to the federal Judicial Advisory Committee for Ontario South and West and has provided policy advice to governments at all levels, striving to bridge the gap between academic research and practicable policy approaches.

## **Brock named Official University Partner of Niagara 2022 Canada Summer Games**

Brock University was named the Official University Partner of the Niagara 2022 Canada Summer Games, which took place Aug. 6 to 21 across the Niagara region. Brock hosted several sporting events on campus and served as the Athletes Village for the Games, housing more than 5,000 participants over the event's two weeks.

The partnership builds on Brock's longstanding support for the 2022 Canada Games, which began with helping to support the original bid and includes contributing a parcel of land for Canada Games Park and the Walker Sports and Abilities Centre, \$3.5 million in in-kind support through the use of University facilities during the Games, a \$500,000 financial contribution, and a wide range of academic programming taking place before and during the event.

Brock, the Niagara Region, the City of St. Catharines, and the City of Thorold now jointly own and operate Canada Games Park following the conclusion of the Games.

An example of the legacy of the Canada Summer Games is the Brock Functional Inclusive Training (Bfit) Centre's new home in the Walker Sports and Abilities Centre at Canada Games Park. Formerly known as the Brock-Niagara Centre for Health and Well-Being, Bfit pursues innovative, multi-disciplinary research and provides supervised community exercise programs to improve health and quality of life in older adults, cardiac patients and individuals with spinal cord injury, multiple sclerosis and Parkinson's disease, as well as amputees. Members benefit from greater accessibility to Bfit in its new location. Bfit use has grown from 527 members in 2019 to 708 members in 2023.

## **Brock-YWCA research addresses affordable housing barriers faced by women, gender-diverse people**

A partnership between Brock's Niagara Community Observatory (NCO) and the YMCA Niagara Region has led to a research brief that investigates how the lack of affordable, safe housing in Niagara affects women and gender-diverse people, as well as the barriers they experience trying to access affordable housing.

To produce the brief, researchers with the NCO partnered with the YWCA Niagara Region to form a Housing Advisory Council consisting of women and gender-diverse people who experienced homelessness, members of organizations who represent people with lived expertise of homelessness, and YWCA officials. Through focus groups, researchers interviewed residents at the YWCA shelter and women in transitional housing to share their experiences.

The brief puts forth recommendations to the federal, provincial, and Niagara Region governments.

## **Bourgeois named to provincial Domestic Violence Death Review Committee**

Brock University's Vice-Provost, Indigenous Engagement Robyn Bourgeois has been appointed to the Province of Ontario's Domestic Violence Death Review Committee (DVDRC), a multi-disciplinary review committee of experts established in 2003 in response to jury recommendations made in two major inquests into the deaths of women killed by their intimate partners.

The DVDRC, which reports to the Chief Coroner for Ontario, reviews the circumstances of the deaths associated with intimate partner violence (IPV) and analyzes issues and identifies risk factors and possible points of intervention. The committee will investigate ways to impact effective change regarding the issue of IPV and its impact on individuals and communities, taking the opportunity to address the need to be more efficient and impactful with recommendations.

## **Inclusive education initiatives in the Caribbean highlight global impact of Brock expertise**

Brock's faculty expertise in teacher education is gaining global recognition through an ongoing series of professional development initiatives centred around inclusive education in the Caribbean. The series continues with a partnership agreement between the University and the Government of St. Vincent and the Grenadines. A World Bank-funded pilot project on the island of Bequia, which began in late 2022, expects to see all students on the island studying together in mainstream schools for the 2023-24 school year.

The success of Brock's similar projects in Canada, the United Kingdom, Europe, and the Caribbean inspired the agreement with the University to lead this project. When completed, the project will implement inclusive teaching practices and physical accommodations at all primary and secondary schools on Bequia, allowing students from segregated schools to reintegrate into the mainstream school system with their peers.



Brock Assistant Professor of Political Science Joanne Heritz shares preliminary results of the research project she headed with the Niagara Community Observatory.



The Province of Ontario has appointed Brock's Vice Provost, Indigenous Engagement Robyn Bourgeois to the Domestic Violence Death Review Committee.



**PRIORITY:**

# Enhance the life and vitality of our local region and beyond

Brock is committed to working with the communities in Niagara, Ontario, Canada and the world. Through local and global connections, we increase opportunities for the residents of Niagara. By responding to the needs of society and supporting its growth and development, we strengthen community vitality and vibrancy.

**GOAL:**

**Increase and enhance enriching opportunities for our students, alumni, faculty and staff to engage with the community.**

**Actions:**

- Establish a mechanism to create and sustain long-term, mutually beneficial community partnerships that will:
  - Expand knowledge mobilization and application through collaborations, both on and off campus.
  - Develop Brock-Niagara community-based accessible programming and resources.
  - Support celebration events that acknowledge our community connections.
  - Encourage active participation in student life, ranging from volunteer and employment opportunities to clubs, intramurals and Brock Sports.
- Encourage and enhance community use of University services and facilities by:
  - Continuing to make Brock resources more accessible to the community.
  - Creating purposeful opportunities for the community to visit Brock.
  - Supporting the development and maintenance of facilities where people learn and live.
  - Ensuring communications and marketing efforts are reaching and understood by the wider community.

**GOAL:**

**Support regional economic, social and cultural vitality.**

**Actions:**

- Support entrepreneurship, commercialization and innovation by:
  - Encouraging entrepreneurially-minded students, faculty and community members to start businesses by providing knowledge, resources and space through Brock LINC programming;
  - Fostering creativity and curiosity through engagement with technology and new digital methods through Brock’s Makerspace and Digital Scholarship Lab; and
  - Increasing the volume, diversity and impact of commercialized IP and innovation.

- Increase access to programs that are in high demand by students and by society that will increase the employability of graduates.
- In partnership with our communities, anticipate and respond to societal needs through the co-creation of knowledge of local and global opportunities and challenges.

**GOAL:**

**Enhance engagement with Indigenous communities in the spirit of reconciliation.**

**Actions:**

- Continue to build a welcoming and respectful environment on and off campus.
- Promote two-way dialogue between Indigenous and non-Indigenous people.
- Enhance programming, courses, research and creative activities that promote the understanding of Indigenous pedagogies, systems of knowledge, cultures and histories.

**GOAL:**

**Cultivate outstanding relationships with our alumni starting with their earliest interactions with the University.**

**Actions:**

- Enable graduating students to transition to active alumni status through new initiatives and communication strategies.
- Enhance outreach to alumni and develop additional ways to be involved and recognized in campus life.
- Celebrate the accomplishments and significance of our graduates.
- Build experiential learning, research and community engagement partnerships with alumni.

Priority	Outcomes	Indicator	Included in SMA	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	FY 22/23
Enhance the life and vitality of our local region and beyond	Economic impact*	Economic impact in Ontario	Yes	\$652.566M	\$2.405B	\$2.380B	\$2.702B
	Local engagement	Institutional enrolment as share of the Niagara population	Yes	21.41%	20.99%	21.01%	20.38%
		Strategic university partnerships (MOUs)	No	9	16	18	16
		Percentage of Brock students from the Niagara region	No	N/A	N/A	N/A	N/A
	Global engagement	Number of international agent agreements	No	234	185	165	155
		Number of international partnerships	No	28	162	140	135
	Engagement with alumni	Number of contactable alumni vs. aggregate alumni population	No	74.4%	74.0%	74.0%	74.7%

\* Institutional Performance Indicator





## Pride crosswalk unveiled adjacent to campus

Niagara Region has unveiled a new Pride crosswalk adjacent to Brock University. The painted crossing, at the intersection of Schmon Parkway and Sir Isaac Brock Way, features the all-inclusive Pride flag developed by Brock in collaboration with local 2SLGBTQQIA+ communities. The all-inclusive flag design consists of the familiar rainbow flag with the addition of black, brown, light blue, pink and white stripes.

The black and brown represent 2SLGBTQQIA+ community members who are racialized and have historically and continue to experience marginalization within our communities; the light blue, pink and white represent transgender community members; the last purple chevron intersects with the white to remind the community of the Two Row Wampum agreement. These colours represent the Indigenous land we walk on and our responsibility to the land and to each other.

### PRIORITY:

# Foster a culture of inclusivity, accessibility, reconciliation and decolonization

## Birthing ceremony transforms Brock teaching lodge into sacred space

A traditional structure at Brock University has undergone a ceremonial transformation into a sacred space. A birthing ceremony was held for the Brock University teaching lodge, calling into being the new sacred space and grounding it in spirit and its purpose.

Thanks to a gift from the Niagara Peninsula Aboriginal Area Management Board (NPAAMB), the teaching lodge was built in 2021 in an open area behind Schmon Tower on the edge of the Niagara Escarpment by a team of youth from NPAAMB's Naabidisiwin program (an Anishnabek word, which means 'I have a purpose').

The birthing ceremony was led by Grandmother Renee Thomas Hill from Six Nations, with the assistance of youth who built the lodge, and involved the burning and laying of medicines, prayers, drumming and food offerings.



Brock's Acting Vice-Provost, Indigenous Engagement Robyn Bourgeois with the University's teaching lodge.



## **Charton Hobbs, Moët Hennessy advancing opportunities for women studying beverage alcohol industry at Brock**

With the help of partners such as Charton Hobbs and Moët Hennessy, Brock University's opportunities for diverse women looking to enter, advance and thrive in the beverage alcohol industry are growing at a competitive rate.

Building on the Liquor Control Board of Ontario's (LCBO) Spirit of Inclusion initiative, which was announced last October to increase representation and foster inclusion within the beverage alcohol industry, Charton Hobbs and Moët Hennessy are also committed to the important initiative in support of students and research of the industry at Brock's Goodman School of Business.

A generous gift of \$70,000 from Charton Hobbs and Moët Hennessy to the University has created three new opportunities for diverse women studying at Brock's Goodman School.

## **BIPOC Study Hall enhances academic resources and supports**

A new study hall service at Brock University is enhancing academic resources for students. On Tuesday and Wednesday evenings, students who identify as Black, Indigenous and People of Colour (BIPOC) are invited to join Learning Services' BIPOC Study Hall. The free resource features tutoring from fourth-year students who can assist participants with study habits and questions they might have as they tackle their assignments. The space will also serve as a welcoming environment for those looking for a supportive venue to finish their work.

The twice-weekly gatherings are part of many ongoing efforts by Brock to address inequity in post-secondary learning, and were developed in collaboration with the University's Hadiya'dagénhahs First Nations, Métis and Inuit Student Centre, and BIPOC Caucus.

Along with tutoring and providing study space, the study hall will also welcome various on-campus units to provide more tailored resources during specific weeks, as well as partners to donate snacks and refreshments.

## **Brock named one of Hamilton-Niagara's Top Employers for fifth time**

Brock University has been recognized as one of Hamilton-Niagara's Top Employers for 2023. The annual competition, now in its 16th year, is organized by the editors of Canada's Top 100 Employers. The award honours organizations that demonstrate industry leadership in offering an exceptional place to work through progressive and forward-thinking programs.

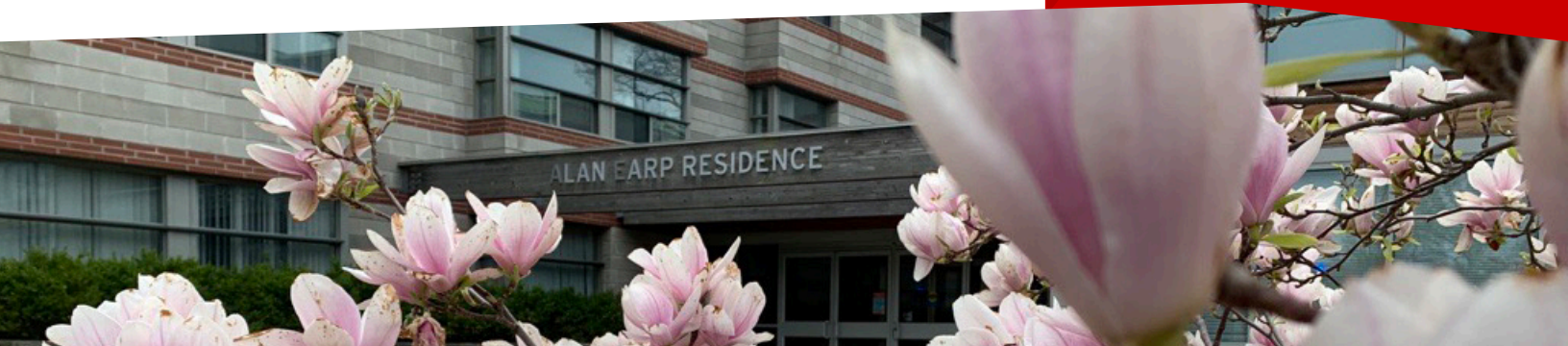
This is the fifth time Brock University has received the designation, having been selected in every year it has applied: 2017, 2018, 2021, 2022 and 2023.



## **New name for centre serving First Nations, Métis and Inuit students on campus**

A welcoming home on campus for First Nations, Métis and Inuit students at Brock University has received a new name. The unit formally known as Aboriginal Student Services has been renamed as Hadiya'dagénhahs First Nations, Métis and Inuit Student Centre.

Hadiya'dagénhahs (pronounced "Ha-dee-ya-da-gen-hahs") is a Cayuga word that means "they are helpers." It was selected in consultation with Indigenous knowledge carriers and Assistant Professor of Education Stanley 'Bobby' Henry, a Cayuga language pedagogy researcher. Once the name was chosen, consultation was completed with the Aboriginal Education Council (AEC) as well as with the Two Row Council.







## **Sheila Cote-Meek appointed Director of Indigenous Educational Studies Programs**

Brock's Faculty of Education has appointed Sheila Cote-Meek as the new Director of Indigenous Educational Studies Programs. Cote-Meek is a leader in Indigenous education and comes to Brock with an extensive background in advancing equity and inclusion in post-secondary institutions. She will begin her new role on August 1.

Cote-Meek is currently the Vice-President Equity, People and Culture at York University, where she has spent the past three years building a new division dedicated to creating an inclusive and equitable environment for all members of the university community. She led a number of new initiatives, including York's first Framework and Action Plan on Black Inclusion and the development of York's first university-wide Decolonizing, Equity, Diversity and Inclusion Strategy, which will be released later this semester. She also created a new portfolio at York: the Associate Vice-President, Indigenous Initiatives.

Prior to joining York University, Cote-Meek spent a decade serving as the Associate Vice-President, Academic and Indigenous Programs at Laurentian University, where she led a number of initiatives related to equity and decolonization. At Laurentian, Cote-Meek oversaw support services for Indigenous students, advanced Indigenous academic initiatives and led the development of the university's Indigenous Sharing and Learning Centre.

Cote-Meek is from northeastern Ontario and is a member of the Teme-Augama Anishnabai.





**PRIORITY:**

# Foster a culture of inclusivity, accessibility, reconciliation and decolonization

At Brock, we believe that a diverse and welcoming learning community is built upon the foundation of exceptional students, faculty, staff and alumni. This requires that Brock be attractive and welcoming to people of all identities, and accepting of the unique histories and experiences of Indigenous people within the Canadian state.

**GOAL:**

**Strengthen relationships of trust with Indigenous communities and partners across all sectors and activities of the University.**

**Actions:**

- Enhance and improve recruitment, retention, and learning, as well as other supports for Indigenous, international and first-generation students, including the creation of a dedicated web portal for students from under-represented groups outlining the services and resources available to them.
- Improve data capabilities to track and assess institutional success in recruiting and retaining students from under-represented groups, including Indigenous students.
- Actively recruit outstanding students from Niagara, as well as from diverse regions and backgrounds from around the world.
- Enhance programming for under-represented or marginalized groups that introduces them to the University.
- Increase the visibility of Indigenous culture on campus, such as Indigenous art, and create a dedicated space for Indigenous students on campus.
- Raise awareness of equity-oriented research conducted on campus, including research involving Indigenous groups.
- Expand advancement strategies to increase philanthropic funding for Indigenous and other equity-oriented initiatives

**GOAL:**

**Promote effective human resource practices and philosophies that improve inclusivity, accessibility, reconciliation and decolonization.**

**Actions:**

- Ensure that university-wide structures best serve the values and strategic priorities of the University.
- Provide training and support for search committees on the principles of equity, diversity, inclusion and cultural competency.
- Broaden the scope of training programs for new and continuing Chairs and Directors.
- Continue to implement the recommendations from the report of the Brock University Human Rights Task Force, including a workplace climate survey and equity census.
- Communicate the efforts and impacts of the President's Advisory Committee on Human Rights, Equity and Decolonization across the campus on a regular basis.
- Foster internationalization across the campus so that students from all parts of the world feel welcomed and supported in achieving their academic goals.
- Recruit and retain a diverse group of outstanding staff by providing rewarding and fulfilling careers.
- Develop ongoing training and expand programs for professional development.
- Continue to provide competitive offers of employment, compensation and benefits to ensure a quality work life.

**GOAL:**

**Further celebrate the success of our faculty, staff, students and alumni.**

**Actions:**

- Provide better communication, as well as career and recognition opportunities for faculty, staff, students, alumni and sessional instructors.
- Increase scholarship and award opportunities for exceptional students who have demonstrated excellence academically, socially, culturally and/or athletically.
- Ensure that reporting mechanisms and communication with external university ranking organizations reflect the strengths of the University as a post-secondary institution and the accomplishments of faculty, staff, students and alumni.



Priority	Outcomes	Indicator	Included in SMA	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	FY 22/23
Foster a culture of inclusivity, accessibility, reconciliation and decolonization	University admissions include under-represented groups	Number of self-identified Indigenous students*	No	303	321	322	362
		Number of self-identified first-generation students	No	N/A	N/A	N/A	N/A
		Number of self-identified racialized students	No	N/A	N/A	N/A	N/A
		Number of self-identified students with disabilities	No	N/A	N/A	N/A	N/A
		Number of self-identified 2SLGBTQ+ students	No	N/A	N/A	N/A	N/A
		Number of students receiving OSAP support	No	9,491 FT	9,678 FT 558 PT	9,678 FT, 526 PT	8,928 FT, 588 PT
		Number of self-identified scholars from under-represented categories	No	N/A	N/A	N/A	N/A
	Course delivery and curriculum	Indigenous major courses developed and delivered	No	N/A	N/A	N/A	N/A
		Self-identified Indigenous instructors and staff	No	N/A	N/A	N/A	N/A
		% of programs that include Indigenous context, culture, history and/or thought	No	N/A	N/A	N/A	N/A
		% of programs that include content related to equity, diversity and/or inclusion	No	N/A	N/A	N/A	N/A

\* Institutional Performance Indicator



**PRIORITY:**

# Institutional ranking and financial sustainability

The 'Institutional ranking' metric reports on Brock's performance in externally motivated and administered assessments. These include the annual Macleans ranking of Canadian universities, as well as several accountability assessments required by Ontario's Ministry of Colleges and Universities.

Brock has a mandate to maintain balanced budgets while pursuing and protecting the academic mission of the University. Its ability to do so is assessed in the 'Financial sustainability' metric.





## Donation to strengthen Brock's student mental health supports

The Children's Educational Foundation of Canada (CEFOC) has contributed more than \$387,000 to the University in support of student mental health. The funding will enhance supports and services, and increase the magnitude in which Brock is able to deliver them to students.

For four consecutive years, *Maclean's* magazine has ranked Brock first among all comprehensive universities in Canada for mental health supports for students. The University relies on generous donations such as this one to assist in maintaining that high standard.

CEFOC's gift will allow the University to increase access to mental health supports by delivering flexible and innovative services. Brock students will benefit from increased personal counselling services and access to 24-7 support through the My SSP mobile app, as well as from suicide prevention training and capacity building for Brock partners and staff.

Also made possible through the funding was the creation of a quiet room on the fourth floor of the Schmon Tower for students facing mental health challenges. The room is intended as a safe, calming space for students who find themselves in distress when accessing academic accommodations or personal counselling services.

## Brock launches refreshed University brand

Brock University has rolled out its refreshed and refined brand with the launch of its fall recruitment advertising campaign and the installation of new banners along campus roads and buildings. The new brand positioning and visual identity — which emphasize the ability to “break through” at Brock — is the result of more than a year of community consultation and is aimed at enhancing the University's reputation across Canada and around the world. The refreshed brand is anchored by the promise that anyone, from any walk of life, can break through personal, professional, and societal barriers at Brock.

The project includes a range of updates to the University's visual identity guidelines, including the removal of the thumbprint from Brock's logo (which an overwhelming number of campus community members called for) and the use of a fresh new font.

The project was guided by a steering committee, which included 25 faculty members, students and staff representing a diverse cross-section of the Brock community.

## Brock maintains top national rankings for student support

Long recognized for its commitment to student excellence and experience, Brock continues to be ranked highly among its peers in the 2023 *Maclean's* magazine rankings. Brock is ranked among the top 10 comprehensive institutions in the country in a range of categories, including its commitment to providing scholarships and bursaries (6th) and student services (7th). Brock also continues to climb the reputational rankings overall, moving to 27th from 29th in the nation, an improvement of 11 spots in the past three years.

The Goodman School of Business also made the top-20 rankings of Canada's best business programs for the first time at 18th in the country overall and 17th in reputation.



## Brock's MIWSFPA achieves Gold LEED certification

The Marilyn I. Walker School of Fine and Performing Arts (MIWSFPA) recently joined Brock University's list of Leadership in Energy and Environmental Design (LEED)-certified buildings.

As a globally recognized symbol of sustainability achievement and leadership, LEED provides a framework for healthy, efficient, carbon- and cost-saving green buildings. LEED projects earn points by adhering to prerequisites and credits across nine measurements for building excellence, from integrative design to human health to material use.

Construction of the downtown St. Catharines arts school, completed in 2015, included the redevelopment of the former Canada Hair Cloth Building, which dates back to the 19th century. The MIWSFPA now provides state-of-the-art studios, exhibition spaces, performance venues, digital classrooms and learning commons for students in fine and performing arts programs. Modern features have been added to the building, while still retaining as much of the character and original structure as possible.

## Archives donation paints picture of local union's rich community history

A donation of historical materials from Unifor Local 199 to Brock's Archives and Special Collections is now available for students and researchers to explore in the James A. Gibson Library. The fonds of Unifor Local 199, which was previously the Canadian Auto Workers Local 199 and, before that, the United Auto Workers Local 199, includes records and ephemera dating back to 1937. From documents and photographs to hockey jerseys and bumper stickers, the collection offers a multi-faceted look at the history of the organization.

Among the collection are pins and buttons dating back to 1937.

## Metroland Media selects Brock to house nearly 100 years of local history

Brock University Library is the new home of nearly 100 years of Niagara history as documented by the *St. Catharines Standard* and *Niagara Falls Review* newspapers. Metroland Media Group selected the Brock Library for its expertise in archival preservation and stewardship, gifting the Library its extensive collection of clippings, photo prints and negatives, microfilm, files, notes and more. Some materials in the collection date back to the early 1900s, but the most significant portion covers local history from the 1960s to the dawn of the new millennium.

Housing the collection at Brock will ensure continued public and researcher access to the files, which offer an invaluable look at both local history as well as how news was gathered and produced in the 20th century.

## Brock receives \$2.9M to support low-carbon goals

Brock University's continued efforts to create a sustainable campus recently made strides with the help of \$2.9 million in federal funding.

Environment and Climate Change Canada provided the support to Brock in January through its Low Carbon Economy Challenge, Champions Stream. With a total of \$200 million provided to public and private sector organizations, as well as government bodies, the program supports innovation, reduction of energy bills and the creation of jobs for Canadians.

At Brock, the funding, which is paired with the University's own \$3.1-million contribution, will allow for the District Energy System (DES) electrification project to move forward. The project includes installation of an electric boiler in Welch Hall and a heat pump in the Roy and Lois Cairns Health and Bioscience Research Complex; recovery of waste heat from the Cairns steam boiler; piping retrofits at Schmon Tower, DeCew Residence, Welch Hall, Thistle Complex and Student-Alumni Centre; optimization of control sequences for DES and satellite assets; and work on the DES distribution system and auxiliary equipment to enable the project's other measures.

The electrification project will significantly reduce Brock's carbon emissions by diversifying campus heat sources and reducing the use of natural gas in the DES.

## Brock's HR office rebrands as the Office of People & Culture

Brock University's Department of Human Resources has undergone a name change to better reflect its renewed focus. Reimagined as the Office of People and Culture, the unit is moving forward focused on progressive and adaptive strategic human resources management practices that concentrate on Brock's people, culture and work environment.

The name change and renewed focus will build on Brock's efforts that have seen the University recognized as one of Hamilton-Niagara's Top Employers for 2023, and named earlier this year among the annual list of Canada's Best Employers compiled by *Forbes* and market research firm Statista.





## Financial Sustainability

Institutional Indicators	Outcomes	Indicator	Included in SMA	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	FY 22/23 Actual
	Students have a positive experience	Maclean's student experience ranking*	No	4/15	2/15	3/15	3/15
		Maclean's overall ranking*	No	14/15	13/15	12/15	13/15
		Graduate employment earnings (two years after graduation)	Yes	\$40,494	\$43,084	\$45,776	\$44,807
		Graduate employment rate in a related field	Yes	89.6%	89.8%	88.6%	
		National Survey of Student Engagement (NSSE) [Overall experience as "Excellent" or "Good"; 1st year and 4th year student populations]	No	N/A	1st: 80% 4th: 81%	N/A	N/A

\* Institutional Performance Indicator

Financial sustainability	Outcomes	Indicator	Included in SMA	FY 19/20 Actual	FY 20/21 Actual	FY 21/22 Actual	FY 22/23 Actual
	Foster financial sustainability and prominence of the University	Total revenues*	No	\$346.977M	\$328.996M	\$351.389M	\$373.056M
		Total expenditures*	No	\$339.319M	\$316.102M	\$347.492M	\$369.018M
		Deficit/surplus	No	\$7.658M	\$12.894M	\$3.897M	\$4.038M
		University endowment	No	\$103.896M	\$123.810M	\$119.025M	\$122.332M
		Dominion bond rating*	No	A (high)	A (high)	A (high)	A (high)
		Donations – Cash received*	No	\$3.773M	\$4.397M	\$2.901M	\$3.495M
		Donations – Revenue recognized audited financial statements	No	\$4.224M	\$3.987M	\$4.938M	\$5.083M

\* Institutional Performance Indicator

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