

2007-08 Multi-Year Accountability Agreement Report-Back for: Nipissing

As noted in the Multi-Year Accountability Agreement for Universities for 2006-07 to 2008-09 (MYAA), the government appreciates that implementing this and future agreements will be part of an evolutionary process which will incorporate maturing consensus on how to best measure and indicate access and quality. This will require a strong collaborative partnership between institutions and the Ministry of Training, Colleges and Universities.

This Multi-Year Accountability Agreement Report-Back Template has been designed to assist with the ministry's continuing efforts to measure the participation of students from under-represented groups, and as outlined in Appendix B (the Multi-Year Action Plan) of the MYAA, update the planned net new hires table, and the strategies and programs that will be used by your institution to participate in the Student Access Guarantee initiative.

Pursuant to the MYAA, the release of the full amount of your 2008-09 Accessibility to Higher Quality Education Fund¹ will be conditional on your institution confirming that it is on track for meeting its commitments, or the approval of an improvement plan by the ministry. The ministry will also use the completed Multi-Year Accountability Report-Back Template to review the progress made on the commitments outlined in your Multi-Year Action Plan. Based on this review, you may be required to submit an improvement plan to the ministry, developed in consultation with faculty, staff and students.

The information contained in this report-back template will also be used to inform the development of best practices and the creation of measures of system-wide results. These measures may be incorporated in revised requirements in future years to demonstrate system-wide improvements.

A. ACCESS**Increased Participation of Under-Represented Students — Measurement**

To continue assisting with our efforts to develop a system measure that will track the participation of students from under-represented groups (Aboriginal, First Generation, Students with Disabilities) the ministry is again seeking information with respect to the number of students who are self-identifying as under-represented pursuant to the methodologies currently in place to measure these students at your institution. Please refer to the measurement methodologies outlined in your approved Multi-Year Action Plan to track these students, and provide the total number of students who have self-identified as a member of each of these groups. The ministry recognizes that these measurement methodologies may require students to self-identify, which may result in under-reporting.

Individual students may belong to more than one group. In the cells counting respondents for each under-represented group, do not adjust for this potential double-counting. To the extent that you are able to do so, eliminate any double-counting in the column, "Total Number Self-Identifying as Member of Under-represented Group".

¹ Excluding your Per Student Funding portion of this fund.

Measurement Methodology (including description)	Student Groups in Your Student Population			Total Number Self-Identifying as Member of Under-represented Group	Total Number of Students Surveyed, if applicable
	Aboriginal	First Generation	Students with Disabilities		
	#	#	#		
NSSE 2006		68%			39% of cohorts
NSSE 2008		69%			45% of cohorts
Internal surveys	330 students		*6% of all students		

If you would like to provide any other comments, please do so in the following space:

The NSSE results are for students who reported both parents as not having attended university.

Nipissing also had 98 aboriginal students enrolled in programs open only to aboriginal students.

*This 6% number is based on the 1st year student survey carried forward to the total enrolment.

Increased Participation of Under-Represented Students — Programs/Strategies

Pursuant to your approved Multi-Year Action Plan, please identify your achieved results for 2007-08. If your institution has not achieved your proposed results, please explain the variance and your planned remedial action in the column provided.

Strategy / Program	Indicator	Proposed Result	Achieved Result	Explain Variance between Proposed and Achieved Results (if applicable) and Any Remedial Action You Expect to Take
Aboriginal	Non-traditional student success course (modules) Number of courses / sections offered	4 (06-07 result: 2)	4	
	Number of first-generation students identified and enrolled/continuing	20 (06-07 result: 7 – target was 10)	20	
	Development of First Generation Student Satisfaction Survey		3.59/5	
	Aboriginal recruitment support Number of aboriginal students enrolled / continuing	330 (06-07 result: 300)	319	

	Number of aboriginal students enrolled in University Success First Generation module	8 (06-07 result: 5)	7	Includes those using the Aboriginal Centre but haven't self-identified. We invite participation and only 7 enrolled in 2007-08. In order to increase efficiency and reduce costs, a number of "like" workshops were combined.
	Number of faculty and staff visits to aboriginal committees	10 (06-07 result: 8)	11	
	Retention Programming Academic Outreach Advising	50 (06-07 result: 47)	50	
	Orientation / Workshops	15 (06-07 result: 33)	18	
Student Transition	Student Orientation for under-represented students # of students/parents participating (05-06: 566/741)	All new students/parents (06-07 result: 80%)	706/1578	This is all the new students and family who attended orientation.
	Satisfaction rating from students/parents (2005/06: 4.43/4.37 on 5 point scale)	No target established (06-07 result: 4.39/4.38 – target: 4.4/4.5)	4.4/5	
	# of students participating in Non-Traditional Student Orientation (2005/06: 32)	No target established (06-07 result: 65 – target: 67)	51	
	# of college transfer students participating in Non-traditional Student Orientation (2005/06: 10)	No target established (06-07 result: 24)	13	
	Satisfaction rating of Non-Traditional Student Orientation Participants (2005/06:n/a)	No target established (06-07 result: 4.25 – target: 82.25% is good or very good – this is a 4.15 result)	4.4/5	
	# of new students participating in Disability Services Orientation /Transition Program (2005/06: 7)	No target established (06-07 result: 19)	31	
	Satisfaction rating of Disability Services Orientation/Transition Program (2005/06: n/a)	No target established (06-07 result: in progress)	4.23/5	
	Career Workshops Number of workshops and visits per year	70 (06-07 result: 66)	68	

	Academic Skills workshops Number of workshops offered (05-06: 17)	20 (06-07 result: 25)	25	We increased the number of workshops but fewer students attended.
	Number of students participating (05-06: 900)	950 (06-07 result: 861)	764	There is no indication why fewer students attended.
	Academic Services Number of student group sessions	No target established (06-07 result: 584 target: 615)	739	We added group sessions to reduce the number of individual sessions necessary.
	Number of individual student sessions	4329 (06-07 result: 3677)	3814	
	Student satisfaction rating	No target established (06-07 result: 4.7/5)	4.6/5	
	Leadership development initiatives Monetary value of Student Union and Student Affairs programs per year	25,000 (06-07 result: 20,000)	25,000	
	# of transcripts developed and issued per year	180 (06-07 result: 285)	293	
	# of tutors, in various programs, active per year	180 (06-07 result: 137 target: 165)	100	
	Personal counselling # of first year students	50 (06-07 result: 43 – target: 45)	34	One of our Student Counselors left Nipissing University in the fall and we were not able to fill this position until the winter term.
	Number of first-generation students served (under development)	No target established (06-07 result: 106)	70	
	Career counselling # of first year students	28 (06-07 result: 6 – target: 25)	4	
	Number of first-generation students served	No target established (06-07 result: 48)	34	One of our Student Counselors left Nipissing University in the fall and we were not able to fill this position until the winter term. Student demand was down slightly and students had to wait longer for an appointment but they were all seen. Some students may have gone to other service providers.
	Program evaluation scores	No target established (06-07 result: 4.44/5)	4.48/5	
Students with Disabilities	High school mentorship program # of Nipissing University students with disabilities participating per year	6 (06-07 result: 3)	0	This was a pilot project that was discontinued.

	Disability Awareness # of workshops / events per year	5 (06-07 result: 9)	11	
	Total attendees per session	50 (06-07 result: 10)	30	
	Nipissing University Diversity Committee Support # of projects and events per year	4 (06-07 result: 12)	4	
	# of attendees per year	80 (06-07 result: 85)	85	
	Accessibility Planning # of initiatives, projects and / or barriers identified and addressed per year (note progress happens when the # goes down because more barriers are being removed as each year ends)	20 (06-07 result: 9)	35	

If you would like to provide any other comments, please do so in the following space:

Student Access Guarantee and Commitment

Instructions for 2007-08:

Through your signed MYAA, you committed to participate in the student access guarantee. For 2007-08, this meant meeting students' tuition/book shortfall in allocating financial aid, as set out in the 2007-2008 Student Access Guarantee Guidelines.

	<u>Yes</u>	<u>No</u>
The institution met students' tuition/book shortfall in allocating financial aid, as set out in the <u>2007-2008 Student Access Guarantee Guidelines</u>	X	

If you answered no, please explain.

Please complete the following table, using the most recent available year-to-date information from your institution's 2007-08 OSAP student access guarantee report screen (This screen can be accessed by your Financial Aid Office).

2007-08 TUITION / BOOK SHORTFALL AID:		
	TOTAL \$	# ACCOUNTS
Expenditures for Tuition / Book SAG Amount	182,263	227
Other SAG Expenditure to Supplement OSAP	530,343	514
Total	712,606	741

Date screen was last updated: 28/09/2008

MYAA Action Plan – 2008-09 Revision: Student Access Guarantee

Pursuant to Section 2.1 of the Multi-Year Agreements, your institution will participate in the Student Access Guarantee (including the new Access Window which allows Ontario students to identify costs and sources of financial aid). The detailed requirements for participation in the student access guarantee are outlined in the [2008-09 Student Access Guarantee Guidelines](#). Please complete the following template to update the strategies and programs that your institution will use in 2008-09 to participate in the Student Access Guarantee initiative.

Describe how your institution will meet students' tuition/book shortfalls. As part of your description identify whether aid towards tuition/book shortfalls will be: a) Provided to those students who apply for institutional financial aid; or b) Automatically issued to students based on their OSAP information	Nipissing University will meet students' tuition/book shortfalls for students through a web-based bursary/student awards application process. Only students submitting such an application will be considered for funding to meet their calculated shortfall. The Ministry-calculated shortfall will be adjusted according to the budget resource and expense figures provided by the student. Students enrolled in Spring/Summer session will automatically be considered for assistance based on their OSAP assessment.
If your answer to the above question was 'a,' please identify what specific internet portal(s) or program(s) students at your institution apply through to be considered for tuition/book assistance provided as part of your participation in the student access guarantee. Identify any applicable deadlines.	Students apply internally through Web Advisor to be considered for bursary assistance for the fall/winter session. The deadline is November 1 st .
Identify whether your institution plans to provide loan assistance in values greater than \$1,000 to meet tuition/book shortfalls of students in any of your second entry programs. If so: a) Identify the programs by name and by OSAP cost code; b) Describe how you determine how much loan aid to provide	At this point we do not plan to offer loan assistance to meet shortfalls in second entry programs. However, we have expressed an interest in participation pending the findings of the working group established through COU.

<p>Describe other financial support programs and strategies that your institution will use to assist university students facing financial barriers to access, including identification of programs that provide case-by-case flexibility to respond to emergency situations that arise for students.</p>	<p>In addition to our web-based bursary application, the following other financial support programs will assist Nipissing University students facing financial barriers to access:</p> <p>Web Advisor Bursary/Awards Program – This program will continue as the gateway to the student access guarantee mandate. The application has been revised to allow first generation and aboriginal students to self identify. This program also provides a measurement tool for the determination of financial need under other programs such as OSOTF and OTSS. Funds distributed through these sources will also address shortfalls for all recipients.</p> <p>Entrance Scholarship Program – Our guaranteed entrance scholarship program will continue. Many students who would otherwise have a calculated shortfall will have this addressed through the provision of generous entrance scholarships.</p> <p>Tuition Assistance and other Entrance Award Programs – We will continue to offer these programs to entering applicants, but have revised the application such that we provide an opportunity for students to self identify as first generation and/or aboriginal students.</p> <p>Nipwork/Work Study Program – Provided funds permit, these programs will continue, and a student's shortfall may also be fully or partially met through on- campus employment.</p> <p>In-Course Scholarship Program – Returning students who demonstrate high academic merit are rewarded through our in-course scholarship program. These expenditures will assist upper year students with calculated shortfalls.</p> <p>Emergency Bursaries and Loans – Students in financial crisis who are unable to continue with their studies for financial reasons can apply for small amounts of non-repayable or repayable emergency assistance.</p> <p>Fee Payment Arrangements – Students who are unable to meet the standard deadlines for fee payment are able to inquire about individual fee payment arrangements based on their ability to pay over an extended period of time.</p>
<p>Briefly describe your review process for students who dispute the amount of institutional student financial assistance that is provided as part of the Student Access Guarantee.</p>	<p>Students disputing the amount of assistance provided as part of the student access guarantee can arrange a one-on-one interview with our Student Awards Coordinator to discuss their concerns</p>

B. QUALITY

Quality of the Learning Environment

Pursuant to your approved Multi-Year Action Plan, please identify your achieved results for 2007-08. If your institution has not achieved your proposed results, please explain the variance and your planned remedial action in the column provided.

Strategy / Program	Indicator	Proposed Result	Achieved Result	Explain Variance between Proposed and Achieved Results (if applicable) and Any Remedial Action You Expect to Take
Class Size	Maintain class sizes that are appropriate for small, primarily undergrad university and that maintain competitive advantage (2005/06 Class size – 49 for 1 st 35 for 2 nd)	Class size adjusted to maintain competitive advantage (06-07 result: 45 for 1 st year, 34 for 2 nd year 22 for 3 rd and 4 th year)	43 – 1 st yr 34 – 2 nd yr 21 – 3 rd /4 th yr	In the most recent Globe and Mail student survey Nipissing University was the only small Ontario university to receive an A+ from students for its class size.
Modes of Instruction	Full participation in ITeach initiative Concurrent Education	Participation of 4 th Year Brantford / North Bay Students	See Note 1 below table	
Support for Teaching	Increase use of new teaching and learning technologies/initiatives by faculty/staff as determined by # of faculty using the service, types of services required and # of faculty using new technologies	Measure against Benchmarks (05-06 is 40 06-07 is 100)	2007-2008 yielded significant increase to a new total of 175	<p>Significant increase is attributed to (i) creation of templates for web design, (ii) creation of an in-house grade book, (iii) and hiring of a coordinator of instructional design and training in Continuing Education. This person is able to support the Office of Instruction and Learning by addressing the needs of professors in Faculty of Arts and Science and Faculty of Professional Studies.</p> <p>It is anticipated that the use of new technologies will increase even more in 2008-2009 with the development of informational video vignettes on the portal and the field testing of personal response systems (clickers) in some classes</p>
Community Service Learning	<p># of courses with a service learning component</p> <p># of students participating in aboriginal or community service learning</p> <p># of active community/aboriginal partner organizations</p>	<p>15 (06-07 result: 9 courses covering 23 sections)</p> <p>350 (06-07 result: 143)</p> <p>12 (06-07 result: 32 – 4 with Aboriginal Focus)</p>	<p>18</p> <p>198</p> <p>38</p>	<p>(Note – Academic/CSL decision to focus on smaller groups to increase quality of learning. This programming change agreed to with the McConnell Foundation, who funds most of the CSL initiative at Nipissing until 2010.)</p> <p>Funded through the McConnell Foundation and the decision was to focus on smaller groups to quality of learning</p> <p>7 Aboriginal</p>

Research	Increased involvement of undergraduate students in research via the Undergraduate Research Opportunities Program (UROP)	Intention to launch UROP pilot project (06-07 result: lead for project appointed)	<ol style="list-style-type: none"> 1. Nipissing's first Academic Plan approved by Senate establishes the Critical Inquiry Initiative (CII) which includes undergraduate research as one of its three components. 2. First Annual Undergraduate Research Conference held in March 2008, with over 40 presenters. 3. \$65,000 provided from internal funds to support undergraduate research in 2007-08 	The CII is Nipissing's version of a UROP, promoting undergraduate research through honours theses, individualized study courses, and class research projects.
Graduate Students	<p>Increased program opportunities for graduate studies</p> <p>Creation of School of Graduate Studies</p>	<p>Admission of MEd students, 5 PhD and submit application to OCGS for Masters of Science and Environmental and Biological Systems</p> <p>Create permanent school with initial budget</p>	<ol style="list-style-type: none"> 1. Implementation of the full-time MEd at the North Bay campus. 1. School of Graduate Studies approved by Senate. 2. Associate VP for Graduate Studies appointed. 3. Office of Research Services renamed Research Services and Graduate Studies, 	<p>Master of Science in Environmental Science under development and will be submitted to OCGS in 2008-09.</p> <p>Submission to join the collaborative PhD in Education delayed due to changes in the make-up of the partnership; Nipissing will seek admission in the fall of 2008.</p> <p>All results achieved.</p>

	<p>Creation of space for full-time graduate students</p> <p>Increased support through internal graduate scholarships / teaching assistantships</p>	<p>Create space for graduate Arts and Science students (06-07 result: 25)</p> <p>Increase allocation for scholarships and assistantships pursuant to increased number of eligible graduate students (06-07 result: \$5000 per FT MEd student)</p>	<p>headed by a Director.</p> <p>Monastery Hall has dedicated space for the full-time MEd program and sufficient space is available for students in the M.A. in History. In terms of physical space, the university has provided graduate students with their own lounge/private study area</p> <ol style="list-style-type: none"> 1. NU Graduate Scholarship established. 2. Established new positions for graduate teaching and research assistants. 3. Nipissing receives institutional OGS awards. 4. \$163,000 provided to graduate student support. 	<p>New Academic Wing under construction and when completed will have dedicated space for Nipissing's graduate students.</p>
Internationalization	<p># of incoming / outgoing student / faculty exchanges</p> <p># of full-time international students enrolled per year</p> <p># of exchange / active articulation agreements per year</p>	<p>Increase to 42 (06-07 result: 38 students, 16 faculty)</p> <p>Increase to 28 (06-07 result: 32)</p> <p>Increase to 19 (06-07 result: 20)</p>	<p>56</p> <p>25</p> <p>21</p>	

	# of international placements per year	Increase to 90 (06-07 result: 133)	124	
Student Success	Improved academic success, increased retention and reduced attrition rates	See Student Retention Table	Results for some years are lower but overall results are within a very small variance. Student surveys show that retention is based on many factors, not all of which are within our control and certainly the overall economy is one of those.	
	Expansion of pre-university preparation, mentoring, UNIV 1011 course	Continue review and assessment of UNIV 1011	Completed	See MTCU First Generation report
	Review the student first-year experience	Complete review of First Year experience	Completed	Report Available
	Undertake student attrition survey	Implement findings of retention survey	Done	
	# of hours of operation of Writing Drop-in Service	12 per week (06-07 result: 18)	22 hrs/week	
# of visits to the Writing Drop-in Service per Year	250 (06-07 result: 287)	209	Longer individual sessions provided less need for more visits.	
Student Satisfaction	Maintain Nipissing's national and provincial leadership in student satisfaction	Maintain excellence results from student and graduate satisfaction surveys	Nipissing has maintained exceptional results – e.g. NSSE – 91% 1'st yr either good or excellent on overall satisfaction (prov avg is 79%) &, Globe only ON university with an A	
	Establish benchmarks for student satisfaction resulting from output surveys (Globe and Mail, CUSC, Maclean's Graduate Survey, NSSE)	Measure performance against benchmarks	We have established as a benchmark that we will rank in the top 80% on	

			<p>student satisfaction with important output measures such as overall satisfaction, class size, residence and personal safety.</p>	
<p>Educational Resources</p>	<p>Classroom/lab equipment and more supplies for undergraduate research projects</p>	<p>Provide study research space for graduate students and increase # of classes / labs upgraded compared to previous year</p>	<ul style="list-style-type: none"> - Created/renovated 4 studios for Fine Arts Program - Created/renovated 4 rooms dedicated to study/meetings for MEd Program - Converted 517 square feet into research space for Phys Ed Program - Implemented Video Conferencing in Grad. Studies Learning Space 	
	<p>Plan and build a new "Information and Learning Resource Centre"</p>	<p>Depending on capital funding, commence site preparation</p>	<ul style="list-style-type: none"> - Began storm water management in anticipation of project. - Completed preliminary design phase. 	
	<p>Improved access to digital information for the Human and Social Sciences through CRKN</p>	<p>Full access to CRKN sources</p>	<p>(see notes above)</p>	
	<p>Wireless access in more areas of the university and number of users</p>	<p>Address dead / weak spots and increase users 900+</p>	<ul style="list-style-type: none"> - Wireless signal strength survey conducted, leading to addition of 5 	

	IT support for expanded ITeach program	Retrofitting of existing rooms, plus additions of whiteboards	<ul style="list-style-type: none"> additional wireless access points - Accounts added extending wireless access to 2000+ clients - 4 EDUC classrooms retrofitted with smartboards, electrical upgrades and wireless network upgrades 	
	Implementation of Portal project	Survey to be initiated	<ul style="list-style-type: none"> - Portal fully implemented, migrated to Sharepoint - Focus groups formed for determination of future development. - Deployment to various faculty/ groups & departments 	
	Upgrade of administrative system hardware/software	Annual feedback via survey	<ul style="list-style-type: none"> - Migration to new version in progress 	

Note 1:

Indicator: **Full Participation in ITeach Initiative in Concurrent Education**

Proposed Result: Participation on 4th Year Brantford/North Bay Students

Achieved Results:

North Bay

1. In 2007/8 preparations were made for full participation in the ITeach Initiative by fifth year Concurrent students in North Bay beginning in 2008/9. This will be the first cadre to reach fifth year of the Concurrent Program.

2. In 2007/8, preparations were also made for full participation in the ITeach Initiative by fourth year Concurrent students in North Bay in 2008/9. These students will continue in the ITeach Initiative in their fifth year in 2009/10.
3. In 2007/8 the decision was made by faculty that all Concurrent students should participate in the ITeach initiative in their fourth and fifth years.
4. In 2007/8, budget approval was obtained to purchase a computer cart and computers equipped with Ministry of Education software for use in Year 1, 2, and 3 Education classes beginning in 2008/9.

Brantford

1. In 2007/8 the decision was made to pursue implementation of the ITeach Initiative in Brantford. This will require discussions and joint approval with Sir Wilfred Laurier University, which shares the Brantford Campus and is our partner in providing the Arts and Science degree program.
2. In 2007/8, budget approval was obtained to equip the Brantford Campus with a computer lab and computers equipped with Ministry of Education software for use beginning in 2008/9.

Indicator: Number of International Placements Per Year

Proposed Result: Increase to 80

Achieved Results

1. In 2007/8 there were a total of 111 International Education Placements (61 from the North Bay Campus and 40 from the Brantford campus). The total number breaks down as follows: Cameroon 10; China 39; England 11; Italy 25; Jamaica 10; and Kenya 16.
2. Growth in the number of International Placements since their inception in 2002/3 is as follows:
 - 2002/3 6
 - 2003/4 10
 - 2004/5 50
 - 2005/6 92
 - 2006/7 148
 - 2007/8 111

If you would like to provide any other comments, please do so in the following space:

Net New Hires

Pursuant to your approved Multi-Year Action Plan, please identify your actual net new hires for 2007-08. The ministry appreciates that accurate data on net new hires for 2008-09 may not be available until late fall. As such, please identify your planned net new hires for 2008-09.

Actual New Hires in 2007-08 Planned New Hires in 2008-09		Faculty / Academic			Student Services Staff*		Admin Staff**
		Full Time Tenured	Full Time Limited Term	Part Time (FTE)	Full Time	Part Time (FTE)	Full Time
Hires	Planned 2007-08	9	10		11	3.54	14
	Actual 2007-08	11	15		28	3.64	20
	Planned 2008-09	5	9		11	2.06	12.38
Retires / Departures	Planned 2007-08	5	10		3 / 6	.69	0 / 7
	Actual 2007-08	9	1		3/19	0/.69	0/14
	Planned 2008-09	4	0		3/5	0/0	2/5
Net New Hires	Planned 2007-08	4	0		2	2.84	7
	Actual 2007-08	2	14	-0.4	6	2.95	6
	Planned 2008-09	1	9	5.7	3	2.06	5.38

* For student services staff definition, please refer to the student services functional area definition developed by the Council of Finance Officers - Universities of Ontario (COFO-UO) of the Council of Ontario Universities to report on expenses in their annual financial report. Student Services Staff do not include ancillary staff.

**For admin staff definition, please refer to the administration & general functional area definition developed by the Council of Finance Officers - Universities of Ontario (COFO-UO) of the Council of Ontario Universities to report on expenses in their annual financial report.

If applicable, please explain variance between the proposed and actual 2007-08 net new hires.

Student Success: Student Retention Rates

Pursuant to your approved Multi-Year Action Plan, please report on the 2007-08 retention target achieved by your institution. If your institution has not achieved your proposed results, please explain the variance and your planned remedial action in the column provided.

	Proposed 2007-08 Retention Target	Retention Rate Achieved	Explain Variance between Proposed and Achieved Results (if applicable) and Any Remedial Action You Expect to Take
1 st to 2 nd Year	84.5%	82%	Percentage is lower than we hoped for from both 1 st to 2 nd and 2 nd to 3 rd but in total students this represents fewer than 20 students. Retention into 4 th year is up because we have increased the number of honours programs.
2 nd to 3 rd Year	76.5%	75%	
3 rd to 4 th Year	73.5%	77%	

If you would like to provide any other comments, please do so in the following space:

C. ACCOUNTABILITY

Please insert the current internet link to your posted Multi-Year Action Plan and 2006-07 Multi-Year Accountability Agreement Report-Back in the following space:

<http://www.nipissingu.ca/accountability/agreement.asp>.

This report-back document constitutes part of the public record, and as such, should also be made available on your institution's web site. Please ensure that this document is posted at the same location as your Multi-Year Action Plan and 2006-07 Report-Back.

2007-08 Report Back Contact:

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