



## **Strategic Plan for Research and Creative Works 2022-2027**

### **Preamble**

Algoma University is the smallest but the fastest growing university in Ontario and it was granted university status in 2008. The university shares a site with Shingwauk Kinooamaage Gamig, one of the Indigenous Institutes in Ontario. Together, we are preserving the Shingwauk Residential School Centre, guided by the Children of Shingwauk Alumni Association. The Centre promotes cross-cultural research and education by partnering with survivors, educators, First Nations and others to preserve and reconcile the history of the residential school. As we continue to excel as a teaching-focused institution navigating a journey with our Indigenous partners, we aspire to become a leading partner in innovative research and creative works utilizing collaborative and community-driven approaches.

### **Vision and Objectives**

Our vision is to advance our research and creativity across cultures, aligning with the Special Mission, for knowledge exchange of Northern Ontario communities, national, and global communities. The major objectives of this SRP include:

- To increase the number and diversity of faculty funded by tri-agency, private sector, and other external funding sources.
- To increase the research capacity through Canada Research Chairs, Industrial Research Chairs, and other programs.
- To identify and improve areas where support is needed for all students and faculty and where other supports may be needed for marginalized groups.
- To improve the number and quality of Highly Qualified Personnel (HQP) trained by faculty through graduate programs (single-, inter-, multi-, trans-disciplinary programs and benefit to partners) and enhanced mentorship programs.
- To increase the quality of relationships with, and impact of, our diverse partnerships as aligned with the Special Mission of Algoma University.
- To provide meaningful research outcomes that are results-oriented and have a positive impact on knowledge creation and on our communities.
- To increase dissemination to bring credibility, awareness and education of our Special Mission while sharing outcomes related to the important work researchers are doing in collaboration with students, First Nations, communities, and organizations.

### **Research Strengths**

Algoma University has evolved from a single Academic Dean to a multi-Dean structure with establishment of four new Faculties, each with their research strengths.

### **Business and Economics**

The Faculty of Business and Economics (FBE) show strengths in Labour Migration, Regional and International Trade, International Finance, Tourism in Northern Ontario, Northern Ontario Labour Market Problems & Policy, Environmental Policy, social entrepreneurship, and Leadership and Management. Faculty members use strengths-based approaches to personal development, culture, and strategy to enhance team and organizational development and performance. Research on climate protection policies using market-based approaches, carbon tax, cap-and-trade and non-market based policy such as coal phase out, and community-based action research on Blue Economy and Freshwater Entrepreneurship etc. are at the forefront in the FBE. The proposed research-based Masters of Business Economics is planned to launch in 2024, which is one of a handful of its kind among Canadian universities.

### **Cross-Cultural Studies**

The Faculty of Cross-Cultural Studies (FCCS) is a new and forward thinking interdisciplinary Faculty whose guiding principles are based on sharing knowledge and creating spaces that acknowledge and include Indigenous worldviews from a global perspective, which underpins their research strengths. This distinct weaving of Indigenous and Western knowledge will create a welcoming teaching and learning environment for students from diverse social and cultural backgrounds. Prominent strengths in healing and reconciliation are recognized in the Tier II Canada Research Chair (CRC) focused on Indigenous history, who will continue to be supported through growth of this new Faculty, continued collaborations with our researchers, partnerships, and initiatives. The CRC is working with communities to achieve meaningful goals with her research that aims to decolonize historical narratives about Indigenous people and settlement of the Americas. The FCCS will continue to be leaders in decolonizing and Indigenizing research, teaching, and learning.

### **Humanities and Social Science**

Researchers in the Faculty of Humanities and Social Science (FHSS) are well positioned for interdisciplinary and collaborative research. Some of the strengths include traditional Anishinaabe art practices, contemporary music performances, literary studies in Canada's history, political freedom, human rights, and Indigenous studies. The School of Social Work in the FHSS, accredited by the Canadian Association of Social Work Education (CASWE), focus on research in youth resilience, feminism in health care, social justice, anti-racism, and anti-oppression in northern Ontario and global communities.

### **Science**

The Faculty of Science (FOS) has excelled in research in the thematic area of "life and environmental sciences" with three Tier II CRC positions, and are projected to have the first two MSc programs (Biology and Computer Science) implemented in Fall 2023. Strengths in the School of Life Science and the Environment (SLSE) include behavioral biology, competition and biodiversity (NSERC funded), soil and plant-microbial interactions (NSERC, CRC Tier 2 Chair), biochemistry of plant lipid metabolism (NSERC, CRC Tier 2 Chair), avian biology (NSERC funded), invasive species and spatial analysis (CRC Tier 2 Chair), and aquatic fisheries biology. Researchers in the School of Computer Science and Technology (SCST) have strengths in Mobile Software Engineering, Computer Game Technology, and Computer Game Technology/Creative Arts.

## **Cross-Cultural Learning Through Research**

Research may focus on single disciplines as well as multiple and multicentric disciplines to be effective at solving problems and engaging with contemporary global and local challenges through interdisciplinary, multidisciplinary, or transdisciplinary approaches. This cross discipline approach has been the focus of community-engaged and industry-engaged research, which is a direction of recent tri-agency focus and other sources of funding. To accomplish its objectives in support of the CRCs, Algoma University is dedicated to establishing Mukwa Waakaa'igan, a Centre of teaching, learning, and research that will support new and continuing programs in the health sciences, healing and reconciliation, as well as a variety of other inter/transdisciplinary graduate programs and welcoming spaces. Algoma University is also dedicated to renovations in the Convergence Centre building to improve the number and type of laboratories to meet the needs of our life and health science CRCs and those of newly hired faculty members. The Office of Research and Innovation is developing mechanisms to enhance internal funding, improve support services for researchers, allocate capital expenditures toward computer equipment, and provide additional research spaces for researchers and students.

## **Priorities of the Advancement of Research at Algoma University.**

As we continue to build on our strengths represented within and across Faculties, with external partners, industry, communities, and others, we have identified priorities to advance these strengths well beyond the current capacity.

1. Advance our Special Mission, Indigenization, Equity, Diversity, and Inclusion (I-EDI)
2. Empower our faculty by enhancing supports and promoting sustainability
3. Bolster our community-engaged research
4. Building and offering Graduate programming

## **Canada Research Chairs**

The four Tier II Canada Research Chairs (CRC) at Algoma University include one in Health Science, two in biology, and one in Indigenous history (healing and reconciliation). These CRCs are front and center in our research priorities with plans underway to continue to build a critical mass of research and infrastructure in these research areas. [Algoma University's Recruitment and Nomination Process for Canada Research Chairs](#) will guide open competitions that will begin with consultation by our senior leaders to prioritize CRCs. Prioritization will be guided by Algoma University's Strategic Priorities, Academic Plan, Research Plan, Budget, Enrolment Management plan, and we will endeavour to distribute the CRCs across our Faculties.

Our future planning for CRC opportunities will be focussed on some of our strengths in the Humanities and Social Sciences to build capacity. As stated above under the "Cross-Cultural Learning Through Research" section, we endeavour to build on our strengths in Humanities and Social Sciences with interdisciplinary and collaborative research.

In 2021, Algoma University implemented a Self-Identification survey for all new full-time faculty hires to ensure Indigenization-Equity, Diversity and Inclusion (I-EDI) considerations are in place. As a small institution, with less than five CRC's, Algoma University is not required to disclose actual numbers. However, we do meet the CRCP targets.

The cross-cultural learning of the Special Mission underpins I-EDI. In 2020-21, Algoma University made

an institution-wide formal commitment to fostering I\_EDIs as a strategic priority within all aspects of the academy in accordance with Algoma University's [EDI Charter](#). The integrated and cross-cultural approach is essential in research and creativity, where all stages of the research (goals, methods, data and outcomes) are co-created and shared among all participating groups in a respectful and mutually beneficial way.

### **Implementation, reflection and review**

The Research Advisory Committee (RAC) and the Office of Research and Innovation (ORI) will work closely with each academic unit to celebrate accomplishments in their research success. Annual reports from the ORI and each academic Faculty on accomplishments and progress will provide the university community and its partners with our progress. The plan is a living document, which may shift in times of fiscal changes or market-driven opportunities.

The metrics include but are not limited to:

- Number and impact of graduate programs developed (single-, inter-, multi-, trans-disciplinary programs and benefit to partners)
- Number and type of support available to faculty through the ORI
- Number of patents, copyrights
- Number of Highly Trained Personnel (HQP) trained by faculty with externally funded grants
- Number and quality of faculty and student research publications, patents, copyrights and other output
- Number and impact of partnership agreements, including: number of projects running; projects completed and outcomes/impact; economic benefits delivered to the region; and, job creation in the region.
- Number of faculty funded by tri-agency and other external funding sources
- Research revenue attracted from private sector sources
- Research capacity through Canada Research Chairs and others