

Note — I will be travelling to Universities Canada meetings and alumni events in Toronto and Ottawa, and unable to attend the April 24 meeting of Senate.

STRATEGIC ENROLLMENT MANAGEMENT — This is IPE's snapshot of applications and admissions for the Fall 2023 semester. The data show that efforts to manage international student numbers and diversify international enrollment across a broader range of schools and programs at TRU are having impact.

Total applications and admissions (excluding Nursing, Trades, and Law) are currently tracking higher than last year's numbers at this time. Domestic applications are down 4% from the same point last year, but admissions are up 2%. In an effort to bolster domestic conversion, offers of admission to open baccalaureate programs were made earlier this year compared to last year. IPE will monitor domestic activity for any shifts in conversion rates when course registration begins in June.

International applications are currently down 2% from last year and admissions are down 12%. In an effort to manage international headcount to the SEM goal of 4,000 students, Fall 2023 applications from certain high-volume regions were closed early for some programs (TRU Gaglardi post-baccalaureate programs, the Bach. Computing Science and Computing Science Diploma, and the Graduate Certificate in Educational Studies). IPE and TRU World will continue to work closely together to monitor factors that may impact the Fall 2023 international student intake.

Enrolment Funnel This Year to date		Enrolment Funnel Previous Years to date		Enrolment Funnel To-Date % Difference	
Fall 2023	Applications This Year to date	8,032	Applications Last Year to date	8,275	Applications to-date % diff -3%
	Admissions This Year to date	5,257	Admissions Last Year to date	5,650	Admissions to-date % diff -7%
	Registrants This Year to date	0	Registrants Last Year to date	0	Registrants to-date % diff
		Fall 2021 Historical Data Coming Soon			

	APPLICATIONS					ADMISSIONS				
	Last Year to-date	This Year to-date	To-date % diff	Last Year total	This Year to-date % of last yr total	Last Year to-date	This Year to-date	To-date % diff	Last Year total	This Year to-date % of last yr total
Residency										
Domestic	3,421	3,298	-4%	4,699	70%	1,970	2,002	+2%	3,462	58%
International	4,854	4,734	-2%	5,954	80%	3,680	3,255	-12%	5,046	65%
Grand Total	8,275	8,032	-3%	10,653	75%	5,650	5,257	-7%	8,508	62%

International applications and admissions are currently showing growth in two program divisions: the Faculty of Arts and the Faculty of Science. For Arts, applications are up 60% relative to last year and admissions are up 35%. For Sciences, applications are up 35% and admissions are up 33%. All other divisions are down, including TRU Gaglardi, which remains the most popular choice for international applicants. This drop is due to TRU World’s efforts to manage Fall 2023 intake such that overall international headcount decreases to around 4,000 and program capacities are respected.

International Applications and Admissions by Program Division

Green = growth Red = decline
(Relative to last year to-date)

Program Division	APPLICATIONS					ADMISSIONS				
	Last Year to-date	This Year to-date	To-date % diff	Last Year total	This Year to-date % of last yr total	Last Year to-date	This Year to-date	To-date % diff	Last Year total	This Year to-date % of last yr total
Bob Gaglardi School of Business and Economics	2,946	2,408	-18%	3,452	70%	2,354	1,722	-27%	3,017	57%
Faculty of Adventure, Culinary Arts and Tourism	172	169	-2%	232	73%	140	137	-2%	213	64%
Faculty of Arts	186	297	+60%	278	107%	167	226	+35%	250	90%
Faculty of Education and Social Work	482	430	-11%	679	63%	376	326	-13%	629	52%
Faculty of Science	1,049	1,421	+35%	1,259	113%	630	836	+33%	884	95%
No College Designated	19	9	-53%	54	17%	13	8	-38%	53	15%
Grand Total	4,854	4,734	-2%	5,954	80%	3,680	3,255	-12%	5,046	65%

Unless otherwise noted, this update for on-campus applications, admissions and registrations excludes Nursing, Law, Trades and CE programs.

EXECUTIVE DIRECTOR EDI / AR APPOINTED — I am pleased to join our provost to announce the appointment of Pauline Streete as Executive Director, Equity, Diversity, Inclusion and Anti-Racism (EDI and AR) at Thompson Rivers University.

After an extensive recruitment process assisted by The Geldart Group (the search consultant), we have selected Pauline Streete, who is currently the Senior Advisor to the President on EDI and Anti-Oppression for the University of Regina.

In her new role with TRU, Pauline will work collegially across the university and externally to plan, develop and support the implementation of a collective vision, values and alignment for EDI and AR services, policies and programs at TRU.

Pauline has occupied formal roles in EDI for more than a decade, including serving as the EDI Officer for Research at the University of Regina, and as Diversity Coordinator, Specialist and Leader with a provincial Crown Corporation situated in the energy sector.

She holds a Master of Human Resource Development from the University of Regina, and is passionate about supporting not-for-profit organizations who are committed to aligning their EDI practices. On occasion, Pauline occupies the role of sessional lecturer teaching Managing Diversity and Inclusion in the Workplace and Women Leadership.

On behalf of the university, I take this opportunity to thank the members of the search committee, including Chris Adam, Cindy Ozouf, John Patterson, Lorry-Ann Austin, Mahtab Nazemi, Tina Matthew and Mohammad Mujtaba Tabrez.

Please join me in wishing Pauline every success as she begins her role as Executive Director, EDI and AR, on July 1, 2023.

ONGOING CONCERNS REGARDING RUSSIAN FLAG AT IDAYS — Concerns continue to be expressed to my office by members of the Ukrainian community regarding the presence of the Russian flag at International Days events at TRU in March. A copy of recent correspondence is attached to the end of my report.

Vice-President International Baihua Chadwick will be present at Senate to speak further to the matter if required. I continue to encourage thoughtful discussion about important issues such as this one, cognizant of the fact that TRU strives to be a place of inclusion where all can find a sense of belonging.

INAUGURAL PROFESSORIAL LECTURES — TRU hosted another IPL event on April 4. Professor Chris Hunt from the Faculty of Law gave his IPL entitled, *“Normative Tensions in Constitutional Privacy Rights Adjudication.”* He was promoted to full professor in 2022.

TRU’s Inaugural Professorial Lectures publicly celebrate this major milestone in the academic careers of the university’s newly appointed tripartite professors. Past lectures in the IPL series can be viewed online here: <https://www.youtube.com/c/ThompsonRiversUniversityOfficial/streams>

Further IPLs will be scheduled again in the fall semester.

ENSURING A VALUES-BASED WORKPLACE CULTURE — TRU’s university-wide conversation about our workplace culture, led by VPs Brian Daly and Baihua Chadwick, will soon enter its second “listening” phase. In the coming weeks, TRU staff and faculty will have the chance to engage in conversations about how we all interact in the workplace. These sessions are being developed by Raj Dhasi from Turning Point Resolutions, who is TRU’s facilitator for this initiative.

This next phase follows Raj’s extensive consultation with our community through the past several months about what this phase should look like. Raj is an expert in this field with experience supporting various sectors, including post-secondary. Her work also includes designing listening processes that focus on equity.

After the listening phase is complete, Raj will help us design an action and implementation plan. Our commitment is that these conversations will result in initiatives that continue to build a strong workplace culture at TRU.

TENURE AND PROMOTIONS ANNOUNCED — Tenure and promotion represent important milestones in any faculty member's career and are reflections of an individual's achievements over time in teaching, research and service as evaluated by peers. It is my pleasure to announce the names of those faculty who have recently been awarded tenure and/or promotion, effective July 1, 2023. Please join me in congratulating these individuals, and wishing them continued success:

AWARDED TENURE

Bob Gaglardi School of Business and Economics

Melanie Reed, Human Enterprise and Innovation

Wayne Singular, Accounting, Finance and Law

Dr. Meng Sun, Economics

Faculty of Adventure, Culinary Arts and Tourism

David Carter, Tourism Management

Faculty of Education and Social Work

Dr. Hilda Freimuth, English Language Learning and Teaching

Dr. Bala Nikku, Social Work and Human Service

Dr. Manu Sharma, Education

Faculty of Law

Dr. Andrew Pilliar, Law

Faculty of Science

Dr. Eric Bottos, Biological Sciences

Erica Gray, Veterinary Technology

Dr. Saeed Rahmati, Mathematics and Statistics

Dr. Mateen Shaikh, Mathematics and Statistics

Dr. Javed Tomal, Mathematics and Statistics

Open Learning

Dr. Brenna Clarke Gray, Learning Design and Innovations

School of Nursing

Dr. Melba D'Souza, Nursing

School of Trades and Technology

Pete Arkesteyn, Mechanical

Satwinder Paul, Construction Trades

AWARDED PROMOTION

Bob Gaglardi School of Business and Economics

Melanie Reed, Human Enterprise and Innovation, promotion to associate teaching professor

Wayne Singular, Accounting, Finance and Law, promotion to associate teaching professor

Dr. Meng Sun, Economics, promotion to associate teaching professor

Faculty of Adventure, Culinary Arts and Tourism

David Carter, Tourism Management, promotion to associate teaching professor

Faculty of Education and Social Work

Dr. Hilda Freimuth, English Language Learning and Teaching, promotion to associate teaching professor

Dr. Victoria Handford, Education, promotion to professor

Dian Henderson, English Language Learning and Teaching, promotion to teaching professor

Dr. Bala Nikku, Social Work and Human Service, promotion to associate professor

Dr. Manu Sharma, Education, promotion to associate professor

Faculty of Law

Dr. Andrew Pilliar, Law, promotion to associate professor

Dr. Katie Sykes, Law, promotion to professor

Faculty of Science

Dr. Eric Bottos, Biological Sciences, promotion to associate professor

Dr. John Church, Natural Resource Science, promotion to professor

Erica Gray, Veterinary Technology, promotion to associate teaching professor

Dr. Saeed Rahmati, Mathematics and Statistics, promotion to associate teaching professor

Dr. Mateen Shaikh, Mathematics and Statistics, promotion to associate professor

Dr. Jabed Tomal, Mathematics and Statistics, promotion to associate professor

Open Learning

Dr. Brenna Clarke Gray, Learning Design and Innovations, promotion to instructional support II

School of Nursing

Dr. Melba D'Souza, Nursing, promotion to associate professor

School of Trades and Technology

Mike Finch, Mechanical, promotion to associate teaching professor

Satwinder Paul, Construction Trades, promotion to associate teaching professor

University Library

Brenda Smith, University Library, promotion to librarian

CONVOCATION 2023 — Once again convocation season looms, and planning for events in May and early June is already getting underway. It’s an exciting time of the year for students, and for faculty as well, as we are given the opportunity to celebrate the successes of our students. I would encourage faculty to attend TRU’s convocation ceremonies when and where possible, as students find it very meaningful when they see a full contingent of faculty members on the stage.

B.C. INCREASES STUDENT FINANCIAL AID, EASES REPAYMENT — Post-secondary students will soon have access to increased financial aid, with more flexible repayment terms to make education and skills training more accessible and affordable in the face of global inflation, says the provincial government.

Students applying for student financial assistance will automatically be considered for the BC Access Grant, which provides as much as \$4,000 per year to students with middle and low incomes at B.C.’s public post-secondary institutions. The grant was launched in 2020. Find more information here:

<https://news.gov.bc.ca/releases/2023PSFS0023-000475>

GOVERNMENT RELATIONS — Canada’s Liberal government unveiled its 2023 budget on March 28. While there were new funds for student financial aid and speciality innovation programs, overall, many in the post-secondary environment are calling the budget a “missed opportunity.” University Affairs published [this piece on the budget](#) on March 29. CAUT published [its critique here](#). The BC Federation of Students [weighed in here](#), while The Financial Post said PSIs were “[unprotected, largely excluded from Budget 2023.](#)”

Also, on April 3, the Provost, AVP Academic and I were invited to Victoria to meet with several members of the Ministry of Post-Secondary Education and Future Skills, to discuss the role of open learning in meeting the mandate of the province. The minister is very interested in how PLAR (prior learning assessment and recognition) and the credit bank can be leveraged to increase the number of learners who are able to translate their work skills into academic credit, including a foreign credential recognition system in high demand professions. The meeting concluded with a commitment to hold future discussions.

PEDESTRIAN OVERPASS ACROSS SUMMIT DRIVE — The City of Kamloops has agreed to partner with TRU to build a pedestrian overpass across Summit Drive, a project that has long been needed and wanted by many in our community. TRU will pay \$5million of the \$10 million construction cost.

When complete, the bridge will connect the campus to a location on the other side of Summit Drive near the newly installed student housing complex, allowing students and others a safe, convenient passage across Summit Drive. The bridge is expected to be complete by the fall of 2024.

FROM TRU'S NEWSROOM

[Atoms and earthquakes: TRU alum shares her love of science](#) — Physicist and TRU alum Dr. Natascha Hedrich has dedicated her career to making highly technical information accessible (and interesting) for the masses.

“There is so much cool research being done at the moment and being able to share it with people is really neat,” says Hedrich, who recently started a position at [focusTerra](#), an earth and science discovery centre in Zürich, Switzerland. She enjoys working on ways to make science approachable and give ordinary people an opportunity to see amazing phenomena.

Hedrich grew up in Pritchard and received a Bachelor of Science in math and physics from TRU before relocating to Switzerland, where she completed her Master of Science in physics (quantum optics) at ETH Zürich followed by a Doctor of Philosophy in physics at the University of Basel.

[Crane work underway for new East Village modular student housing](#) — The on-site delivery and craning-in of the first modulars for new student housing at East Village got underway in early April.

The modular housing was fabricated off-site in a temperature-controlled factory by [NRB Modular Solutions](#) and is being transported to the site. Each of the 52 modules will be set on the foundation footprint by crane and joined together like building blocks to make one integrated building. Once the modules are in place, the joints will be sealed and weatherproofed.

Anyone on campus was able to watch the Lego-like assembly and see the building arise by looking east from TRU, across Summit Drive to the site location next to East Village housing and parking. Completion for the new modular four-storey, 80-room, 148-student bed building is set for the end of summer 2023, with occupancy in fall 2023.

APPENDIX — CORRESPONDENCE RE: PRESENCE OF RUSSIAN FLAGS AT TRU IDAYS

From: Brett Fairbairn (President)
Sent: Thursday, April 6, 2023 1:30 PM
To: simyaukrainiansociety@gmail.com
Subject: RE: Kamloops Sim'ya Ukrainian Society

Dear XXXXXX (*name redacted*),

Thank you for sharing your concerns with me. I know that the presence of the Russian flag at recent International Days (IDays) events at TRU has caused many people to be upset. It is important we hear all perspectives on this issue, and again, I am grateful that you have shared yours.

I would like to take a moment to clarify some facts, however, starting first with the statement TRU issued in February 2022, just hours after Russian military forces invaded. From the outset, I and others at TRU have called this a war and an act of illegal aggression against the Ukrainian people.

Since then, I and others at TRU have consistently and vehemently opposed the Russian government's actions, and our institution has taken many steps to support Ukrainian students and the wider Ukrainian community. We have stood with Ukraine from the outset and will continue to do, for as long as is needed. My heart goes out to all who are suffering because of this senseless violence.

Next, I want to point out that TRU has flown the Ukrainian flag as a show of support since the outset of hostilities. The flag can be found alongside the Canadian and provincial flags near the TRU World building. We have chosen to do this to show our support, and again, we will continue to do so for as long as is necessary.

We have several other locations on campus where flags are flown, subject to TRU's official [Flag Display Policy](#). Flags from different nations representing our students are flown on a rotating basis. TRU has not flown the Russian flag in any of these locations since before the outset of the war.

As well, the Ukrainian flag was part of all IDays events, and no interventions were required from students for its display and inclusion.

I want to reiterate — no one at TRU supports any part of the Russian aggression. We are all joined in solidarity around Ukraine, with the sincere hope the violence will end and people will no longer be made to suffer because of the political whims of a Russian tyrant.

The Russian flag was present at two recent IDays events, as you have noted.

In one instance, the flag was seen in the TRU gymnasium alongside more than 100 other national flags. We do this every year to honour all our international students and the contributions they make as

citizens of the TRU community. We have more than 50 students from Russia, who are valued as individuals and human beings.

The Russian flag was also carried by some of those students during the Parade of Flags, which was also part of IDays events. It is important to note that Russian students chose to carry their flag, even though many of them have publicly expressed opposition to their government's actions. This shows the nature of citizenship, and the complexity of what flags mean to people.

The Russian students did not seek — nor are they required to have — permission to represent their citizenship in ways that they choose for themselves. We all have freedom of thought, belief, opinion and expression in Canada. These are fundamental rights, guaranteed by Canada's Charter of Rights and Freedoms.

I understand that this issue has caused some to be angry, and I appreciate the depth of the emotion. These are difficult times. Many people are suffering and sacrificing. At the same time, I am mindful of TRU's responsibility not to react in ways that ultimately cause others harm. We must always exercise great caution in asking any group to repress the expression of their own identity because it causes discomfort or outrage to others.

TRU will continue to follow our vision and values— and as importantly, the policies that have guided practices both past and present — as we navigate these difficult questions. I have no doubt that debate about this issue will continue, and I encourage it. It is through thoughtful consideration of questions such as this one that countries like Canada define what freedom means.

Sincerely,

Brett Fairbairn

President and Vice-Chancellor
Thompson Rivers University
Kamloops, British Columbia, Canada

Thompson Rivers University campuses are on the unceded lands of the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwépemc'ulucw, the traditional territory of the Secwépemc. TRU also serves the peoples of surrounding territories including the St'át'imc, Nlaka'pamux, Tšilhqot'in, Nuxalk, Dakelh, and Syilx.

From: Sim'ya Ukrainian Society -Ensemble <simyaukrainiansociety@gmail.com>

Sent: Tuesday, April 4, 2023 3:34 PM

To: Secretariat <secretariat@tru.ca>

Subject: Kamloops Sim'ya Ukrainian Society

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello,

I am the co-founder of the Ukrainian Society here in Kamloops BC and I am also on the Board for the BC Ukrainian Cultural Society. I have some real concerns about TRU and their actions.

In February 2022 the first bomb was dropped in the Unlawful war on Ukraine this is a widely accepted fact.

In Early 2022 a statement was put out by TRU stating 'Ukraine Conflict'. I am an alumni of TRU and more than 80% of my students with Sim'ya are either Alumni or current Students. I then penned a letter to TRU reminding the Administration that we teach our children words matter and as a Post Secondary Institute they had the opportunity to teach and use words that would make a difference. I did receive a response from B. Chadwich Vice President International re wording and asking us for any input. The President though, did nothing.

At TRU iDays 2023 - our group members from Sim'ya who are alumni or current students of TRU attended and were a part of iDays. At this event the TRUworld did not voluntarily fly the Ukrainian Flag, it took the intervention of students to rectify this omission and have the Ukrainian Flag be raised. When it was brought to the attention of TRU Administration and TRU world the response was:

"TRU celebrates this diversity by flying the flags of the countries our students come from."

The emailed statement continued, "This includes students from Russia who do not agree with the actions of their government. We continue to condemn the war in Ukraine. World events can often cause concern and can bring into question our practice of flying flags. TRU's desire remains to celebrate each of our students, regardless of their country of origin."

These statements from TRU I do not accept. The history of TRU using only words to try and pacify the public and media without taking meaningful action is well documented.

TRU is the outlier in the Institutions in Canada and the world from Universities in Winnipeg to FIFA Sports Organization to the Australian Open who will not fly the Russian flag. The International Community stands united against the current leader of Russia and the atrocities that are being committed by his Government. The International Criminal Court has issued an arrest warrant against the leader of Russia for war crimes committed in Ukraine. Please understand the fear this flag can and does cause for refugees of this war in this City.

The Russian flag has no place on a University Campus and you must recognize the importance of taking a stand against the actions of a state that engages in human rights abuses and genocide.

The Flag of any Country represents the Government, Land and People of that flag, by flying the Russian flag you are showing respect to same (Government, Land and People) you don't get to pick and choose what you respect so by flying the flag of this Government of Russia you are showing support for the symbol of this dictatorship.

Sim'ya Ukrainian Society is sending this note to strongly remind you to realize this needs to be rectified and is a very serious situation.

Sim'ya will wait for the response and changes before moving to the Ukrainian Community across BC and of course, media.

Sim'ya Ukrainian Society