



UNIVERSITÉ
SAINT·PAUL
UNIVERSITY

ANNUAL REPORT

2022

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A WORD FROM THE RECTOR

It is my pleasure to present the 2022 Annual Report.

Saint Paul University's motto is: **This is the face of change!** When evoking change here, we are not alluding to a technical change. Our preference goes for deep change. In the first instance, this means letting go of whatever impedes our collective development, abandoning sterile, rigid, or alienating ways of thinking, breaking down barriers for those whose existential leaps are stopped by systemic injustices. In the second instance, this means holding space for collectively grieving our fragile worlds of certitudes to better embrace a compelling promise of global well-being.

This is the face of deep change! This calls for transformative leadership as conceptualized by Carolyn M. Shields, with a particular focus on the crucial role of moral courage. Our graduates are the face of change: this is our promise to our community and indeed to the world. That promise rests on an immense reservoir of Hope.

In fact, our hope is stronger than anything else; it is the very fiber of the DNA of Saint Paul University, which will mark its 175th anniversary in 2023, as well as several "existential leaps". Our University bears the name of the Apostle Paul - the man whom theologian Daniel Marguerat calls "the terrible child of Christianity". A man whose life was radically changed by a searing grasp of the message of Jesus. He was a passionate man who left everything behind to focus on the promise of an abundant and free life made possible by Christ's death and resurrection. Paul, the visionary who brought Christianity to universal prominence. Paul, the man of strong convictions, new creation, and the ever-open future. The messenger who gives wings to human beings and to the whole of creation. Paul the man of action: "the kingdom of God consists in the ability to act" (1Cor20).

Our Pauline DNA is reinforced by that of Eugène de Mazenod, founder of the Congregation of the Oblates of Mary Immaculate and, in a way, our founder, since he authorized the creation of the College of Bytown in 1848. De Mazenod, like Paul, was a man of fire, passion and hope. He once said: you must dare everything or, more precisely, you must leave nothing outside the field of daring.

Our institution was born out of hope. Eugene de Mazenod had great ambition for Bytown. He dreamed of the day that it would become a thriving city under the leadership of well-





educated people. Saint Paul University operates on the premise of confidence. Like Paul, we trust that all creation is filled with infinite love; absolutely no one or nothing is left out of that loving embrace.

Our community's DNA and values provide a lavish, generous hermeneutics of life. According to Hartmut Rosa, this kind of open posture, a willingness to being changed by our encounters with others, a loving curiosity about the others and the world are at the very core of education. For him, *Bildung* (education) is not about changing the world with a view to conquer it; *Bildung* is about changing our relationship with ourselves and with the world. Like de Mazenod, we believe in the potential of each human being, and we're ready to accompany each other in the development of this potential through education.

Let us change our relationship with the world together. Let us embrace those who prejudice, injustice and indifference have erased from the world. With our eyes wide open to the world, let us rethink our presence in it so that all creatures can experience the good life, being-in-harmony (Mino Bimaadiziwin). This is the very basis of Anishinaabek wisdom.

Let us also remember that the University is located in Anishinaabek territory. Let us not be afraid to take the path of decolonization and the indigenization of our institutions, whose educational models have alienated Aboriginal peoples by dispossessing them of their territories and their cultural and spiritual heritage. It is a giant wound between us that calls for a frank, respectful, benevolent and hope-filled look at the days ahead.

We should reconsider our university with the confidence of the early days. We should not be afraid to rethink the way we inhabit it so that it can house the Spirit, as the philosopher Hegel would say, and who would no doubt say that an institution that no longer recognizes the Spirit withers and dies, whereas an institution that allows itself to be taken over by the Spirit is reborn with new life.

I thank our many partners for trusting our university community to journey with them. Newness starts with all of us. Our community embraces an ethical responsibility: not only creating the many paths of newness for ourselves, but for the future generations to come.

In the words of Ellen Johnson Sirleaf, Africa's first elected stateswoman, "If your dreams don't scare you, they're not big enough." At Saint Paul University, we dream big!

Chantal Beauvais
Rector





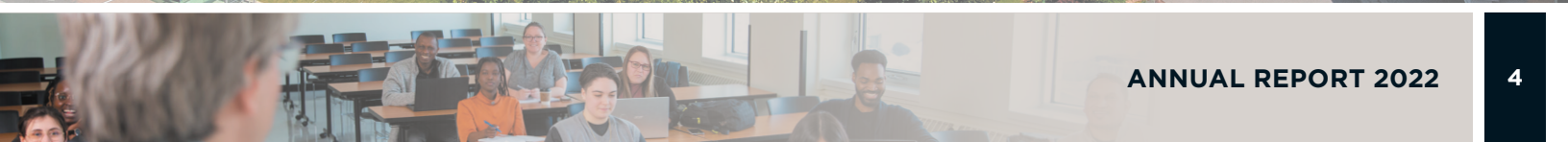
SAINT PAUL UNIVERSITY

Located in the heart of the nation's capital, Saint Paul University (SPU) (established in 1848) is the founding institution of the University of Ottawa, with which it has been federated since 1965. A bilingual institution, it offers undergraduate and graduate study programs.

Proud of its rich heritage, over the years SPU has evolved into an institution whose primary focus is on the multiple facets of the human experience. Not surprisingly, that priority is reflected in our current programs of study: in addition to our founding disciplines – canon law, philosophy and theology – we offer courses in social communication, social innovation, transformative leadership, counselling and psychotherapy, public ethics, conflict studies, and human relations.

Besides its academic programs, SPU offers a number of complementary services, including support and guidance to help students succeed academically and personally, conferences, lectures and workshops with distinguished specialists on issues facing today's society; a student residence; and a library with an outstanding collection of documents and books on a range of specialized subjects.

SPU is known for its small class sizes, personalized service, diverse student population and international vision, solid reputation, rich history and Catholic intellectual tradition.



BOARD OF GOVERNORS

The overall governance and administration of Saint Paul University is entrusted to the Board of Governors (BG). This means that the Board of Governors makes the financial decisions and regulations deemed necessary to ensure the sound management of the University's assets, in accordance with the educational policy established by the Senate. The Board may create such committees as it deems necessary to exercise its powers. The members of the Board of Governors are appointed by the Board of Governors, an action made possible by a delegation of powers to the BG by the Provincial of the Province of Notre-Dame-du-Cap of the Missionary Oblates of Mary Immaculate, with the consent of its Council.

Members in 2022

- **Marie-Michèle Laferrière**, Conseil des écoles catholiques du Centre-Est, Chair
- **Marc Tassé**, MBA, CPA, CA, Vice-President
- **Chantal Beauvais**, Rector
- **Marie-Josée Martel**, retired from the Public Service
- **Francis Reardon**, Retired professor, University of Ottawa
- **Gordon Rixon**, Canadian Theological Society, member of the Executive and Treasurer and Elected Vice-Chair, Academic Council, Regis College
- **Darlene Upton**, Vice-President, Parks Canada
- **Daryold Winkler**, Pastor, St. Basil's Parish, Ottawa, and member of M'Chigeeng First Nation
- **Éric-Daniel Hunt**, Student body representative
- **Soukaina Boutiyeb**, President, AFCO Ottawa
- **Andrzej Jastrzebski**, o.m.i.
- **Bonnie MacLellan**, General Superior, Sisters of St. Joseph of Sault Ste. Marie
- **Margaret Moriarty**, Retired professor, University of Ottawa
- **David Perrin**, Professor, St. Jerome's University
- **Jérémie LeBlanc**, Support staff representative
- **Julie Paquette**, Faculty representative
- **Michèle Gervais**, Chief Governance Officer and Executive Advisor, Montfort Hospital
- **Hashem Mawlawi**, Director, National Defence (DND)

Administration Committee in 2022

- **Jean-Marc Barrette**, Vice-Rector, Academic and Research
- **Normand Beaulieu**, Vice-Rector, Administration (January to March)
- **Stephen Stuart**, Vice-Rector, Administration (as of July)
- **Carole Breton**, Secretary General (as of November)
- **Michael McLellan**, Interim Secretary General (January to October)





SENATE

The Senate sets Saint Paul University's educational policies and is responsible for the sound management of academic issues on campus. For instance, subject to the approval of related expenses by the Board of Governors, the Senate has the power to create and abolish faculties, schools and institutes. In addition, the Senate creates or abolishes academic regulations and programs of study; sets admission, degree and diploma requirements; and confers certificates, degrees at all levels and, with the approval of the Board of Governors, honorary doctorates. Finally, the Senate can strike committees to help it exercise its powers.

Members in 2022

- **Most Reverend Marcel Dampousse**, Archbishop of Ottawa-Cornwall, Chancellor
- **Chantal Beauvais**, Rector
- **Jean-Marc Barrette**, Vice-Rector, Academic and Research
- **Normand Beaulieu**, Vice-Rector, Administration (January to March)
- **Stephen Stuart**, Vice-Rector, Administration (as of July)
- **Carole Breton**, Secretary General (as of November)
- **Michael McLellan**, Interim Secretary General (January to October)
- **Chad Glendinning**, Dean, Faculty of Canon Law
- **Aurélie Lacassagne**, Dean, Faculty of Human Sciences and Faculty of Philosophy
- **Michel Andraos**, Dean, Faculty of Theology
- **Wojciech Kowal**, Elected professor, Faculty of Canon Law
- **Richard Feist**, Elected professor, Faculty of Philosophy
- **Guillaume Durand**, Elected professor, Faculty of Human Sciences
- **Lauren Levesque**, Elected Professor, Faculty of Human Sciences
- **Yuanyuan Jiang**, Elected professor, Faculty of Human Sciences
- **Heather Eaton**, Elected professor, Faculty of Human Sciences
- **Mark Slatter**, Elected professor, Faculty of Theology





- **Christian Dionne**, Elected professor, Faculty of Theology
- **Michael Nobel**, Secretary, Faculty of Canon Law
- **Julie Paquette**, Secretary, Faculty of Philosophy
- **Simon Tremblay-Pepin**, Secretary, Faculty of Human Sciences
- **Andrea Spatafora**, Secretary, Faculty of Theology
- **Jérémie LeBlanc**, Chief Librarian
- **Aline Germain-Rutherford**, University of Ottawa
- **André Beauchemin**, University of Ottawa
- **Vacant**, Elected student, Undergraduate
- **Vacant**, Elected student, Undergraduate
- **Diana Mbonga**, Elected student, Graduate
- **Sue-Anne Hess**, Elected student, Graduate





REPORT ON THE **STRATEGIC PLAN**

SPU's strategic plan presents the institution's vision for remaining relevant in the years ahead. It does this by interpreting the needs, realities and expectations of the entire community as well as the context in which the institution is evolving.

The 2020-2025 strategic plan outlines a shared vision, which is to support transformative leadership on the part of individuals and communities for:

- The well-being of the planet;
- The healing of broken human relationships; and
- A respectful dialogue with First Peoples in Canada.

The 2020-2025 strategic plan is centred on the following four priorities:

- 1 A Unique Experience
- 2 Excellence
- 3 Engagement and Environmental Responsibility
- 4 Effectiveness and Efficiency

This strategic framework allows us to take action and to embrace opportunities to better meet the needs of our university community and the broader community. It also gives us the opportunity to strengthen the innovative nature of our institution.



1

A Unique Experience

Each person is welcomed into a strong learning community, develops a real sense of belonging and has a unique holistic experience.

A Return to In-person Studies

After more than two years of pandemic, the fall of 2022 marked a return to in-person studies for many of our students. As SPU takes pride in its humane values, most of our programs were back on campus. The majority of courses were therefore offered in person or, for some programs, in hybrid format. The hybrid offerings allowed us to better serve our international clientele who, like all international students wishing to study abroad, were experiencing delays in the processing of their study permit applications.

The return of students in person brought life back to the campus and created a welcome buzz in the University corridors.

Graduates

In June 2022, SPU held two separate ceremonies – one in the morning and one in the afternoon – as the University celebrated 379 new graduates, the largest graduating class in the University’s history. For the first time since the pandemic, SPU professors, graduates and their families were able to gather on campus to celebrate a new graduating class.

In each ceremony, the valedictorians acknowledged the perseverance and resilience of each student and the support they received from their friends, loved ones and professors.

During the morning ceremony, Iness Orchidée Impundu Ishimwe — a graduate of the M.A. in Conflict Studies — said in her farewell speech:



I know I would not have made it here today without my support system, so I want to thank my family and friends for their prayers and encouragement. And on behalf of all students, I especially want to thank all the professors who gave us extensions, replied to panicked late-night emails, and understood when one needed to disconnect... Your accessibility, your compassion, your understanding, and your selfless desire to help your students grow are all part of what makes this institution so special.

Iness Orchidée Impundu Ishimwe,
M.A. in Conflict Studies Graduate





As a special gesture to the graduating class, members of the University's Indigenous Centre handcrafted a medicine pouch for each graduate who attended the ceremony. This gift is meant to acknowledge and honour the resilience and perseverance each student demonstrated throughout their academic journey.

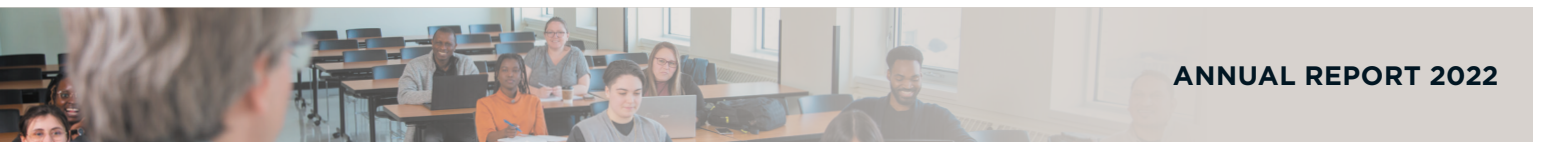
Each medicine pouch contains sage, sweetgrass, tobacco and cedar – plants that are held sacred by First Nations and Métis Peoples.

The Governor General Academic Medals

Each year, SPU awards two graduates with the Governor General's Academic Silver Medal and Gold Medal. These medals are awarded to the students who achieve the highest academic standing at the undergraduate and graduate level, respectively.

Tara Wallace, who completed the Honours B.A. in Human Relations and Spirituality, is the recipient of the Silver Medal.

The recipient of the Gold Medal is Katherine VanLeeuwen, a graduate of the M.A. in Counselling and Spirituality.



Proud of our Graduates!

SPU stands out for its programs that train the next generation of social and community activists. This reputation is due, in large part, to our graduates who are making a significant impact in their communities.

Every year, nearly 400 committed students graduate and becoming true ambassadors of social change. In 2022, two graduates stood out. Mireille Leroux (G.D. Contemplative Theology and Spiritual Mentorship, 2016) and Megan Sicard (B.A. Social Innovation, 2021) turned to social entrepreneurship to put their academic training and social commitment to work for the community.



Saint Paul University offered human-centric programming, which appealed to me. I first heard the term ‘social innovation’ while studying at SPU, which I took to mean implementing new solutions to social problems or going back to our roots and what worked before. The collaboration between the Élizabeth-Bruyère School of Social Innovation and the Mauril-Bélanger Social Innovation Workshop has contributed to my professional and personal development by offering me a space for co-creation and sharing, and by providing me with courses that have changed my perspective and developed my critical thinking on many social issues. Studying in the social innovation program was a memorable experience that allowed me to develop practical skills, such as setting up the Habitations Partagées Mirela organization of which I am now president, but also to face the obstacles that come with a program under development.



Megan Sicard,

B.A. in Social Innovation, 2021

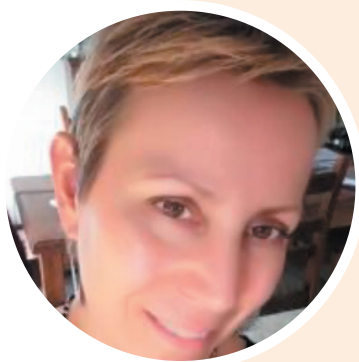


The two SPU graduates and fellow graduate from Université du Québec en Outaouais have set up a non-profit organization whose mission is to connect and support people wishing to share a home in order to help each other, break their isolation, and find safe, affordable housing in and around the Ottawa region.

Thanks to its innovative shared housing model, the organization builds and strengthens bridges between generations and cultures. It also contributes to the resilience of Franco-Ontarian individuals and communities in an ever-evolving environment.



Habitations Partagées Mirela is the result of a profound desire to live differently, in a spirit of sharing and mutual assistance, to flourish together for the well-being of the entire community. I am thankful for SPU's Contemplative Theology and Spiritual Mentoring program, which transformed me from the inside out and gave me the impetus to embody the change I want to see in my community.



Mireille Leroux

G.D. Contemplative Theology and Spiritual Mentorship, 2016

Having completed the first draft of the project as part of a series of workshops on social innovation and community development, the team continued to develop the organization's business plan, until they were awarded the \$10,000 Desjardins Social Innovation Grant, enabling them to officially incorporate the organization in 2021.

A true model of community leadership, these two Franco-Ontarian graduates have rallied the community behind their idea. Sponsored by the Mauril-Bélanger Social Innovation Workshop, the volunteer-based organization now boasts six board members, five pairings, a website and three grants to its credit.

If you're interested in learning more, follow them on [Facebook](#), Instagram, or visit their [website](#). Our graduates will be pleased to answer any questions you might have!



2

Excellence

Saint Paul University fills a unique niche in the post-secondary environment and plays a leading role in the region, in Canada and abroad.

Research grants

In 2022, SPU researchers were awarded more than \$460,000 in grant funding to pursue their projects in 2022. These grants were provided by Canada’s three research funding bodies through the following programs.

Social Sciences and Humanities Research Council (SSHRC) – Insight Development Grants

Insight Development Grants support research in its initial stages. The grants enable the development of new research questions, as well as experimentation with new methods, theoretical approaches and/or ideas. Funding is provided for short-term research development projects of up to two years that are proposed by individuals or teams.

Title	Transformation organisationnelle, une approche par la recherche-cr�ation	
Principal researcher	Chateauvert, Julie	Universit� Saint-Paul
Co-applicant	Kruzynski, Anna	Concordia University
Collaborator	Lachapelle, Marc D.	Universit� du Qu�bec � Montr�al
	Bruneau, Julie	Aucune affiliation primaire
Duration	June 1, 2022 - May 31, 2024	
Funding	\$51,913	

Title	Regards crois�s sur les partenariats public-commun � l’�chelle municipale: les exemples de Montr�al et Barcelone	
Principal researcher	Durand Folco, Durand	Universit� Saint-Paul
Co-applicant	Furukawa Marques, Dan	Universit� Laval
Duration	June 1, 2022 - May 31, 2024	
Funding	\$70,196	



Social Sciences and Humanities Research Council (SSHRC) – Insight Grants

Insight Grants support research excellence in the social sciences and humanities. Funding is available to both emerging and established scholars for research initiatives of two to five years.

Title	Communities of Grace: Revisiting Vatican II’s Theology of Recognition in a New Context of Inter-Church Relations	
Principal researcher	Clifford, Catherine	Université Saint-Paul
Duration	April 1, 2022 – March 21, 2025	
Funding	\$72,466	

Social Sciences and Humanities Research Council (SSHRC) – Connection Grants

Connection Grants support events and outreach activities geared toward short-term, targeted knowledge mobilization initiatives. These events and activities represent opportunities to exchange knowledge and to engage with participants on research issues of value to them. Events and outreach activities funded by a Connection Grant can often serve as a first step toward more comprehensive and longer-term projects.

Title	Savoirs engagés dans la transformation sociale: opportunités et défis	
Principal researcher	Durand Folco, Durand	Université Saint-Paul
Co-applicant	Furukawa Marques, Dan	Université Laval
Collaborator	Levesque, Lauren Michel	Université Saint-Paul
	Bruce, Jennifer	Université Saint-Paul
	Lachapelle, Marc D.	Université du Québec à Montréal
Duration	July 1, 2022 – June 30, 2023	
Funding	\$24,924	



Social Sciences and Humanities Research Council (SSHRC) - Partnership Engage Grants

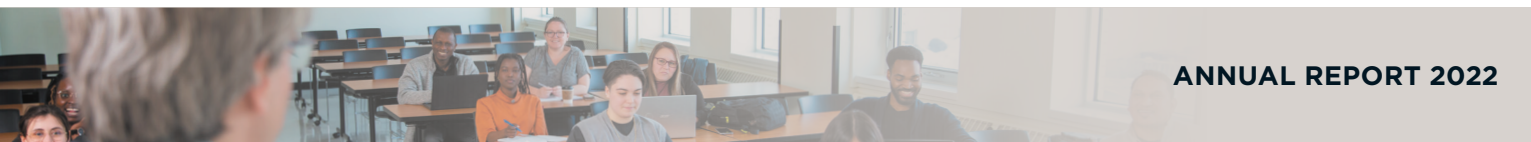
The **Partnership Engage Grants** program links one or more researchers with an organization for one year. The relationship is designed to address the organization’s research questions through the expertise of the researcher and/or his/her team when appropriate. This is a program that the Vice-Rector, Academic and Research encourages to develop strong collaborations with community partners.

Title	Towards Muslim Newcomers’ Inclusion in the Capital Region: Communication and Social innovation	
Principal researcher	Dakroury, Aliaa	Université Saint-Paul
Co-applicant	Stambouli, Jamel	Université Saint-Paul
Collaborator	Farahat, Wala’a	Rubiks Counselling Services Inc.
Partner	Ottawa Muslim Association	Ottawa, ON
Duration	June 1, 2022 - May 31, 2023	
Funding	\$24,910	

Title	Fostering a Culture of Inclusion: Assessing EDI Practices in Ontario Community-Based Settlement Agencies	
Principal researcher	Séguin, Michaël	Université Saint-Paul
Co-applicant	Briciu, Bianca	Université Saint-Paul
Collaborator	Kouri, Christine	Hôpital pour enfants de l’est de l’Ontario (CHEO)
	Zohni, Sahar	Hôpital pour enfants de l’est de l’Ontario (CHEO)
Partner	Children’s Hospital of Eastern Ontario (CHEO)	Ottawa, ON
Duration	September 1, 2022 - August 31, 2023	
Funding	\$24,998	

Social Sciences and Humanities Research Council (SSHRC) - SSHRC Institutional Grants

For the first time, SPU is applying to the **SSHRC Institutional Grants**. (SIG) program. The funds obtained are used to support small-scale research and research-related activities of its faculty and students in the humanities and social sciences, following a peer-review process. As a small university, the CIS is a tremendous support to strengthen the excellence of our researchers’ work.





This funding is used to provide internal exploration grants and knowledge exchange grants.

The CIS reports to the Vice-Rector, Academic and Research, who serves as the primary representative of SPU and ensures compliance with applicable policies and regulations.

Applications to the CIS program are reviewed by the SPU Research Committee.

2022-2023	2023-2024	2024-2025	Total
\$25,183	\$25,183	\$25,183	\$75,549

Three Research Funding Organizations - Research Support Fund

The **Research Support Fund** (RSF) is designed to help Canadian post-secondary institutions meet the costs of managing their research and maintaining a world-class research environment.

At SPU, the Research Support Fund is used to support activities such as the acquisition of library holdings and assistance in the preparation and management of grant applications.

Expense Categories	2020-2021	%	2021-2022	%	2022-2023	%
Research facilities			\$41,481	58%		
Research Resources	\$9,318	32%	\$10,000	14%	\$10,000	9%
Management and administration of the University's research (salaries of the Office of Research and Ethics staff and the library)	\$20,000	68%	\$20,000	28%	\$106,146	91%
Total	\$29,318	100%	\$71,481	100%	\$116,146	100%





New Institute for Transformative Leadership Launched at Saint Paul University

The new Institute for Transformative Leadership will provide professional development and training opportunities for leaders of various professional settings – from education and healthcare, to governance and community-based organizations.

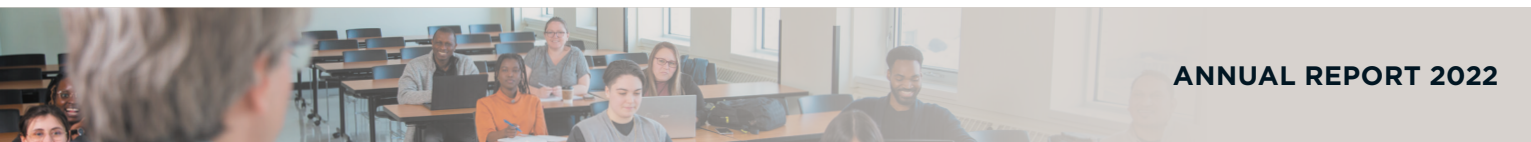


The Institute is a hub of transformative learning that creates a dynamic partnership between the University and the community to respond to changing social and organizational needs. The Institute brings training practices that address the current needs, concerns, and aspirations that are identified by the communities themselves.

Bianca Briciu

Faculty Lead for the Institute and Assistant Professor in the Providence School of Transformative Leadership and Spirituality

As part of the Providence School for Transformative Leadership, the Institute builds its training and professional development programs on the concepts of transformative learning and leadership. The Institute strives to help participants cultivate their self-awareness, well-being and empathy to develop systemic strategies that lead to positive, diverse and inclusive workspaces, learning communities and organizations.



Engagement and Environmental Responsibility

Engagement with society inspires all experiences at SPU

Indigenous Centre

The Indigenous Centre facilitates respectful dialogue with Canada's Indigenous Peoples: First Nations, Métis and Inuit. We continue to build trust relationships based on the recognition of the hidden truths of our past history, the responsibility to work better together to achieve human reconciliation, and taking concrete action to reverse destructive lifestyles on Earth, our only home. Our knowledge keepers, Marie-Louise Perron and Mizel Gauthier, continue to offer their daily support to students, staff and the entire University community, both face to face and online. Their support fosters rich exchanges on the cultures, histories and worldviews of Indigenous peoples. Over the 2022-2023 academic year, the knowledge keepers made approximately 60 in-person and online presentations to students in courses, to future students, and to national and international youth through conferences and seminars. The Centre also received over a thousand visitors, most of them SPU students and staff, but also people from public educational bodies concerned with issues relating to the Truth and Reconciliation Commission of Canada's Calls to Action, preparing their students for university student life.

Introducing the Indigenous Centre's Logo

In honour of National Indigenous Peoples Day, the Indigenous Centre unveiled its new logo. The logo is named Kiniwet Mikanan, which means "Our pathway" in the Algonquin language. It features a person canoeing across a lake, an image that is meant to represent the journey students embark upon in pursuit of their education.



Georgette Whiteduck, Coordinator of the Indigenous Centre, unpacks the symbolism and rich meaning of the logo:



The first thing I'd like to point out is that the image has a border of braided sweetgrass. In the Algonquin culture, braided sweetgrass represents the interconnection of ancestors and future generations. It also represents the strength and support that we get from our community.

Next, are the seven diamonds, which represent the seven teachings. The seven teachings – love, respect, courage, truth, honesty, humility and wisdom – are the guiding principles for living a good and balanced life.

Looking at the canoe, you will see that it is cutting across the current. This symbolizes the student's learning journey. Each wave is a hurdle and step that the student will meet and overcome along the way. And just as the individual keeps the canoe balanced with the oar, the Indigenous Centre is a resource to help guide and balance the student through their academic journey.

Finally, if you look closely at the horizon, you will see that there is a gap in the trees where the river continues, dividing the landscape in two. This represents Western ideology and Indigenous worldviews. Throughout their university career, the student navigates between these two worlds toward truth, knowledge and a brighter future.

Georgette Whiteduck,
Coordinator of the Indigenous Centre



4

Effectiveness and Efficiency

SPU extends its action by focusing on a collaborative and innovative approach

Carole Audet Appointed as Associate Vice-Rector, Talent, Diversity and Culture

As an inspiring bilingual leader of high-performing teams, Ms. Audet has more than 20 years of experience in the education and health sectors in Northern Ontario. In particular, she has lead in strategic planning when it was a key component in achieving the mission of the organizations for which she worked.

Throughout her career, she has demonstrated an exceptional ability to drive personal growth, promote talent development, and enhance organizational productivity by leading equity, diversity and inclusion (EDI) programs, among other initiatives.

In addition to assuming responsibility for Human Resources Services, Ms. Audet will take charge of the important EDI program. She will also ensure the development of an institutional culture that aligns with SPU's mission, vision, values and strategic plan.

Four-day Workweek

SPU, with the support of the Bargaining Unit representing the Administrative Support Personnel, implemented a four-day work week effective Monday, July 4, 2022. As a result, all administrative support personnel at the University, both unionized and non-unionized, work a 28-hour week (instead of 35) with the fifth day off.

The new working regime is presented as an effort to reduce fatigue and pressure on mental health, which the pandemic has exacerbated. The University also recognizes that at a time when the amount of information processed by the employees seems to be at an all-time high, the mental respite associated with a shorter work week could lead to happier employees, who consequently will work more efficiently.

The new work structure should prove beneficial. Among other things, the shorter work week should attract new talent to the organization while increasing employee retention. As well, it will not affect current salaries or pension plans. The University and the Bargaining Unit believe that this change will contribute to improved staff well-being overall.





Dr. Stephen Stuart Appointed as Vice-Rector, Administration

Dr. Stuart joined SPU in 2012 and soon became an associate professor. He has served as Director of the School of Social Communications and Associate Dean of the Faculties of Human Sciences and Philosophy, in addition to chairing various committees or participating as an active member.

Prior to entering academia, he gained significant international business administration experience in several luxury goods manufacturing companies and multinational retail organizations.

Dr. Stuart holds a B.A. in design and visual communication (1995), an MBA in strategic management (1996) and a Ph.D. in social marketing (2005). He was elected a Fellow of the Royal Society of Arts (1995). In addition to his faculty experience, Dr. Stuart has been actively involved in the Association of Saint Paul University Professors (APPUSP), serving as chief negotiator for the past two rounds of collective bargaining and leading the work of the joint committee. He has also volunteered as a member of the Research Ethics Board of the Ottawa Health Sciences Network and the Board of Directors of the University of Ottawa Heart Institute Alumni.

Carole Breton Appointed as Secretary General

Ms. Breton brings 30 years of professional experience in government relations, partnership development, issues management, strategic communications, and governance. Her professional career spans the Canada Council for the Arts, CBC/Radio-Canada, the Association des collèges et des universités de la francophonie canadienne, and the University of Ottawa. She studied broadcasting (La Cité) and holds an Executive MBA from the Telfer School of Management (University of Ottawa).

As Secretary General, Ms. Breton has primary responsibility for the governance of SPU. She is responsible for the secretarial services required for the proper functioning of the Senate and the Board of Governors and their various committees. She is also responsible for the Indigenous Centre, the Spiritual Services, and the Alumni and Development Office.



SPU Announces the Appointment of Two New Deans

SPU announced the appointment of Professor Chad Glendinning as Dean of the Faculty of Canon Law and Professor Aurélie Lacassagne as Dean of the Faculties of Human Sciences and Philosophy.

Dean of the Faculty of Canon Law

After obtaining his doctorate in canon law at Saint Paul University in 2010,

Dr. Glendinning was immediately hired as an assistant professor before being promoted to the rank of associate in 2014. Over the years, he has held the positions of Secretary, Director of Studies and Vice-Dean within the Faculty, in addition to fostering a vast network of collaborations with canonists through his involvement with the Canadian Canon Law Society and the Canon Law Society of America. In addition to his work with the Professors' Association, he has served in various roles for several ecclesiastical tribunals.

Thanks to his tireless work, Dr. Glendinning will be able to bring to fruition the challenges and projects not only of the Faculty of Canon Law, but also those of the Centre for Canonical Services and the Centre for Safeguarding Minors and Vulnerable Persons, with which he has worked closely for many years.

Dean of the Faculties of Human Sciences and Philosophy

Dr. Lacassagne has an impressive background and outstanding academic qualifications in teaching, research and community service. She received her Ph.D. in political science from the Institut d'études politiques de Bordeaux. As a professor at Laurentian University (Sudbury) from 2005 to 2022, she held various positions, including Vice Dean of the Faculty of Social Sciences and Humanities and Chair of her department. She has also taught courses at Algoma University (Sault Ste. Marie), Université de Hearst and the University of Ottawa, and she spent time in Azerbaijan and Belarus early in her career.

Her main areas of research and teaching include international relations theories, the post-Soviet and Turkič-Persian spaces, immigration, and cultural policies and practices. She likes to share her knowledge with the media and is a regular commentator for Radio-Canada and columnist for Francopresse.

Fluent in French and English (and with good knowledge of Russian), Dr. Lacassagne is known for her dedication, enthusiasm and tireless energy.





SPU Welcomes Blaise Ndala as Inaugural Writer in Residence

Blaise Ndala was named writer in residence on September 1st, 2022. Ndala, originally from the Democratic Republic of Congo, has been a resident of Ottawa for several years and is the author of three critically acclaimed novels: *J'irai danser sur la tombe de Senghor* (2015), *Sans capote ni kalachnikov* (2017) et *Dans le ventre du Congo* (2021). The English translation of the latter, *In the Belly of the Congo*, will be published in early 2023.

During his residency, Ndala will have access to the University's services and resources as he works on his fourth novel. The SPU community will also have the opportunity to invite him as a conference speaker or classroom guest in order to learn about his experience as an author.

Ndala is the recipient of numerous literary distinctions, including the 2015 Ottawa Book Award for French-language fiction, the 2019 emerging author award from the Association des auteures et auteurs de l'Ontario français. His second novel also won the CBC's French-language Canada Reads competition (*Combat des livres*) in 2019. His most recent novel, *Dans le ventre du Congo*, has received critical acclaim internationally, including awards such as: Prix Ivoire de la littérature africaine d'expression francophone 2021, Prix Ahmadou Kourouma 2021 from the Salon du livre de Genève, and the Prix international de littérature Cheikh Hamidou Kane from an international literary festival in Dakar, Senegal.

Outside of his writing career, Ndala works as deputy director within the Office of the Correctional Investigator. He holds a law degree from the University of Kinshasa, a graduate diploma in international law and human rights, and a Master's in public administration from the Université du Québec.

Financial Statements

The audited financial statements of SPU comprise the statement of financial position, the operations, changes in net assets and cash flow statements and notes to the financial statements, including a summary of significant accounting policies.

The financial statements are available on [our website](#).

