A Message from Vice-Provost and Dean Ann Tierney

I am pleased to share highlights from the division’s activities in 2017-18. Every day, our dedicated staff support student success and well-being.

As we respond to the evolving needs and priorities of an increasingly diverse student population, we have expanded our programs and services, and increased student participation. We have renewed our focus on equity, diversity and inclusivity, helped build community, and facilitated more experiential learning opportunities that allow students to develop skills and experiences to take with them when they complete their degrees.

I am very proud of the energy and initiative reflected in this report. Student Affairs will continue to collaborate with students, faculties and schools, campus units and community partners to recruit and welcome our students, help them progress through their studies, and prepare them for graduation and beyond!
Overview

Student Affairs is dedicated to supporting the academic and personal success of every Queen's student, from their first contact with the university, through to graduation.

Our network of programs, services and spaces, offered in partnership with faculties, schools, student governments and groups, and community organizations, aims to:

• build community
• promote well-being
• foster growth, skill development, and leadership
• provide multi-faceted supports that meet the evolving needs of our diverse student population

Our work is implemented by professional staff and trained peer leaders, and aligns with the University’s Strategic Framework, and the recommendations of the Truth and Reconciliation Commission Task Force, and the Principal’s Implementation Committee on Racism, Diversity and Inclusion.

This annual report highlights 2017-2018 activities across our division and in our units.
Mission
To offer and foster holistic, diverse opportunities that engage students, support their unique needs and well-being and help them prepare for future success.

Vision
Student Affairs fosters a collaborative and responsive campus community where every student and staff member feels a sense of belonging.

We have accomplished this by:
• Promoting a safe, inclusive, diverse environment that welcomes and respects every community member
• Maintaining strong partnerships, on- and off-campus
• Embracing a culture where collaboration and innovation are part of the everyday experience
• Helping to meet student wellness needs with a proactive approach to build resiliency and skill-development
• Supporting a common internal and external understanding of our role and responsibilities, including our role in responding to societal issues
• Building infrastructure and processes so we can be nimble in responding to evolving priorities
• Committing to staff learning and growth, so we can adapt to meet student needs
• Maintaining operational stability, making strategic choices to ensure sustainability

Values
Diversity and Inclusivity
We use an equity, diversity, inclusivity lens when making decisions.

Collaboration
We seek and value input from partners to foster continuous learning and growth.

Empathy, Compassion and Respect
We are kind and we support each other. We see things from a student’s perspective. We respect all people and their viewpoints.

Act with Integrity
We do what we say we are going to do. We follow through. We are sincere and trustworthy.

Data-Based Decisions
We look to evidence and make informed, objective, rational decisions. We are willing to challenge and change.

Nurture and Celebrate Success
We recognize staff’s unique contributions. We are stronger together.
Key Pillars

Building Community

- Creating a Diversity and Inclusivity Coordinator position
- Establishing an Indigenous and allies floor in residence
- Exploring diverse themes as part of the Queen’s Reads common reading program
- Collaborating with the Queen’s Student Diversity Project student group

Supporting an Increasingly Diverse Population

- Preparing the first-year class in person and online for their transition to university
- Celebrating the accomplishments of mature women students
- Welcoming and supporting new international students
- Making it easier for Indigenous students to self-identify to the university
- Helping to address food insecurity
- Expanding campus food options
- Doubling the size of the Four Directions Indigenous Student Centre
- Planning for new student services spaces in Mitchell Hall
- Piloting the university’s self-audit DEAP tool to better understand the environment and climate relating to equity and diversity in our units
Key Pillars

Promoting Well-Being

- Providing a range of supports and services to help manage stress
- Expanding the Q Success first-year peer mentorship program
- Adding more treadmills, bikes and weights in the ARC and some free fitness classes
- Working to reduce alcohol-related harms

Fostering Growth, Skill Development and Leadership

- Celebrating equity, diversity, inclusivity leadership with a new award
- Launching the Experiential Learning Hub
- Increasing undergraduate internships
- Expanding peer-led academic and learning supports
- Building intercultural skills and knowledge
- Training 2,500 students in sexual violence bystander intervention
we **support**, to help our students **succeed**
Undergraduate Admission and Recruitment

Undergraduate Admission and Recruitment (UAR) is responsible for the recruitment and admission of students to direct-entry undergraduate programs at Queen's. Through strategic recruitment, admission and retention activities, UAR has successfully met enrolment targets for many years.

**New Program Highlights**
- Hired an embedded recruitment representative in India
- Hired a recruitment representative dedicated to rural and remote areas of Ontario
- Launched a new admission website

**75,000** viewbooks in circulation

**On-Campus Recruitment**

- **67** student campus tour guides
- **10,000+** visitors took a campus tour
- **12,700+** attendees at Fall Preview days and March Break Open House
- **42,600+** applications +15.2% year-over-year growth

**Recruitment Across the Country and Around the World**

- **1,300+** fall high school visits
- **600** Ontario
- **150** Other provinces and territories
- **200** China
- **150** US
- **125** India
- **35** Middle East / Turkey
- **50** UK and Europe

Every spring, we’re back on the road, talking to students with an offer of admission, who are making their university decisions.

**Outreach to Under-Represented Students**

In response to lower post-secondary participation rates among Indigenous, first-generation, and lower-income students, UAR added dedicated recruitment resources to expand targeted outreach to under-represented student populations.

- Hired new Indigenous student recruiter
- Expanded partnerships with Pathways to Education
- Implemented a first-generation admission pathway for 2018-19
- Created a GTA-based recruiter position, focused on low-income communities
Office of the University Registrar

This office comprises three units: Student Awards, which coordinates student financial assistance in all of its forms - scholarships, awards, bursaries, and government assistance for our new and in-course students; Student Information Systems, which coordinates SOLUS, the online Student Centre, and Records and Services, responsible for managing student registration, student record collection and retention, tuition fees, student cards, transcripts, exam and course scheduling, course evaluation, and convocation.

Records and Services

- 475,000 enrolment actions
- 38,000+ transcripts produced
- ~14,000 grade and academic record changes
- $339 million in student payments received and reconciled
- 1,000 exams scheduled for 1,422 course sections
- 8,540 exam accommodation requests
- 27 convocation ceremonies
- 7,025 diplomas/certificates prepared
- 45,900+ individual visits to website
- 43,000+ in-person contacts

Planning underway for a new examination centre in Mitchell Hall to open in 2018.

Student Awards

Student Awards administers a comprehensive range of financial aid programs which include: government student financial assistance (e.g. OSAP for Ontario residents), merit-based scholarships for undergraduate students, need-based bursaries and awards for undergraduate and graduate students, and work-study and summer work experience programs.

New Program Highlights

Awards directed to students who self-identify as black Canadians, visible minorities, or racialized, have expanded from approximately $90,000/year to approximately $440,000/year.

Donor Funded Disbursements

- +9% year-over-year growth
- 46% undergraduate students accessing non-repayable Queen’s financial aid
- ~39.6% of Queen’s financial aid disbursements

First-Entry OSAP Applicants

- 25% received equivalent of tuition through OSAP grants
- 36% received equivalent of tuition through a combination of OSAP grants and Queen’s financial aid
- 94% received the equivalent of tuition or partial tuition through a combination of OSAP grants and Queen’s financial aid

+24.8 million financial aid year-over-year growth

+25% received equivalent of tuition through OSAP grants

$6,442 avg. non-repayable assistance through OSAP and Queen’s financial aid
Bader International Study Centre (BISC) Student Services

Student Services at the BISC provides a range of high-quality programs and services designed to make the student experience at The Castle as rewarding as possible. Activities are based on the values that a safe, active, caring, respectful, inclusive, healthy campus environment supports student learning, personal growth, retention, and success.

BISC Recruitment Initiatives

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>383</td>
<td>high school students, who received an offer for fall term, received a phone call/message from a current BISC student</td>
</tr>
<tr>
<td>17</td>
<td>BISC student callers were selected for this experiential learning opportunity</td>
</tr>
</tbody>
</table>

Programs

- **11** orientation events
- **2,360** program participants
- **17** campus-wide events
- **41** community meetings
- **16** academic skills workshops
- **51** need-based programs

Focus on Equity, Diversity and Inclusivity

Student-focused workshops and training sessions include sessions on cultural adjustment, inclusive language, positive space, microaggressions and consent. Workshop themes and content were reinforced through passive programming (notice boards, posters and newsletters), community meetings and one-on-one interactions with staff.

Health and Wellness

Student Services coordinates two separate health and wellness supports for students. Approximately 10 hours of individual counselling support is provided over two days, and an onsite health clinic sees up to six students, each week.

Focus on Career Readiness

- **90** unique students participated in 191 work-integrated learning experiences
- **52** students participated in a Carousel Interview process to help develop their skills
Housing & Ancillary Services

Housing & Ancillary Services (H&A) advances the university’s mission through a wide spectrum of services that reflect the university’s strategic goals. Revenue generated through H&A activities supports student life programs and contributes to the university’s learning environment.

Residences/Residence Life

Residence is a living and learning environment where students feel a sense of belonging, have diverse opportunities to build resilience and can access ongoing support towards achieving academic success.

4,600 students call 17 residence buildings their home away from home

New Program Highlight
Residence Life, in partnership with the Four Directions Indigenous Student Centre, introduced the Bimaadiziwin Ka’nikonhriyo Living Learning Community. This Indigenous & allies floor welcomes both Indigenous and non-Indigenous students who are interested in learning more about Indigenous peoples, traditions and culture.

Community Housing

The Community Housing office manages university-owned rentals, including accommodations and community support for families, and provides a listing service for local landlords.

New Program Highlight
Many tenants in the An Clachan complex are international students with families. New programs there, include English conversation circles, children’s activities, and opportunities for socializing.

Student Community Relations

Student Community Relations provides advice and education on the local rental housing market, landlord-tenant relations and lease provisions, house-mate compatibility issues, and other off-campus housing questions.

1,300 unique student contacts
Hospitality Services

Hospitality Services is dedicated to providing healthy and nutritious food for all members of the campus community, including accommodations for allergies and special diets.

- **1,163,976** dining hall meals served
- **1,997,138** retail food outlet meals served
- **7,200** meals donated to charity (e.g. AMS Food Bank, Soul Food)
- **142** students self-identifying with special diets and allergies
- **2,495** users of new Queen's Dining App
- **1,163,976** dining hall meals served
- **1,997,138** retail food outlet meals served
- **7,200** meals donated to charity (e.g. AMS Food Bank, Soul Food)
- **142** students self-identifying with special diets and allergies
- **2,495** users of new Queen's Dining App

**New Program Highlight**

*Swipe it Forward*

This program was created to help address food insecurity on campus by inviting students on meal plans to donate an unused meal.

- **49** students accessed program
- **1,045** meals were donated
- **11** Student Affairs program partners

Event Services

Event Services is an on-campus event logistics partner, offering a full spectrum of professional event management services.

- **16** major events over Homecoming weekend
- **19** weddings at several locations on campus
- **25,200** room nights sold +24% year-over-year

**Enrichment Studies Unit (ESU)**

The ESU connects students in grades 7 - 12 with challenging and inspiring academics, alongside a dynamic living and learning environment on campus.

- **1,574** participants
- **8** camps

**New Program Highlight**

*Little Leaders PA Day Camps*

- **100** participants in grades 1 - 4

Donald Gordon Conference Centre

- **16,146** room nights +4.7% year-over-year
- **305** event bookings
Student Wellness Services

The mission of Student Wellness Services (SWS) is to provide a welcoming, confidential, and integrated service that is responsive to the needs of students. SWS is committed to supporting the personal, academic, and social accomplishments of students by providing a broad range of health, wellness, and accessibility-related programs and services.

83.3% of students would seek help from a mental health professional

NCHA 2016

12,000 individual students seen

45,173 health, counselling and accessibility appointments

Very Good / Excellent

Student Satisfaction Survey

90+% SWS service and SWS provider

94+% being treated with dignity and respect

75% wait time

Clinical Appointments

The busiest aspect of SWS remains the provision of clinical health care appointments. All resources were optimized, and SWS reached clinical appointment capacity.

5,000/month 300/day

60,000 follow-up phone calls a year

1:950 mental health provider to student

New Program Highlights

• Occupational therapist position that supports students with injuries, illness, or disabilities to enable full participation in academic activity and social life on campus.

• Increased expertise within the mental health team to support an increasing culturally diverse student population and students who identify as LGBTQ+2S.

Health Promotion and Prevention

Health promotion is embedded throughout the work of SWS, with health education and prevention strategies integrated into supports and programs.

• 42 peer health educators volunteered 3,074 hours implementing 188 initiatives resulting in 6,000 in-person peer-to-peer interactions.

• Over 5,300 students viewed more than 12,000 pages on health-related topics in the Student Health 101 online magazine.
Workshops and Groups

“I love how we were able to share our own stories and work together to address them.”
- Queen's Student Participant

New Program Highlight

Let's Just Cook: a series of workshops on food skills, and meal planning and preparation, offered to engineering students by Health Promotion, embedded counsellors, and the Faculty of Engineering and Applied Science.

Accessibility Services

Queen's Student Accessibility Services (QSAS) provides services related to academic accommodations for students with temporary and permanent disabilities to ensure equitable participation and access to learning opportunities and the academic environment.

Support with Extenuating Circumstances

SWS provided support to over 1,000 students with extenuating circumstances who were accessing academic considerations under a new Senate policy. Students who were previously informally accommodated for disabilities and extenuating circumstances are now being referred to SWS for more formal and direct support and services.

Regional Assessment and Resource Centre (RARC)

RARC provides supports and services to youth across the province, as well as Queen's and Kingston-area secondary school students.

Ongoing research into:
- reading impairments
- functional impairments
- neurocognitive profiles of individuals with psychotic or depressive symptoms
- learning disability documentation
Athletics and Recreation offers a broad range of programs for students, including intramurals, recreational clubs, varsity teams and clubs, fitness and aquatics programs, illustrating the vibrancy and importance of physical activity, sport and wellness as integral parts of campus life at Queen’s.

360 days the ARC was open
2,197 avg. visits per day
23,000 participation opportunities
97% of students visited the ARC more than once

**New Program Highlight**
Partnership with Pathways To Education, creating mentorship and educational opportunities for local high school students, to help youth see that post-secondary education is possible

Recreation and Sports Clubs

**Intramurals**
7,903 individuals participating on 1,125 teams.
Intramurals at capacity within current facilities. Expansion into Mitchell Hall should help increase programming

**Recreational Clubs**
Our largest student clubs were Dance, Yoga, and Outdoors, with approximately 800, 1,890 and 386 participants

**Varsity Clubs**
National Championship
Sailing - seventh consecutive year!

**Provincial Team Titles**
Men’s Ultimate, Women’s Squash (four years in a row), and Triathlon

**Fitness & Wellness**
Year-over-year increase in participation in all Fitness & Wellness major events:

- **Mega Classes** +36%
- **Fitness Free for All Health** +61%
- **Wellness Fair** +24%

**Youth Camps & Sports Days**
+12% March Break camp registrations

**Aquatics**
+17% total spring swim lessons
+9% total preschool participants
+2% total private lessons

**New Camps**
- Track Run
- Jump and Throw (which reached capacity)
- Cycle Skills and Safety (a collaboration with Cycle Kingston)

1,576 summer camp registrations
High Performance Sport

365

Academic All-Stars
3.5+ GPA while playing Varsity (Team or Club)

All Varsity Teams
earned OUA playoff berths

$40,000
raised by varsity athletes for various causes

8 team and 7 individual medals

U SPORTS
All-Canadian Awards

11

OUA Major Awards
or All-Star Recognition

88

National Team participants

16

Business Development and Services

Richardson Stadium
- Second season in revitalized stadium saw double the number of students attend football games: 6,000
- Led the OUA in ticket sales: $300,000+

Redesigned Website
- Reached a record-breaking 3.4 million unique visitors, up 1.2 million over last season

Social Media Followers
- Facebook +16%
- Twitter +14%
- Instagram +21%

Facilities and Operations
- The Queen's swimming pool was successfully drained for the first time in April 2018, allowing a detailed inspection, repair, and planning for future upgrades and maintenance activities
- Planning for reopening of three gyms and a new high performance training centre in Mitchell Hall
- Upgrades to ARC equipment continued with the addition of 12 new treadmills, 14 new stationary bikes, and assorted weight equipment
Support Services and Community Engagement

This new portfolio manages the Student Conduct Office, part of the university’s non-academic misconduct system. It coordinates case management for students-at-risk, and sexual violence cases involving students. Staff implement threat assessment protocols and coordinate efforts to reduce alcohol and cannabis-related harms. The portfolio also includes Faith and Spiritual Life.

116 student-at-risk cases
72 non-academic misconduct cases referred by the Non-Academic Misconduct Intake Office
95+% cases resolved with restorative, developmental, and/or educational outcomes

New Program Highlights

- Created a working group that developed a new online resource for students with children
- Facilitated Queen’s membership in Post-Secondary Education Partnership – Alcohol Harms (PEP-AH), a national network focused on reducing alcohol–related harms on campus
- Created a Cannabis and Campus web resource for students in advance of the legalization of cannabis

Faith and Spiritual Life

This office offers advice and counselling to students, staff and faculty to support personal and spiritual well-being, build community, and assist the university in accommodating the religious and spiritual needs of its members.

230+ meetings with students

Planning underway for new space in Mitchell Hall

Events, Programs and Services

Exam Meals
Remembrance Day Service
Religious Services
Community Talks
Bursaries
Cooking with Grandmas
Convocations
Invocations/Blessings at Queen’s events
Grief Support
Weddings
Memorials and Funerals
Advice and Support for Campus Community Members

New Program Highlight

Soulful Singing: a weekly circle of song that brings students, staff and faculty together in the inclusive and uplifting meditative practice of song, promoting joy, mindfulness, creativity and community.

New Program Highlight

Faith and Spiritual Life welcomed three new part-time chaplains.

Members of Faith and Spiritual Life include, from left, Indigenous representative Nathan Brinklow, Interfaith Chaplain Kate Johnson, Rev. Wendy Luella Perkins, and Imam Abdullah El-Asmar.
Student Life and Learning

Units in Student Life and Learning work collaboratively with campus partners to offer programs and services that increase student engagement, help create sense of belonging, and contribute to personal and academic success. Programs focus on fostering an inclusive and engaged campus community where students have opportunities to be involved in student life, while successfully pursuing their academic goals.

Student Experience Office

The Student Experience Office offers programs and services that help orient our 4,500+ first-year undergraduate students, support their successful transition, and encourage leadership development, student engagement and co-curricular involvement.

- Introduced 1-on-1 consultations with accessibility/accommodation advisors, wellness services staff, and our dieticians and chefs at Summer Orientation to Academics and Resources (SOAR)
- 2,200+ students and families attended SOAR
- 95% satisfaction rate with SOAR
- Implemented changes to Orientation Week to promote an inclusive student experience and accommodate the university’s new fall break
- Relaunched Queen’s Reads - the university’s common reading program - with The Break by Katherena Vermette
- 4,500 copies of The Break distributed as part of Queen’s Reads

New Program Highlight

Created an Equity and Diversity Coordinator position to support the division’s EDI initiatives.

- Expanded the Q Success first-year peer mentoring program to full-year
- 239 first-year students matched with 78 Q Success mentors
- 97% Q Success participants enjoyed the program
- 87% Q Success participants said the program helped with their transition to Queen’s
Student Academic Success Services

Student Life and Learning

Student Academic Success Services (SASS) supports students in developing academic skills and provides general and discipline-specific professional writing support, learning strategies advising, peer writing and learning assistance, and English as Additional Language (EAL) support to undergraduate and graduate students in every program/year, and at every level of proficiency.

+4.5% year-over-year growth

3,595 1:1 appointments

2,481 - writing consultations
455 - learning strategies advising
509 - peer writing assistants
150 - EAL consultations

“The help from SASS has created a major difference in my assignments and in my grades!”

90% of students reported that staff addressed their concerns, used effective strategies, and enhanced their confidence in their writing

216 professional and peer-delivered workshops

5,500+ student participants

Workshops
• academic writing/integrity
• procrastination
• time management
• critical thinking
• reading and note-taking
• exam prep
• essay writing

New Program Highlights
Academic Integrity workshop for in-class delivery
Weekly English-as-additional language (EAL) drop-in support
Academic skills workshops at the QUIC
Relaunched the SASS website to make it more user-friendly and student-focused

Targeted Programming

194 students attended Get It Done collaboration with Residence Life

3,657 students reached during New Year, New Me, a peer-run social media campaign

Increased undergraduate participation in Keys to Success and Procrastinot

Dissertation Boot Camp for PhD students

Newsletter opened 37,448 times with 25,691 total clicks
Website: 161,487 unique page views
Four Directions Indigenous Student Centre

Four Directions Indigenous Student Centre strives to be a home away from home for Indigenous students. In keeping with the teachings of the Four Directions, we provide academic programming that supports students mentally, emotionally, physically, and spiritually.

+1,000 students, faculty, and staff participated in training on Indigenous histories, cultures, and traditions

76 Indigenous community visits

4,700 prospective student meetings

282 applicants, of which 28 accessed the Indigenous Admissions Policy

Expanding the Centre

Planning is underway to double the size of the centre. Renovations are being made to the existing building at 146 Barrie St., and the building next door, with completion set for Fall 2018.

36 events hosted

3,900+ visits

New Director

The Centre welcomed Kandice Baptiste as Director in March 2018. Kandice is originally from Tyendinaga Mohawk Territory and returned to work on her territory after serving as Manager, Indigenous Initiatives at Wilfrid Laurier University.

650 Indigenous and non-Indigenous students and community members participated in cultural support programs, including Full Moon Ceremonies, Three Sisters Feasts, and drum-making workshops

New Program Highlights

- Pilot of a science mentorship program with local Indigenous youth.

- Creation of a mechanism on the SOLUS student centre to make it easy for Indigenous students to self-identify to the university.

- Introduction of on-site career advising drop-in sessions in partnership with Career Services.

14 convocation receptions hosted for students to mark their achievements by leaving their handprint at the centre

Four Directions hosted a one-year reflection event on the anniversary of the release of the TRC Task Force final report
The Queen's University International Centre (QUIC) is a support service for all members of the Queen’s community. QUIC promotes an internationally informed and cross-culturally sensitive learning environment.

### Pre-Arrival and Orientation

<table>
<thead>
<tr>
<th>Pre-Arrival Programing</th>
<th>Welcome &amp; Orientation</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 pre-arrival webinars in collaboration with the Student Experience Office</td>
<td>3,106 new international student participants</td>
</tr>
</tbody>
</table>

“The welcoming hospitality from everyone who works there or just visiting, made me feel this is it, this is the home away from home”
- 3rd year undergraduate student

### Advice and Support

- **799** students provided with one-on-one guidance and workshops relating to employment, post-grad support, income tax return completion, and activities related to internationalization at home

### English Conversation Skill Development

- **60** attendees/week
  
  QUIC volunteers help students, staff, and their partners with language and pronunciation skills at weekly sessions

- **4,218** students registered for University Health Insurance (UHIP)

### Education and Training Activities

#### Intercultural Awareness

- **217** participants
  
  In collaboration with the Four Directions Indigenous Student Centre, the Intercultural Awareness Certificate program was expanded to include an introduction to Indigenous histories and cultures through the KAIROS Blanket Exercise

- **1,731** students and staff completed intercultural training modules in support of academic courses at the undergraduate and graduate levels, a **57%** increase

### Career Prep

- **200** students at career workshops
- **40** students used career resume advising
- **81** students attended QYourFuture networking conference

### Student Leadership Opportunities

- **37** student staff
- **85** student volunteers supported
- 1 part-time DSA communications intern
- **2** teacher candidates from Faculty of Education

### Student Engagement - Social Events

- Homecoming events
- Holiday tea
- Holiday social for graduate students
- Lunches
- Bus trips
Ban Righ Centre

The Ban Righ Centre is unique in Canada and provides a welcoming and supportive community to mothers and other women returning to formal education after an interruption. Services are designed to help women overcome barriers and fulfill their educational goals.

Student Visitor Profile

243 students registered with the centre

- 48% graduate
- 27% undergraduate
- 14% unknown
- 8% non-degree
- 3% professional
- 19% international
- 53+ areas of study

Services and Facilities

- Student advising
- Financial assistance
- Soup lunch
- Conversation spaces
- Computer lab and study spaces
- Breastfeeding room
- Library
- Outreach to on-campus and online students

$136,935 distributed across 136 bursaries & awards

Special Events and Initiatives

- Writing Studio
- Inspiring Women Celebration
- Winter Bazaar
- Free Store
- Female Faculty Mentoring
- Art in the Jean Royce Lounge
- Meditation Series
- Noon Hour Speakers Series
- Spring Celebration
- Winter Gear Free Store
- Spring Celebration

New Program Highlight

The Winter Bazaar program was created in response to student concerns around resources for the holidays. Children are invited to shop for, and wrap, donated gifts, while parents visit and foster their peer community.

Donor Support

- $75,810 - Gifts to programs and services
- $40,093 - Gifts to expendable bursaries and awards
- $110,983 - Gifts to endowed bursaries, awards and programs

“The Ban Righ Centre not only talks about it, The Ban Righ Centre does equity, diversity and inclusion each day”
- student award recipient

Ban Righ Foundation Board Member Xin Sun, second from right, received an inaugural Student Affairs Equity, Diversity, Inclusivity Impact Award. She is photographed with Hanna Stanbury, Erin Clow, Carole Morrison, Ann Tiemey, and Nancy Butler.
Career Services

Career Services (CS) supports students building hope, confidence, skills and connections towards successful futures. CS also provides centralized support for the growth of experiential learning opportunities for students.

#2 Ranked
Career Services Model in Canada

98% of students would recommend CS programs to a friend

15,000+ undergraduate, graduate and professional students, from all faculties/schools, reached in-person and at events.

8% year-over-year growth

98% of students would recommend CS programs to a friend

15,000+ undergraduate, graduate and professional students, from all faculties/schools, reached in-person and at events.

Expanded experiential learning for students, including:
- growth in Queen’s Cares
- opportunities at the BISC
- 247 new opportunities created by student groups or faculty members through the Experiential Learning Projects Fund

4,100+ students attended CS workshops

95% of students said they gained skills & knowledge by attending CS workshops

+21% faculty members and departments requesting CS workshops

4,400+ students connected with employer and education recruiters at four Career and Further Education fairs

4,200+ 1-on-1 career advisor or peer educator appointments

46 campuses across Canada joined Queen’s for It All Adds Up, a career promotion campaign

Largest undergraduate internship cohort to date

Engineering, School of Computing and Faculty of Arts and Science

New Program Highlights
New Career Counsellor position with a diversity outreach focus.

Majors Night
1,200 first-year Arts & Science students attended Majors Night.

Students reported that the event increased their knowledge levels and decreased their stress.

150,000+ hits to Major Maps and Grad Maps web pages since launch

96% of students said the maps helped them understand the skills and career options associated with programs at Queen’s

93% said they were more confident in making informed decisions about their program and career plans

89% of students said they were more aware of experiential learning and resume-building opportunities
Queen’s University is situated on traditional Anishinaabe and Haudenosaunee Territory. We are grateful to live and work on these lands.