



## 2006 Conference

February 20-21, 2006

Post-Conference Workshops

February 22, 2006

Toronto Marriott Eaton Centre

## 2006 PROGRAM

### Session Codes

<b>A = Admissions</b>	<b>L = Liaison</b>	<b>S = Scholarships &amp; Awards</b>
	<b>G = Graduate Studies</b>	<b>R = Records &amp; Systems</b>

### Monday, February 20, 2006

8:00 am – 5:00 pm Lower Level (base of escalators)	<b>Registration Desk Open</b>
8:00 - 10:15am Salon AB	<b>Arrival and Check-in</b> <i>Coffee and light refreshments available 8:00 am - 10:15 am</i>
10:30 - 12:00 noon	<b>Breakout Sessions</b>
Trinity 2/3	<b>G1 - Graduate Studies Roundtable</b> Moderator: Alison Samson, University of Windsor  An informal discussion on hot topics of interest to Graduate Studies departments across the province.

Trinity 1	<p><b>A1 - Zapping Your Team - Benefits of a Work-Related Retreat</b>  Presenter: Michèle Dextras, Manager of Admissions and Evaluation, University of Ottawa  Moderator: Janice O'Farrell, Director, Admissions Services, Carleton University</p> <p>As we all know, the admissions cycle is a busy and stressful time. It is important to give staff the opportunity to discuss what went well, the problems that occurred, what changes are coming for next year and what improvements can be made to procedures. The University of Ottawa will share with you a formula for a post-mortem and retreat that has allowed staff to provide input, find solutions and participate in decisions. Our staff call themselves the “Dream Team” and they look forward to the yearly retreat as an opportunity to influence their work environment.</p>
York AB	<p><b>R1 - Education Verification Automation</b>  Presenters:  Lisa Mackie, Vice-President, AuraData  Tom Percy, President, AuraData  Moderator: Denis Perron, Associate Registrar, Systems, Nipissing University</p> <p>This session includes a demonstration of AuraData’s automated service built to verify a past student’s education. During the session the presenter will demonstrate how a verification is completed, explain the ‘behind the scenes’ steps in securing and accessing the information, the different data exchange methods available, storage of the requests and reports that can be generated. The discussion also focuses on the standardization and application of the Federal Privacy Legislation which clearly states organizations must have signed authorization to release any personal information and this authorization must be stored and available if there is a future enquiry. In addition, there will be an open discussion on your current methods and how we can assist the institutes in accomplishing this time-consuming task at virtually no cost.</p>
Salon CD	<p><b>S1- Providing Financial Assistance to Students - Financial and Web Services at Western</b>  Presenters:  Carac Allison, Team Leader, Network Projects, University of Western Ontario  Karen Pypstra, Team Leader, Student Financial Services, University of Western Ontario  Michelle Devito, Team Leader, Student Financial Aid Programs, University of Western Ontario  Moderator: Krys Chelchowski, Manager, Business Operations, University of Western Ontario.</p> <p>Representatives from the University of Western Ontario will speak about their experiences establishing and maintaining a financial assistance website. They will explain how a student uses the site to apply; how decisions are made automatically; how notification takes place; and what reports are generated. Western will explain the development of the application and touch on some challenges.</p>
Trinity 5	<p><b>L1- Team Building Exercises</b>  Moderator: Christine Lamothe, Liaison Manager, University of Ottawa</p> <p>Join us for some useful and fun team-building exercises to keep your team on track and working well together.</p>
12:00 – 1:00pm Salon AB	<p><b>Lunch (followed by Plenary I)</b></p>

<p>1:00 - 2:00 pm Salon AB</p>	<p><b>Plenary I: Communicating for Commitment – How to Get Buy-In to Change and New Initiatives</b>  Presenter: Bob Harris, President, Robert Harris Resources Inc.  Moderator: Nancy Weiner, OURA President</p> <p>The only constant is change. The challenge is how to communicate these changes in a way that fosters understanding and buy-in versus apathy or resistance. Research shows the number one factor impacting change success (or failure) is communications. All too often, organizations fail to achieve the goals and objectives that accompany the change plan.</p> <p>In this presentation, Bob explains a highly innovative and practical way to deliver challenging or difficult news in a way that fosters commitment for the change. Bob uses a four-step process and provides a tool which can be immediately applied to real workplace challenges in implementing new initiatives. Participants will learn the fundamental “do’s and don’ts” to significantly raise the probability of change success.</p>
<p>2:10 - 3:25 pm Trinity 2/3</p>	<p><b>G2 – Part I - Online International Admissions Placement Guide</b>  Panel Participants: Peter Self, McMaster University, Jeanette Nugent, University of Waterloo, Tammy Chan, University of Toronto, Shari Hodges, Ryerson University  Moderator(and Panelist): Chris Goody, Graduate Admissions Officer, University of Guelph</p> <p>This session will present the progress of the sub-committee reviewing and updating the OURA Graduate Studies International Admissions Placement Guide. The project includes the first province-wide update since the guide was created in 1994, the creation of a web-based format accessible by all OURA institutions, the development of conversion tables for Ontario equivalencies for International grades, and an increase from 103 countries listed in the guide to over 180.</p> <p><b>Participants are requested to bring along their current admissions guide or reference materials as this will be a working session.</b></p>
<p>York AB</p>	<p><b>A2 and R2 - Fundamentals of Business Continuity Planning</b>  Presenter: Paul Wright MBCP, President, P. E. Wright &amp; Associates Inc.  Moderator: Pauline Belanger, Manager, Registration, Records &amp; Scheduling, University of Ottawa</p> <p>Continuity planning is all about preparing for unexpected (but perhaps inevitable) disruptive events and incidents that prevent the normal business process from continuing. The presentation will provide an overview of the Why and the How to initiate a Business Continuity Program. As well, there will be information provided on proven methodologies, best practices and common myths about Business Continuity Planning. Most importantly, emphasis will be placed on the level of effort it takes to incorporate a Business Continuity Program. The processes and procedures developed must remain “evergreen” in order to provide maximum effectiveness during a disruption or catastrophic event affecting your organization</p>
<p>Salon CD</p>	<p><b>S2 - Standing Committee AGM and Roundtable Discussion</b></p> <p><b>Standing Committee on Scholarships and Awards Annual Meeting</b>  Moderator: Tracey Marks, Undergraduate Scholarships/Awards Officer, Financial Aid, Lakehead University.</p> <p><b>Scholarships and Awards Roundtable</b>  Moderator: Aase Houser; Director, Student Awards and Financial Aid, University of Windsor</p>

Trinity 5	<p><b>L2 - Outstanding Viewbooks</b>  Presenter: Ken Steele, Vice President, Academica Group  Moderator: Heather Brown, Assistant Registrar, Liaison, Nipissing University</p> <p>Without a doubt, your university's website is growing in importance as a source of information for prospective students, but recent studies have shown that your viewbooks are holding their own as one of the most critical marketing vehicles at your disposal. Applicants and their parents are reading your viewbooks carefully but what makes a viewbook helpful, appealing or influential to your applicants? How can you make sure your viewbook stands out and is effective in recruiting undergraduate applicants? Academica Group, Canada's source of market intelligence for higher education, surveyed more than 40,000 applicants to Ontario universities to answer these and other recruitment marketing questions. This workshop will present some intriguing and previously unreleased research findings, invite discussion to explore interpretations and implications for viewbook content and design, and encourage participants to pose new questions for further studies.</p>
3:25 - 3:45 pm Grand Foyer	Refreshment Break
3:45 - 5:00 pm Trinity 2/3	<p><b>G3 – Part II - Online International Admissions Placement Guide – Scholarship Eligibility</b>  Panel Participants: Peter Self, McMaster University, Jeanette Nugent, University of Waterloo, Tammy Chan, University of Toronto, Shari Hodges, Ryerson University  Moderator (and Panelist): Chris Goody, Graduate Admissions Officer, University of Guelph</p> <p>This session will be a working session reviewing the Admissions Guide's proposed Ontario Grade Equivalencies and their impact on scholarship applications. Individual countries will be reviewed as well as a discussion on the need for greater consistency of submissions to external scholarships for students who studied outside of Canada.</p> <p><b>Participants are requested to bring along their current admissions guide or reference materials as this will be a working session.</b></p>
Trinity 1	<p><b>A3 - Key Strategies and Resources in Understanding Foreign Academic Credentials and Institutions</b>  Presenter: Arjun Vinodrai, Area Specialist, World Education Services  Moderator: Brandi Borman, Team Leader, Admissions, University of Western Ontario</p> <p>This session will introduce the basic methodology used in evaluating foreign academic credentials. Using South Asia (India, Pakistan and Bangladesh) as a case study it will highlight key questions that need to be addressed in establishing Canadian academic equivalencies. The presentation will include an overview of print and online resources available for determining the status of foreign institutions.</p>
York AB	<p><b>R3 - International Students and Fraudulent Admissions Documents: The Ongoing Investigations</b>  Presenters: Klaudios Mustakas, Manager of Enforcement Operations, Canada Border Services Agency and Sergeant Alan Binns, University of Waterloo Police Services  Moderator: Ken Lavigne, Registrar, University of Waterloo</p> <p>In this enlightening session, the speakers will provide an update on the ongoing investigations and trends in admissions fraud involving international students.</p>

Salon CD	<p><b>S3 - Financial Aid and Development Offices - Opportunities and Challenges</b></p> <p><b>Part I</b> Presenter: Claudia Russell, Senior Development Officer, McMaster University.</p> <p>The support of students through scholarships and bursaries is increasingly an area of interest for donors of all types and at all levels of giving. This has created a need for more collaboration between Financial Aid and Development offices. This session will explore the opportunities and challenges presented by this collaboration.</p> <p><b>Part II</b> Presenters: Geraldine Jones, Scholarships and Awards Officer, Brock University and Christina Bosilo, Scholarships Assistant, Brock University Moderator: Elizabeth Seymour; Director, Student Financial Aid and Scholarships, McMaster University.</p> <p>Brock University will share its recent experience planning and implementing an awards assembly. Positioned as both a stewardship opportunity and a means to recognize scholarship, this pilot project was an initiative that involved both the University's Student Awards and Development Offices and presented some interesting challenges and opportunities in the face of the changing relationship between the institution and its donors.</p>
Trinity 5	<p><b>L3 - Best Practices</b> Moderator: Christine Lamothe, University of Ottawa</p> <p>Come to this session prepared to share information and ideas on best practice issues like: Who has the best interview questions for hiring staff? Who has the best publications? Who hosts an unusual, yet interesting event? Who trains their staff or Tour Guides in a unique yet fun way? What are the best practices in recruitment?</p>
6:00 - 6:30 pm Grand Foyer	<b>Pre-Dinner Reception</b>
6:30 pm - 11:30 pm Salon AB	<p><b>Awards Dinner</b> Join your fellow delegates at this annual event that pays tribute to special OURA Award winners. Live musical entertainment will follow dinner.</p>

**Tuesday, February 21, 2006**

7:30 am - 5:00 pm Base of escalators	Registration Desk Open
7:30 am – 8:30 am Salon CD	<p><b>Full Breakfast Buffet</b> <b>All registered delegates are invited to attend this full breakfast buffet.</b></p>
8:30 - 9:10 am Trinity 2/3	<p><b>Annual General Meeting</b> <i>Immediately following breakfast, the formal business of the Association will be discussed at the Annual General Meeting</i></p>
8:00 am Grand Foyer	<p><b>Exhibits Open</b> <b>Visit the Exhibit booths in the foyer for the latest products and service available from a variety of vendors.</b></p>

<p>9:15 am – 10:15 am Salon CD</p>	<p><b>Plenary II – Business, Balance and the Art of Juggling</b>  Presenter: Dr. Bob Woodburn  Moderator: Nancy Weiner, OURA President</p> <p>Join us for this highly entertaining presentation on achieving balance that incorporates simple but effective strategies with an amazing, inspiring juggling lesson. When learning is fun, it sticks! “Business, Balance and the Art of Juggling” brims with skills and ideas designed to give you new strategies for better personal and team performance</p> <p>You will learn to:</p> <ul style="list-style-type: none"> <li>• Step back and see the big picture</li> <li>• Take greater care of details</li> <li>• Work together more creatively</li> <li>• Pick priorities and waste less time on the trivial</li> <li>• Think strategically</li> <li>• Act decisively</li> </ul>
<p>10:15am – 11:15 am Grand Foyer</p>	<p><b>Exhibits and Refreshment Break</b>  <i>Visit the exhibits to learn about the latest products and services available.</i></p>
<p>11:15 am - 12:30 pm Bay Room</p>	<p><b>G4 - Growth and Change Management in Graduate Studies</b>  Presenter: Maurice Yeates, Dean of Graduate Studies, Ryerson University  Moderator: Cathy Faye, Assistant Registrar, Graduate Studies, Ryerson University.</p> <p>This session includes a brief overview of the recent developments in graduate funding from the Provincial Government, which is contingent upon meeting enrollment targets and critical success factors. This will be followed by a roundtable discussion on strategies for managing the growth that will be required in order to be eligible for this funding.</p>
<p>Trinity 1</p>	<p><b>A4 - Not for Novelty Purposes: Fake Degrees and Phony Transcripts</b>  Presenter: Louis Ariano, University Registrar, McMaster University  Moderator: Lynn Giordano, Associate Registrar, Admissions, McMaster University</p> <p>Until recently, the owners and operators of fake degrees and phony transcripts Web sites seemed to remind their viewers that these documents were to be used “for novelty purposes only.” Now, more than ever, this caveat emptor warning seems to be left off the offers for online diplomas and transcripts. Much to the dismay of Registrars and Directors of Admissions, the online availability of fake degrees and phony transcripts is a problem that not only won’t go away but gets bigger each year. This presentation will begin with a brief examination of the FBI “Dipscam” investigation in the 1980s, and then review what diplomas, transcripts and verification services are currently available online. The session includes a discussion on what registrar and admission professionals could be doing to protect their institutions from being victims of this fraud.</p>
<p>York AB</p>	<p><b>R4 - Survey Research Methods – Dos and Don’ts</b>  Presenters:  Jennie Piekos, Research Associate, Council of Ontario Universities  John Mortimer, Student Services Branch, Ministry of Training, Colleges and Universities  Moderator: Ann MacKay, Assistant Registrar, Academic Advising, Ryerson University</p> <p>Are you measuring what you want to measure? Are you asking the right questions? Are they simple and easy to understand? Do you really need the information you are looking for? Are you thinking about respondent fatigue when developing your survey</p>

	<p>questionnaire? These are the types of questions you should ask yourself when developing a survey instrument. An effective tool is more than just a myriad of questions – it's a strategy document to help you get to where you're going. These and other issues will be reviewed during this interactive session.</p>
Trinity 2/3	<p><b>S4 - "Funny Money"</b>  Written by: James Cunningham  Presenter: Darren Frost  Moderator: Tracey Marks, Undergraduate Scholarships/Awards Officer, Financial Aid, Lakehead University.</p> <p>"Funny Money" is poised to radically change the way people view their personal finances. "Funny Money" is the most refreshing financial seminar ever to hit the corporate and University lecture circuit. While being wildly informative about the REAL financial issues of today, "Funny Money" is also...well FUNNY! It is North America's number one FUN-ancial seminar and has been taking College and University Campuses by storm!</p>
Trinity 5	<p><b>L4 - Managing for a Supportive Work Environment</b>  Presenter: Elaine Preston, Coordinator of Leadership Development, Organizational and Staff Development Centre, University of Toronto  Moderator: Elise Miller, Recruitment Officer, University of Toronto</p> <p>Foster a healthy workplace by engaging in two-way communication, acting as a coach and mentor and recognizing that staff have a life outside of work. Explore the research that shows the successes of leaders who engage staff in a positive and productive environment. Recognize that you cannot deliver high quality service with a stressed out, uncommitted workforce. (This is a double session that continues in L5)</p>
12:30 pm – 1:15 pm Salon CD 1:15 pm - 2:15 pm Grand Foyer	<p><b>Buffet Lunch (Concluding remarks from OURA President)</b>  <b>Dessert/Exhibits</b>  <i>Note that dessert and coffee will be available in the Exhibit area to allow you more time to visit with the vendors. Exhibits close at 3:00 pm.</i></p>
2:15 - 3:30 pm Bay Room	<p><b>G5 - Electronic Theses at Library and Archives Canada</b>  Speaker: Sharon Reeves, Manager of Theses Canada, Library and Archives Canada  Moderator: Lynn Judge, Director, Graduate Studies Academic Services, University of Waterloo</p> <p>Sharon Reeves, Manager of Theses Canada at Library and Archives Canada, will give an overview of the current status of the national theses program. In particular she will focus on the direction that Theses Canada is taking with respect to electronic theses and dissertations (ETDs) and will discuss the results of a recent survey on ETD initiatives in Canadian universities.</p>
Trinity 1	<p><b>A5 - Gone "Ficheing": Document Imaging in the Admissions Office</b>  Presenter: Brandi Borman, Team Leader, Admissions, University of Western Ontario  Moderator: Michelle Lea, Director, Admissions and Recruitment, Brock University</p> <p>Is your office considering a move toward a paperless environment? If so, you may wish to hear of one university's experience with making the break from paper to electronic filing. Find out why the university chose to make this transition, what worked well, and what posed the most challenges.</p>

York AB	<p><b>R5 - Managing Your Procedures Effectively with the Lifecycle Process Mapping System</b>  Presenter: Glen Brauer, Sales Manager, Impressive Software Solutions Inc.  Moderator: Gloria Gallagher, Assistant Registrar, Student Information &amp; Systems, Brock University</p> <p>When it comes to managing your procedures, many admit that the issue of 'information insurance' is often pretty low on their priority list. However, consider the following questions:</p> <ul style="list-style-type: none"> <li>- Are you willing to trust your valuable procedure information in the minds of your employees who may not be there tomorrow?</li> <li>- What if an employee leaves your organization unexpectedly due to illness or death?</li> <li>- What if an employee quits or retires?</li> <li>- What if there is a fire and your printed procedures go up in flames?</li> <li>- Is your procedure documentation being kept up to date, and are important changes being broadcasted to the specific people who need to follow them?</li> </ul> <p>This session will provide a demonstration of the Lifecycle Process Mapping System and its wizard-driven flowcharting tool.</p>
Trinity 2/3	<p><b>S5 - Encouraging Financial Literacy</b>  Presenters: Rico Natale, Director, Student Awards and Financial Aid, Brock University.  Don DiMaulo, Ontario South West Regional Representative, EDULINX Canada  Moderator: Ken McLellan, Manager, Financial Aid, Nipissing University</p> <p>How can we help our students increase their financial literacy? This session will reveal practices at Ontario universities and encourage discussion on the topic. Presenters will discuss financial educational programs for students and their families from secondary school-age to the time they graduate or leave the university.</p>
Trinity 5	<p><b>L5 - Managing for a Supportive Work Environment (continued)</b>  Presenter: Elaine Preston, Coordinator of Leadership Development, Organizational and Staff Development Centre, University of Toronto  Moderator: Elise Miller, Recruitment Officer, University of Toronto</p> <p>A continuation of session L4.</p>
<b>SPECIAL SESSIONS</b>	
3:30 - 4:15 pm Bay Room	<p><b>Graduate Studies AGM and Roundtable</b>  Moderator: Charlotte Sheridan, Brock University</p>
3:30 - 4:15 pm Trinity 2/3	<p><b>Admissions Standing Committee AGM</b>  Moderator: Lynn Giordano, McMaster University</p>
3:30 - 4:15 pm York AB	<p><b>Records and Systems AGM and Roundtable Discussion</b>  Moderators: Pauline Belanger, University of Ottawa &amp; Charlene Schumm, University of Waterloo</p>
3:30 - 5:30 pm Trinity 5	<p><b>Liaison AGM</b>  Moderator: Christine Lamothe, University of Ottawa</p>

<b>Wednesday, February 22, 2006</b> <b>Post Conference Workshops</b>	
7:30 am - 4:00 pm Base of escalators	Registration Desk Open
8:00 - 9:00 am Foyer	<b>Continental Breakfast Buffet Available for All Workshop Registrants</b>
9:00 - 10:20 am Trinity 345	<p><b>Session 1 - Fraudulent Documents and New Resources for International Admissions (Graduate Studies and Undergrad Admissions Focus)</b>  Presenter: Doug McBean, Senior Policy Advisor, Admissions and Awards, University of Toronto  Moderator: Nancy Weiner, OURA President</p> <p>Of course, universities should verify all foreign transcripts – or should they? How many staff would be required, how high would the international application fee have to go, and what about timely decisions? Should admissions policies be designed for the vast majority of applicants who are honest, or for the small minority who are dishonest? How can a paralyzing fear of fraudulence change a helpful and open admissions culture into one of suspicion and distrust? Are our document requirements inflexible and unrealistic considering the number of fraudulent documents that a university may receive? Doug McBean will discuss these thorny issues and try to offer some realistic and reasonable suggestions. He will also let attendees know about some promising new on-line subscription databanks and other e-resources for international credential assessment. This session is intended for both undergraduate and graduate university admissions staff who work with international educational credentials. There will be about 15-20 minutes for questions and further discussion at the end.</p>
10:20 - 10:40 am Foyer	Refreshment Break
10:40 - 12:00 noon Trinity 345	<p><b>Session 2A - Roundtable Discussion (Graduate Studies Focus)</b>  Moderator: Jeanette Nugent, Assistant Director, Graduate Studies Recruitment &amp; Admissions, University of Waterloo</p>
10:40 - 12:00 noon York AB	<p><b>Session 2B – Roundtable Discussion on Fraudulent Documents and International Admissions (follow-up to Session 1) (Undergrad Admissions Focus)</b>  Moderator: Michelle Lea, Director, Admissions and Recruitment, Brock University</p>
12:00 - 1:15 pm Salon AB	<b>Lunch</b> (for all workshop registrants)
1:15 - 2:20 pm Trinity 345	<p><b>Session 3A - Immigration Policies Affecting University Admissions (Graduate Studies Focus)</b>  Paul Dowden, Regional Program Advisor, Citizenship and Immigration Canada (Toronto)  Moderator - Jeanette Nugent, Assistant Director, Graduate Studies Recruitment &amp; Admissions, University of Waterloo</p> <p>Many of you work with international students, visiting scholars, and post-doctoral fellows and thus, may have questions concerning immigration regulations they must follow to maintain legal status in Canada. This session will cover information on: Study Permits (time required, reason for variability in how long it takes from country to country, renewals, refusals); responsibilities of universities with regards to students' status on study permits and permission to be employed; issues of Study Permit vs.</p>

	Work Permit and crossover with students working in hospital settings; Exchange Students, Permanent Residents, Visitor Visas, Convention Refugee claimants, Dependents; Employment after Graduation; Fraudulent Document issues and responsibilities of Case Processing Centre (CPC) in Vegreville, Alberta.
1:15 - 2:20 pm York AB	<b>Session 3B – Enriched/Advanced High School Programs (AP, GCE, IB &amp; CEGEP) As They Relate to the Canadian High School System (Undergrad Admissions Focus)</b> Presenter: Wendy Loat, Senior Admissions Policy Advisor and Manager, Comparative Education Service, Admissions and Awards, University of Toronto Moderator: Lynn Giordano, Associate Registrar, Admissions, McMaster University  Applicants from "enriched" high school programs such as I.B., A.P., GCE and even CEGEP are growing in number each year. The dilemma is how to handle these applicants. Should they receive advanced credit? Are the courses really equivalent to first year university courses? Wendy Loat will provide us with some insightful information about how to deal with this ever-growing population. This session is intended for undergraduate university admissions staff. There will be opportunity for questions and discussion at the end.
2:20 - 2:40 pm Foyer	Refreshment Break
2:40 - 3:55 pm Trinity 345	<b>Session 4A - Setting English-language Admission Standards for International Students (Graduate Studies Focus)</b> Presenter: Doug Ronson, President, Educational Testing Service Canada Inc Moderator: Charlotte Sheridan, Assistant Director, Graduate Studies, Brock University  This session will look at how universities can set program-specific English admission standards using the new iBT TOEFL test, which assesses the communicative skills that students will need to succeed in a Canadian university or college. As well, we will discuss a number of enhanced security features that will ensure testing integrity. The iBT TOEFL test began in Canada in October and will be introduced around the world in 2006.
2:40 - 3:55 pm York AB	<b>Session 4B – Roundtable Discussion on Enriched/Advanced High School Programs (follow-up to Session 3B)</b>  Moderators: Lynn Giordano, Associate Registrar, Admissions, McMaster University Janice O'Farrell, Director of Admissions Services, Carleton University.
3:55 pm Trinity 345	<b>Closing Remarks</b> Nancy Weiner, OURA President
4:00 pm	<b>Workshops Conclude</b>

### Liaison Workshop - Wednesday, February 22, 2006

8:00 - 9:00 am	Continental Breakfast for all workshop registrants
9:00 - 12:00 noon (Refreshment Break at 10:20am approx.) Bay Room	<b>Advanced SCSSL Discussions</b> This session will include detailed discussions on the following topics: - OUF and its future - A decade of progress - Dialogues regional and provincial - Are we dialoging to the best of our ability? - Out of province and International recruitment - Have we made our best collective effort? - What do you do? The place where you can ask about practices and protocols. - Other hot topics that might arise at the December Meeting to be added following the meeting.
12:00 - 1:15 pm Salon AB	<b>Lunch</b>
1:15 pm	SCSSL Workshop concludes