Aziz Douai, PhD

Dean, Faculty of Graduate Studies and Research
Major Accomplishments (January 2021-August 2024)

Executive Summary

I have the privilege of leading the Faculty of Graduate Studies and Research (FGSR) at the University of Regina (U of R) since my appointment as Dean commenced on January 1st, 2021. This preamble sets the context for FGSR's accomplishments during my tenure, which aimed at re-centering the graduate student experience within our core mission, and revitalizing graduate education as we gradually recovered from a global pandemic. Reflecting back on this period, the pandemic presented opportunities and challenges, not unlike those experienced by the rest of the postsecondary education sector. Budgetary challenges and resumption of in-person operations, while ensuring the well-being of the FGSR team, influenced the scope of our activities and initiatives. At the same time, the remote work environment presented us with unrivaled opportunities to experiment with and maintain flexible working and learning environments. Graduate thesis defences and workshops, for example, have continued to benefit from hybrid modalities that assist in engaging external experts, and deploying student success supports in unprecedented ways.

As a new Dean, I initially focused on connecting with the FGSR team and holding frequent and regular meetings with students, faculty members and other stakeholders. Working with Human Resources, I conducted a needs-assessment survey and consulted broadly in early 2021 to prioritize major focus areas for the Faculty in the next 5 years. Subsequent consultations and "listening sessions," and building on the work of my predecessors, paved the way for the launch of FGSR's Strategic Plan, Unlocking the Future (2021-2026), approved by the Council Committee of the Faculty of Graduate Studies and Research (CCFGSR) and Council Committee on Research (CCR) in 2021. The accomplishments highlighted below clearly demonstrate significant contributions of graduate studies to the strategic priorities of the U of R, encapsulated in the current Strategic Plan (SP), All Our Relations: kahkiyaw kiwâhkômâkaninawak (2020-2025). The SP's cherished "strong sense of mutuality and interdependence" has informed all our activities and initiatives as we work together to promote discovery, truth and reconciliation, sustainable impact, belonging and well-being.

U of R's Go Far Together identity and the related well-known "It takes a village…" saying aptly capture the effort it takes to support and advance vibrant and innovative graduate programming because the graduate education enterprise remains inherently interdependent and collaborative, and requires strong relationship-building and transparent communication. While graduate education delivery is the primary responsibility of graduate academic programs, FGSR plays a crucial role in quality assurance of admission and graduation, enhancing the student experience, and advocating on behalf of students. As I discuss below, accomplishments of my Decanal term span three broad areas critical to my mandate and vision for FGSR:

1. Graduate Programming Revitalization and Innovation Supports
2. Graduate Student Experience Enhancements
3. Strategic Operational and Financial Management

The milestones compiled below constitute fruits of collective effort underpinning good stewardship of the Faculty. They would not have been possible were it not for steadfast support and dedication of the larger "Team FGSR:" graduate students, faculty, staff and Senior Leadership at the University. Some highlights from this period includes establishing ways to recognize student, faculty and staff achievements and build new supports for students and academic units such as:

- *FGSR's strategic realignment:* The newly developed strategic plan for the FGSR, entitled Unlocking the Future-2021-2026, focuses on developing a student-centered experience for graduate students. Many of the milestones and objectives included in the plan have been accomplished or are underway.
- *National recognition of U of R graduate education excellence:*
  - FGSR's inaugural Excellence Award recipient, Dr. Mark Brigham, achieved national recognition, and honored in 2023 with Outstanding Award for Graduate Supervision from Canadian Association for Graduate Studies (CAGS).
  - Graduate student accomplishments: Two of FGSR's Three Minute Thesis (3MT) graduate student winners reached national competition, after runner up wins at 3MT Western Regionals, in recognition of their impactful research communication/knowledge translation.
  - The Canadian Association for Graduate Studies (CAGS) selects U of R to host CAGS 2026 Annual Conference for the first time in Regina/Saskatchewan.
- *Indigenous and decolonization initiatives:* e.g., Pilot launch of Supporting Aboriginal Graduate Enhancement (SAGE) chapter, and doubling the amount of funding available to Indigenous graduate students at the U of R.
- *Supporting academic units to launch several new graduate programs:* 2 new doctoral programs (Ed Doctorate in Indigenous Education in partnership with the Gabriel Dumont Institute; PhD in French and Francophone Intercultural Studies), 12 new master's degrees (includes brand new, updated and rebranded programs), and 10 graduate certificates (aka Master's Certificates).
- *Record overall enrolment growth* while maintaining high quality admissions standards: significant increases in international and Indigenous graduate student enrolment; **19.81% growth within the last 4 years**—from 2069 graduate students in 2020 to 2479 in 2024.
- *Significant expansion of graduate student funding:* An injection of $**1.2 million in new internal funding support** and expanded internal graduate student funding supports; spearheading the *Guaranteed Minimum Funding policy* for doctoral students to be implemented in fall 2025; implementation of the International Doctoral Student Award (international student tuition differential equivalent award); and multiple entrance and recruitment scholarships.
- Record graduate student Tri-Agency and external award success that speaks to extensive supports FGSR now provides to students, academic units and supervisors at the admissions process (in terms of rigorous admission standards and quality assurance), scholarship application and mentorship for students.
- FGSR has effectively collaborated with other admissions units to launch the Student Relationship Management (SRM) platform to enhance the student application process (approved in 2022). FGSR supported graduate coordinators and other academic staff during the transition.
- *Development and launch of Graduate Advanced Training and Entrepreneurship (GATE)* centre (proposal approved in 2022) to support student professional skills development, career readiness and entrepreneurship; allocation of the GATE-Innovation Hub space in 2024 in partnership with the Archer Library and the Vice President-Research; successful fundraising

efforts including ($300k from Toronto Dominion Bank in 2023, $40k from Innovation Saskatchewan, $70 from Prairies Can), a first in FGSR's history of raising external funding.

- *Launch of new FGSR's student-focused website* (February 2024) that: a) positions the U of R as an institution of choice to pursue graduate studies and research, and b) promotes UR *Graduate Student Experience* offerings.
- *Effective operational and financial management:* To maintain FGSR's service and student-centered -orientation, I have worked collaboratively and extensively with our Vice Presidents (Academic, Research and Administration) to build robust HR and financial resourcing for our unit that have strengthened the FGSR staff. FGSR has recruited energetic and talented team members strongly committed to student success and excellent service delivery. During the current mandate, we overhauled responsibilities so that Associate Deans provide more academic oversight of FGSR's clearly delineated, adequately staffed and resourced portfolios (e.g., Admissions & Registration, Thesis & Defense, Student Experience & Partnerships, Thesis & Defence, Scholarship & Funding).

As Dean of FGSR, I have viewed my record and mandate as promoting graduate student success through curricular and cocurricular programming. A strong advocate for graduate students' well-being, health and safety, I have played an important role in resolving student-supervisor conflicts, and our unit continues to strive toward expanding training and professional development opportunities focused on incenting excellence in graduate supervision. FGSR has recently finalized draft report from the Taskforce on Graduate Supervision with several recommendations that will strengthen graduate student supervision practices, accreditation policies, support graduate students and faculty members.

My active participation in national level discussions around graduate education includes service in the Board of the Canadian Association for Graduate Studies (CAGS) since 2022 where I participate in advocacy and advancement of graduate education at national and international levels. In this capacity, I have chaired CAGS's annual conference in 2023 and 2024, and contributed to the development of CAGS' inaugural Summer Leadership Program held in Quebec in June 2024. These activities have raised the profile of U of R graduate students and created new opportunities to involve them in national initiatives such as drafting SSHRC's report on Innovation in the Social Sciences and Humanities.

As a scholar, I have maintained an active research agenda, demonstrated by a consistent record of publication, continued service on SSHRC's governance and grant adjudication (e.g., SSHRC's Observer Committee Member in 2024), and actively seeking opportunities to teach and supervise graduate students in the interdisciplinary area of mass communication. I am deeply honored and humbled to be part of the talented FGSR team, and facilitate the achievements and successes outlined in the detailed accomplishments below.

1. **Graduate Education Revitalization and Innovation Supports**

The Faculty of Graduate Studies and Research is a student-focused unit committed to student success. We ensure students receive the best service possible and are able to achieve their goals, aligning with the Discovery focus in the Strategic Plan. We have a strong staff complement that ensures fast and efficient service for our students and provides opportunities for growth outside of the classroom. With this, our team members have been critical in expanding graduate programs, graduate student enrolment growth, and enriched graduate student experience.

FGSR strategic realignment

After a period of pandemic and organizational transition, we have reset the strategic direction of FGSR on a path of extensive consultation and collaboration with all stakeholders that ensures we meet our mandate to enhance graduate student success and support research and professional excellence of academic programs:

- *Strategic Plan:* The newly developed strategic plan for the FGSR, entitled Unlocking the Future-2021-2026. We have achieved many of the objectives and goals set out within the focus areas of the plan that include:
    - Unleashing Creativity and Discovery
    - Enriching Graduate Student Experience
    - Advancing Collaboration and Partnerships
    - Enhancing Impactful Communication
- *Addressing 2018 Academic Unit Review Recommendations:* In March 2023, we submitted FGSR AUR Five Year Update to CCAM with responses and concrete evidence demonstrating the ways in which the FGSR addressed AUR recommendations from the 2018 External Review. The report and CCAM letter are appended to these renewal documents since they highlight how the unit's recent accomplishments intertwine with our aspirations to achieve national recognition as a center of graduate education and research excellence.
- *Supporting interdisciplinary and international research collaboration:* To support multidisciplinary and international research collaboration in the supervision of graduate students, we developed policies to allow for new doctoral program options such as Cotutelle and Collaborative PhD program options (E of C meeting, November, 2021). Cotutelle PhD, for example, is normally offered by two institutions under formal agreement leading to the outcome of two credentials, one from the U of R and one from the other institution. In addition, I have spearheaded and actively participated in some international collaboration such as leading an MOU with Universite Internationale de Rabat, the first MOU with a Moroccan university, and participated in early exchange discussions with Colorado School of Mines, developed some recruitment awards for international partners, to mention some prominent initiatives.

New graduate program development and quality assurance processes

- FGSR team has streamlined graduate program approval processes to support academic program development, providing input and guidance to colleagues early in the process, to reduce delays and efficiently deliver on our mandate. We overhauled the Program Development Advisory Panel (PDAP), developing terms of reference, formalizing it as CCFGSR Committee. The PDAP serves as an Advisory Committee to provide guidance and support with developing or changing graduate programs, and offers faculties/units guidance as required.

- FGSR developed the [Graduate Credential Framework in 2022](#) in collaboration with the Registrar to enhance graduate quality assurance processes, guide the development of new academic programs and align the university with a more common understanding of the academic rigor required to complete and be awarded a credential. As the document explains, the credential framework provides reassurance to academic colleagues, licensure organizations, qualification agencies, and employers that they can be confident a credential has been awarded with common and consistent standards that are broadly recognized.
- During the current mandate, FGSR supported development, review and/or approval of:
  - 2 new doctoral programs
  - 12 new master's degree programs
  - 10 new graduate certificates

A full list is available in Table 1 in the attached [Appendix A](#).

Expansion of graduate student funding

In the last three years, we have developed new Afunding to support graduate student research, Indigenous graduate students, international students, and graduate student success in obtaining external competitive awards. In collaboration with Line Faculty Deans and Senior Leadership, I have advocated for increased graduate student funding leading to an increase of $1.22 million in our student funding budget, which will support our institutional goal of providing guaranteed minimum funding to graduate students in the next few years. Some major new awards we have developed include:

- *Indigenous graduate student funding:* In 2022, FGSR doubled the amount of funding and bursaries available to Indigenous graduate students. Funded from FGSR's student support fund.
- *PhD Guaranteed Minimum Funding Initiative-* developed in 2024, to be implemented in Fall 2025. This initiative will establish a minimum funding level for all PhDs at the university to ensure we are able to successfully recruit and retain high quality doctoral students to our PhD programs. To be funded from recently earmarked central budget funding and some existing GSBF graduate student funding.
- *UR Excellence-* developed in Summer 2021 and implemented in 2022. This entrance scholarship offers 10 excellent U of R undergraduate alumni $10,000 for their first year of Master's studies. At first this award was nominated by faculties with each of the 10 faculties with undergraduate students was allowed to nominate one student. However, after 2 years of the award we found that the awards were not being fully utilized and a change as made to a student application which allowed us to award more students. Total Students supported since 2022- 17. Funded from FGSR's student support fund.
- *UR Scholars-* developed in Summer 2021 and implemented in 2022. this entrance award provides full tuition coverage for 4 students (1 Masters Domestic, 1 Masters International, 1PhD Domestic, 1 PhD International) for a minimum of a year with the funding renewable (2nd year for Masters, 2nd & 3rd year PhD). The award requires each of the 11 Faculties with Graduate students to nominated a 1-2 student(s) in each of the four categories. The categories are then adjudicated by FGSR with one student awarded in each category. Total Students Supported since 2022- 9 (2024 awards to come). Funded from FGSR's student support fund.
- *International Doctoral Student Award (IDSA)-* Led by the Vice President Research, the IDSA provides an award equivalent to international student tuition directly to international students. FGSR developed in the TOR in Fall 2023 and implemented in Winter 2024. This award is available to all International Doctoral students, that maintain an 80% and are not in maintenance, to offset the international surcharge. Total Students supported since 2024- 131. Funded from central budget.

Streamlining graduate admissions

- FGSR has achieved record growth (19.81% growth within the last 4 years—from **2069** graduate students in 2020 to **2479** in 2024) in graduate student enrolment at all levels (e.g., 17.48% increase in PhD students), and **17.48%** increase in Indigenous graduate students.
- Large increase in applications for admissions from domestic, international and Indigenous prospective students. For full graduate student enrolment growth, please see [Appendix B](#).
- FGSR has partnered with other admissions units to launch the Student Relationship. Management Platform to enhance the student application process (approved in 2022). Student Relationship Management (SRM) platform rollout has been seamless due to effective collaboration with IS, UR International, Continuing Ed, and Enrolment Services, and the Registrar. The SRM will assist with the growth of graduate applications, improving application processing times, conversion rates, and overall line Faculty's experience.
- Transfer of graduate business admissions to FGSR: I have effectively collaborated with the former Dean of Business to transfer processing of admission applications from Levene School of Business back to FGSR in 2023 after the 2018 admissions pilot proved unfeasible. The Faculty of Business provided temporary support to fund an admissions position until April 30, 2024. I have been able to secure funding for this position from Central as the position remains integral to FGSR's operations.
- New graduate student recruitment initiatives (FGSR Open House—fall and winter Virtual Open House) and other incentives have been established to attract top undergraduate students and Indigenous to U of R graduate programs.

2. Graduate Student Experience Enhancements

FGSR has developed an extensive student success portfolio focused on enhancing [graduate student experience](#), professional skills development, experiential and career-readiness programming. The value-added academic and professional portfolio supports a strong sense of community and enhances the disciplinary training and professional practice graduate students acquire in the classroom, performance/creative spaces, laboratory or fieldwork.

On an annual basis, FGSR has since the beginning of my term as Dean offered several workshops that directly support student success in various areas, including scholarship application support sessions (over 20 sessions), teaching assistant training in partnership with the CTL (8 sessions), digital research skills in partnership with the Library (8 sessions), recruitment and graduate application supports (2 sessions), in addition to various student community engagement activities (e.g., Coffee with the Dean), achieving a record number of student participation (more than 1000 graduate student participant).

As part of building sustainable career-readiness, professional development and student entrepreneurship supports for graduate students, I proposed and established the [Graduate Advanced Training and Entrepreneurship (](#)GATE) centre. GATE is expected to provide a learning hub and delivers robust training and resources that enhance the student experience and promote student success. GATE has received external funding ($300,000 from Toronto Dominion Bank in 2023, $40k from Innovation Saskatchewan, $70k from Prairies Can), a first in FGSR's history of raising external funding.

Programs, such as the Kickstart CleanTech in collaboration with Foresight Canada and start up bootcamps, for instance, open the door for students to perform meaningful research with tangible impact through real world application and commercialization. In addition to engaging communities and partners, GATE's initiatives enable students to gain experiential, real-world insight into the problems

that they are trying to solve, and benefit from industry and professional coaching and mentorship. Some of the major elements and accomplishments in the portfolio include:

- Grad Thrive Plus (GRST 800 AA)-required graduate student success: FGSR overhauled non-credit course academic integrity course in 2021, and the refreshed version provides students with asynchronous learning modules on student well-being, EDI, respectful University practices, Four Seasons of Reconciliation (Indigenous knowledge), and mental wellbeing.
- **Graduate Student Supervision Taskforce:** FGSR has established a taskforce committee to review graduate student supervision practices at the U of R, to enhance quality of graduate student supervision, including accreditation, and develop recommendations to better support graduate students and supervisors. The recommendations have already been drafted and the finalized report is going for internal consultation in fall 2024.
- Professional skills development:
    - o Digital Research Skills Certificate
    - o Graduate Teaching Enhancement Certificate
    - o Thesis Jump Start: Writing Skills
- Student entrepreneurship:
    - o Start-up Bootcamp (in partnership with Start Up TNT)
    - o Social Innovation Summit (in partnership with Non-profit and Voluntary Sector Studies Network at Luther College)
    - o CleanTech Summit (in partnership with Foresight CleanTech)
- Career readiness programming:
    - o Graduate Career Launch
    - o Reverse Career Fair
    - o On demand "Beyond Graduate School" platform
- Student leadership and community building:
    - o Support new graduate student groups (e.g., INSPIRE Group)
    - o Collaboration with the UR GSA (Student Government)
    - o Graduate Students Diversity Association (BIPOCs)
- Communication and outreach:
    - o Promotion of student research to the community: Relaunch of the U of R 3MT Competition as a community research celebration event at Darke Hall in 2023.
    - o Release of *Grad Digest*, FGSR's monthly newsletter to graduate students, communication platform to disseminate student success
    - o Social media: Elevating and profiling student success on LinkedIn and other venues
    - o Development and launch of FGSR's new website in 2023-2024

3. Operational and Financial Management of FGSR

This might be the least visible, probably underappreciated but critically important dimension of the decanal role, particularly in periods of change and resource pressures. To maintain FGSR's service and student-centered -orientation, I work closely with an energetic and innovative Leadership Team and dedicated staff to fulfil our mandate to the University and commitments to student success. The extensive work we have collectively done in this area includes:

Robust organizational/HR resourcing

During the current mandate, we overhauled responsibilities so that Associate Deans provide academic oversight of FGSR's clearly delineated portfolios and at present adequately staffed and resourced portfolios:

- *Engagement and Partnerships portfolio:* This has been a new and growing portfolio central to my vision of enriching the graduate student experience at the U of R. A newly developed Associate Dean position has been entrusted with expanding student engagement and partnership, including oversight of excellence awards and other graduate student- community building. The portfolio has experienced tremendous growth and its activities complement the newly launched GATE center to ensure delivery of a sustainable and exceptional student experience.

- *Thesis and Defence portfolio:* We have overhauled the thesis portfolio to address the growing needs graduate students for thesis writing and defence supports. The newly assembled thesis support team now includes The Thesis Defence and Convocations Coordinator (APT level position) and a Program Assistant (CUPE 4 level) that, in addition to timely scheduling of student defences, now provides additional supports such as thesis writing workshops (Thesis Thursdays launched in 2023, Thesis Jump Start launched in 2024), and extensive partnerships with other Units to deliver additional writing supports to graduate students (e.g., Writing Tutors...).

- *Scholarship and Student Funding portfolio:* This portfolio plays a critical role in supporting graduate students, managing all aspects of graduate student funding, including administration of emergency bursaries. In the last four years, the funding team, under the supervision of the Manager of Scholarships and Awards, has expanded their support to students to include regular information session on funding opportunities, instructional videos, support of student external applications.

- *Admissions and Registration portfolio*: To enhance the student admissions process and applicant experience, we elevated the Graduate Admissions Coordinator position to Manager of Admissions and Registration with broader responsibilities that has increased the availability of advising on escalated student issues and allowed greater project and process improvement supports. As part of the re-alignment, for example, the Manager was instrumental to FGSR's collaborative endeavor to implement the Student Relationship Management (SRM) platform.

Financial and budget management

FGSR's funding and programming remain critical to shaping the graduate student experience at the U of R, and it is important to ensure students and faculty are receiving excellent service expected from our Faculty. We are also expected to deliver value-added services for students to enhance their experience such as professional and career development, conference travel support and student entrepreneurship, among a slew of student success initiatives:

- *Balanced budgets and expanded funding:* I have managed to maintain these goals and advocate for new internal funding during tough budgetary challenges facing our institution in 2021, 2022 and 2023. I have been to effectively work with Senior Leadership to resolve/address a major threat that soft-funded positions represented for FGSR's operational stability. Working collaboratively, we have been able to convert a number of positions into permanent appointments so that we could retain our talented team and continue to be responsive to and supportive of the needs of graduate students.
- *External fundraising:* I have worked closely with University Advancement to raise external funding to support our initiatives. For example, FGSR's GATE centre initiative has received external funding ([$300k from Toronto Dominion Bank in 2023](#), $40k from Innovation Saskatchewan, $70k from PrairiesCan in 2024) and in-kind support from Foresight CleanTech and StartupTNT.
- *New revenue generation*: Related to the above, U of R obtains Shad Campus designation thanks to GATE's MOU to host the Shad national summer program focused on entrepreneurship and STEAM—

initiative designed to enhance U of R's institutional reputation and generate additional revenues to support graduate student experience. These fundraising and revenue generation initiatives demonstrate an important shift in FGSR's trajectory in which as FGSR Dean I am an active partner and strong advocate for graduate student supports internally and externally.

Scholarly and Professional Activities (2021-2024)

As Dean of Graduate Studies and Research, my scholarly and professional contributions involve representing the University of Regina in provincial, national and international meetings with government and post-secondary education sector partners. As a scholar, I have maintained an active research agenda, demonstrated by a consistent record of publication, continued service on SSHRC's governance and grant adjudication (e.g., SSHRC's Observer Committee Member in 2024), and actively seeking opportunities to teach and supervise graduate students in the interdisciplinary area of mass communication (see Appendix C for detailed scholarly activities).

Conclusion

The spectrum of accomplishments above shows a decanal record of good stewardship and leadership of the Faculty of Graduate Studies and Research. As an active and entrepreneurial Dean, I have prioritized student success and experience, recruited and supported a talented team, and launched initiatives that advance graduate education and research at the University of Regina. Overall, our efforts have enhanced the university's reputation, showcased the innovation and talent of graduate students, faculty, and staff as we the awards and external recognition we garnered over the last few years demonstrate.

Table 1. CCFGSR's New graduate program approval (January 2021-June 2024)

New Programs	Faculty/Unit	CCFGSR Approval
Master of Education in Adult Education and Human Resources Development (AHRD) - Course Route, Project Route, & Thesis Route	Education	13-Jan-21
Master of Science in Computer Science (Data Science) course route	Science	13-Jan-21
Master of Science in Computer Science (Human Centred Computing) program	Science	13-Jan-21
Master of Science in Psychology (Clinical Psychology) program	Arts	11-May-21
Master of Science in Psychology (Experimental & Applied Psychology) program	Arts	11-May-21
Multidisciplinary PhD (partnership between two different programs/disciplines at the UofR); The Collaborative Partnership PhD (CPP) (partnership between UofR and other Canadian Universities); The Cotutelle PhD (partnership between UofR and an international university)	Graduate Studies and Research	10-Nov-21
Master's Certificate in Social Economy, Co-operatives and the Non-profit Sector	Johnson Shoyama Graduate School of Public Policy	08-Mar-22
Master's Certificate in Science and Innovation Policy	Johnson Shoyama Graduate School of Public Policy	08-Mar-22
Master's Certificate in Carbon Capture, Utilization and Storage (CCUS)	Engineering and Applied Science	11-May-22
Master's Certificate in Advanced Manufacturing	Engineering and Applied Science	11-May-22
Master of Education in Teaching, Learning, and Leadership (project and thesis routes added)	Education	13-Sep-22
Master's Certificate in Engineering Management	Engineering and Applied Science	08-Nov-22
Master's Certificate in Geothermal Engineering	Engineering and Applied Science	08-Nov-22
Master's Certificate in Applied Artificial Intelligence	Engineering and Applied Science	08-Nov-22
Maîtrise en éducation française en Enseignement, apprentissage et leadership program (EAL) (thesis, project and course routes)	Education	07-Mar-23
Doctorate in Francophone and Intercultural Studies (thesis route)	La Cité	07-Mar-23

Indigenous Ed Doctorate (EdD)	Education	09-May-23
Graduate Certificate in Nursing Education (GCNE)	Nursing	14-Sep-23
Graduate Certificate in Nursing Leadership(GCNL)	Nursing	14-Sep-23
Master of Nursing	Nursing	14-Sep-23
Master of Public Administration – Internship Program Route	Johnson Shoyama Graduate School of Public Policy	09-Nov-23
Master of Science (MSc) in Statistics (co-op option)	Science	11-Jan-24
Master of Arts in Applied Science	Arts	14-Mar-24
Master of Kinesiology	Kinesiology and Health Studies	14-Mar-24
Graduate Certificate in Equity, Diversity, Inclusion and Indigenization	Business Administration	09-May-24

<div style="text-align:center">Appendix B</div>

Table 2. Graduate Student Enrollment by Term

Category	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	Growth Percentage 2020 to 2024
PhD	336	341	341	348	360	5.63%
Master's Thesis Based	426	430	435	449	449	5.40%
Master's Non-Thesis Based	1137	1200	1360	1449	1401	23.21%
Certificate	75	66	62	71	102	36%
Domestic	1567	1543	1593	1536	1550	-1.08%
Indigenous	206	220	246	240	242	17.48%
International	502	582	714	889	929	85.06%
Total	**2069**	**2125**	**2307**	**2425**	**2479**	**19.81%**

Scholarly, Teaching and Service Contributions (2021-2024)

Research grants:

Douai, A. et al. (2021). "Encouraging vaccine confidence in Canada": Countering Vaccine Hesitancy. Community Innovation Challenge (VCIC). Public Health Agency of Canada [PHAC]. Value: $5000.

Publications

Edited volume

Douai, A., & Eid, M. (Eds.) (2022). *New media discourses in Egypt and the Middle East: Culture and politics after the Arab Spring uprisings*. Bloomsbury Publishing.

Journal articles and book chapters

Douai, A. (2024). "Fly, Horses of God, and the gates of paradise will open for you": Radicalization and terrorism in Moroccan cinema. In Noha Mellor (Ed.), *Routledge Handbook on Arab Cinema*. Routledge.

Ben Moussa, M. & Douai, A. (2024). Digital shift towards what? Implications of digital transformation for professional journalism practice in Morocco. In Leon Barkho, Jairo A. Lugo-Ocando, and Sadia Jamil (Eds), *Handbook of Applied Journalism: Theory and Practice*. Springer Nature.

Moussa, M. B., Douai, A., & Parmaksiz, M. Y. (2023). "Flattening the curve": Communication, risk and COVID-19 pandemic in Turkey. *Newspaper Research Journal*.

Douai, A. & Perry, B. (2023). Constructing crime: A qualitative analysis of crime coverage in two Canadian ethnic minority newspapers. In Daniel Ahadi, Sherry S. Yu, and Ahmed Al-Rawi (Eds), *Revisiting ethnic media in Canada: Policies, practices, and integration*.

Nagy, A., Cesaroni, C. & Douai, A. (2022). Media depictions of crimes committed by Aboriginal Peoples: Sensationalizing and reaffirming stereotypes. *Journal of Criminal Justice and Popular Culture*, 22 (2), 77 – 93.

Douai, A., Bastug, M., & Acka, D. (2021). Framing Syrian refugees: US local news and the politics of immigration. *International Communication Gazette*.

Conference presentations

Ben Moussa, M., & Douai, A. (2024). News framing of transit migrants in Global South countries: The case of the North African region. Paper accepted for presentation at The International Association for Media and Communication Research, Christchurch, NZ.

Douai, A. (2023). Graduate intrapreneurial skills, innovation and entrepreneurship: The GATE initiative. Presentation at Canadian Association for Graduate Studies Annual Conference, Victoria, November 7-12, 2024.

Teaching and supervision

Courses co/taught:
- Media, Policing and Race (MA level, Winter 2024)
- Global Media Cultures (Senior Level, Fall 2023)

Graduate student thesis committee service:
- Co-Supervisor (with Dr. Abu Bockari), PhD thesis by Shaunett Waldin-Gibbs (in progress). Exploring the Online Course Experiences of University Students in Jamaica: A Phenomenological Study. Faculty of Education, University of Regina.
- Co-Supervisor (with Dr. Taiwo Afolabi), MA thesis by Adeniji Olugbenga (in progress). Media coverage of police brutality and police reform in Nigeria. Faculty of Media, Art & Performance, University of Regina.
- PhD Thesis Committee Member (Internal), PhD thesis by Babatunde Onikoyi (in progress). Safeguarding Cultural Heritage: The Context of Transnational African Cinema, Faculty of Media, Art & Performance, University of Regina.
- PhD Thesis Committee Member (Internal), PhD thesis by Ibukun Fasunhan (in progress). The Politics of Site-Specific Performance: Investigating Racism, Race Relations andthe Integration of Nigerian Community in Regina. Faculty of Media, Art & Performance, University of Regina.
- University Examiner, PhD thesis by Dallas Hill (2024). Risky Business: The Acquisition and Implementation of Risk Technologies by Canadian Police Services. Faculty of Social Science and Humanities, Ontario Tech University. **Completed.**

Service contributions

Internal service:
- Co-Chair, Equity, Diversity and Inclusion (EDI) Student Accommodation Committee, 2021-2022
- Internal Reviewer for the following committees:
    - Research Ethics Board-2021
    - Administrative Unit Review of the Confucius Institute, 2022
    - Health and Safety Committee, 2022

- Committee Member:
    - Task Force on the Future of Technology Infrastructure Supporting Teaching, Learning, and Academic Mission of the University, 2021-2022
    - U of R Micro-credentials Framework Committee 2021-present
    - Post-Covid Research Committee Recovery, Council Committee on Research, 2021-2022
    - U of R Identity and Branding Committee, 2021-2022
    - Senate Appeals Committee, ad hoc (confirmed appointment 2024-2026)
    - Vice President-Research Search Committee, 2023
    - Associate-Vice President-Research, Search Committee 2023

External service:
- Member, Grant Adjudication Observer Committee, Social Science and Humanities Research Council (SSHRC) Insight Grants, Multidisciplinary Committee, 2024
- Expert Reviewer, The Ontario Research Fund – Research Excellence (ORF-RE), The Ministry of Colleges and Universities, Ontario, 2022
- Review Committee Member, Open Research Areas, Social Science and Humanities Research Council (SSHRC), 2022
- Conference Chair, CAGS 2023, 2024
- Program Development Committee, Summer Leadership Program
- CAGS Board Member, 2022-present
- Western Deans Board Member, 2021-2022
- Advisory Board Member, Co.Learn, Co-Labs, Saskatchewan's Tech Incubator, Saskatoon, 2021 - present