COMMUNITY AND REPUTATIONAL HIGHLIGHTS

EDI Action Plan Launched
Increased student support, new expertise, new courses. These are among the advances Carleton is making toward the goals of its Equity, Diversity and Inclusion (EDI) Action Plan, which was formally launched on March 23. “This is an important milestone for us all as we commit to working together to shape the future of an inclusive Carleton where everyone can fully belong and contribute,” President Benoit-Antoine Bacon said during an online event. Carleton “is off to a strong start towards the full implementation” of its EDI plan, said Michael Charles, assistant vice-president and university advisor for Equity and Inclusive Communities (EIC). “With humility and purpose, we have arrived at this moment and look forward with anticipation and hope for the future.”

Kinamâgàwin Symposium Focuses on Inuit Relocations
This year’s Kinamâgàwin Symposium, a virtual summit on February 25 hosted by Carleton’s Centre for Indigenous Initiatives, highlighted the High Arctic government relocation of Inuit families in the 1950s, with painful recollections from keynote speaker and survivor Martha Flaherty. After she described the impacts of the Crown’s experiment, the focus of the event shifted toward identifying and overcoming barriers that prevent Inuit from realizing self-determination. Pangnirtung-born Katherine Minich, a lecturer and Bruce Fellow Scholar from Carleton’s School of Public Policy and Administration, talked about her research efforts to reframe public policy-making in northern communities by centring the discussion around Inuit social values and by striving to bolster community health.

President and Grad Student Win Mental Health Awards
President Benoit-Antoine Bacon joined a list of acclaimed Canadians on March 4 when he was presented with the Transformational Leader for Mental Health Award from the Royal Ottawa Foundation at the 2021 Inspiration Awards. Past winners include retired general Romeo Dallaire and former Ottawa Senators captain Daniel Alfredsson. Bacon has been sharing his own story of depression and substance use to engage and empower the Carleton community in open and honest conversations about mental health in order to better address these critical issues on campus and beyond. Charlotte Smith, a master’s student and peer researcher at Carleton’s School of Social Work, received the Personal Leader for Mental Health Award.

New Carty Chair in Journalism, Diversity and Inclusion Studies
Nana aba Duncan, an award-winning CBC journalist and a leading advocate for underrepresented perspectives in journalism, will be the first to hold the Carty Chair in Journalism, Diversity and Inclusion Studies at Carleton’s School of Journalism and Communication. The teaching and research chair is the first of its kind in a journalism school in Canada and focuses on anti-racism, decolonizing journalism and fostering greater EDI in journalism education and in the media industry at large. Duncan takes up the position at a critical time for Carleton’s journalism school — the oldest in Canada — as it confronts the challenge of reversing decades of systemic racism and takes concrete steps to change journalism. “My mission is to lead Carleton in establishing a new foundation for journalism in Canada, one that values journalists equally for their professional expertise and their lived experiences,” said Duncan, who will start on July 1.

Service Excellence Awards Brings Campus Community Together
The annual Service Excellence Awards were held virtually on February 23 with more than 600 faculty and staff joining the online celebration that recognizes their dedication to excellence. A record-breaking 482 nominations were submitted and detailed the inspirational stories of the work faculty and staff demonstrated in rising above the challenges of the past year. The positive impact created by awards was felt by all through the steady stream of posts to the chat, where attendees expressed their excitement about having an opportunity to be together (albeit virtually) and see their friends and colleagues and celebrate what makes Carleton a hub for good.
ACADEMICS

New Women in Engineering and Information Technology Program
Carleton’s newly launched Women in Engineering and Information Technology (WiE&IT) program will provide learning and development opportunities for both undergraduate and graduate-level women within Carleton’s wide range of engineering and information technology programs. Starting in fall 2021, the program will host events that foster relationship building and mentorship, start a fund to support allies in meeting EDI goals and establish a comprehensive network of ambassadors and volunteers, roles that are crucial in challenging the public perception of women in STEM. As one of the first sponsored programs of its kind in Canada, WiE&IT will be led by Carleton’s Faculty of Engineering and Design, with financial support from nine industry and government partners. The program is another step toward closing the STEM gender gap, providing the necessary tools and knowledge for female students to successfully transition into the workforce.

Architecture Students Develop Design Ideas for 24 Sussex Drive
What to do with 24 Sussex Drive, the official residence of Canada’s Prime Minister, has been a question for years. In collaboration with the National Capital Commission (NCC), custodians of official residences, a group of Carleton architecture students has studied the house and site and created a series of preliminary designs. They presented them to NCC officials, who are sharing them with those responsible for developing solutions for the rehabilitation of 24 Sussex. “I am very impressed with these innovating and most creative projects produced by the students,” says Greg Kenney, the NCC’s Vice President, Official Residences. “These will provide inspirations for the real project.”

Scholars At Risk Find New Homes at Carleton
Shuchi Karim, a sexuality and gender researcher from Bangladesh, is the latest academic to come to Carleton through the Scholars at Risk (SAR) program, a 20-year-old international organization that finds temporary research and teaching positions for academics in new countries when their safety is threatened at home. Since launching in 2014, Carleton’s SAR chapter has raised more than $60,000 to support scholars, spawned a students’ group that raises awareness about issues such as the detention in Turkey of Carleton PhD student Cihan Erdal, and launched a new initiative — the Global Scholars Program — to provide long-distance fellowships to academics who cannot leave their home countries for political or family reasons.

Carleton Launches New IP Certificate
To help startups develop solid intellectual property (IP) strategies, which are critical to a company’s long-term success, Carleton’s Sprott School of Business is now offering a Certificate in IP Strategy. It consists of a 14-module course designed in partnership with IP specialists from the Stratford Group, a management consultancy. The certificate will help executives understand how fostering an IP-literate corporate culture can help protect IP and will address potential IP concerns associated with common issues like working with external researchers, using open-source software and departing employees. “The more intelligence that a company has around these issues, the easier it is to work with them,” says Sandra Crocker, Carleton’s associate vice-president (Strategic Initiatives and Partnerships). “Having the right IP knowledge makes it easier to develop collaborative agreements.”

Brightspace is Coming
The Brightspace implementation team continues to prepare the new learning management system for the Carleton community. Instructors, staff and students now have access to the system and can begin exploring the new interface ahead of the official launch in May. Brightspace training is also underway for instructors, with both introductory and advanced workshops. In addition to training sessions, pilot instructors will begin sharing their experiences teaching with the new system at various Brightspace showcase events over the next few months.

Supporting African Entrepreneurship
Sprott and Atlantic Hall School recently announced a MOU to enhance entrepreneurship and experiential learning opportunities for secondary school students in Nigeria.
2021 Achievement Award Recipients

- Teaching Achievement Award: Onita Basu (Civil and Environmental Engineering), Véronique Bézaine (Chemistry), Augustine Park (Sociology and Anthropology), Marylynn Steckley (Arthur Kroeger College of Public Affairs) and Andrew Webb (Sprott School of Business).

- Professional Achievement Award: Jennifer Browning (MacOdrum Library), Deborah Conners (Sociology and Anthropology), Patti Harper (MacOdrum Library), Brenda Morris (Social Work), Mike Murphy (Linguistics and Language Studies), Danette Nearing-Guibord (Criminology and Criminal Justice) and Shazia Sadaf (Interdisciplinary Studies).

- Research Achievement Award: Prosenjit Bose (Computer Science), Sonia Chiasson (Computer Science), Cynthia Cruickshank (Mechanical and Aerospace Engineering), Laura Horak (Studies in Art and Culture: Film Studies), Andrea Howard (Psychology), Victoria McArthur (Journalism and Communication), Jeffrey Monaghan (Criminology and Criminal Justice), Isaac Otchere (Sprott School of Business), Hongyu Sun (Neuroscience) and Richard Yu (Information Technology).

- Contract Instructor Teaching Award: Brittney Bos (Pauline Jewett Institute of Women’s and Gender Studies), Jay Ramasubramanyam (Law and Legal Studies), Andrew Robinson (Physics) and Bruce Wallace (Systems and Computing Engineering).

- Contract Instructor Teaching Innovation Grant: Ahmad Hemami (Mechanical and Aerospace Engineering) and Kathleen Moss (Sociology and Anthropology).

- Faculty Graduate Mentoring Awards: Onita Basu (Civil and Environmental Engineering), Shelley Brown (Psychology), Jennifer Bruin (Biology), Mark Forbes (Biology), Heath MacMillan (Biology), Alexis Shotwell (Sociology and Anthropology) and Robert Teather (Information Technology).

Special Events

- FASS hosted several compelling events in February and March. The annual Marston LaFrance lecture featured Mark Anderson speaking on “Zombies and the Death of Certainty in the Land of Perennial Rebirth.” Prof. James Deaville moderated a public panel entitled “Sound and Fury” that focused on the storming of the U.S. Capitol on January 6. The Department of English Language and Literature hosted the annual Munro Beattie Lecture, delivered by the Canadian comics creator who publishes under the name of Seth. FASS also held the final edition of the popular Healthy Cities Series interrogating the question of “What is the contribution of the built environment to a healthy city and, conversely, to the rise of an unhealthy city?”

- On March 4, FED hosted its third annual Breakthrough Breakfast, featuring three graduate-level and post-doctoral women researchers, in celebration of International Women’s Day and International Womxn’s Week in Ottawa. The event was hosted by Prof. Audrey Girouard, from the School of Information Technology and head of both the Collaborative Learning of Usability Experiences training program and Creative Interactions Lab at Carleton.

- Carleton’s not-for-profit youth outreach organization Virtual Ventures hosted Go Code Girl, a two-day workshop event that gives girls in grades 7 to 12 the opportunity to learn more about the world of coding and software development and explore what a career in computing or engineering might look like.

- On January 30, FED hosted a special panel event on empowering women and gender minorities within the fields of engineering and IT. Moderated by alumna Jasmine Shaw, the panel featured Carleton’s Winnie Ye, Karen Taylor, Eli Goddard (President of Carleton’s Engiqueers society) and Madeleine Root Bartley (VP of Engineering for Carleton’s Women in Science and Engineering), as they spoke about diversity and acceptance at Carleton, as well as how students can develop their skills outside the classroom.

- In concert with Carleton’s recently approved EDI Action Plan, the Faculty of Science’s 15-member EDI committee launched several initiatives in 2020 and is planning more to help encourage and support female students and to address the gender imbalance at the graduate, postdoc and faculty levels.

- On March 8, Sprott hosted its third Equity and Inclusive Communities event of the year. The event explored diversity and inclusion in the workplace and featured Michal Bach, the founder and CEO of the Canadian Centre for Diversity and Inclusion. The event was co-led by the Sprott Students’ Business Society.
RESEARCH

Prof. Lenore Fahrig Named as 2021 Guggenheim Fellowship Winner

Lenore Fahrig, Chancellor’s Professor of Biology and Co-director of the Geomatics and Landscape Ecology Research Laboratory at Carleton, has been appointed as a prestigious Guggenheim Fellowship winner on the basis of prior achievement and exceptional promise. Successful candidates were chosen through a rigorous peer-review process from almost 3,000 applicants. Fahrig’s research tests the critical, longstanding assumption in conservation biology that preservation of large-contiguous natural areas is needed for conserving threatened species. The results will be profoundly consequential, particularly if it’s found that this assumption is incorrect. This would completely oppose current perception and practice in conservation, which considers small natural areas to have low value and typically ignores their protection.

Ericsson Partnership Picks Up Steam

The four-year Ericsson-Carleton University Partnership for Research and Leadership in Wireless Networks, which launched in February 2020, combines an ambitious research program with strategic talent development that will position both organizations to continue their leadership in 5G. Elements of the collaboration that have developed further over the past year include the Ericsson Chair in 5G wireless research for Systems and Computer Engineering Prof. Ioannis Lambadaris, a diverse group of 10 Carleton teams exploring topics such as networking drone swarms and optimizing bandwidth with machine learning, and funded fellowships at the master’s and PhD levels to help attract the best students from around the world. Ericsson is a Stockholm-based multinational telecommunications company that has a strong R&D footprint in Ottawa.

Carleton and Bruyère Research Institute Launch New Partnership

Carleton and the Bruyère Research Institute have established a multi-year strategic health tech partnership that will see a research focus on remote and virtual care, as well as new applications in biomedical engineering, software, sensors and simulators. The three-year initiative expands ongoing collaborations between the institutions’ researchers combining Carleton’s expertise in engineering, design, IT, social work and policy with the Bruyère Research Institute’s focus on finding new ways to maximize quality of life for aging Canadians through clinical and residential care, cross-disciplinary innovations and technology.

Carleton Partner Wins Arctic Inspiration Prize

The First Nation of Na-Cho Nyak Dun (FNNND), in partnership with Carleton, has been awarded the Arctic Inspiration Prize (AIP). By celebrating and providing seed-funding to Northern teams with innovative project ideas, the AIP supports Northerners in bringing initiatives to life that bring about the changes they want to see in their communities. The team is being awarded for their project “The First Nation of Na-Cho Nyak Dun’s Food Sovereignty Hub,” which seeks to be a capacity-building and empowerment project led by the FNNND, with project activities taking place in both Mayo, Yukon, and at the FNNND Farm. It will result in the creation of a network of communal infrastructure and programming designed to meet the community’s food sovereignty and capacity development aspirations.

Take a Trip Into Nature to Absorb Sounds and Improve Health

A recently published study from Carleton’s Rachel Buxton, a research scientist in the Department of Biology, and researchers from the U.S. analyzed studies on the outcomes of listening to natural sounds and found striking human health benefits. The team found people who experienced the sounds of nature felt decreased pain, lower stress, improved mood and enhanced cognitive performance. The sounds of water were most effective at improving positive emotions and health outcomes, while bird sounds combat stress and annoyance.

Prof. Sonya Lipssett-Rivera Captures Book Prize

Prof. Sonya Lipssett-Rivera (History) captured the American Historical Association’s prestigious 2020 María Elena Martínez Prize for best book in Mexican History. Lipssett-Rivera received this honour for The Origins of Macho: Men and Masculinity in Colonial Mexico.
CAMPUS LIFE AND INFRASTRUCTURE

Carleton Named Top Employer for Seventh Consecutive Year
Carleton has been named a National Capital Region Top Employer for the seventh consecutive year. The competition is compiled by Canada’s Top 100 Employers and is based on a number of criteria, including work atmosphere, physical workplace and community involvement. The judges noted Carleton’s robust healthy workplace culture supported by the Healthy Workplace Strategic Plan, its initiatives as a green employer, a free tuition program for employees, their spouses and dependents, as well as the fact that 46 per cent of Carleton’s managers are women. Part of this year’s competition included employers’ responses to the pandemic. Carleton’s flexible and compassionate approach in supporting its faculty and staff through customized resources and a variety of accommodations was highlighted.

Carleton Co-Founds Networks to Engage Corporations on Climate
Carleton is one of the founding members of a coalition of Canadian university endowments and pension plans aiming to engage corporations on climate change risks through SHARE, a non-profit investor advocacy organization. On behalf of the new University Network for Investor Engagement (UNIE) initiative, SHARE will engage with North American public companies held in university endowment and pension portfolios to address pervasive risks associated with climate change. The UNIE initiative will focus on key sectors where advocacy can make the biggest difference, including finance, transportation, energy and utilities and manufacturing.

Carleton’s First Outdoor Space Master Plan Finalized
This new plan will help the university identify and prioritize improvements to the urban environment on campus and support improvements to pedestrian and cycling pathways. The plan was developed by consultant Brook McIlroy, in consultation with all members of the campus community. The plan’s focus is in alignment with a number of university strategic plans including the Strategic Integrated Plan (SIP), Kinâmâgawin, the Transportation Plan, as well as the university’s Sustainability Plan.

Carleton Partners With CAUBO to Offer Mental Health Series
Carleton and the Canadian Association of University Business Officers (CAUBO) have partnered to develop a series of workshops focussed on Mental Health in the Workplace, an emerging issue that was identified by CAUBO’s national membership. CAUBO looked to Carleton, a long-time member of the organization, as a result of its expertise and success in developing mental health resources, supports and workshops for its faculty and staff that have been responsive to expressed needs during the pandemic. Three workshops will be held over the next several months.

Engagement and Inclusion Officer Program Celebrates Birthday
The Engagement and Inclusion Officer (EIO) program within Campus Safety Services (CSS) has celebrated its first year and we are very proud of what we have accomplished. In what was a challenging year, the EIO engaged more than 300 people representing stakeholder groups across campus, and many more in the broader Ottawa community and beyond. The Carleton EIO program is a first of its kind in Canada and is modelled after Iowa State University’s program. The EIO program represents CSS efforts to be an active partner in improving the campus climate. CSS believes our entire community should be invested in cultivating an inclusive campus and has collaborated with several university departments and student groups to continually improve these efforts.
ADVANCEMENT

Revenue (May 1, 2020 to March 30, 2021)

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<th>Type</th>
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<td>Sponsorships</td>
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<td>Research Partnerships</td>
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<td><strong>Total</strong></td>
<td><strong>$40,249,819</strong></td>
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While many charities and non-profit organizations continue to experience significant challenges, giving to Carleton remained strong in 2020 and early 2021. Donors and partners continue to see Carleton and higher education as a force for good, and increasingly as an option to help society renew, recover and rebuild from the pandemic. Philanthropic and corporate support remains strong this year, with notable investments in Carleton’s equity and Indigenous initiatives, technology and health research, experiential learning and access to education.

On the philanthropic side, donors were focused on advancing equity and social justice through support for higher education. In March, we announced a substantial gift from graduate Humphrey Law, who established a *bursary for Indigenous students* entering the Sprott School of Business. Alumna Jennifer Murakami made a personal gift and encouraged others to help establish a *scholarship for Black, Indigenous and racialized students* in the School of Social Work. The Black Fundraisers Collective, a volunteer group of Black fundraising professionals, leveraged Giving Tuesday to establish a financial award for Black students in Carleton’s Master of Philanthropy and Nonprofit Leadership (MPNL) program.

There was considerable momentum for the *Holistic Integrated Partnerships* initiative, as corporate partners looked to Carleton to help with research and workforce development for industries that will be even more important post pandemic. Working collaboratively with Research, Advancement brokered and launched numerous long-term partnerships in high tech. More announcements, with high-profile multi-national corporations, are scheduled this spring.

A *new collaboration with the Bruyère Research Institute*, jointly exploring new solutions to improve the health and wellness of Canadians, exemplifies Carleton’s renewed vision to build partnerships with purpose.

*Thursday Night Live*, a virtual initiative with Athletics, showcases the unique contributions of Carleton’s scholar athletes to important social issues.

This success comes as Advancement continues its “*digital transformation*” — renewing our engagement strategy and organizational philosophies around digital outreach. We engaged experts and campus partners to lead all our staff through extensive social media training; some techniques led directly to meaningful conversations with donors.

We launched a *strategic plan to digitally connect with international alumni*, focusing first on graduates in Hong Kong; this model can be replicated in later 2021/22 for alumni communities in California and other regions.
STUDENT LIFE

This winter, 1,064 undergraduate and 413 graduate level students graduated from Carleton. This represents an increase of 33% over winter 2020 for undergraduate students and an increase of 14% over winter 2020 for graduate level students. In total, 1,477 students graduated in February 2021, an overall increase of 27% over winter 2020.

Health and Counselling Services (HCS) continues to enhance care for our community, with two new nurse practitioners joining the team to increase access to primary care, especially for mental health patients who require medication management. HCS has also started running weekly voluntary COVID-19 rapid antigen testing of asymptomatic residence students.

We created Carleton’s first virtual care package to support student mental health during Let’s Talk Week. This 11-page PDF was filled with hyperlinked resources, playlists, movement opportunities, recipes and ideas to spark creativity. The virtual care package will be available until the end of term, and since its launch, over 700 care packages have been sent.

Students continue to engage in meaningful employability programming through Career Services. The Accessible Career Transitions to Employment (ACT to Employ) program had 57 students placed for jobs, while another 146 students participated in the Job Shadow Program this winter term.

The International Internship Program supported the experiences of 50 students during the winter term, with another 71 students registered for summer experiences. Finally, the Spring Career Fair occurred on March 25, where there was a record high of 3,230 individual chats between the 1,081 students in attendance and the 188 employer representatives from 44 employers.

Career Services partnered with the IT Branch of the Canada Revenue Agency (CRA) to host two information sessions on March 9 and 10 to recruit Carleton students for summer and new grad employment. A record of 285 students attended the information sessions, and the CRA was so impressed that they hosted a follow up on March 15 for any student who missed the initial sessions.

Peer Assisted Study Sessions (PASS) offered mock midterm exams for students enrolled in PASS supported courses. Mock exams are designed as a learning tool to help prepare students for the actual exam by giving them practice answering questions in a timed setting and helping them gauge which aspects of the course content they know well and which need further review. Since February 2021, there have been 2,466 visits to PASS workshops, office hours and mock exams.

Carleton hosted the first-ever virtual Relay for Life from March 12 to 14, raising $60,000 (and counting) towards ground-breaking cancer research and vital support services.

The Canadian Accessibility Network (CAN) continues to draw attention and gain national reputation. Four new organizations have joined this pan-Canadian collaboration: BDO Canada, Specialisterne, Accessibrand and the Canadian Autism Spectrum Disorder Association, bringing the total number of organizations participating to 33. At the municipal level, the City of Ottawa is embedding a new staff position within its Accessibility Services Office to support the work they will be undertaking as a collaborator of CAN.
UNDERGRADUATE ENROLMENT UPDATE

First-year 101 (Ontario high school) applications by university
March 4, 2020 vs March 3, 2021 (OUAC Data)

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<th></th>
<th>2020</th>
<th>2021</th>
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<tr>
<td>Carleton Total Applications</td>
<td>20,248</td>
<td>19,150</td>
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<tr>
<td>Carleton Applicants</td>
<td>14,828</td>
<td>14,131</td>
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<tr>
<td>System Total Applications</td>
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<td>477,563</td>
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First-year new applicants (Carleton data) by region as of March 24, 2021 – 101 applicants

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<th>2020</th>
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<tr>
<td>All</td>
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<tr>
<td>Ottawa</td>
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<tr>
<td>Other Ontario</td>
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<tr>
<td>Other</td>
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<td>430</td>
<td>24.6</td>
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First-year new approvals (Carleton data) by region as of March 24, 2021 – 101 Applicants

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<td>Ottawa</td>
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<td>Other Ontario</td>
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<td>6,465</td>
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<tr>
<td>Other</td>
<td>96</td>
<td>100</td>
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UNDERGRADUATE RECRUITMENT UPDATE

Throughout February and March 2021, the International Admissions and Recruitment team participated in 28 virtual events, including school visits, online education fairs and agent sessions, which generated 597 leads. This brings the total number of international event leads for this cycle to 6,869, which is more than double the number of leads from this timeframe last year.

This winter, the Undergraduate Recruitment Office has booked 90 virtual high school visits to speak to applicants about their next steps and accepting their offer to Carleton. Virtual one-on-one meetings between applicants and recruitment officers continue, and as of February 2021, applicants can meet virtually with current students. The Undergraduate Recruitment Office is also running online general presentations once a month, which are now targeted to grade 11 students. “Your Career, Your Future” is also running monthly for students in grade 12.

March Open Houses ran virtually from March 13 to 20. Prospective students had a chance to connect with faculty, student services staff and current students through chat booths, video presentations and discussions. Guided virtual tours and residence tours were also offered as part of this interactive series. The March Open House events saw a total of 1,271 participants. Given that registrations for online events come mainly from students, we saw more students participate in March Break this year than in our pre-COVID-19 March Break events held on campus.

Our telecounselling “congratulations call” campaign has started. In collaboration with academic departments, faculty members are calling prospective students who are holding an offer of admission to provide information and the opportunity to answer prospective students’ questions. New this year, prospective students can pre-book a call with a faculty member and we are offering tips on how to have a successful call with a professor. Student telecounsellors are also continuing to call both applicants and students with offers of admission for our “CU is Calling” campaign.

Email and social media campaigns are running regularly to promote all of the ways future Ravens can connect with Carleton. During April Break, a new social series called “Ravens Got Talent” will be featured on Instagram Live.