

PRESIDENT'S REPORT: May 19, 2020

GENERAL

As the University of Manitoba reaches two months since the closure of university buildings and the sudden shift to remote delivery of all classes for all of our students, I wanted to share again with the members of the Board of Governors my profound gratitude to our faculty and staff. Throughout the past few months, they have demonstrated tremendous dedication in their efforts to support our students and ensure the critical work of the University continues, despite the COVID-19 pandemic.

Not only did their contributions result in the successful conclusion of the winter term, despite extraordinary challenges, they have swiftly moved to prepare for a summer term that will be delivered entirely via remote means, and similarly are getting ready for a fall term. Our community of teaching, learning, discovery and engagement has responded with professionalism and commitment to the need to deliver on the University's mission in a way that has never before been done. As I shared with our faculty and staff communities recently, I am confident that our students and their families, our alumni and the entire community are grateful for their efforts and leadership. We can also take pride in the exceptional contributions of our world-class researchers and Rady Faculty of Health Sciences students who have stepped up to the front line of the pandemic response.

The work that is done at the University of Manitoba is meaningful and important, and its value must not be understated. Post-secondary education is an investment, and benefits not only students but our society as a whole. Our province's economic and social well-being is inextricably linked to the work that happens here, and I am deeply proud of and extremely grateful for the University of Manitoba's faculty and staff.

ACADEMIC MATTERS

- Nancy Kang, psychology, was awarded the Guy Alexandre Paper Prize from the Haitian and Dominican Studies Section of the Latin American Studies Association (LASA). This organization has over 13,000 members worldwide and the award was for the best paper presented at the Latin American Studies Association Congress 2019 (Boston, MA) on a Haitian or Dominican studies topic in English, French, Kreyol, Portuguese, or Spanish.
- Esyllt Jones, history, was named to the Royal Society of Canada Task Force on COVID-19.
- Jillian Horton, internal medicine, is the recipient of the 2020 Association of Faculties of Medicine of Canada–Gold Humanism Award. The national award recognizes her extraordinary commitment to compassion in medical education and health care.
- A team of five researchers led by Dr. Anand Kumar, internal medicine and critical-care physician at Health Sciences Centre and the National Microbiology Laboratory (NML) in Winnipeg, have identified effective standard hospital sterilization techniques that may enable in-demand N95 masks to be sterilized up to 10 times for reuse in clinical settings.

- Aleeza Gerstein, science and Jason Kindrachuk, medical microbiology and infectious diseases have teamed up to collect protective gear for health-care workers in the COVID-19 fight. With the assistance of the University of Manitoba's Environmental Health and Safety office, gloves, protective gowns, safety glasses and face shields have been collected from labs, along with chemicals such as ethanol and isopropanol for disinfectant use. The Rady Faculty has also collected lab supplies for donation or loan to Shared Health or Public Health Agency of Canada (PHAC).
- In response to the COVID-19 pandemic, Executive Education has created a "Virtual Leadership Series" comprised of topics designed to help businesses navigate through this unprecedented time. The sessions commence the last week of April and will be running every week until the first week of June. These sessions are being delivered primarily by Asper faculty with one session conducted by an external facilitator.
- Over 600 Rady Faculty of Health Science students are assisting with COVID-19 response efforts. Students are screening individuals at the entry points of the Health Sciences Centre, Grace and St. Boniface hospitals. Medical students are assisting front-line workers at the drive-thru testing centres, auditing and coaching health-care workers on the use of personal protective equipment, following up with potentially affected individuals over phone, providing child care and running errands for health-care workers, delivering food hampers for community organizations and recruiting personal protective equipment to replenish stocks for frontline workers. More than 100 fourth-year College of Nursing students are working with Health Links and senior students have been staffing the Health Links lines as screeners for their community health course requirement.
- A group of students from the Max Rady College of Medicine are publishing a weekly newsletter called [The Manitoba COVID-19 Report](#). The newsletter pulls together the latest evidence found on the virus based on questions from the medical community. The newsletter's team currently includes 22 medical students, one resident, five fellows and 10 librarians who meet regularly via online platforms. The newsletter originated through Dr. Jared Bullard an associate director at Cadham Provincial Laboratories, pediatrics and child health and medical microbiology/infectious diseases. The newsletter is distributed to about 9,000 medical professionals in Canada.
- On March 25, it was announced that Manitoba's first clinical trial to test whether the malaria drug hydroxychloroquine can prevent people from contracting COVID-19 is being led by a Rady Faculty team. The trial lead is Ryan Zarychanski, internal medicine, Max Rady College of Medicine and medical oncology and hematology, CancerCare Manitoba. The clinical trial will take place in Manitoba, Quebec, Alberta and the United States and is being conducted with researchers at the Research Institute of the McGill University Health Centre, the University of Alberta and the University of Minnesota. This trial is the first of six COVID-19 clinical trials Zarychanski is helping to coordinate in Manitoba in collaboration with University of Manitoba researchers.
- On April 13, 2020, the World Health Organization (WHO) issued a public statement for collaboration on COVID-19 vaccine development. A diverse international group of more than 125 researchers and experts on COVID-19, including ten Canadians, made a declaration on intent and recommendation to work together collaboratively to mitigate the COVID-19 crisis. Among the signatories to this declaration is Jason Kindrachuk, infectious disease expert in medical microbiology in the Rady Faculty of Health Sciences.

RESEARCH MATTERS

- All UM researchers are continuing as much research as possible remotely, but only limited essential research is continuing in university research facilities, including off-campus research sites upon approval from VPRI with recommendation from Faculties. All the COVID-related research is continuing. Research trainees (undergraduate and graduate students) as well as post-doctoral fellows are working remotely and being supported by their respective faculty members through this difficult time.
- To date, the following COVID-related research has been awarded to UM researchers:

PI	Sponsor	Title	Awarded
Driedger, S. Michelle (Community Health Sciences)	CIHR COVID-19 Rapid Response Research	The paradox of precaution: Examining public health COVID-19 outbreak management strategies	\$499,731
Mark, Brian (Microbiology)	University of Toronto; CIHR COVID-19 Rapid Response Research	Rapid development of antiviral compounds to fight the COVID-19 outbreak	\$253,344
McLachlan, Stephane (Environment & Geography); Ballard, Myrle (Chemistry)	CIHR COVID-19 Rapid Response Research	kitatipithitamak mithwayawin: Indigenous-Led Planning and Responses to Coronavirus (COVID-19) and other Pandemics Then, Now, and Into the Future	\$500,000
Menec, Verena (Community Health Sciences)	McMaster University; Canadian Longitudinal Study on Aging	Aging adults' experience of COVID-19 pandemic	\$54,128
Ng, Adolf (Supply Chain Management)	Research Manitoba - COVID-19 Rapid Response	An Investigation on Epidemic Logistical Response and Planning: The Case of Novel Coronavirus (Covid-19)	\$258,900
Pickering, Bradley (Medical Microbiology & Infectious Diseases; Canadian Centre for Human & Animal Health)	CIHR COVID-19 Rapid Response Research	Development of field-deployable and point-of-need diagnostics for SARS-CoV-2 using CRISPR-based technology	\$140,270
Pickering, Bradley (Medical Microbiology & Infectious Diseases; Canadian Centre for Human & Animal Health)	Research Manitoba - COVID-19 Rapid Response	Development of field-deployable and point-of-need diagnostics for SARS-CoV-2 using CRISPR-based technology	\$270,550
Yao, Xiao-Jian Yao (Medical Microbiology & Infectious Diseases)	CIHR COVID-19 Rapid Response Research	Development of a novel DC-targeting vaccine that targets COVID-19 spike protein to control COVID-19 infection	\$326,578
Yao, Xiao-Jian Yao (Medical Microbiology & Infectious Diseases)	Research Manitoba - COVID-19 Rapid Response	Development of a novel DC-targeting vaccine that targets COVID-19 spike protein to control COVID-19 infection	\$270,550

Zarychanski, Ryan (Internal Medicine)	Research Manitoba - COVID-19 Rapid Response	Clinical trial of hydroxychloroquine as a treatment for COVID-19	\$700,000
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- In addition, the following research is being undertaken by UM faculty, but led by other institutions:

PI	Sponsor	Title
Arino, Julien (Mathematics) - Co- investigator	Fields Institute for Research in Mathematical Sciences (PI); CIHR COVID-19 Rapid Response Research	COVID-19 Mathematical Modelling Rapid Response Task Force

- Sixty-eight research projects led by thirty-seven investigators received a total of \$7,937,590 in grant funding from multiple sponsors. Those projects receiving more than \$25,000 are:

PI	Sponsor	Title	Awarded
Alfaro, Marolo (Civil Engineering)	Research Manitoba	Understanding the mobilization of frost heave uplift forces on pile foundations	\$25,000
Annakkage, Udaya (Electrical and Computer Engineering)	Mitacs Accelerate	Investigation of power system performance with integration of inverter based generation	\$30,000
Arora, Sandeep (Marketing)	SSHRC Insights Grant	The impact of corporate political activities on customer mindset metrics	\$75,415
Asadzadeh, Masoud (Civil Engineering)	NSERC Collaborative Research & Development (CRD)	Integrated water management modelling of Manitoba's river- reservoir system under changing climate	\$148,239
Asadzadeh, Masoud (Civil Engineering)	Research Manitoba	Global optimization for climate- resilient water resources infrastructure in Manitoba	\$25,000
Cardona, Silvia (Microbiology)	CIHR Project Grant	Identification of novel antibiotic molecules by chemogenetic analysis and machine learning	\$799,425
Cicek, Nazim (Biosystems Engineering)	Emerson Milling Ltd	Converting waste oat hulls to value- added products: Cattle fee pellets and single-use biodegradable plates	\$34,500
Cicek, Nazim (Biosystems Engineering)	Research Manitoba	Converting waste oat hulls to value- added products: Cattle feed pellets and single-use biodegradable plates	\$25,000
Clark, Shawn (Civil Engineering)	NSERC Collaborative Research & Development (CRD)	Understanding and mitigating the negative effects of dynamic river ice processes in the Manitoba hydro system	\$794,640
Currie, Raymond (Sociology)	Power Corporation of Canada	Circles for Reconciliation - Power Corp	\$50,000

Dart, Allison (Pediatrics and Child Health)	Children's Hospital Research Institute of Manitoba (CHRIM)	Development and validation of a Patient-Reported Outcome measure for children with chronic Kidney Disease (PRO-Kid)	\$60,000
El-Salakawy, Ehab (Civil Engineering)	NSERC Alliance Grant	Rehabilitation of wooden utility poles with sprayed-GFRP composites	\$40,000
Fowke, Keith (Medical Microbiology and Infectious Diseases)	McGill University	Study IFITM restriction of HIV-1 entry: Cross-talk with adaptive immunity	\$25,000
Goertzen, Andrew (Radiology)	Cubresa Inc.	Development of a PET insert for hybrid PET/MR neuroimaging	\$50,000
Gulden, Robert (Plant Science)	Mitacs Accelerate	Evaluation of plant growth promotion and antifungal effects through the application of bacteria <i>Paenibacillus polymyxa</i> strain KGS3, <i>Pseudomonas jessinii</i> strain KGS-2 and <i>Pseudomonas</i> spp. strain KGS-10 on commercial crops	\$165,000
Hicks, Geoffrey (Biochemistry and Medical Genetics)	Kids Brain Health Network	Fetal Alcohol Spectrum Disorder Code: Development of a genomic assessment tool for early identification of at-risk infants and children	\$56,000
Ho, Ngai Man (Carl) (Electrical and Computer Engineering)	Research Manitoba	A Power-HIL system for power quality evaluation of multiple EV on-board chargers connecting to grid	\$25,000
Hollaender, Hartmut (Civil Engineering)	Research Manitoba	Extent of permafrost degradation in Northern Manitoba and its impact on the hydrological regime	\$25,000
Jian, Fuji (Biosystems Engineering)	Research Manitoba	Natural-air (barn) drying of buckwheat hay used for the commercial production of rutin	\$25,000
Jones, Meaghan (Biochemistry and Medical Genetics)	CIHR New Investigator Operating Grant	Epigenetic changes linking prenatal exposure to tobacco or cannabis smoke with asthma risk	\$105,000
Kirouac, Gilbert (Oral Biology)	CIHR Project Grant	The midline thalamus and anxiety	\$707,625
Koczanski, Krystyna (Faculty of Science)	NSERC PromoScience	Discover Days	\$105,000
McKenna, Sean (Chemistry)	CIHR Project Grant	Investigating BC200, a long non-coding RNA critical for cancer cell survival	\$619,650
Mehran, Babak (Civil Engineering)	NSERC Alliance Grant	Canada-UK Artificial Intelligence Initiative: Responsible Automation for Inclusive Mobility (RAIM): Using AI to develop future transport systems that meet the needs of ageing populations	\$517,288

Miller, Donald (Pharmacology and Therapeutics)	CIHR Collaborative Health Research Project	SSAT1 as a biomarker drug target for early detection and clinical management of glioblastoma	\$410,761
Muthukumarana, Saman (Statistics)	Canadian Statistical Sciences Institute	Addressing spatial and computational issues in integrated analysis of modern ecological data	\$180,000
Nixon, Kendra (RESOLVE (Research and Education for Solutions to Violence and Abuse))	Rainbow Resource Centre	Examining the nature of context of IPV in the 2SLGBTQ community	\$74,922
Protudjer, Jennifer (Pediatrics and Child Health)	CIHR New Investigator Operating Grant	The mental health impact and needs of those living with food allergy: Perceptions from children, parents and care providers to inform a needs-based multi-faceted support programs and policy	\$105,000
Rajapakse, Athula (Electrical and Computer Engineering)	Research Manitoba	Critical assessment of battery energy storage options and development of advanced secondary level controls for hybrid renewable energy systems in Northern Manitoba	\$25,000
Shalaby, Ahmed (Civil Engineering)	Research Manitoba	Value-added applications for waste plastics in roads and civil infrastructure projects	\$25,000
Sorensen, John (Chemistry)	Research Manitoba	Identification of bioactive natural products produced by crop beneficial bacteria	\$25,000
Stobart, Jill (Pharmacy)	CIHR Project Grant	The progression of brain pericyte alterations in Alzheimer's disease and aging	\$504,900
Svecova, Dagmar (Civil Engineering)	NSERC Collaborative Research & Development (CRD)	Effect of cycling temperature on initiation of tensile fatigue crack propagation in concrete mass dams	\$238,695
't Jong, Geert (Pediatrics and Child Health)	CIHR Operating Grant	National pediatric drug handbook	\$70,000
Tenuta, Mario (Soil Science)	NSERC Industrial Research Chair	NSERC/Fertilizer Canada/Western Grains Research Foundation Industrial Research Chair in 4R nutrient stewardship	\$882,289
Thille, Patricia (College of Rehabilitation Sciences)	Manitoba Medical Service Foundation	The swarm at the clinic door: Developing methods to study multiple, co-existing practice change attempts in Canadian primary care clinics	\$30,000

Thomson, Douglas (Electrical and Computer Engineering)	Research Manitoba	Acoustic emission from tendon wire breaks in pre-stressed and post- tensioned concrete girders	\$25,000
Westmacott, Robin (Clinical Health Psychology)	Manitoba Medical Service Foundation	Prospective cohort study examining psychosocial outcomes in people who participate in gender affirming medical interventions	\$30,000
Zvomuya, Francis (Soil Science)	Mitacs Accelerate	Effect of topsoil replacement depth and amendments on wellsite reclamation success in northeastern Alberta	\$60,000
Zvomuya, Francis (Soil Science)	NSERC Industrial Research Chair	NSERC/Fertilizer Canada/Western Grains Research Foundation Industrial Research Chair in 4R Nutrient Stewardship	\$457,711

ADMINISTRATIVE MATTERS

- The Legal Office has provided support and advice around COVID-19 impacts (urgent measures, response plans, employment issues, safety and security, contractual amendments and cancellations, new contracts to support COVID-19 initiatives and research) and the University's ongoing critical obligations (contracts, leases, placements, construction, labour relations, and statutory compliance obligations).
- The Copyright Office has provided support and advice regarding copyright/ownership issues during the change to online course delivery, developing best practices for use of protected materials during pandemic, and assessing and advising on copyright implications for platforms and tools for online course delivery.
- The Access and Privacy Office has provided support and guidance in assessing new tools required for online course and exam delivery, in responding to and upholding health care privacy obligations, in responding to access requests and complaints filed, and in supporting the technical requirements for the University community to work remotely and ensure business continuity.
- The Human Rights and Conflict Management Office has adapted its systems to continue providing services in relation to issues of Accommodations and allegations of Harassment, Discrimination, Racism, Sexual Violence, and Reprisals, while also reallocating its staff to support the work conducted by the other offices of Fair Practices and Legal Affairs.
- There are over 90 active construction projects ongoing on both campuses in April. Upcoming capital projects are being evaluated on a case by case basis to assess priority and risk in proceeding during this current COVID-19 environment.

- The University has engaged with a client advocate to advance the Fort Garry Campus Power re-servicing Project. A concept design is being finalized and has been identified to Manitoba Hydro for prioritization and scheduling. This is a major step forward in advancing the modernization of the university power system and a milestone achievement. Over the coming months, further refinement of the concept and costing will be developed. The university continues to experience issues with the electrical system, with a major outage due to a transformer failure in Elizabeth Dafoe Library on Feb 24, 2020.
- In the spring of 2020, the cultural history document titled *The Cultural Landscape of the Fort Garry Campus: Landform, Use, and Occupancy Prior to 1900* was completed. This project is the culmination of extensive archival research and engagement within the University of Manitoba community, focused on illustrating the pre-colonial history of the lands on which the Fort Garry campus is situated. This report is a tool to help inform the planning and design of the Fort Garry campus. The intent in applying this information to planning and design is to reflect and emphasize the Indigenous and environmental histories of the land on which the campus sits, making them visible and significant components of the campus environment, and recognizing them as a crucial part of campus' culture, heritage, and identity.
- The organics collection program was suspended at the beginning of March in response to COVID-19. Pre-consumer food waste is still being collected from Pembina Hall, which is still operational.
- The Office of Sustainability recently purchased an online waste tracking and reporting software, Re-TRAC Connect, which will help evaluate the effectiveness of the UM waste streams. The software allows for more accurate reporting, including easier greenhouse gas reporting and diversion rate calculations, both of which are helpful to the ongoing success of waste management and reduction programs.
- The Office of Sustainability encouraged the University community to get involved with various Earth Day online activities. Webinars, videos, at home activities and Zoom calls were taking place all day April 22 in celebration of the 50th Anniversary of Earth Day.
- The Campus Commute Survey ran January 13-31. During this time, the campus community was encouraged to fill out a survey, which looked at how they got to, from and around campus. Final report will be issued and summarized by mid-May.
- On Friday, April 24 a nation wide climate strike took place. The Office of Sustainability helped local youth groups promote an at home climate strike in the form of a sound action. At 10:15 AM on April 24, people were encouraged to tune into CKUW 95.9 or UMFM and blast the station out their windows. The radio recording had a message about climate action followed by a song called The Only World . Several U of M students are part of the youth groups organizing the Winnipeg climate strike related events.
- Purchasing Services has been helping the Government of Manitoba Procurement Office secure urgently needed COVID-19 supplies like masks, hand sanitizer, gloves, test kits & swabs, reagents and ventilators. To date, UM procurement staff have contributed to analyzing over 1,000 supplier offers and the award of 61 contracts for over \$180 million.

- Human Resources has spent a considerable amount of time preparing for and responding to the implications of the continuation of the stay at home orders and government reductions due to COVID-19.
- Learning & Organizational Development (LOD) has moved current staff development workshops online for the spring term. In order to support employees to meet their certificate program completion dates, LOD is using the university’s Webex platform, within UM Learn, to provide synchronous online training.
- LOD has developed new workshops to support employees to address some of the challenges with working remotely. Four new learning labs were offered in April on topics ranging from “Working from Home”, “Resiliency”, “Developing a Growth Mindset” and “Journaling”. These workshops are open to all employees and are also available to intact working groups and teams as a means of encouraging team-building while learning.
- 37 academic and support staff employees will celebrate 25 years of service in June, 2020. Human Resources recognizes the contribution of these employees towards our outstanding learning and working environment.
- The Office of the CIO and Chief Information Officer continues to provide support to the University community:
 - Encryption - desktop/laptop encryption (Bitlocker) pre COVID 64% (2,800) completed.
 - On April 14 at 2:00 pm a phishing test was conducted by the Information Security and Compliance Team. The subject of the email, “Urgent: Password Review”, encouraged users to click a link to test the strength of their password. 5.8% of email recipients clicked the link and 2.5% submitted data into the password field on the bait page. These results are an improvement over the historical results in the March/April timeframe (tax season). Information Security and Compliance follows up with each person who submitted credentials as part of our education and awareness process.
 - Additional email hygiene tool (ATP-Advanced Threat Protection) implemented to reduce the number of increased threats due to COVID to the university.
 - M365 project accelerated to support Pandemic remote work
 - Two Factor Authentication project accelerated due to increased risk with Pandemic remote work
- Service Desk volumes for March were up 35% as compared to 2019.

Month	2018	2019	2020
March	6,952	8,853	11,910
April	7,515	9,868	5,328 ¹

Note ¹ as of April 19, 2020

- Increased workload in March due to assisting with working remotely, i.e. installing and using VPN, Webex licensing and setup, Office 365 distribution, MS Teams, etc.
- Preparation for online exams: coordinating student support with The Centre staff, training, borrowing resources from other teams, phone queue changes, etc.
- Recruitment of Service Desk Analyst (IT2) complete. Start date delayed due to current situation.

EXTERNAL RELATIONS

- Significant gifts made in the current reporting period include:
 - The Winnipeg Regional Health Authority made a gift of \$169,352.28 to Dr. F. Estelle R. Simons Lecture in Pediatric Allergy.
 - Chancellor Anne [B.H.Ec./1987] and Mr. Paul [BComm.Hons./1986] Mahon made a gift of \$100,000 in support of the COVID-19 Student Support Fund.
- The majority of current fundraising activity is focused on the promotion of the COVID-19 Student Support Fund. The purpose of this fund is to provide some financial support in the form of a bursary to students facing financial hardship due to the current COVID-19 Pandemic crisis. Students must demonstrate that their current financial distress is a direct result of unforeseen costs associated with the pandemic crisis, and that financial support is needed in order to continue with their studies at UM. To date, 182 donors have donated \$386,636 to this fund to be dispersed to UM students.
- Our dedicated communications team is actively working with areas across UM to support timely decision-making and communications. Our strategy has been to direct all communications to our central COVID-19 webpage at umanitoba.ca/coronavirus which serves as the primary source for all information required by students, faculty and staff, and visitors. We are actively communicating new information to our community via our news and social media channels, linking back to our main webpage to access the latest information.
 - To date, we have communicated over 200 COVID-19 related messages and stories across our digital channels.
 - At April 29, total pageviews for umanitoba.ca/coronavirus were over 155,000.
 - UM Today news stories continue to draw significant traffic – over the month of March there were over 210,000 pageviews, up more than 120% as compared to March 2019.
 - In the current reporting period, UM students, faculty and staff members have received extensive media coverage including 1,735 print and online stories and 305 broadcast news stories from outlets across Canada, US, UK, Austria and more.
 - Dr. Jason Kindrachuk, Assistant Professor of Viral Pathogenesis and Canada Research Chair, continues to be a top-featured UM expert on various media outlets including the World Health Organization’s publications, Forbes, Reuters, CBC, CTV and others.
- Engagement, activity and collaboration with all levels of government continues to increase. UM is continuously working in solidarity with our partners at the City of Winnipeg, Province of Manitoba and Government of Canada to find solutions to the complex and diverse challenges we face due to the pandemic while continuing to advance our other important priorities as potential funding opportunities post-pandemic.

- The Distinguished Alumni Awards 2020 Celebration of Excellence event previously scheduled for October 1, 2020 will be postponed, along the announcement of the award recipients. Further details about the Distinguished Alumni Awards and Homecoming 2020 will be made available in the fall.
- The 2020 Board of Governors Alumni Representative nominations opened on February 13 and closed on March 16. The election will be held via online voting from April 15 to May 15, with the successful candidate to be announced on May 26.
- We will begin announcing online engagement opportunities for alumni in the coming weeks including the Seniors' Alumni Learning for Life program which will be delivered as an online lecture series in May and June.
- Following the April 2, 2020 Front and Centre Campaign celebration, a number of elected officials and external champions have continued to share the announcement through social media. Mayor Brian Bowman, for example, recently shared a personalized congratulatory video and spoke about the positive impact of the University in Winnipeg.
- The migration of the University website to the redesigned umanitoba.ca continues, on track to wrap-up late 2020. We are currently experiencing a quarterly growth of over half a million visits to umanitoba.ca. Traffic to the new website has grown by 174% since the initial launch in August 2019.
- Work continues on the implementation of UM Intranet, a staff portal, with initial content being available for faculty and staff later this year.