

# IMPACT STATEMENT ANALYSIS PRELIMINARY REPORT:

A SUMMARY OF CONCERNS FROM CURRENT AND  
PROSPECTIVE NEUROSCIENCE RESEARCHERS  
ABOUT THE ANTICIPATED BUILDING MOVE

This document is restricted to use by Carleton Neuroscience students, Carleton University Department of Neuroscience faculty, and Department of Neuroscience staff, for the sole purpose of supporting the student perspective of the building eviction dispute only. Other parties seeking to use this document must apply for permission in writing via email to [istandwithneuroscience@gmail.com](mailto:istandwithneuroscience@gmail.com). ©2016Istandwithneuroscience

## Summary

- The responders of this preliminary report were undergraduate students predominantly, followed by Master's and PhD students. A small percentage of responders were prospective students.
- 50% of responders referred to background information before writing impact statements.
- Research impact statements highlighted the necessity that the responders are desperate for more time to do their research before the eviction. Responders also stated concerns about data invalidation and data loss. Responders third most frequently reported concern was about delayed ability to pursue future plans and goals.
- Emotional health impact statements consistently stated that the eviction has caused increased stress, anxiety, depression, panic, and in two cases, suicidal ideation. There were consistent statements suggesting that students are ramping up work in relation to the March 1 eviction, and that they have fallen behind in their work as a result of being distracted by the prospect of the eviction.
- Confidence in future statements indicated that students are very concerned about their productivity loss upon their research, publications, and delayed graduation. Equivalently, students were very concerned about missed educational and professional opportunities. Third, students were concerned about the financial cost of more tuition and debt as a result of lost research ability due to the eviction.
- 79% of responders believed that their personal reputation will be compromised as a result of the March 1 eviction date.
- The majority of statements indicated that the public reputation of Carleton University has begun to plummet, and that admissions will decrease as a result of news of the eviction. Responders also indicated a loss of confidence in the Senior Administration, and that the eviction will hurt the reputation of the neuroscience department unjustly.
- A large group of responders had approached their supervisor about the eviction but needed more information to make plans. It should be noted that not all faculty were considered approachable on discussing the eviction from the student perspective.
- Students were most disappointed by the fact that faculty had not been included on key decision making committees related to the move even when members of the faculty had requested this.

Introduction and Method: On November 26, 2016 graduate students in the Department of Neuroscience were sent a message containing a link to a survey to solicit impact statements from their departmental graduate representative. Statements were also solicited using email, social media platforms, through the Save Carleton University Neuroscience facebook page, as well as the Carleton Neuroscience Society Neuroscience page. Impact statements collected information on five components:

1. Research impact
2. Emotional health impact
3. Confidence in future impact
4. Personal reputational risk impact
5. Public reputational risk impact

In addition to the impact statements, students were asked questions:

6. About their student-supervisor relationship re: the building move issues
7. What aspect of this entire issue they were most disappointed about

The current report contains statements that were collected over a 4 day period, from **November 26 until November 29**. The goal was primarily to gain a snapshot of student's thoughts and concerns about the eviction. Importantly, there were no details as to any research space or location released from the senior administration of Carleton University at this time. There were 21 participants who contributed research impact statements.

On November 30, the senior administration released information that stating they had secured animal housing at the University of Ottawa, Roger Guindon hall Smyth Road.

Results:

1. Who answered this survey?

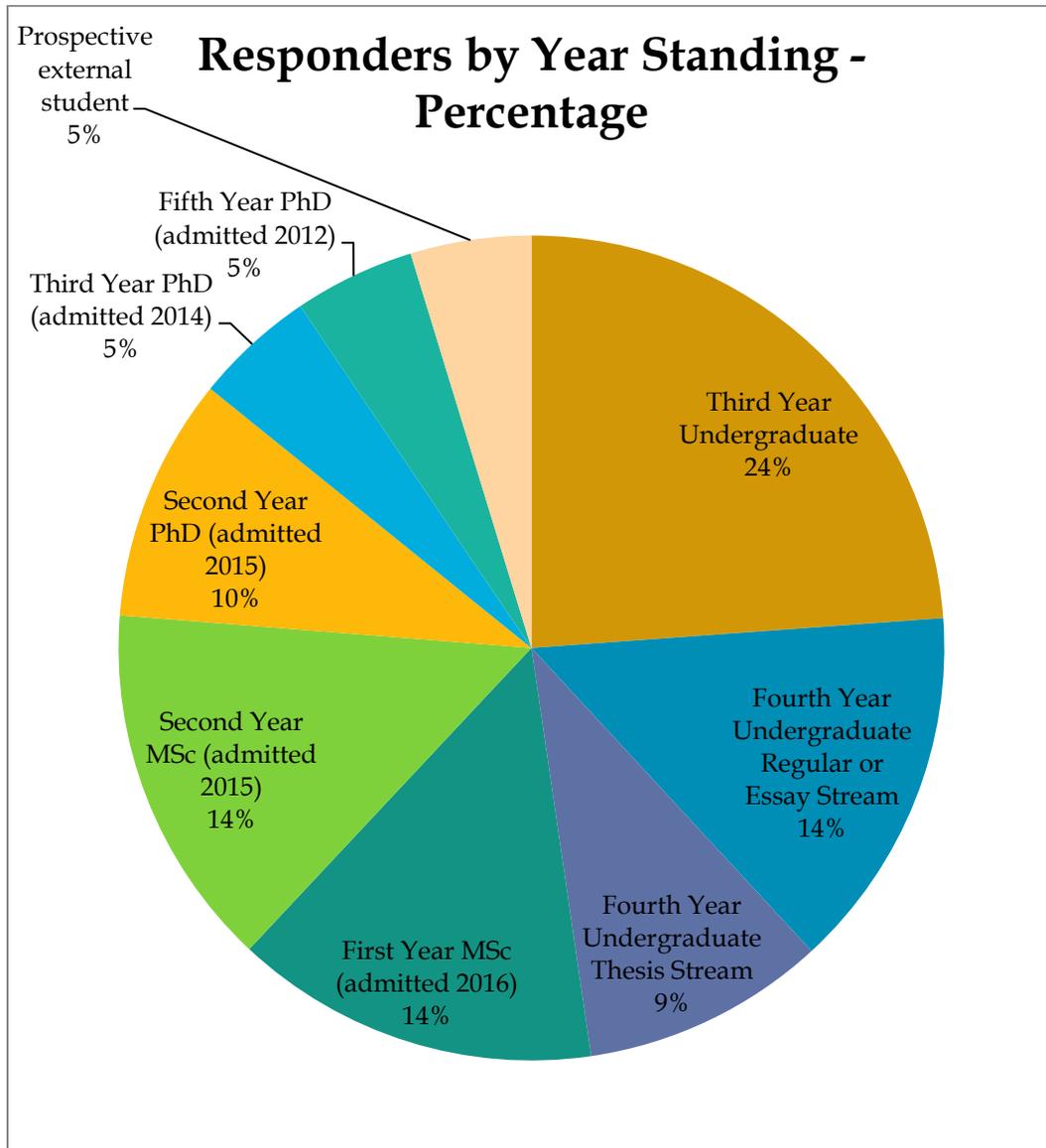


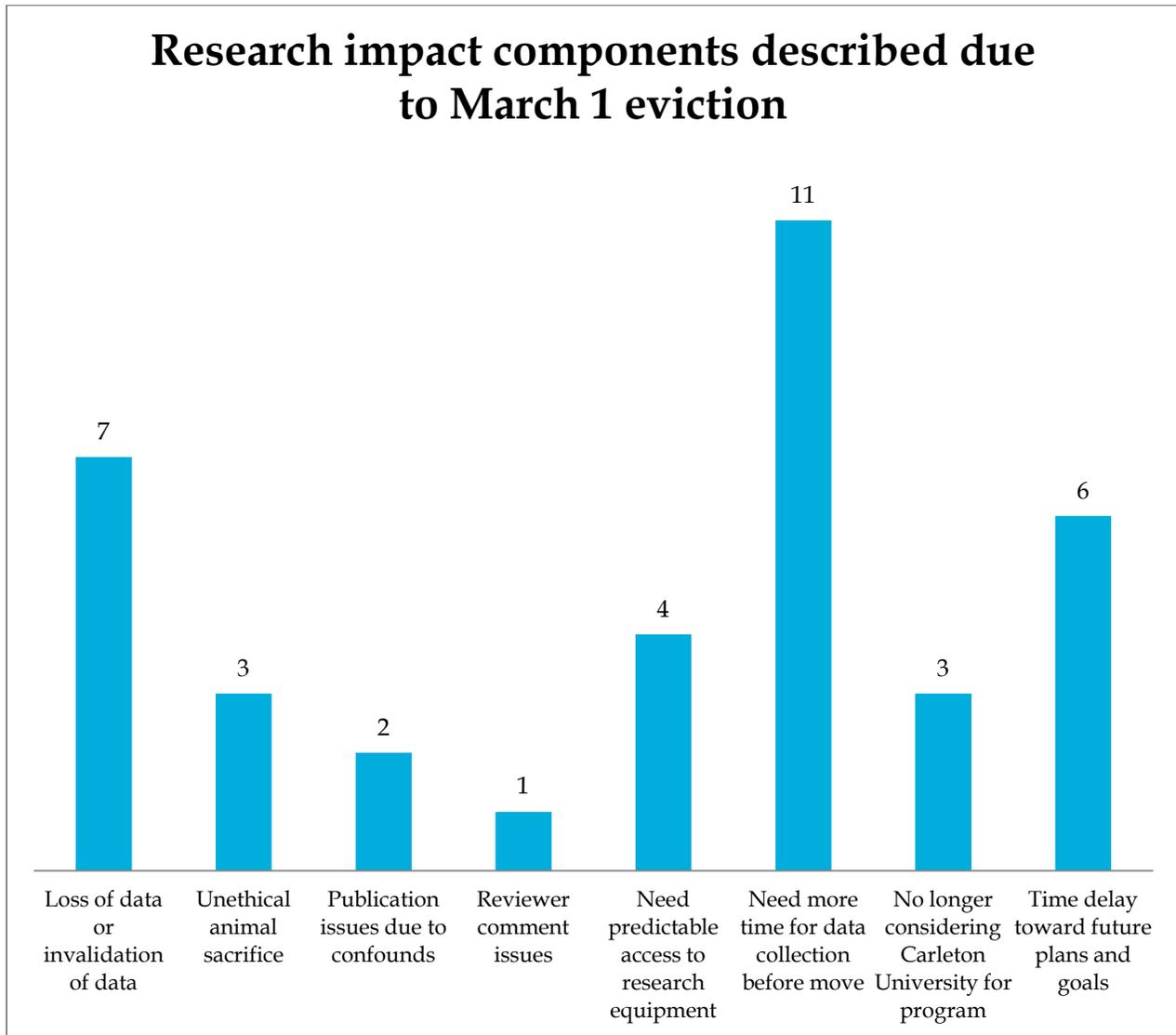
Figure 1: Collectively, the responders included undergraduate students (47%), MSc students (28%), and PhD students (20%), (21 total participants).

2. Participants were asked if they needed more information before submitting impact statements, and were directed to a page that gave background information. The results showed that 50% required more information before proceeding to write their impact statements, while the remaining 50% did not.

### 3. Research Impact Statement Analysis:

Students were asked: “1. Research Impact Statement: (1.1) Describe how this eviction is causing disruption now on your projects (1.2) Describe the impact of this eviction in your anticipated/planned future research.”

Response summary:



Raw statements:

“This move(s) will of course have negative impacts on my research. I have completed three cohorts of a huge study in LSRB and may be forced to throw out all that data without publishing if we have to move. Reviewers often ask us to go back and do things and I simply won't be able to validate my results in a new space, it's a huge confound. I also use adult transgenic animals, it takes MONTHS to build the colony up to a place where I have enough for a study. Moving these animals once, let alone twice would

ultimately results in NONE of these animals being acceptable to use in experiments. They will all have to be sacrificed. It's disgusting to think of the university, whose animals rights I work so hard to follow and abide by, wasting so much potential like that" -2<sup>nd</sup> year PhD student

"Although I am almost done with my research at the moment, I still need at least 4 to 5 months to collect the rest of the data and assess if I have enough data to complete the thesis. As I need to use the cryostat and cell culture room to perform experiments and collect data, the eviction would definitely hinder my research progress." -2<sup>nd</sup> year MSc Student

"I am no longer considering Carleton University for graduate school. This decision to evict the neuroscience department shows a blatant disregard for academics, the staff, and the overpaying students who have been dedicated to this school for years." -Prospective Graduate student, current Honours student

"Honestly, as a third year student I don't know if I should wait to do my research hence my graduation will be delayed for a year or just graduate with no research experience and this would affect my graduate school application." -Prospective Undergraduate Honours Thesis student

"If I don't do my lab thesis next year, I won't be able to graduate and I have to because I'm an international student. If I do another not lab based thesis, I'm in disadvantage with other students that will apply to the same grad school as me." -Prospective Undergraduate Honours Thesis student

"I am planning on applying to a Genetic Counselling Masters Program. Within Canada, there are only 14 total spots for this program available. This means that I will need all of the competitive edge necessary to fulfill my dreams. I have strived hard and long to achieve the GPA required to participate in the Honours Lab Research Project in order to get the lab experience necessary to continue into this field. The uncertainty of adequate lab space in my fourth year is sincerely detrimental to my future plans, and now I feel as if Carleton University has no care for my future, and solely the money I provide to go here." -Prospective Undergraduate Honours Thesis student

"I am currently volunteering in Hongyu Sun's lab and he wants to start the collection of data for my thesis for next year. We do not know if we will have time to complete this before the move." -Prospective Undergraduate Honours Thesis student

"I may not be able to complete my research in time to finish my degree. I will lose credibility with my collaborators." -2<sup>nd</sup> Year MSc student

"I'm currently doing a minor in neuro, but I plan on doing my graduate studies in neuro at Carleton. This will obviously disrupt my plans and I will either have to go elsewhere or take time off and wait until construction/renos are done." -Prospective Graduate student

"I am in third year, and if I want to decide to do the Research-based thesis next year, I will not be able to because we will have no labs to work in until late into the semester. Also, this move could also mean that the faculty is taking less undergraduate students, including myself, in order to satisfy the requirements of the masters and PhD students." -Prospective Undergraduate Thesis student

"Currently I am working on my final research project for my Master's thesis. Due to the eviction, my study (animal studies of 3 month of behavior and 6-7 months worth of tissue analysis) is impacted where

I won't have space to work on tissue analysis even if my behavior study is finished before the move." -2<sup>nd</sup> Year MSc student

"Being forced to complete a 2 year project in 6 months is completely unfeasible and extremely stressful to us as students. It forces us to cut down on our projects, which jeopardizes the significance and societal impact our research has, which goes against the very nature of what science is made to do." -1<sup>st</sup> Year MSc student

"My project has to be shortened for me to stand any chance of finishing- this will decrease the impact factor of my research and could potentially affect my ability to apply to Master's programs" -Prospective Undergraduate Honours Thesis student

"This eviction makes it unlikely that I will be able to pursue graduate work at Carleton." -Current Honours Undergraduate Student

"Over the past month my supervisor and I have been working together to refine my topic for my thesis. Now that we are forced to be moved in March I have had to spend a majority of my time rushing to get my ethics submitted so that I can start collecting data in January. It is causing me a great deal of stress trying to come up with an idea I am satisfied with in a span of two weeks. If I don't get everything together by the end of the week, I may not be able to collect data by January, which may result in taking an extra year to complete my degree because I will have no location to extract DNA in March. I am hoping to apply to a PhD program in Clinical psychology when I finish my Masters. If my application states that it took 3 years to complete my masters, and that I lost funding because of the uncertainty of my project, this will reflect poorly on my work ethic. Thus preventing me from entering into the field I have dreamed of working in since high school." -1<sup>st</sup> Year MSc student

"I was aware of the move into the new Health Sciences Building in fall 2017 and had planned my studies accordingly, knowing there would be some disruption. The lack of preparation and short timing of the move in March has jeopardized two major studies that are two of three projects necessary to complete my PhD. I have an animal model of addiction using rats, and it will be confounding to run behavioral experiments in one building and then continue in another. This could result in the sacrifice of over 150 rats for no purpose. Journals do not want to publish data with confounding variables, and lack of publications will not only increase my PhD completion time, but also affect my ability to get a post-doctoral position. Also, I will not be able to start a new study in a temporary location because that study would also be confounded once we move into the new building. It is extremely unethical to have sacrificed so many animals for no purpose and is not in accordance with the Canadian Council of Animal Care guideline to reduce the use of animals as much as possible." -Third Year PhD student

"Currently, the prospect of eviction in the coming months has put into question whether I should begin my experiments at all, and in turn whether I should even remain as a student at this University. My project will take months to complete, and involves the use of several pieces of highly sensitive equipment on top of the use of animals housed on-site. If I begin now, I will get only a small amount of data before I am likely forced to completely pause for half a year, depending on the "suitable facilities" found for these items. Further, even IF adequate spaces are found for each of the aforementioned pieces of equipment, if they are not in the same place my project cannot proceed; it is ludicrously naive to think it smart to be transporting sensitive nervous system tissue from one site to another day in, day out like some volunteer brain taxi." -1<sup>st</sup> Year MSc student

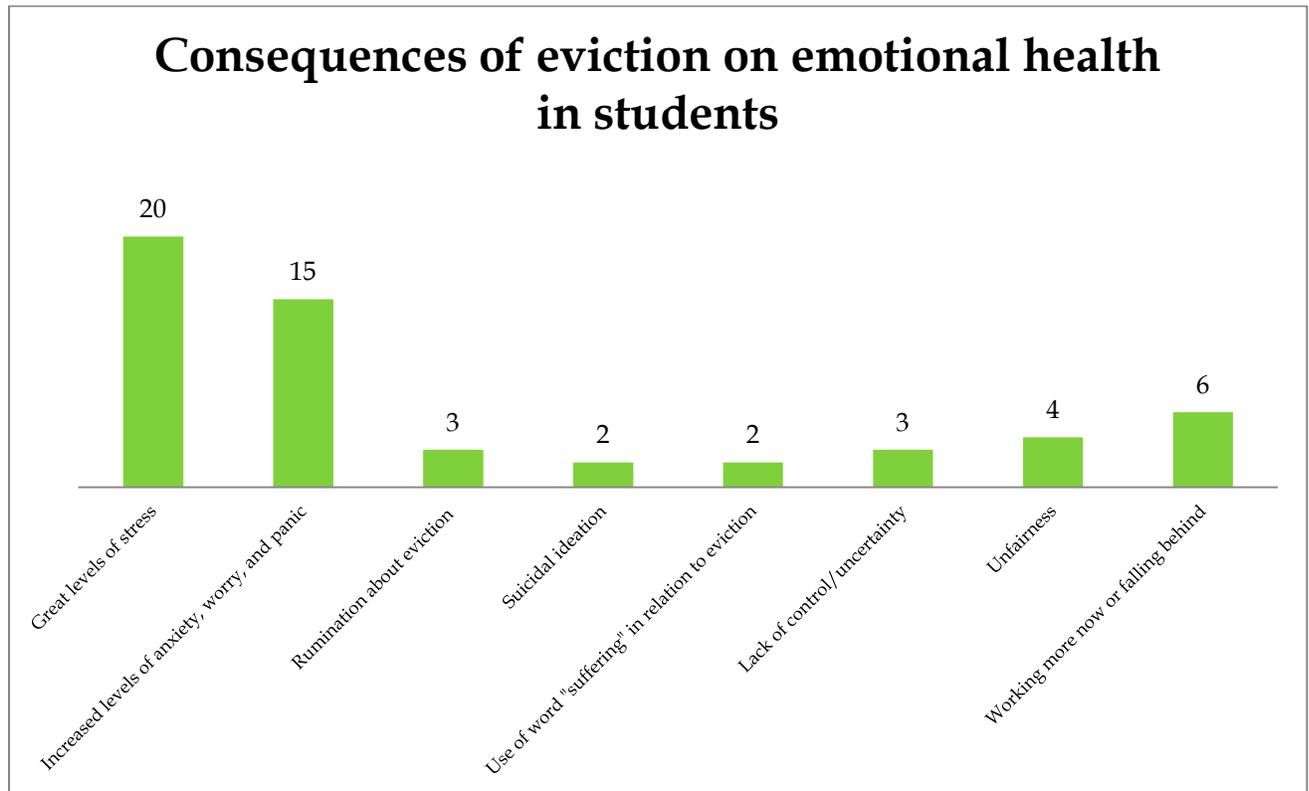
“Simply put: This will postpone gene extractions for me, which delays data analyses which delays my thesis. More tuition paid, delayed entry into my field, more debt, so on and so forth. During the delay we should NOT be paying tuition.” -5<sup>th</sup> Year PhD Candidate

“1.1: This eviction will hinder the progress of my research that I am pursuing for my PhD. I have dedicated a majority of my projects to include transgenic rats that are specifically bred at Carleton University. Having these rats sacrificed for the sake of eviction is not ethical. In addition, relocating these rats that take many years of breeding will have detrimental impact on the well being of the animals since stress from being moved may cause epigenetic changes that will affect future progeny potentially jeopardizing the impact of my results. 1.2: This eviction will delay my graduation by a year and I do not want this to happen” -2<sup>nd</sup> year PhD student

#### 4. Emotional Health Impact Statements

Students were asked: "Emotional Health Impact Statement: Consider your mental health and how this might have been affected by this impending eviction."

Response summary:



Raw statements:

"This has been an ongoing issue that many of us have been aware of for some time. The lack of communication and impending eviction has caused so much stress and is constantly on the back of my mind. Similarly to many other students, I have suffered from a lot of anxiety and stress throughout my degree. What makes this situation so hard is the feeling of lack of control. It seems like an unfair situation that I have been forced to deal with because the appropriate steps were not taken by the university." -2<sup>nd</sup> Year PhD Student

"I have been working VERY hard since I started my MSc in neuroscience at Carleton as I need to complete the degree on time (specifically before the end of July). Hence, the eviction would cause a great deal of stress and depression, and it might even make me to have some suicidal thoughts (read the next answer)." - 2<sup>nd</sup> Year MSc Student

"During this very busy time of the semester, I'm falling behind in my work because of the worry and concern for the futures of myself, my professors, and my fellow students. With multiple assignments,

exams, and papers to complete I don't have the time or energy to fight for the academic and financial rights of my peers." – 4<sup>th</sup> Year Undergraduate student

"I am anxious, stressed, frustrated and I feel undermined and that my school that I chose and I love have no care for me although we pay alot of money for this education." –3<sup>rd</sup> Year Undergraduate Student

"My anxiety has gotten worse since the beginning of this year, I kept thinking what was going to happen to me if I don't do my thesis, how to tell my parents, etc." - 3<sup>rd</sup> Year Undergraduate Student

"I know mental health is a huge issues on campus but it seems as if the students care about it more than administration does. It also seems for every 2 steps students take forward in the matter, admin is taking a step back. You can witness it in this decision to evict everyone from this building."- 4<sup>th</sup> Year Undergraduate student

"I was previously diagnosed with Anxiety and Depression in my first year at university. Although it is under control, it is an ongoing battle to keep it at bay in these trying times. The uncertainty of my future and prospects has recently triggered my anxiety and within that, affected my schoolwork as well." -3<sup>rd</sup> Year Undergraduate Student

"I am really worried about my fellow classmates because they may not be able to graduate on time. Some of us chose to go to Carleton because of the neuroscience program. I'm worried about my essay supervisor because she already had cramped office space in the LSRB, how will I meet with her if they don't find her an office?" – 4<sup>th</sup> Year Undergraduate Student

"This eviction is affecting my current focus on school as it is hard to try to do well in classes when we are being scared with all of this information." - 3<sup>rd</sup> Year Undergraduate Student

"The whole lack of consultation and uncertainty has caused me anxiety, sleepless nights, and undue worry and stress. It is hard to focus, and I feel completely disheartened." – 2<sup>nd</sup> Year MSc Student

"I'm not emotionally impacted, however this does change things in terms of where I want to do my graduate studies which will be stressful in the coming year or two." – External prospective student

"If there is anything I learnt from Hymie Anisman, it's that uncontrollable, unpredictable and ambiguous situations are the most stressful and are most likely to result in pathology. This is exactly what this situation is, and is causing a great deal of stress to students and faculty. It is already stressful enough to not know where you're going after your undergraduate degree, but to not even know what you're going to be doing for your thesis the following year is extremely stressful." – 3<sup>rd</sup> Year Undergraduate Student

"I am currently under a high stress working on my project due to this time and space constraint. This stress is making it really hard to balance my work and life. I will not be able to take time off during this Christmas break since I won't have time and space to work on it starting in March. With this, I do not see how I can graduate on time as I will not be able to finish my project." -2<sup>ns</sup> Year MSc Student

"It was a rude awakening finding out that instead of being in an environment that understood the time it takes to do meaningful research, I will be forced to rush my work to finish before the necessary facilities are taken away from me. The stress and pressure is crushing, and is only made worse by the worry I feel for the impact to my future." – 1<sup>st</sup> Year MSc Student

"I now have to work day in and day out to finish on time, I am super stressed not only about finishing but also about its effect on my future studies and grant opportunities" -4<sup>th</sup> Year Undergraduate Student

"My significant other, also in Carleton Neuroscience, has research that is being affected by this eviction; the situation has added stress to a time of year that is already stressful in terms of studying and exams." - 4<sup>th</sup> Year Undergraduate Student

"The first year of a masters degree is stressful as is; my peers and I are currently taking courses and refining the skills required for our thesis. Now that we have to rush to collect data, and learn skills that for most take a year to grasp it is reflecting negatively in our school work. We are not able to focus our time on learning the statistics that may help our careers in the future. This is extremely stressful for me and is causing me a great deal of anxiety. I try and excel at everything I do, if I am not able to get the grades I need to get into a program in the future I will be heartbroken. I am currently working from 8 am to 10 pm almost every day, trying to keep up with my studies, finish ethics, and continue contributing to my role as a teaching assistant." - 1<sup>st</sup> Year MSc Student

"My studies were planned to end in September 2017, leaving ample time to pack and move equipment into the new building and this shortened time frame has left me panicked and in a state of constant stress." -3<sup>rd</sup> Year PhD Student

"In terms of overall workload, my Master's was shaping up to fall behind my first three years of undergraduate studies, which despite the immense amount of coursework I managed to get through with no adverse mental health effects. I started my Master's relatively stress free and, for the first time in years, was actually excited about the future. After the news of this eviction was released, I had my first panic attack in five years, which was wonderful. I have had constant anxiety for almost a month, and can feel myself sliding into a depression. Which is a lifetime first for me. My mind is constantly a fog, I have trouble concentrating, and my ability to plan for the future is diminished. It is somewhat ironic that I learned all the symptoms of this illness in my classes, and can now identify each one as the same University offering the courses saddles me with them. Like the complete lack of pleasure at just about anything. And the fact that every thought I have is now book-ended by the increasingly welcoming call of death. Hooray." - 1<sup>st</sup> Year MSc Student

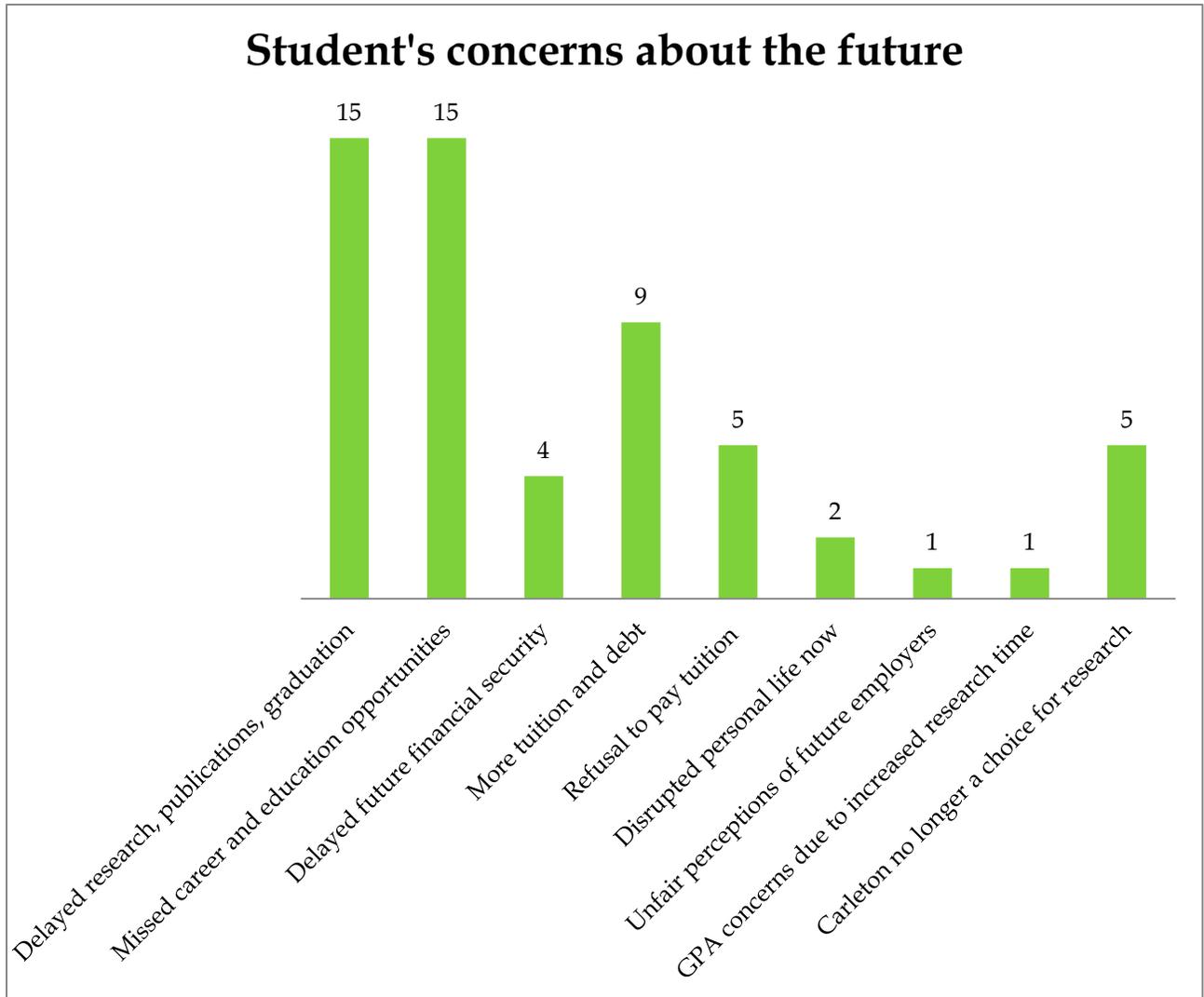
"Suffering the negative health from an unpredictable and chronic stressor as studied in our lab... wherever that will be March 1st." -5<sup>th</sup> Year PhD Student

"The fact that there is no communication or collaboration effort to secure a future of where I will be working and conducting my research has placed a huge strain of myself, colleagues and supervisor. We have dedicated our time, money and resources to pursue research and to not have a facility to work in for up to 9 months has resulted in anxiety about my future and if I will graduate on time. In addition, I want to be conduction experiments throughout the summer and to not have access to the animals will impede my chances at receiving grants and submitting publications. All of which has detrimental impact to my future after I graduate." - 2<sup>nd</sup> Year PhD Student

## 5. Confidence in future impact statement:

Students were asked: "Confidence In Future Impact Statement: As a result of this eviction, describe the effect this has upon your personal and professional plans? (e.g. if you had to extend enrollment in the program, or delay research). Consider the financial implications as well as the professional implications."

Response summary:



Raw statements:

"This impending eviction will delay my research and in turn delay my graduation. I am so afraid of missing career opportunities and delaying my financial security because of this eviction." -2<sup>nd</sup> Year PhD Student

"(...) delayed entry to the field, more tuition paid, more debt, etc. I don't understand why we would be

paying tuition when we don't have a building to work in." - 5<sup>th</sup> Year PhD Student

"I have, for the most part, had to cancel or lessen my commitment to all my personal plans for 2017. I anticipate that the amount of work I will need to do in order to finish my project on time while skirting the immense inconveniences this eviction poses will mean that my personal life will have to take even more of a backseat than it already does. Professionally, a nearly yearlong delay in finishing my Master's would look horrendous on a resume. Employers and/or future research supervisors would look at it as an indicator of laziness, of poor research skills and time management. Furthermore, such a delay would impact both the quality of my research and my prospects for publications, which are (ultimately) the main goal of research and the greatest measuring stick of one's capabilities." -1<sup>st</sup> Year MSc Student

"Since we have not been consulted about our needs for a temporary location I also fear that only the mice colonies will be housed and anyone, like myself, that orders animals (rats) on an as needed basis will not have that opportunity. I fear this, because it is doubtful that these extra animals were taken into account when the administration was assessing temporary locations. This would leave me unable to do any research for upwards of 1 year and add at least this amount of time to my degree. This is extremely problematic for me as I had timed my degree in accordance with standard post-doctorial start times and the maximum amount of weeks I am eligible for a student loan. I will not be eligible for a student loan for the extra year it will take me to complete my degree and will be in extreme financial distress. I am from a small town in rural Prince Edward Island and cannot simply move in with my parents to make ends meet as they live 1,400 kilometers away. This possibility alone has resulted in undue stress and questions about whether I will be able to complete my degree at all." -3<sup>rd</sup> Year PhD Student

"This situation is removing Carleton from my list of potential graduate schools and in this way limiting future opportunities." -4<sup>th</sup> Year Undergraduate Student

"Project will not be as meaningful and it will affect my ability to apply successfully to grants and Master's programs" -4<sup>th</sup> Year Undergraduate Student

"As a first year Masters student, I am required to take classes in addition to working on my research. This becomes a challenge when you are told that the majority of your second year will be without the necessary facilities for you to complete your project. It is now a matter of what I care about more: trying to finish 2 years worth of research in 6 months, or keeping a respectable GPA. I'm certain PhD programs care equally about both." -1<sup>st</sup> Year MSc Student

"Due to this eviction, I now cannot plan anything for post-graduation. Not only it is impacting my career as a researcher, I cannot apply to jobs nor post-graduate programs as I do not know when I can finish my project and graduate. This eviction has also influenced my decision to NOT APPLY to PhD graduate program at Carleton University. Carleton president and administrative office have failed to communicate with students. University have failed to provide supportive environment and space for students to work and succeed in their education. Both of my personal and professional plans were disrupted to due to Carleton University neglecting to view from student's perspective. Moving once impacts research already. Moving twice within a same year is not acceptable." -2<sup>nd</sup> Year MSc Student

"No labs to work in means no experience to have on your C.V. which is incredibly important when applying for graduate programs. A lot of graduate programs prioritize those that have worked in labs, and if you don't have any lab experience, how are you supposed to succeed professionally and financially?" -3<sup>rd</sup> Year Undergraduate Student

"I came from doing my undergrad at a smaller university, that I loved, but didn't have animal research. I literally moved across the country to come to Carleton to get a new experience working with animals. At first it was very hard but I have now come to love the work that I do and the people I do it with. The experience of working in a wet lab space, at a molecular level has been one of the best of my life. It upsets

me to now think that this experience might be taken away for the course of a year. How are projects suppose to progress? I am hoping to publish in a very high impact journal in the next few months. This will help me get a better job, looks good on my resume and SHOULD be my reward for years of hard work. Carleton can't give that back to me. They can't tell me it will be okay. If someone publishes before me I will never get that back. The feeling of pride in my work will simply be different if someone gets it out before me. How can professors accept students ethically knowing that they may not have appropriate projects to give them or adequate space for them to work in?" -2<sup>nd</sup> Year PhD Student

"This [eviction] will mean I have to either delay my academic career or I will have to go to another school." -External prospective student

"This eviction could have long-term impacts on my ability to get grants and publications. If I have to work at a part-time job due to lack of funding, it will affect my ability to conduct quality research and may impact future post-doctoral job prospects." - 2<sup>nd</sup> Year MSc Student

"I have been working extremely hard to get into dental school since I started studying at Carleton as an undergraduate student. I had to study 6 YEARS as an undergrad in order to raise my cGPA and become competitive for dental school application. I applied for dental school in my 6th year and still could not get in (Dentistry is EXTREMELY competitive). So I have decided to pursue MSc since having MSc does greatly boost the chance of being admitted to some dental schools. I have applied for the dentistry program at the University of Toronto this year, and if I do get the offer of admission next year (the offer can be sent out anytime between late April and early September 2017), I do have to finish my MSc specifically before the end of July. If I cannot finish my degree on time, the offer of admission would become invalid. All that effort, time and money I have invested to get into dental school would be pointlessly wasted." -2<sup>nd</sup> Year MSc Student

"Although I'm not completing a research project for my honours degree, if I had been and my graduation was delayed because of it my medical school applications would be thrown out. This means a loss of time, effort, and substantial financial impact in the thousands of dollars. Not only will time and money have been wasted on my part, but of my references, the schools I've applied to, and the administration of OMSAS." -4<sup>th</sup> Year Undergraduate Student

"Extra money or loan from osap due to the delay for another year if I chose to wait for the labs. If I didn't wait this will affect my graduate school application and not get enrolled in what I want because I am not qualified enough and it's not even my fault" -3<sup>rd</sup> Year Undergraduate Student

"Another year just to do a lab based thesis will be too expensive, as an international student fees are already too high, stay and pay housing, and tuition just for that is unrealistic and stupid" -3<sup>rd</sup> Year Undergraduate Student

"Should this affect my future plans, I do not wish to spend any money at Carleton university. I will utilize Research outside of Carleton without any recognition to the institution that clearly pays no care to our futures. Why should I give another 8k to an institution which f\*\*\*\*\* me over and inhibited my dreams?" -3<sup>rd</sup> Year Undergraduate Student

"I feel as if this move will discredit Carleton neuroscience in the professional community. Lots of funding will be lost and fewer papers will be able to be submitted to be published as a result of this move. I feel as though my degree will be worth less in the professional world." -4<sup>th</sup> Year Undergraduate Student

"I am planning on applying to medical school and to graduate school. It looks bad if we do not conduct a research based thesis. This may give other students leverage when applying." -3<sup>rd</sup> Year Undergraduate Student

## 6. Personal reputation risk impact statement

Students were asked: "Personal Reputation Risk Impact Statement: As a result of the eviction, describe how your integrity to fulfill research commitments could be compromised or damaged."

Response summary:

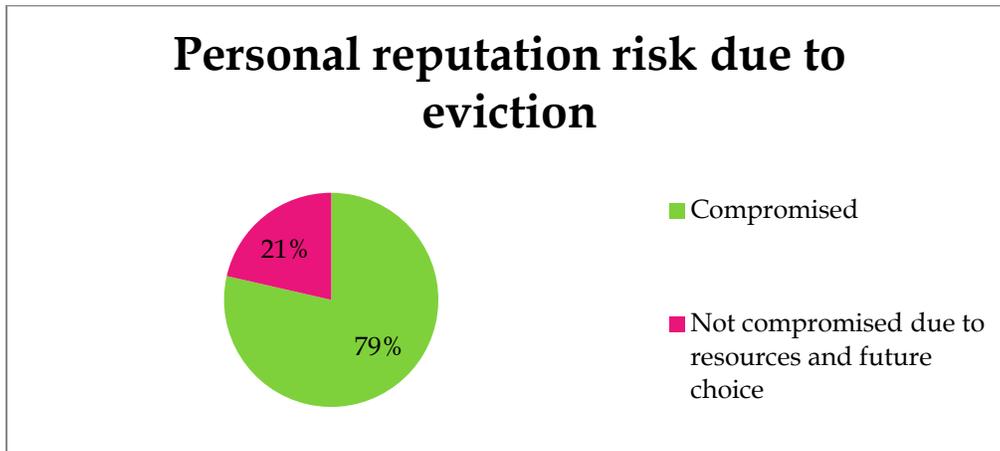


Figure 2: Personal reputation risk due to eviction. Most responders believed that their personal reputation was at risk due to the eviction. Negative impacts on the relationships with collaborators and coworkers at other institutions were mentioned. Additionally, responders felt the situation was "unbelievable", "unprecedented", and would be greatly questionable to prospective future education programs and employers.

Raw statements:

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"We collaborate with many people and this will negatively impact our relationship with them. Simply put, it looks TERRIBLE. What do you mean you don't have animals to use or rooms for experiments? What do you mean we can't validate results of months of behaviour work? It's crazy to think of how we would begin to explain to our coworkers the situation because it's so unbelievable and unprecedented." -2<sup>nd</sup> Year PhD Student

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"My personal reputation will not be at stake for the sole reason that I am doing the honours essay in lieu of the honours project. Had it been otherwise my capabilities of a student would be greatly questioned by graduate schools as all they would see was a failure to complete my project and a waste of research dollars." - 4<sup>th</sup> Year Undergraduate Student

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"Again, I might graduate with no research experience and I feel I shouldn't commit to that now since the plan is so ambiguous I don't know what classes to choose and what to do next year. It's a mess." -3<sup>rd</sup> Year Undergraduate Student

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"The fact that I have to always stand up and say "this is unjust" is just making me look like a constant nagger. It's annoying but it's mostly because of Carleton admin I have to do this. So it sucks." -4<sup>th</sup> Year Undergraduate Student

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"I refuse to let the disregard of the school impact my personal reputation. Instead of building it in conjunction with the school, I will build it in spite of them and ensure the recognition of the

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university's is minuscule and the entire reputation goes to the faculty which works so hard to promote our future and fight for us."-3<sup>rd</sup> Year Undergraduate Student

"This will be compromised because we will not have the ability to conduct our research. Also, if the rumours about Kanata are true, then that will take an extra 3 hours of my day when I could be studying to be bussing to fulfill my research thesis."-3<sup>rd</sup> Year Undergraduate Student

"I have made commitments to studies with international collaborators that I may not be able to fulfil. This will cause irreparable harm to my reputation within the broader research community."-2<sup>nd</sup> Year MSc Student

"I would not even be allowed to do research due to no other plans being provided for the department. Without any labs and properly calibrated equipment, no experiments can be done, and Neuroscience research at Carleton could be put to a stop."-3<sup>rd</sup> Year Undergraduate Student

"Not only my research is impacted but reputation of Carleton's Neuroscience program is also impacted due to this eviction. Neuroscience department has always been very supportive of their students and there is a tight interaction between faculties and students from every level. This relationship was one of the many values that made me to choose Carleton for my education. Carleton president and administrative office have hindered this relationship by their lack of research knowledge, neglect of students' rights, and failed communication."-2<sup>nd</sup> Year MSc Student

"I chose Carleton Neuroscience because the university's reputation was one of the most positive I had heard. I thought that having Carleton on my CV would have a positive influence in my career. Now, the aspirations I had of working on impactful, cutting-edge research are being interrupted, and it will look poorly on me if I am unable to complete my research. I am not sure I made the right choice for my career."-1<sup>st</sup> Year MSc Student

"This eviction could limit future research opportunities."-4<sup>th</sup> Year Undergraduate Student

"The funding I have received for my research is for two years. After that I am on my own. I am very grateful that I am currently able to focus on my studies and put all of my effort into ensuring my project and grades are successful. If I take an extra year for my research I am going to have to work full time to pay for living expenses and tuition. If I have to work full time how am I going to focus on completing my degree?"-1<sup>st</sup> Year MSc Student

"I had planned on completing my degree in summer 2018 and had hoped to subsequently pursue a post-doctoral position at a Canadian university; however, this plan has been jeopardized. Journals do not want to publish data with confounding variables, and lack of publications will not only increase my PhD completion time, but also affect my ability to get a post-doctoral position."-3<sup>rd</sup> Year PhD Student

"Unless the "suitable replacement facilities" are of similar quality to the current ones, I will likely be unable to fulfill any of my research commitments within any reasonable amount of time. It takes time not only to move equipment and animals ONCE, set them all up in the replacement facilities ONCE, and complete the research in a completely new environment ONCE. I would then have to do this a SECOND time into the new health sciences building. This is ridiculous."-1<sup>st</sup> Year MSc Student

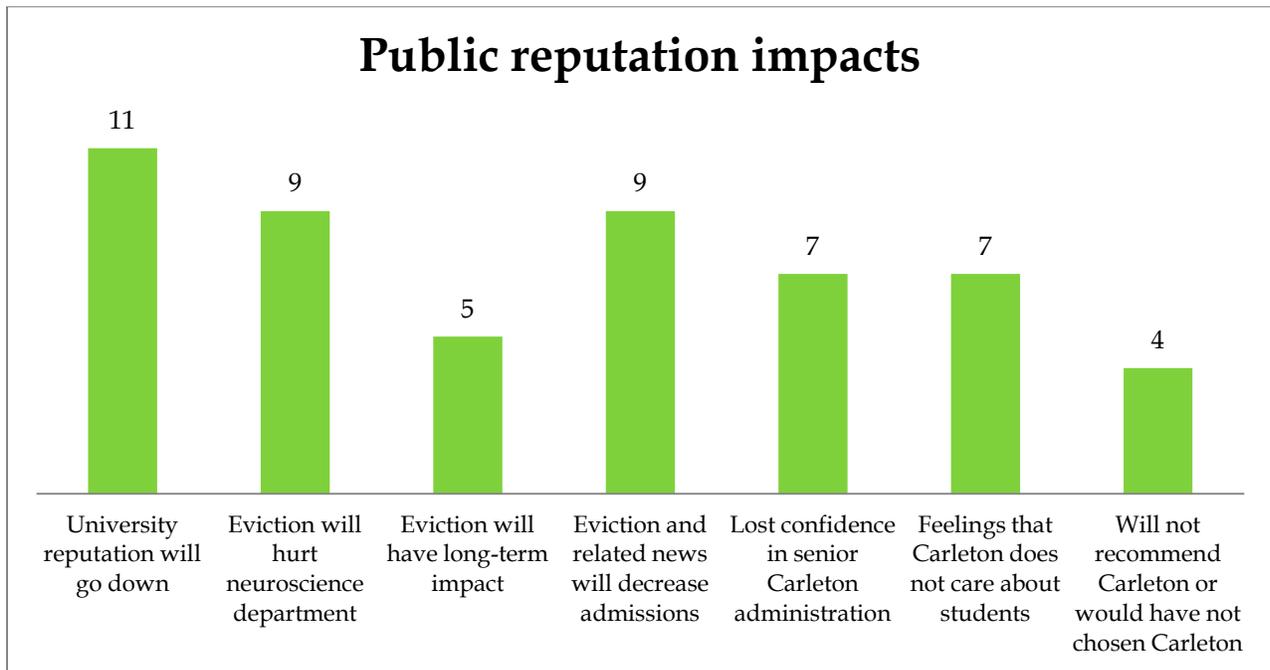
"My research has a developmental focus and to not have access to the facilities to do the research will delay the projection of my future studies."-2<sup>nd</sup> Year PhD Student

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## 7. Public reputation risk impact statement

Students were asked: “5. Public Reputation Risk Impact Statement: (5.1) If the public knew the full extent to which students are being impacted by this eviction, how do you believe it damages Carleton University's reputation now and in the future? (5.2) In your view, is there public confidence in the upper administration of Carleton that is at stake if the eviction proceeds on the March 1 date?”

Response summary:



Raw statements:

“Carleton has enough problems with reputation as is. The Neuroscience department has one of the best research programs on campus right now and to halt their potential for the better part of a year would no doubt be detrimental to it's reputation for years to come. I think admission to both the graduate and undergraduate program will be down, other universities (including in the US) will think negatively about us, publishing agencies will be aware of all the problems, and the future of this department will be unknown but certainly unhappy. Students are angry that we can be treated like this (after paying THOUSANDS of dollars). I'm angry that Carleton is blatantly disrespectful. I'm angry that they don't care to understand the problem. I'm angry that time with my professors has been limited by the amount of energy and resources that have to be allocated to dealing with this and trying to work out our OWN solution. I'm stressed about my research and I think the administration has failed miserably at navigating what could've been an exciting new chapter for this university. -2<sup>nd</sup> Year PhD Student

It will definitely damage the great reputation of Carleton University, and I believe there is public confidence that is at stake.”-2<sup>nd</sup> Year MSc Student

“All members of the public I have spoken to about this issue are appalled that a university administration would have so little regard for the well-being and academic success of their staff and students. I foresee a degree from Carleton university being a hindrance in my future career as the school will be considered a joke in the academic community for such gross oversight and disregard for academics over aesthetic.

I would say any future students who is applying to any program at Carleton would think twice of they realize how such a plan affected the future of the current students because if our future is at stake now with no clear plans this could happen to any other department in the future. Also, you will have a whole year of students who didn't gain the experience or their graduation was delayed with all the financial and emotional impacts of this why would I chose this university then it's risky. The university would loose it's credibility in the public eyes”-4<sup>th</sup> Year Undergraduate Student

“Makes Carleton look incompetent, and as if they don't care about its students whatsoever”-3<sup>rd</sup> Year Undergraduate Student

“Yes I think so... For a short time anyway then everyone will move onto the next issue and forget about this one. It's quite possible that is what the university is banking on. I know I will definitely be telling anyone I know not to come to Carleton because of my experiences here.”-4<sup>th</sup> Year Undergraduate Student

“Despite the unequivocal support and care of the Neuroscience Faculty, the administration of Carleton should be ashamed for the disregard of one of the most well organized programs within its institute. I believe it will decrease enrollment into the school so good luck trying to make up the money of at least 500 students. You are ruining your own reputation.”-3<sup>rd</sup> Year Undergraduate Student

“If the public knew the full impact that this move will have on students I think it would damage Carleton's reputation. People may be less likely to want to chose to attend Carleton based on how they're treating their students. Yes I believe the public's confidence in the upper administration of Carleton is at stake if they choose to proceed with the March 1 eviction.”-4<sup>th</sup> Year Undergraduate Student

“It would definitely affect the number of applications received for both undergraduate and graduate studies. This will affect enrolment as we might see a decrease in the number of students interested in this degree. It is too bad because the professors and researchers in our department are wonderful, the Administration just does not care about us. This is hurtful because I have invested 3 years of my time and money into a degree that may not even get to be fulfilled at the school I love.”-3<sup>rd</sup> Year Undergraduate Student

“The poor planning and lack of consultation evident in this project and the Health Sciences Building project (unfinished floors, downsized, and delayed delivery) leaves me with NO confidence that the administration can successfully orchestrate a move for Neuroscience by March 1 with anything but devastating losses in productivity and research outcomes.”-2<sup>nd</sup> Year MSc Student

“If the public knew, it would definitely deter future students from coming here to study neuroscience (and other BSc). And there is absolutely confidence at stake here.-External prospective student

“Carleton's reputation has significantly impacted by this eviction as it aired on CBC news recently. Not only it damaged the entire school's reputation, damage to the department is also critical. If they further continue with the move by March, there will be significant reduction in students applying to the program. Moreover, their research funding and support will also decline which impacts research that students and faculties have worked on for many years. We are one of the departments that has been very active not only in research (through publication and through attending international conferences) but also in our community (through Brain Awareness Week, Brain Bee, Neuroscience Art Show, etc.). All of our

hard works were crushed by school's failure to understand circumstances of this moving on our students and faculty members." -2<sup>nd</sup> Year MSc Student

"Neuroscience is one of the fastest growing departments at Carleton, which is one of the reasons it was so appealing to apply to the program. I figured something must be going in the right direction to have such a good reputation. Had I known that Neuroscience would be sidelined, I would have re-evaluated my choice in which university I wanted to attend in order to avoid feeling betrayed by my university." -1<sup>st</sup> Year MSc Student

"Funding agencies will pull out of Carleton, damaging our research reputation. This new building is essentially useless if we don't have the confidence of external funding organizations." -4<sup>th</sup> Year Undergraduate Student

"It makes Carleton look like a school that is not fully invested in student learning, research and success. It suggests that the upper administration does not fully understand the importance of research and sees Carleton more as a business than a place of learning. This definitely impacts Carleton's reputation." -4<sup>th</sup> Year Undergraduate Student

"If I would've known that I would of been evicted I would not have chosen Carleton. Like my peers I had offers from other schools that would have provided me with stability I needed. After learning about what is occurring in our faculty I do believe that students are not going to be interested in attending our program. The neuroscience program was just starting to gain a great reputation in the Canadian research community, but now it is going to become tainted. I have lost all confidence in our administration. If it weren't for the faculty of Neuroscience we would have had no idea what was going on, been forced to move in a very short time span, and have not been given the opportunity to try and save our research. This has never happened at any school, and I can't believe administration is ignoring our needs just for financial gain." -1<sup>st</sup> Year MSc Student

"This event could result in the public losing faith in Carleton and questions the integrity of research at the university. Individuals may decide to avoid attending Carleton out of fear that their education and future careers could be jeopardized. Others may fear an eviction like this could happen again in the future." -3<sup>rd</sup> Year PhD Student

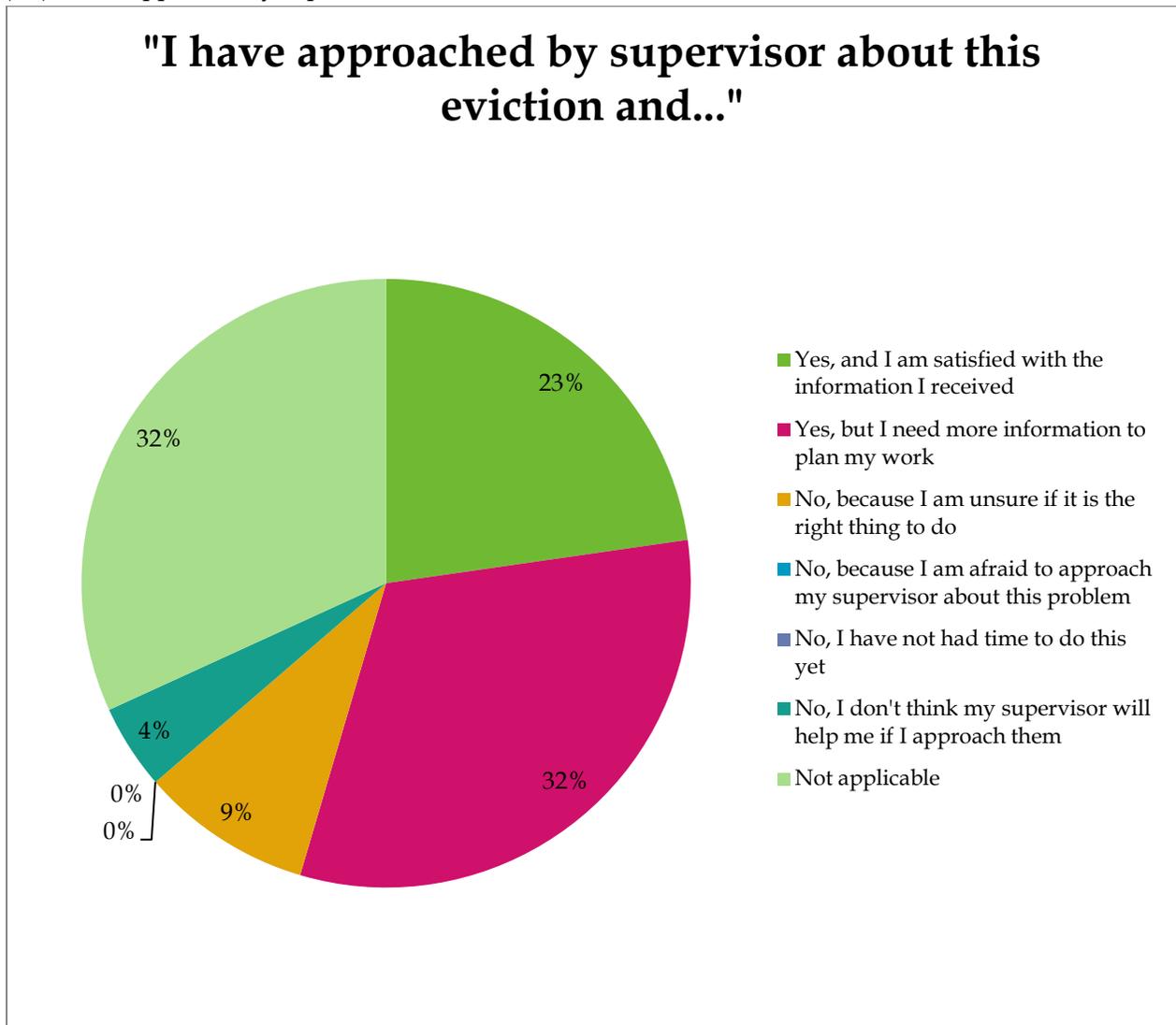
"If the public knew the full extent of how little the University planned for this move, and how little they consulted with the affected department and how unwilling they seem to even TALK to said department, then I can foresee a huge impact not just to the University's reputation, but also to enrollment. If the University cares so little for its FASTEST GROWING DEPARTMENT, then nobody is safe. Public confidence in upper administration would plummet, and likely Carleton's image not just in Ottawa, but Canada and the international science community, would PLUMMET. The public needs to know both sides of the story. Carleton will ultimately publish their water downed, PG, biased pablum, so we need to publish our reality." -1<sup>st</sup> Year MSc Student

"The Neuroscience Department takes pride in strengthening the image of Carleton University. We have CIHR chairs, researchers and students that are funded by CIHR, NSERC and other funding agencies will full confidence in our academic research goals. We have contributed in various community efforts through our Society for Neuroscience initiatives. The administrations lack of collaboration and communication with our department will hurt Carleton University's image. Students who want to pursue neuroscience or any program will not want to come to Carleton because of this eviction. How can they trust an institution that refuses to communicate and collaborate with its researchers, professors, students and faculty?" -2<sup>nd</sup> Year PhD Student

What Carleton is doing with the Neuroscience department is showing me that they don't care about their students, they care about their campus looking pretty. If they had taken into consideration the impact this eviction had on undergraduates, graduates AND faculty, they most certainly would not have done this. If students want to come here because they hear about how great the research is, this definitely won't make them want to come, in fact if it were me, and I were a prospective student, I would not have put Carleton as my #1 choice. To me, this is showing us that Carleton does not care for our research, our education or our futures. A lot of people rely on the upper administration of Carleton to make decisions that are best for their school, their students and their faculty. If they cannot do this, how will there be any confidence left in them?" -3<sup>rd</sup> Year Undergraduate Student

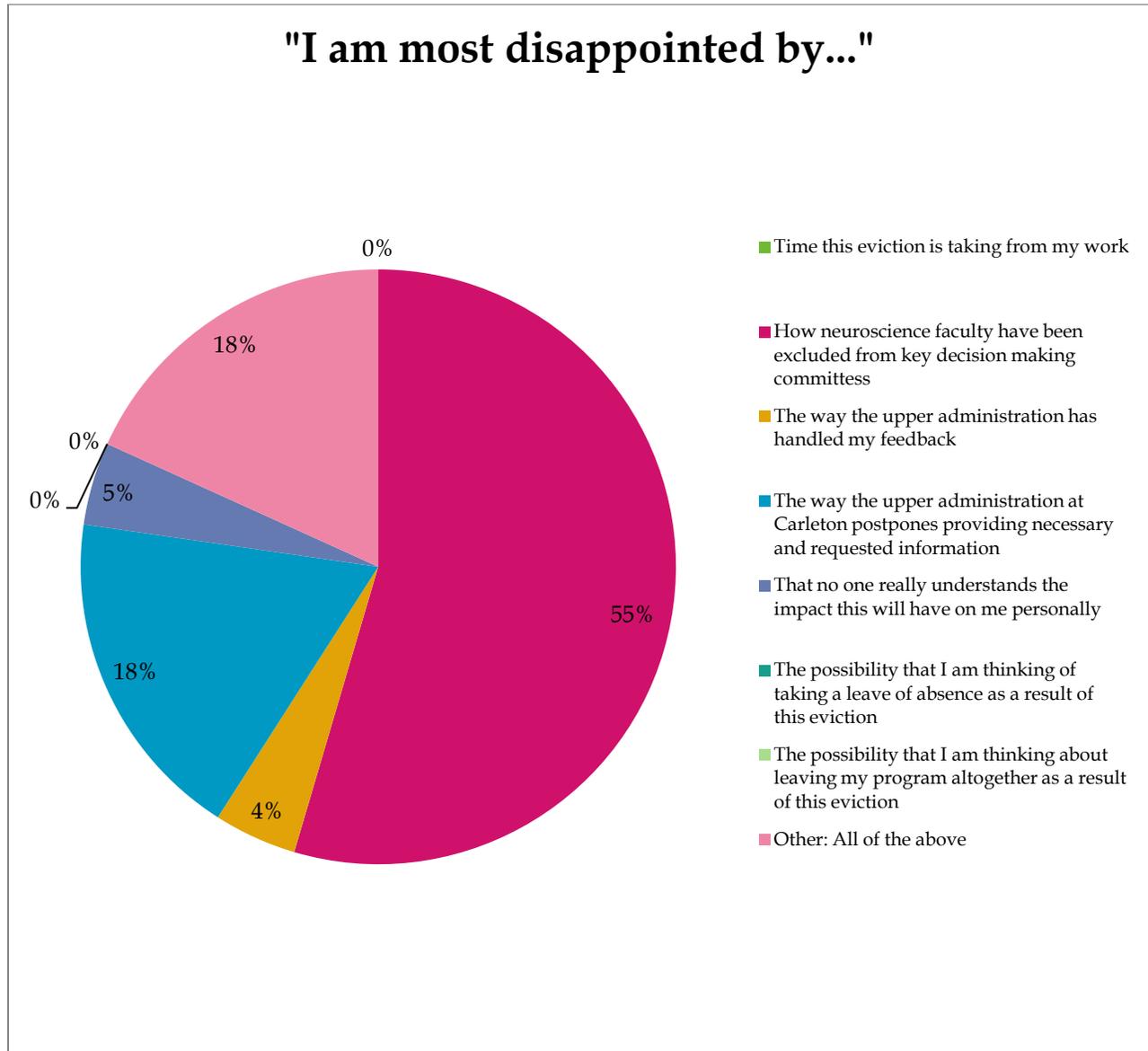
**8. Important questions answered by responders:**

(8.1) I have approach my supervisor about this eviction:



**Figure 3.** Note: A large number of respondents (32%) were prospective undergraduate students who would not be expected to have a research supervisor at the current point in time in their program, but would be typically seeking a supervisor in January 2017 for work beginning in September 2017.

(8.2) I am most disappointed by...



Brief limitations of this report:

- The data was solicited on one occasion to be completed by graduate students and undergraduate students. The survey was visible on social media platforms accessed by a larger group of undergraduate students. The survey was solicited over a weekend when students may not spend great amounts of time on email and this report contains information collected over a 4 day period.
- There may be unknown characteristics of the responders that may bias the results of the report. Therefore, the results of the report may not be fully generalizable.
- Anyone who has not contributed an impact statement may do so at any time. There have also been other outlets for students to express their views. Therefore, the statements contained within should be considered a snapshot of the overall sentiments this eviction has generated.

- The results report on pre-dominantly qualitative data on frequency analysis of obvious themes that were evident upon first reading of the statements. A second review of the statements may reveal variability in frequencies reported.

Report By: Nazneen Rustom

Graduate Student Representative, Department of Neuroscience, Carleton University

Report draft 1 December 2, 2016.

Final draft December 12, 2016.

Last update: December 12, 2016; 4:35 p.m., version 3

Update 1: Delete blank page from document

Update 2: Correct percentages to appear uniformly, numerically, on the Summary. Correct Figure 3 (previous document stated September 2018, instead of September 2017).

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