


further together





Our vision is to **imagine the impossible**, to inspire one another, and to innovate in ways we have yet to fully explore. To envision the impossible and work together to achieve what we envision.

About our Plan, this Report and our Current Reality

As we ease out from the grip of the global pandemic, optimism for what can be accomplished is bountiful. The groundwork has been laid for us to strategically rise from the challenge of the last two years. We must now focus on moving our objectives forward without hesitation.

While we cannot lose sight of what COVID-19 has taught us – to be nimble, flexible and have the ability to adapt quickly – we must now turn our attention to building a better Cambrian, for our students, faculty, staff and the greater community. The Strategic Plan and the objectives within it continue to be our focus, as we strive to achieve our strategic goal:

To be the college of choice for our differentiated academic opportunities, exceptional college experience, and our valuable partnerships

This report highlights the many accomplishments since the previous Monitoring Report. In the report, you will find:

- » **A. Highlights At-a-Glance**
- » **B. Activity Report**
- » **C. Achievements to Date**

A. Highlights At-a-Glance

During the past 6 months, we have made significant progress in furthering our more established objectives while making headway in others.

Please find below some of the key highlights and memorable speaking points for this interim period:

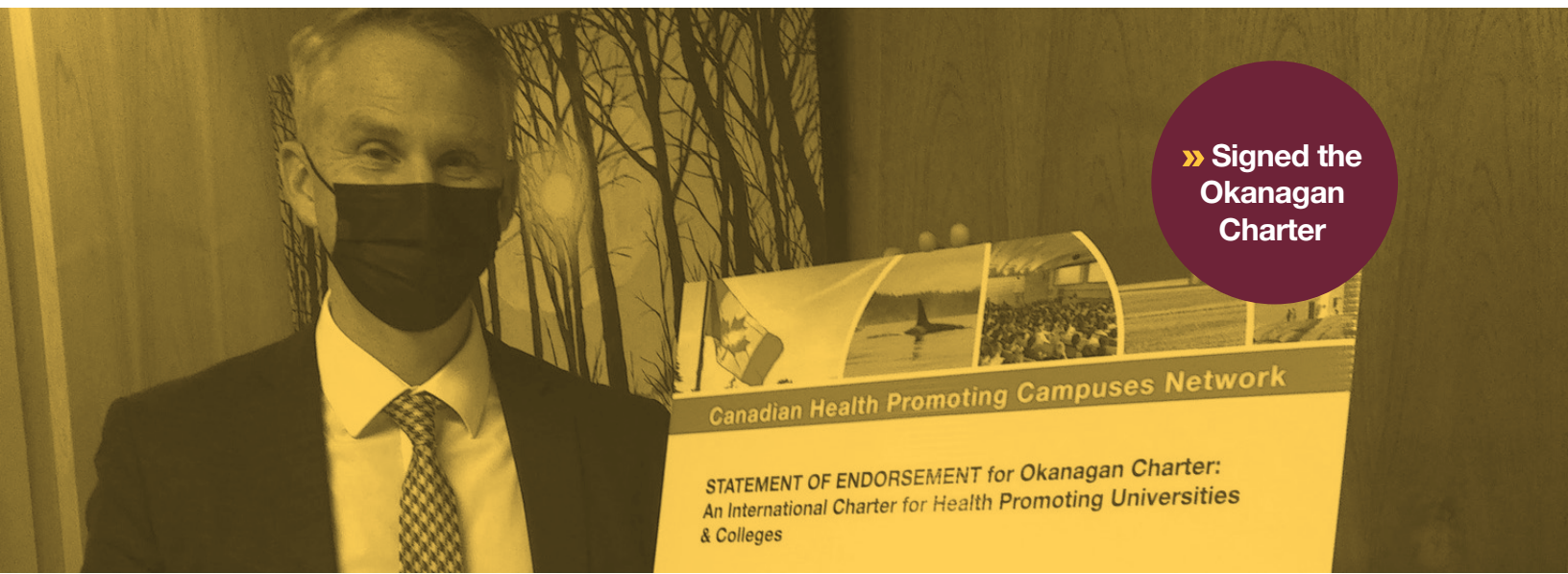
- Received Ministry approval to offer the **Bachelor of Science in Nursing Degree (BScN)** which will begin with its first cohort of students in Fall 2022
- **Received \$1 million from the Canada Foundation for Innovation (CFI)** initiative to establish a Battery Electric Vehicle Lab
- Officially **signed the Okanagan Charter**, an international pledge to promote health and wellness on campus. Cambrian is the first college in Northern Ontario and fourth college in the province to sign the Charter
- **Named one of Canada's top research colleges**, achieving our highest national ranking ever (18th)
- **Set a new record for research income** (\$5.56 million)
- **Raised approximately \$85,000 during the Giving Tuesday Campaign**, dedicated to initiatives from bursaries and student food bank, to mental health and women in skilled trades.
- **Consulted with Elders, Community and Cambrian's Circle of Indigenous Education to approve a new Land Acknowledgement** that is more respectful and inclusive of those it intends to honour
- **Completed phase one of an Indigenous Classroom renovation**
- **Achieved \$1.4 million in overall philanthropy**

received
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a Battery Electric
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» Signed the
Okanagan
Charter

Canadian Health Promoting Campuses Network

STATEMENT OF ENDORSEMENT for Okanagan Charter:
An International Charter for Health Promoting Universities
& Colleges



B. Activity Report

Our Plan is an ambitious one in that it has been designed to continually evolve as new opportunities present themselves. In fact, we do not want to be limited by a finite number of outcomes, and our objectives will not have a finite conclusion. We will continue to build each objective with new foundational, transformational and aspirational tactics as some are achieved and new opportunities are identified.

Excel in Teaching and Learning

continuing to raise the bar for teaching excellence

Create a more flexible, inclusive, and responsive academic learning experience

- Initiated the process of developing College level outcomes by **reviewing the Cambrian Graduate Attributes**
- Developed quality criteria for digital learning

Diversify academic credentials and course offerings

- Received approval for 2-year graduate certification in Global Business Management
- Approval of 11 Ontario College Certificates – Apprenticeships
- Implemented a flex delivery model in Fall 2021
- Initiated badging system to identify competencies
- Completed 5 virtual learning strategy projects and simulations
- Approved 4 new micro-credentials
- Experienced significant growth in non traditional intakes with over 180 registrants since November 2021
- Increased enrollment of students in 54 different programs for Summer 2022, representing growth of just under 30% since Summer of 2020

Redefine postsecondary education for Cambrian

- Received Ministry approval to offer the Bachelor of Science in Nursing Degree (BScN) which will begin with its first cohort of students in Fall 2022
- Submitted formal pathways to Ministry into BScN from the PN program and from other degrees as well as pathways into the HBBA program from high affinity business diploma programs
- Submitted proposal for a three year Bachelor of Business Administration Degree in advance of the Governments credit reform announcement that took place on April 11, 2022



Modernize the College

meeting the evolving expectations for our campus environment both physically and digitally

Physical Modernization

- Invested over \$500,000 in **new, modern and flexible student study/social spaces** on campus
- **Transitioned to LED** lighting across campus
- **Invested \$2.1M in Academic modernization** including classrooms, labs, and equipment
- Invested almost **\$1M in deferred maintenance**

Digital Modernization

- **Launched Cohort Go** – an agent management software to improve systems and reduce risk
- Undergoing consultation for a **website design and brand refresh**



Think Globally

making global thinking common practice

Engage, grow and diversify our international student population

- **Diversified international markets** – reduced dependency on India to 67% and now have students from 53 countries



Respect Indigenous Cultures

growing our cultural competency and engage with the gifts of our Indigenous brothers and sisters

Advance our commitments to the Indigenous Education Protocol

- Consulted with Elders, Community and Cambrian's Circle of Indigenous Education to approve a **new Land Acknowledgement** that is respectful and inclusive
- **Completed phase one of an Indigenous Classroom renovation**
- **Approved two Indigenous Languages Certificates** of Completion in Anishnaabemowin (Ojibwe) and Nehiyawemowin (Cree)
- **Launched Anishinaabe culture workshops** for internal Cambrian community
- **Delivered outreach packages** to students in remote Northern communities
- **Introduced a new orientation for Cambrian employees** that educated them on the importance of Indigenous culture at Cambrian

» Consulted with Wahnapiatae First Nation and Atikameksheng Anishnawbek to finalize **Cambrian's Response to the Truth and Reconciliation Commission Calls to Action**





Advance Applied Research

reaching higher and farther in the world of research partnerships

Expand presence of Applied Research through digital marketing strategies

- **Expanded reputation of Cambrian R&D with the Unlikely Innovators Podcast.**
42 episodes have aired to date with listeners all over the world. Notable guests have included Terry O'Reilly, Peter Mansbridge, Amber Mac, and Chris Hadfield. Since October, local entrepreneurs and innovators such as Alicia Woods, Vineet Johnson, and Samantha Kuula had been highlighted as well. The podcast is available on all major platforms and is available in video format on Cambrian's YouTube page.

Expand research and development services into new sectors

- **Received \$1M from the Canada Foundation for Innovation (CFI)**
initiative to establish a Battery Electric Vehicle Lab

Be nationally recognized for our research expertise and industry partnerships

- **Named one of Canada's top research colleges,**
achieving our highest national ranking ever (18th)

» Set a new
record for
research income
(\$5.56 million)





Enhance College Well-being

making wellness a foundational focus

Foster a culture of safety, belonging, support and wellness

- **Hired CultureAlly to consult on EDI strategy for Cambrian.** Survey and focus groups have taken place
- **Developed Sexual Violence Prevention Training** for residence students
- **Initiated campus awareness and training opportunities** for Black History Month
- **Collaborated with Laurentian University, College Boreal and the Greater Sudbury Police Service** to develop a shared video resource on consent

Align our health and wellness mandate with the Okanagan Charter

- **Signed the Okanagan Charter**, an international pledge to promote health and wellness on campus. Cambrian is the first college in Northern Ontario and fourth college in the province to sign the Charter



Promote a Sustainable Campus

leading the way in sustainable practices

Actively reduce our carbon footprint

- Developed a **Foundations in Battery Electric Micro-credential**
- **Implementation of Honeywell Phase 3 Project** is near complete



Grow and Steward Industry Partnerships

working with our partners to go beyond the norm

Grow the number of partner relationship

- **Raised approximately \$85,000 during the Giving Tuesday Campaign**, dedicated to initiatives from bursaries and student food bank, to mental health and women in skilled trades.
- **Developed and launched a new donor stewardship plan**
- **Surveyed Cambrian staff** to benchmark Cambrian's involvement in, and contributions to, the community
- **Identified Cambrian's Top 100 partners** engaging with the College on a variety of identified levels including employer, donors, PAC members, etc.
- **Hosted the North's largest annual Career Fair**, Conference and Awards to support employer workforce needs and recognized Cambrian's Employer of the Year – City Welding
- **Identified inaugural Indigenous workshops** for development in order to address industry need and interest – Engaging with Community, Ally ship and Truth and Reconciliation, and Health - Indigenous Perspectives
- **Achieved \$1.4 million in overall philanthropy**

» **Launched Partner+**, a new webpage designed to make navigating partnership opportunities at Cambrian easier for external stakeholders



C. Achievements to date

As of October 2021



Submitted business case for a stand-alone Bachelor of Science in Nursing Degree leading us on the path to delivering a polytechnic education



Introduced a number of **new mid-semester intakes for 8 programs**, further establishing Cambrian as a flexible and accessible 12 month global college



Taken first steps in a multi-year campus modernization process through investment of over \$3.2M in capital projects to enhance the current Cambrian built environment



Continued to evolve our growing research reputation with the addition of **over \$1M in new research funding**



Committed to implementing a carbon reduction strategy that will meet the provincial guidelines by 2050



Progressed our journey to becoming a philanthropic beneficiary of choice by **surpassing \$1.1M annually in overall fundraising contributions**

As of April 2021



Submitted Honours Bachelor of Business Administration Degree proposal for approval



Launched new programs: Media Communications and Cyber Security (January 2022)



Launched 24 micro-credentials



Added 10 additional hi-flex delivery classrooms



Launched multifactor authentication to enhance cyber security



Received significant investments from various partners: \$600,000 from eCampus Ontario, \$500,000 from CiCan Global Skills Opportunity, \$330,000 from RBC Future Launch, \$150,000 from TD



Developed a four-week **Transition Program for Indigenous students** to explore programming



Developed an Equity, Diversity, and Inclusion Committee



Committed to College Council reviewing all policies with a lens of health and wellness