

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

We are now on the final leg of our Further Together Strategic Plan journey, launched in 2020. With so much already accomplished, we are closing one strategic plan chapter with planning underway for yet another, all at a time when the sector is facing a level of fluidity never before experienced. Continued and ever-evolving changes to Post Gradual Work Permits, the subsequent erosion of Canada's reputation as a destination for international students, and a general cloud over the federal politics has made day-to-day AND longer-term planning more of challenge than usual. However, as a result of our historically prudent approach to budget development and fiscal sustainability, Cambrian remains in relatively strong position to navigate an increasingly volatile environment.

With challenges come opportunities to continue to show the world who we are as we follow our 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:

- **Honours Bachelor of Applied Psychology** approved by Ministry with an anticipated Fall 2025 launch
- **Began construction of new spaces on campus** – Health Simulation Centre, student study spaces and student government space
- Celebrated the **grand opening of the Vale Electric Vehicle Lab**, marking Vale Base Metals' significant \$750,000 investment
- Celebrated the first-ever school naming in the College's history, honouring a six-figure contribution to the newly named **Douglas A. Smith Family School of Business**
- Unveiled our new varsity brand, as part of the College's multi-year brand rollout

» Hosted
Cambrian'
first Pride
Run in July



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

- **Expanded seats in the following programs** to help address critical labour shortages:
 - Personal Support Worker
 - Paramedic
 - Early Childhood Education
 - Developmental Service Worker
 - Addictions and Mental Health
- **Added January intakes in the following programs**, providing more opportunities for students to join Cambrian:
 - Chemical Engineering
 - Electrical Engineering
 - Mechatronics
 - Mechanical Engineering

Diversify academic credentials and course offerings

- **Re-launched Tourism program** to address labour market needs

Redefine postsecondary education for Cambrian

- **Honours Bachelor of Applied Psychology posted to OCAS** and marketing underway for first intake in September 2025.



Modernize the College

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

Physical Modernization

- **Opened a new staff lounge space**, actioning feedback that was gathered through engagement surveys
- **Began construction of new spaces on campus** – Health Simulation Centre, student study spaces and student government space

Digital Modernization

- First Ontario College to move to **Ellucian Banner 9 Student** and **Student Self-Service**
- Migrated to a **new Learning Management System Provider**
- **Upgraded the technology in the Library's Student Study rooms** for enhanced student experience



Think Globally

making global thinking common practice

Engage, grow and diversify our international student population

- Attained an overall enrolment of **1848 International Students for the May 2024 intake**.
- Recruited 904 semester 1 international students, with 647 net new, **resulting in an overall enrolment of 2633** (43% of the total student population) for the September 2024 intake.

Create reciprocal global learning experiences

- **Sent eight (8) Cambrian students alongside a faculty member in an outbound short-term mobility program to Munster Technological University (MTU) in Ireland** to participate and complete a short-term program targeted in topics around the Child and Youth Care program as part of Global Skills Opportunity (GSO) in May 2024.
- **Sent six (6) Cambrian students alongside a faculty member in the Nursing program to participate and complete a short-term practicum with the Universidad Hispanoamericana in Costa Rica** as part of GSO in May 2024.
- **Sent eight (8) Cambrian Indigenous students along with the Chair of Community Studies to participate in an Indigenous short-term mobility experience at the University of Wollongong in Australia** as part of Global Student Opportunities (GSO) in July 2024.
- **Faculty member Christopher Blackmore from the School of Trades and Engineering participated in a three-week (May 2024) outbound faculty mobility program experience in Peru** through Cambrian's partner TECSUP. This was funded by the Emerging Leaders of the Americas Program (ELAP) which is administered by the Canadian Bureau for International Education (CBIE).
- **Implemented and delivered the GSO Innovation Fund project "Indigenous Horizons: Exploring Indigenous student learning and engagement through a virtual reality mobility experience"** in July 2024 as the lead institution in a college consortium with Georgian and Algonquin. The project activities led to the creation of a credited online course (General Education Elective) on international mobility/study abroad using VR worlds in Turtle Island and Australia.

» **Hosted 25 Mexican post-secondary students in April 2024** who completed a customized three-week English as a Second Language (ESL) Program. This project was funded through the Secretariat of Research, Innovation, and Higher Education (Government of the State of Yucatan, Mexico).



Respect Indigenous Cultures

growing our cultural competency and engage with the gifts of our Indigenous community

Advance our commitments to the Indigenous Education Protocol

- **Hosted Awaken, a three-day remote excursion** where justice and social services students were immersed in Indigenous culture and teachings.
- **Hosted the Indigenous Transition Program** aimed at helping Indigenous students prepare for college by getting to know the Cambrian community while discovering what services are available and become familiar with the internal systems such as Moodle and myCambrian.
- **Honoured Truth and Reconciliation with a number of initiatives on and off campus** – including Cambrian's participation in the Greater Sudbury Police Service Relay, information booths about Orange Shirt Day and a guided reflection walk with educational stations along the way.

Provide a learning environment that celebrates and respects Indigenous culture and diversity of our Indigenous learners

- **Hosted a Wabnode Open House** where students met staff and other students, and learned about the services and supports available.
- **Hosted a Welcoming Feast in September** – Over 100 students enjoyed a dinner, played games and won prizes.





Advance Applied Research

reaching higher and farther in the world of research partnerships

Expand research and development services into new sectors

- **Received \$196,278 from NSERC's College and Community Social Innovation Fund program** over three years to develop an arts-based program with Myths and Mirrors. The total project is valued at \$421,078.

Expand presence of Applied Research

- **Presented at CIGan annual conference** – How to Build Your Applied Research Team
- **Held the third-annual BEV InDepth conference** with the City of Greater Sudbury welcoming nearly 300 industry and government attendees from across the automotive and critical minerals sector to campus
- **Hosted federal Ministers Mary Ng and Ya'ara Saks** for a tour of Applied Research
- **Hosted Consul General Baxter Hunt**, who serves as US Consul General in Toronto, for a tour of Applied Research

Secure capital opportunities to expand research capacity to meet industry needs

- **Received \$262k from NOHFC** to develop a critical minerals lab
- **Officially opened the Vale Electric Vehicle Lab**



Enhance College Well-being

making wellness a foundational focus

Foster a culture of safety, belonging, support and wellness

- **Cambrian hosted the first Pride Run in July.** This event was created to provide an inclusive and safe environment for all to enjoy physical activity specifically the 2SLGBTQIA+ community.
- **Partnered with the Canadian Mental Health Association and the Centre for Innovation in Campus Mental Health** to provide resources specific to students studying in trades as well as an information booth and counselling in their area.

» **Launched the Diversity Resources' Online Calendar** integrated with our current Outlook calendar, providing staff and students information about key diversity events, dates and resources.



Promote a Sustainable Campus

leading the way in sustainable practices

Actively reduce our carbon footprint

- **Designated parking spots for people who carpool**
- **Installed bike racks that accommodate wide-tire bikes** (off-road bikes and e-bikes)
- **Installed a bike repair station** at our main entrance



Grow and Steward Industry Partnerships

working with our partners to go beyond the norm

Grow the number of partner relationship

- **Celebrated the grand opening of the Vale Electric Vehicle Lab**, marking Vale Base Metals' significant \$750,000 investment
- **Secured additional funding for the Vale EV Lab**, including \$500,000 from RBC Future Launch and \$100,000 from Ontario Power Generation (announcements coming soon)
- **Hosted the grand opening of the Eaton Electrical Lab**, recognizing Eaton's recent financial contribution to the EV Lab and two decades of in-kind equipment support
- **Celebrated the first-ever school naming in the College's history**, honouring a six-figure contribution to the newly named Douglas A. Smith Family School of Business
- **Opened the DiBrina Family Holdings Conference Room in the School of Business**, in recognition of a \$100,000 endowment supporting annual unrestricted funding for the Douglas A. Smith Family School of Business
- **Launched a Cambrian Alumni app**, providing exclusive benefits and resources for alumni across the globe
- **Hosted Healthcare Career Connection event** bringing together northern employers, Cambrian and area highschool students for a day of networking and job exploration
- **Expanded Jill of All Trades event to over 40 industry partners and 200 highschool participants** in the North's premiere event aimed at diversification of the skilled trades workforce



C. Achievements to date

April 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**

October 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** with funding from NSERC



Developed an Equity, Diversity, and Inclusion Committee



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

April 2022



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 \$1M 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

October 2022



Received official Ministry approval for 2nd degree offering – BBA Honours, including approval to launch years 1 and 3 concurrently



Official opening of the Cambrian Pride Centre, a space that is dedicated to supporting 2SLGBTQ+ students and staff



Achieved substantial international diversification with 34% of international learners originating from non-Indian markets, with highest numbers being from Nepal, Nigeria, Philippines, Vietnam, and Columbia.



Substantial completion of an **\$800,000 renovated café area within the Student Life Centre (SLC)**



Published Cambrian's response to the Truth and Reconciliation Commission Calls to Action, which outlines the steps Cambrian has taken to implement the vision of the TRC. The report was blessed by College Elders in a sacred fire ceremony.

April 2023

NEW

Officially opened the Cambrian Spiritual Centre, a multi-faith space on campus



Received approval to launch three-year BBA – first college in Ontario to do so



Received referral to Postsecondary Education Quality Assessment Board for the Applied Psychology Degree, the next step toward adding our 4th degree at Cambrian



Opened the newly **renovated Fireside Lounge** in the Student Life Centre



Secured \$350,000 in industry investment for BEV lab



Achieved a total of \$2.5M in private philanthropic giving, the highest total in Cambrian history



Received an Industrial Research Chair grant from the Northern Ontario Heritage Fund Corporation to support Dr. Nadia Mykytczuk's ground breaking research in biomining. Valued at \$750,000, this five-year grant from NOHFC will be matched by industry partners that include Vale, Glencore, Teck Resources, and Bac-Tech Environmental



Installed fully operational Battery Electric Vehicle charging stations on campus to support an environmentally conscious community

October 2023



Launched Honours Bachelor of Business Administration (4 yr degree)



Launched Bachelor of Business Administration (3 yr degree)



Increased our intakes in our BSCN Nursing, Practical Nursing and Paramedic programs to support the Health Human Resource crisis in Ontario and throughout Canada



Completed construction and achieved fundraising objectives of the Battery Electric Vehicle Lab (BEV) in the Glencore Centre for Innovation



Celebrated historic levels of philanthropic investment with naming events – BESTECH Prototyping Lab, Sandvik Innovation Room, IHSA Walkway, Gatien Training Field



Commemorated National Day for Truth and Reconciliation with week-long activities designed to facilitate learning, reflection, and collaboration

April 2024

NEW

Launched our much-anticipated **new brand identity and website**



Received approval of Registered Nurse (RN) Prescribing by both Board of Governors and Ministry – launched January, 2024



Received approval for Bachelor of Applied Computing from Board of Governors and currently working on Ministry application



Received Ministry approval for Artificial Intelligence / Machine Learning Graduate Certificate



Achieved a **historical fundraising total of \$3.7M**



Partnered with the Canadian Mental Health Association Sudbury/Manitoulin to **host mandatory mental health resilience training session** for students in trades programs.



Signed a Memorandum of Understanding (MOU) with the University of Wollongong in Australia to facilitate discussions on internationalization activities such as Indigenous student/faculty mobility, offshore joint program delivery and applied research in Mining