

## LAMBTON COLLEGE OPEN BOARD MEETING

Thursday, January 23, 2025

4:00-5:30 p.m.

E1-321 Research Training Room, NOVA Chemicals Health and Research  
Centre, Lambton College

### AGENDA

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4:00 1. **CALL TO ORDER** T. Lee

2. **INDIGENOUS TRUTH AND RECONCILIATION  
LAND ACKNOWLEDGEMENT** M. Denomme

At Lambton College, we are always very grateful for the land we live on, for the land we teach and work on, for the land we play and compete on and for the land we learn on.

It is with this gratitude in our hearts that before important events such as this one today that we are always very proud to acknowledge that: Lambton College is located on the beautiful homeland that is the traditional territory of the Ojibwe, Potawatomi and Odawa Nations. These three individual Nations make up the traditional Three Fires Confederacy. We acknowledge the grace and the welcome they have offered to all students, staff and guests at Lambton College.

3. **CONSENT AGENDA (attachments)** T. Lee **approval**

1. January 23, 2025 Agenda
2. December 5, 2024 Open Minutes
3. Report from the December 5, 2024 In-Camera Meeting
4. Conflict of Interest Declaration
6. Chair's Report

Recommendation: That the Board of Governors approves the minutes of the Open Meeting of December 5, 2024 and the entire contents of the consent agenda.  
2025-1

- 4:05 4. **CELEBRATING OUR STUDENTS** K. Gray information  
Tyler Grevers, Therapeutic Recreation Student
- 4:20 5. **HEALTH AND SAFETY ANNUAL REPORT** (attachment) S. Dickson **approval**  
Brent Thomas, Director, Facilities Management  
Recommendation: the Lambton College Board of  
Governors accepts the 2024 Health and Safety Report.  
2025-2
- 4:35 6. **STUDENT ADMINISTRATIVE COUNCIL ANNUAL** K. Gray information  
**REPORT** (attachment)  
Jake Prudom, President, Student Administrative Council  
James Grant, General Manager & Student Administrative  
Council
- 5:00 7. **PRESIDENT’S REPORT** (attachment) R. Kardas information
- 5:10 8. **GOVERNANCE REPORT** (attachment) T. Lee **approval**  
Recommendation: That the Board of Governors approves  
the Governance Report and all decisions and motions  
therein, as presented 2025-3
- 5:20 9. **OTHER BUSINESS** T. Lee Information
- 5:30 10. **ADJOURNMENT** T. Lee

**Short Break for refreshments – 5:30-5:45 p.m.**

**Members**

Tania Lee, Chair  
Jason McMichael, 1<sup>st</sup> Vice-Chair  
Rob Dawson, 2<sup>nd</sup> Vice-Chair  
Raj Ashar  
Tim Edgar  
Mike Denomme  
Rob Kardas  
Jane Mathews

Daniella Mancusi  
Jarvis Nahdee  
Dave Park  
Dean Pearson  
Kelly Provost  
Carlos Diaz Rangel  
Ryan Straus  
Beth Ann Wiersma  
Jennifer Ziegler

**Resource**

Dave Machacek  
Mehdi Sheikhzadeh  
Kurtis Gray

**Ex.Officio**

Spencer Dickson

**Board E.A.**

Lianne Birkbeck

## Open Board Meeting Minutes– Thursday, December 5, 2024 – 4:00 p.m.

Lambton College, Research Training Room, E1-321 (Teams Available)

### Membership

Tania Lee, Chair  
 Jason McMichael, 1st Vice-Chair  
 Rob Dawson, 2nd Vice-Chair  
 Raj Ashar  
 Tim Edgar  
 Mike Denomme  
 Rob Kardas  
 Jane Mathews

Daniella Mancusi  
 Jarvis Nahdee  
 Dave Park  
 Dean Pearson  
 Kelly Provost  
 Carlos Diaz Rangel  
 Ryan Straus - regrets  
 Beth Ann Wiersma  
 Jennifer Ziegler

### Resource

Dave Machacek  
 Mehdi Sheikhzadeh  
 Kurtis Gray  
  
 Ex.Officio  
 Spencer Dickson  
  
 Board E.A.  
 Lianne Birkbeck

#### 1. **CALL TO ORDER**

Tania Lee , Chair, called the meeting to order at 4:00 p.m.

#### 2. **INDIGENOUS TRUTH AND RECONCILIATION LAND ACKNOWLEDGEMENT**

The Chair invited Carlos Diaz Rangel to make the Indigenous Land Acknowledgement that at Lambton College, we are always very grateful for the land we live on, for the land we teach and work on, for the land we play and compete on and for the land we learn on. It is with this gratitude in our hearts that before important events such as this one today that we are always very proud to acknowledge that: Lambton College is located on the beautiful homeland that is the traditional territory of the Ojibwe, Potawatomi and Odawa First Nations. These three individual Nations make up the traditional Three Fires Confederacy. We acknowledge the grace and the welcome they have offered to all students, staff and guests at Lambton College.

#### 3. **CONSENT AGENDA**

1. December 5, 2024 Agenda
2. October 24, 2024 Open Minutes
3. Report from October 24, 2024 In-Camera Meeting
4. Conflict of Interest Declaration
5. Chair’s Report

**IT WAS MOVED BY:** Dean Pearson  
**SECONDED BY:** Mike Denomme

**THAT:** the Board of Governors approves the minutes of the Open Meeting of October 24, 2024 and the entire contents of the consent agenda. 2024-34. **CARRIED**.

4. **CELEBRATING OUR STUDENTS**

Mehdi Sheikhzadeh, Senior Vice-President Research and Innovation, introduced Tamaya Wilson, a Business Management Human Resources student and researcher. Tamaya shared her background, including her work as a psychologist and volunteer assisting students with mental health through Lion's Mind. She discussed her research project, Breaking Barriers, Empowering Students' Mental Health. Tamaya highlighted the challenges of finding jobs in smaller cities like Sarnia-Lambton and emphasized the persistence needed to secure employment.

5. **FINANCIAL STATEMENTS FOR THE PERIOD ENDING SEPTEMBER 30, 2024 AND 2024/2025 FALL FINANCIAL FORECAST UPDATE**

Rob Kardas, President and CEO, reviewed the Financial Sustainability Plan, highlighting cost containment and revenue optimization efforts. He noted a projected deficit of up to \$10M for 2025/26. Julie Carlton, Director Finance, presented a fall forecast predicting a larger than expected in-year surplus for the current fiscal. Capital reserves and current project allocations were also reviewed.

**IT WAS MOVED BY:** Kelly Provost

**SECONDED BY:** Tim Edgar

**THAT:** the Board of Governors approves the Finance and Property Committee recommendation to approve the Financial Statements for the period ending September 30, 2024 and the Fall Forecast update of financial performance for the 2024-25 budget year as presented . 2024-35. **CARRIED**

6. **TUITION AND COMPULSORY FEES**

Spencer Dickson, Senior Vice-President Strategy and Corporate Services, presented the 2025-2026 Tuition and Compulsory Fees. He noted that tuition remains frozen by the provincial government, except for the Pre-Service Firefighter program, which is considered anomalous, and non-funded international tuition. The rationale for the recommended increases to ancillary fees was provided, noting that these fees have been reviewed and approved by the Student Administrative Council as part of the five-year review.

**IT WAS MOVED BY:** Rob Dawson

**SECONDED BY:** Mike Denomme

**THAT** the Board of Governors approves the Finance and Property Committee recommendation to approve the 2025-26 Tuition and Ancillary Fees as presented, reflecting the categorization of

compulsory and ancillary fees levied by Lambton College and the Lambton College Student Administrative Council. 2024-36.

**CARRIED.**

7. **2025-2029 STRATEGIC PLAN**

The 2025-2029 Strategic Plan was presented noting the extensive consultation, review and input of internal and external stakeholders. The plan positions the college well to continue to: serve students and the community to ensure student success as part of a skilled workforce, to be a leader in research and innovation, and to continue to advance Truth and Reconciliation.

**IT WAS MOVED BY:** Dean Pearson  
**SECONDED BY:** Kelly Provost  
**THAT** the Lambton College Board of Governors approves the 2025-2029 Strategic Plan. 2024-37. **CARRIED**

8. **PRESIDENT'S REPORT**

The President began his report by noting the tragic deaths of students this past semester and deep sadness felt by the college community.

The President presented his report as written highlighting that International Education advocacy continues, and the construction of the Indigenous Outdoor Gathering space continues with an opening planned for June.

9. **OPEN GOVERNANCE REPORT**

The Chair invited Dave Machacek, Senior Vice-President Academic and Student Success to provide an update on the Programs and Services Committee, outlining the rationale for the new program proposals. Reports from the Program Advisory Committees were presented, including an overview of the Sports Administration Program Advisory and its key industry members from prominent sports organizations.

**IT WAS MOVED BY:** Beth Ann Wiersma  
**SECONDED BY:** Mike Denomme  
**THAT:** the Board of Governors approves the Governance Report and all decisions and motions therein, as presented. 2024-38.  
**CARRIED.**

10. **OTHER BUSINESS**

Governors who attended the Higher Education Summit submitted reports emphasizing the informative and dynamic sessions on good governance. Additionally, there was consistent

discussion, at the Summit, regarding the current financial situation of colleges and the effects of federal policy changes and funding challenges.

11. **ADJOURNMENT**

The meeting adjourned at 5:18. p.m.

MINUTES APPROVED BY:

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Tania Lee, Chair

AT MEETING OF October  
Lianne Birkbeck, Recording Secretary

**Report From: Tania Lee, Chair**

<input type="checkbox"/> For Action	<input checked="" type="checkbox"/> Board of Governors
<input checked="" type="checkbox"/> For Information	<input checked="" type="checkbox"/> Open Meeting
<input checked="" type="checkbox"/> Meeting Date	<u>January 23, 2025</u>
<input checked="" type="checkbox"/> Agenda Item No.	<u>3</u>

**Subject: Report on Items from In-Camera Session December 5, 2025**

Signature on file

Tania Lee, Chair

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The December 5th, 2024 In-Camera meeting agenda contained the approval of the In-Camera Minutes of October 24<sup>th</sup> and the discussion and approval of the 2023-2024 President's Evaluation.

Also, the Board was updated on the status of the KPMG Efficiency Review and the Board discussed the 2023-2024 Board Annual Effectiveness Survey results.

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**Report From: T. Lee Chair**

<input type="checkbox"/> For Action	<input checked="" type="checkbox"/> Board of Governors
<input checked="" type="checkbox"/> For Information	<input checked="" type="checkbox"/> Open Meeting
<input checked="" type="checkbox"/> Meeting Date <u>January 23, 2025</u>	
<input checked="" type="checkbox"/> Agenda Item No. <u>3</u>	

**Subject: Chair's Report**

1. On December 19th, the Chair brought greetings on behalf of the Board to the Employee Recognition event. At the event, employees were recognized for years of service, academic achievements, and retirements.
2. The Chair attended the Programs and Services Committee on January 16th.



# Health & Safety Report

January 1 – December 31, 2024

# Agenda

- Health & Safety Functions
- Prevention Initiatives
- Ministry of Labour, Immigration, Training & Skills Development:  
*(referred to as MOL - Ministry of Labour in this report)*
  - Notices and Field Visits
- Workplace Safety & Insurance Board Accident Review
- Employee & Student Accident Summary
- Moving Forward

# Health & Safety Functions

## **Functions:**

- Health and Safety Compliance
- Policy & Procedure Development
- Security & Parking Operations
- Emergency Management
- Environmental Management

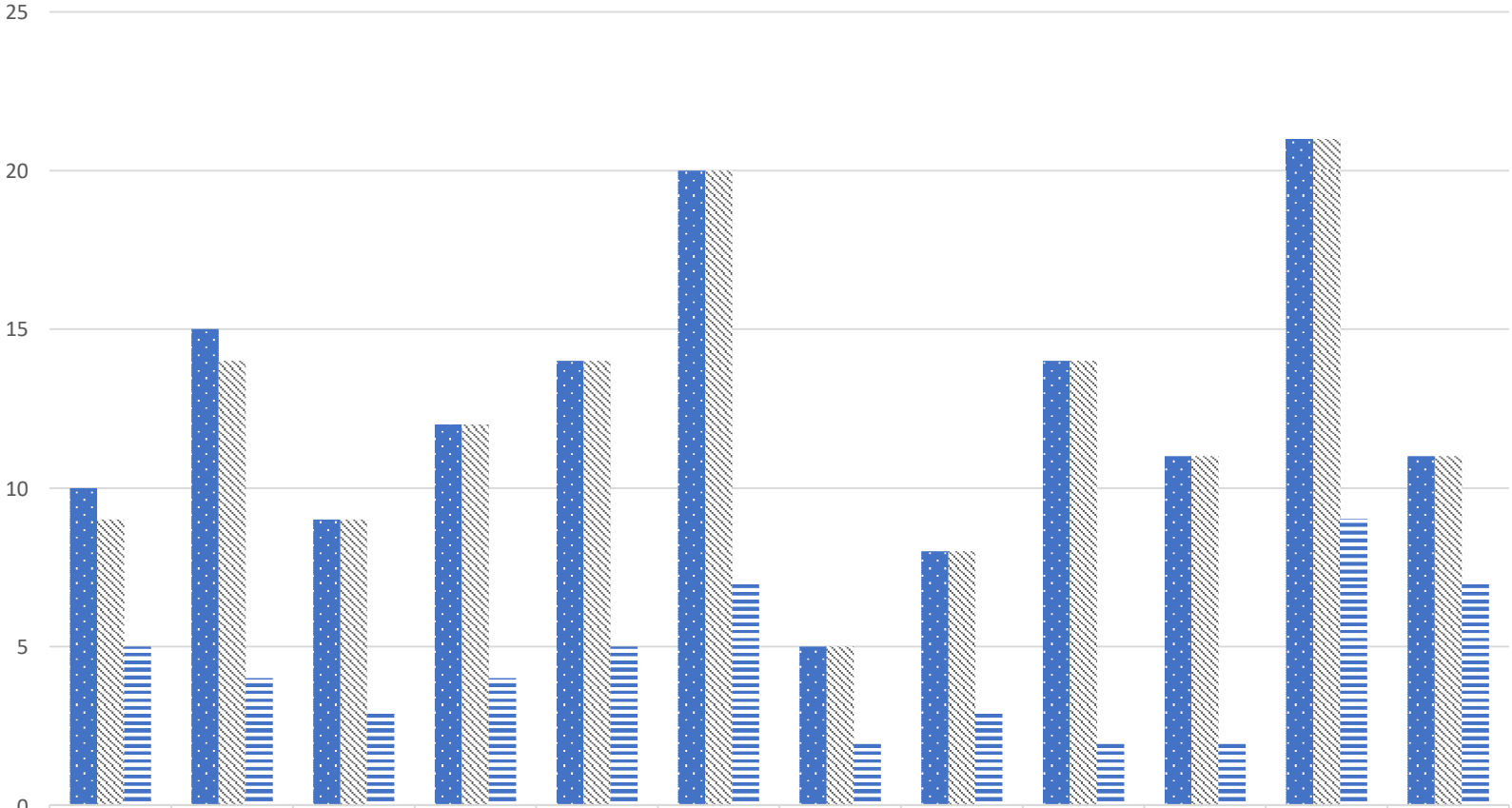
# Prevention Initiatives

- Health & Safety Executive Summary Reports
  - Provided to Senior Executive
  - More accountability from all levels including VPs
- Fire School: Standard Operating Procedures (SOP)
- Focused meetings with departments having recurring injuries
- Lambton Safe App (14,301 Subscribers)
- Emergency Response Drills & Team Training
- Awareness Communications
- JIRA work order system for:
  - workplace inspections and hazard reporting
  - injury, illness and safety reports
  - root cause action plans

# Enhanced Prevention Initiatives 2024

- Partway through the year, Health & Safety identified a concerning trend in the increase in Health Care injuries
  - Through January-August 2024, 9 Health Care injuries occurred, matching the total from January-December 2023
  - Trending towards 13 Health Care injuries in 2024 if no action taken
- We proactively addressed this issue by:
  - Creating standing items at Executive Management Team and College Management Team meetings
  - Strengthening root cause analysis
  - Formalizing an enhanced procedure that increases accountability at all levels, from injured party through to Dean/Director and Vice President
- We ended 2024 with just one additional Health Care injury for a total of 10
- In 2024, injuries decreased overall

# Health & Safety Hazard Report



	January	February	March	April	May	June	July	August	September	October	November	December
Count of Created	10	15	9	12	14	20	5	8	14	11	21	11
Count of Resolved	9	14	9	12	14	20	5	8	14	11	21	11
Count of No Issues	5	4	3	4	5	7	2	3	2	2	9	7

# MOL – Notices & Field Visits

Month	Reason	Description
January	Unexpected Field Visit	Follow-up visit from 2023 <ul style="list-style-type: none"><li>anonymous employee complaint (IAQ)</li></ul>
January	Unexpected Field Visit	Follow-up visit from 2023 <ul style="list-style-type: none"><li>notice of WSIB Occ. Illness from Dec 2023</li><li>claim denied – LC not employer responsible</li></ul>
April	Unexpected Field Visit	Anonymous employee complaint (IAQ)
April	Notice Submitted	Employee minor cut became infected <ul style="list-style-type: none"><li>Reported as Critical Injury (for transparency due to surgical procedures)</li><li>MOL responded as Occupational Illness</li></ul>
May	Unexpected Field Visit	Anonymous employee complaint (Water disruption)
July	Unexpected Field Visit	Anonymous employee complaint (Sharps disposal)
October	Notice Submitted	Student critical injury <ul style="list-style-type: none"><li>Slipped on water from unreported leaking water fountain in public area and fractured wrist</li><li>MOL visited because of location only</li></ul>

# Occupational Injury and Illness Analysis

- Regulatory requirements
  - WSIB, First Aid Regulation
- Root cause analysis and prevention measures
  - High-low risk areas
  - New / young workers
  - Policy / procedure reviews
  - SOP development
  - Campaign targets
  - Likelihood of recurrences
  - Training



# Workplace Safety Insurance Board Accident Review

Year	Allowed Lost Time Injury	Allowed No Lost Time Injury	Denied Claims	Other Claims	Total Claims Registered	Total Days Lost
2023	2	7	1	N/A	10	43
2024	2	7	N/A	1	10	23

# WSIB Accident Review Summary

- Lost Time Days (23)
  - Surgery
- No-Lost Time Injury Factors (7)
  - X-rays (3), Eye Exams (2), Prescription, Sutures
  - 26% health care costs for 7 no lost time injuries
- Other Claims Registered (1)
  - Pre-existing neurological condition

# Employee Accident Summary

2023 Total Injuries = 21

- 7 = WSIB No Lost Time Injuries
- 2 = WSIB Lost Time Injury

2024 Total Injuries = 18

- 7 = WSIB No Lost Time Injuries (approved)
- 2 = WSIB Lost Time Injuries
- 1 = WSIB Other (now STD)

# Student Accident Synopsis

## Top Injury Locations

- Lab/Shop

**Factors:** Lack of Skill, Hands on practical applications

## Top Injury Types

- Cut/Lacerations & Puncture/Needlestick

**Examples:** snipped finger with scissors, cut finger when breaking open glass ampoule

- Overexertion / Body Positioning

**Examples:** fitness class, simulations involving lifting

# Moving Forward

- Continue to effectively communicate and maintain transparency with leadership and the JOHSC
- Utilize leading indicators to measure safety prevention efforts through compliance, improvement and continuous learning
- Develop programs based on findings or legislative requirements
- Enhance employee and student orientation

Questions



2025/01/23

# President's Report

## TO THE BOARD OF GOVERNORS

### CHANGES TO THE INTERNATIONAL STUDENT PROGRAM

- The 2024 Provincial Attestation Letter (PAL) allocation expires on January 21. As of January 15, the Ministry of Colleges and Universities has not confirmed the 2025 allocations for individual colleges.
- Lambton College used 79% of its 2024 PAL allocation. According to the Ontario College Application System, only 53% of PALs were used across the Ontario college system.
- To help prospective international students understand which programs are aligned with Immigration, Refugees & Citizenship Canada's Post-Graduation Work Permit eligibility requirements, Lambton College has added Classification of Instructional Programs codes to its program web pages, program listings pages, and acceptance letters.

### RESEARCH & INNOVATION

- In collaboration with Cenith Energy, Lambton College's Lambton Manufacturing Innovation Centre has received a total of \$450,000 in funding from the Natural Sciences and Engineering Research Council of Canada's Applied Research and Development grant program for a three-project focused on the development of a novel, low-cost all-solid AI-ion battery framework based on an ionic electrolyte and nano-engineered titanate composite cathode, and battery management system. This research will allow Cenith Energy to commercialize the product, increase its annual revenue by 30% in the first three years, increase exports, and create jobs with an estimated two to three new employment opportunities each year after project completion. Results will also bolster the clean technology sector, reducing environmental impacts and enhancing global competitiveness.



Office of  
the President

- Lambton College was ranked the #2 research college in Canada in the Research Infosource Inc. rankings released in December. This marks nine consecutive years in the top five for Lambton College, a distinction unmatched by any other college. In the medium-sized college category, Lambton College also ranked:
  - #1 paid student research positions (fourth consecutive year)
  - #1 total granting research income
  - #1 paid research partnerships
  - #2 research income
  - #2 industry research income
  - #3 completed research projects
- Research & Innovation performance from April 1, 2024, to December 31, 2024:
  - 262 projects
  - 190 students hired with student contracted hours totaling 57,070
  - 14M total revenue

## OUR STUDENTS

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- Lambton College's Student Administrative Council (SAC) hosted a cross-campus soccer tournament, bringing teams from Lambton College in Toronto and Lambton College in Mississauga to the Sarnia campus.
- SAC also hosted a Lambton College Employee Christmas party for employees and their families that featured a gift raffle, inflatables, games, hot chocolates and treats, and Santa Claus.
- In December, a team comprised of Fire School students won the Hayter Memorial Charity Hockey Tournament, which draws teams of firefighters from Canada and the United States. The Fire School students donated their winnings back to the charity, benefiting Camp Bucko, a summer camp for young burn survivors in Ontario.
- Lambton College hosted a Winter Term Orientation for international students on January 2 and 3, providing information sessions, vendor booths, and bus tours to help ease the transition to Canada, Sarnia, and Lambton College.
- Winter Term classes began on January 6.



- The Paramedic program hosted Paramedic Services Day, bringing in various paramedic services organizations to speak to students.
- In December, Lambton College hosted what was then its biggest ever application night, garnering 129 applications from prospective domestic students. This result was bested by the January application night, which brought in 172 applications.

## OUR PEOPLE

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- The tri-board holiday luncheon was held on December 9 to thank members of the Board of Governors, Foundation Board of Directors, and Student Administrative Council for dedicating their time to the College.
- The annual Tree Lighting events were held on the main Sarnia campus, at the Fire School, and at Community Employment Services. The events featured student speakers, musical performances, and a visit from Santa.
- On December 18, the President spoke at the New Faculty Orientation to welcome new hires. Dave Machacek, Senior Vice President, Academic & Student Success, provided a video greeting.
- Lambton College employees took part in the annual holiday decorating contest, helping the campus come alive with holiday spirit. Winners were announced at the Employee Recognition Event.
- More than 200 employees attended the Employee Recognition Event on December 19 in the Andrew S. Brandt Ballroom. The event recognizes employees for years of service and academic and other special achievements, including the President's Award for Excellence and the Dee Cox Leadership in Learning Award.
- Members of the College Management Team directed their holiday giving towards the Lion's Heart, the on-campus food bank and clothing closet.
- On January 7, it was announced that the bargaining teams representing the College Employer Council and OPSEU, the union representing all full-time and partial-load faculty, counsellors, and librarians, signed a Memorandum of Settlement to enter into mediation-arbitration to achieve a new contract, averting labour action.

## OUR COMMUNITY

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- The Indigenous Student Council and Indigenous Student Centre hosted the Round Dance at Lambton College on December 7, welcoming community members to this important cultural celebration.
- The Lambton College Alumni Association hosted a 12 Days of Alumni Gratitude giveaway in December, engaging alumni and sharing photos and reasons why alumni would recommend Lambton College to prospective students on social media.
- The Lambton College Women’s Basketball Team was named to Mayor Mike Bradley’s annual Honour List, as was Business Professor Susan Doughty, who in 2024 received the YMCA Peace Medal for her work in fostering community connections by supporting Lambton College’s international students, particularly women.
- The third annual Lion’s Night @ Sting took place on January 10. The Sting took to the ice wearing special edition blue jerseys and tickets were made available to Lambton College employees and friends for just \$10.
  - The President did the ceremonial puck drop with student leaders Jake Prudom, President of SAC, Ryan Hurd, President of the Indigenous Student Council, and Aananya Tandon, President of the International Women’s Club.
  - The Lion’s Heart and Lion’s Mind teamed up on chuck-a-puck and raised \$850, more than double last year’s total.
  - The Sting auctioned off the game-worn jerseys, with proceeds going The Lambton College Foundation.

**Report From: T. Lee, Chair**

<input checked="" type="checkbox"/> For Action	<input checked="" type="checkbox"/> Board of Governors
<input type="checkbox"/> For Information	<input checked="" type="checkbox"/> Open Meeting
<input type="checkbox"/> Meeting Date <u>January 23, 2025</u>	
<input type="checkbox"/> Agenda Item No. #8	

**Subject: GOVERNANCE**

**Recommendation: That the Board of Governors approves the Governance Report and all decisions and motions therein, as presented.**

Signature on File  
T. Lee, Chair

**Programs and Services Committee (attachment)**

D. Machacek

**approval**

On January 16<sup>th</sup>, the Programs and Services Committee met and approved the following recommendation and heard an information presentation regarding experiential learning and cooperative education.

**Recommendation:** That the Board of Governors approves the Programs and Services Committee recommendation to suspend the following Ontario College Graduate Certificate Programs:

- Business Management (BMAN)
- Business Management – Human Resources (BMHR)
- Business Management – International Business (BMIB)
- Financial Planning and Wealth Management (FPWS)
- E-Learning Design and Training Development (ETIS)
- Advanced Photography (APPS)
- Project Management & Strategic Leadership (PMLS)
- Sports Business Management (SBMS)
- Hospitality Management (HMAN)
- 

AND the Tourism Operations Management (TMAN) Ontario College Diploma Program, effective Fall 2025.

**Executive Committee**

T. Lee

information

The Executive Committee will meet on January 21, 2025 to review the President and Board 2024/25 Six Month Goal Report and the President and Board and President 2025/26 goals.

**Nomination Committee**

T. Lee

**approval****External Governors**

**Recommendation:** that the Board of Governors approves the appointment of Rob Dawson to a second term beginning September 1, 2025 ending August 31, 2028.

**Internal Governors**

**Faculty Governor:** An election will be held for the Faculty Representative in April 2025 as Beth Ann Wiersma's first term ends August 31, 2025.

**Student Governor:** An election will be held for a Student Governor in April 2025 as Raj Singh term ends August 31<sup>st</sup>, 2025.

**2025 External Recruitment**

Tania Lee, Dean Pearson, and Dave Park's 2<sup>nd</sup> terms end on August 31, 2025. Recruitment began for individuals with experience in the following sectors: Manufacturing and Petrochemical, Small and Medium Enterprises (SMEs), Retail and Wholesale Trade, as well as Agriculture, Rural, and Related Industries. Applications have been received and will be reviewed by the Nomination Committee.



**Programs and Services Committee  
Program Suspension Briefing Note  
January 16, 2025**

## PROGRAM NAME & CREDENTIAL

### **Ontario College Graduate Certificate Programs**

- Business Management (BMAN)
- Business Management Human Resources (BMHR)
- Business Management International Business (BMIB)
- Financial Planning and Wealth Management (FPWS)
- E-Learning Design and Training Development (ETIS)
- Advanced Photography (APPS)
- Project Management & Strategic Leadership (PMLS)
- Sports Business Management (SBMS)
- Hospitality Management (HMAN)

### **Ontario College Diploma Program**

- Tourism Operations Management (TMAN)

## OVERVIEW

The Ontario College Graduate Certificate programs listed above are 2-year programs designed for international students. These programs were designed to enhance a student's previous education and provide additional knowledge and skills in their specific fields preparing them for employment in Canada.

The diploma program listed above, Tourism – Operations Management (TMAN) program, is a two-year Ontario College Diploma program with a co-op designed for both domestic and international students. The program prepares students without a previous credential for a career in Canada's tourism and hospitality industry.

## PROGRAM CONCERNS

Modifications to the federal government's list of programs eligible for the Post Graduate Work Permit (PGWP) upon graduation have led to a decrease in international interest in these programs. The imposed restrictions limit eligibility to programs meeting field of study requirements in the following five areas: agriculture and agri-food; healthcare; STEM; trade and

transportation to which this group of programs does not align. As of January 2<sup>nd</sup>, none of the listed graduate certificates have more than two applications, many have zero applications and, as such, there are no projected students for the Fall 2025 semester in these programs.

The TMAN diploma program shares nearly all its program map with HMAN and is financially viable only with a full intake of HMAN running in parallel in addition to a significant proportion of the TMAN intake coming from international recruitment. With the changes to PGWP eligibility, there are no projected international students entering the HMAN or TMAN program, and, consequentially, the projected number of TMAN students (currently projected at 4 domestic students) would not be sufficient to warrant an intake of TMAN in Fall 2025. Modeling of program costing of TMAN independent of HMAN with zero (0) international students and enrolment of 6 domestic students results in a cost-revenue ratio greater than 500%. Since 2021, the domestic enrollment for TMAN has been in the low single digits (average of 2.5), which is not sufficient for the program to be financially viable.

## IMPACT ON OTHER COLLEGE FUNCTIONS

The Program Advisory Committee members and local employers will be contacted regarding the program closure. Closure of the program will reduce program options for international students.

## HUMAN RESOURCES

Processes for assessing the Human Resource impacts will be considered in accordance with Article 27.06 of the Academic Collective Agreement.

## OPPORTUNITY FOR CURRENT APPLICANTS

All current applicants will be contacted and counselled regarding alternative program options.

## RECOMENDATION

Given the ineligibility of graduates in this field for PGWP, and the resulting projection of zero (0) students for Fall 2025, it is recommended that the following motion be approved:

That the Programs and Services Committee recommends to the Board of Governors the suspension of the following Ontario College Graduate Certificate Programs:

- Business Management (BMAN)
- Business Management – Human Resources (BMHR)
- Business Management – International Business (BMIB)
- Financial Planning and Wealth Management (FPWS)
- E-Learning Design and Training Development (ETIS)
- Advanced Photography (APPS)
- Project Management & Strategic Leadership (PMLS)
- Sports Business Management (SBMS)

- Hospitality Management (HMAN)

AND the Tourism Operations Management (TMAN) Ontario College Diploma Program, effective Fall 2025.