

## Board of Governors #480

September 26, 2025 09:00 AM  
Haileybury Campus, Room 210



### Attendance:

#### Board:

Grenke, Kraymr  
Bélanger-Corbin, Danielle  
Dumas, Mitch  
Fortin, Gary  
Fyfe, Kate  
Gibbons, Fred  
Lachance, Mikayla  
Loon, Loretta  
Naveau, Devin  
Patel, Dixitkumar  
Sharma, Gauri  
Kaur Bains, Kanwaljit "Daisy"

#### Staff:

Baghdady, Ahmed  
Dicks, Jaret  
Hanes, Leslie  
Lessard, Dean  
MacDougall, Glenn  
Moorlag, Jennifer

#### Guests:

Faught, Tom  
Knox, Robert

#### Regrets:

Blaquiere-Norkum, Dana  
Crawford, Connor  
Fournier, Samantha  
Ollila, Eliisa

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### 1. Call to Order

#### 1.1. Remarks from the Chair

Board Chair Kraymr Grenke called the meeting to order and welcomed everyone to Haileybury for the first Board Meeting of the term. On behalf of the Board, Chair Grenke welcomed Loretta Loon and Gauri Sharma, our newest members of the Board.

#### 1.2. Acknowledgement of Territory

We acknowledge that we are on the traditional and territorial lands of the Cree, Oji-Cree, Ojibway, and Algonquin homelands. We acknowledge these ancestral lands that we are gathered on, which continue to interconnect us all and remind us that we are all treaty people. First Nation communities located on these lands include: Temagami, Timiskaming, Matachewan, Mattagami, Apitipi Anicinapek Nation, Taykwa Tagamou, Beaverhouse, Flying Post, Moose Cree, Fort Albany, Kashechewan, Attawapiskat, Weenusk, and Metis Peoples Region #3.

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### BOARD OF GOVERNORS STATEMENT OF PURPOSE

The Northern College Board of Governors is responsible to govern effectively:

- to ensure Northern College is successfully managed;
- to achieve Northern College's mission; and
- to remain responsive to community need and emerging opportunity.

The Board of Governors is accountable to students, employees, employers, Indigenous Peoples, the communities Northern College serves, and the citizens of Ontario because the college is publicly funded.

**2. Declaration of Conflict of Interest**

Chair Grenke called for disclosures of actual, potential, or perceived conflicts of interest. Governor Bélanger-Corbin declared a conflict with item 4.2.1 Program Advisory Appointments.

**3. Approval of Agenda**

The Chair asked if there were any additions or modifications to the agenda. None requested.

**Motion:** 50-09-25

Moved by: D. Patel  
Seconded by: M. Lachance

THAT the agenda for the Northern College Board of Governors Meeting #480 dated September 26, 2025, be adopted as presented.

Carried

**4. Consent Agenda**

The Chair asked if any governor wished to comment on or remove any items from the Consent Agenda. Item 4.2.1 Program Advisory Committee Representatives will be removed from the consent agenda.

**Motion:** 51-09-25

Moved by: D. Patel  
Seconded by: M. Dumas

THAT item 4.2.1 be placed on the regular agenda; and  
THAT the Board of Governors approves the remaining Consent Agenda items, including all applicable motions.

Carried

**4.1. Receive Board Committee Minutes**

**Motion:** THAT Board Committee Minutes be received.

Carried

**4.2. Program Advisory Committee Schedule**

**4.2.1. Board Members Assigned to PACs**

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Chair Grenke explained that there are three Program Advisory Committees (PACs) that require Board representatives; Governor Lachance will join the Instrumentation PAC, Governor Gibbons will join the Paramedic PAC and Governor Fortin will join the Electrical Engineering Technology PAC.

### 4.3. Program Advisory Appointments

**Motion:** THAT the Board of Governors approve the appointment of Eric Villeneuve to the Civil/Construction/Mechanical Engineering Program Advisory Committee.

THAT the Board of Governors approve the appointment of Garry Bennett to the Mining Program Advisory Committee.

THAT the Board of Governors approve the appointment of Melissa Dubeau-Rideout to the Law Clerk Program Advisory Committee.

THAT the Board of Governors approve the appointment of Taylor Huycke to the Early Childhood Education Program Advisory Committee.

Carried

### 4.4. Correspondence and Information Report

**5. Discussion Items**

**5.1. Approval of Minutes**

Chair Grenke asked for any changes to the Minutes presented. None received.

**Motion:** 52-09-25

Moved by: D. Naveau  
Seconded by: F. Gibbons

THAT the minutes of Board Meeting #479 held June 10, 2025, be approved as presented.

Carried

**5.2. Reaffirmation of Northern College Vision and Mission**

The Board of Governors participated in a discussion surrounding the Mission and Vision and ensuring that both the Mission and Vision align with the strategic plan.

The approved mission and vision are as follows:

**VISION**

Northern College will be a catalyst for growth and innovation, building capacity and sustainability in our communities and beyond, creating opportunities that transform learners into leaders, and offering destination programming to the world.

**MISSION**

Northern College empowers learners and communities through education and innovation, collaborating to develop programming that prepares our graduates for success in a changing world.

**Motion:** 53-09-25

Moved by: G. Fortin  
Seconded by: D. Bélanger-Corbin

THAT the Mission and Vision be affirmed.

Carried

**5.3 Approval of Board of Governors' Statement of Purpose**

**Motion:** 54-09-25

Moved by: D. Patel

Seconded by: M. Lachance

THAT the Board of Governors' Statement of Purpose be approved as presented.

Carried

#### **5.4 Approval of Delegation of Duties to the Executive Committee**

After a brief discussion led by Chair Grenke there was a recommendation to remove item 5: approving matters on behalf of the Board through its delegated authority, from the Delegation of Duties to the Executive Committee.

**Motion:** 55-09-25

Moved by: D. Patel  
Seconded by: F. Gibbons

THAT the Board of Governors approve the delegation of duties to the executive committee as amended.

Carried

#### **5.5 Approval of Board Goals**

The Board of Governors voted on the Board goals for 2025/2026. The following goals were selected:

- 1) Improve risk management information flow
- 2) Strengthen Stakeholder Engagement and Transparency
- 3) Clarify the Presidential Succession Process
- 4) Decide a Governor Succession Direction

**Motion:** 56-09-25

Moved by: D. Patel  
Seconded by: D. Naveau

THAT the Board of Governors approve the 2025/2026 Board Goals as presented.

Carried

#### **5.6 Approval for 2025-26 Board of Governors Work Plan**

The Work Plan has been revised to include the feedback from the Board Planning meeting. The approval of the Work Plan has been deferred to the November meeting where the changes will be highlighted within the Work Plan.

**5.7 Appointment of Members to Board Standing Committees**

Each September, governors are invited to participate on standing committees of the Board.

Board Policy Review Committee:

The committee usually meets 2-3 times over the term. Per a 3-year review schedule, the committee reviews policies or develops any new policies that the Board delegates to the committee. The committee recommends approval of new or revised policies to the Board.

Board Vacancy Nominating Committee:

The committee typically meets to review term completions and recommend new appointments and reappointments to the Board; the BVNC meets on an as-needed basis.

Finance and Audit Committee:

The committee is new and a terms of reference will be established; this will outline the meeting schedule and frequency.

**Motion:** 57-09-25

Moved by: D. Naveau

Seconded by: M. Lachance

THAT the Board of Governors appoint Board members to Standing Committees as follows:

Board Policy Review Committee:

M. Dumas, K. Grenke, M. Lachance, D. Patel, D. Kaur Bains, L. Loon

Board Vacancy Nominating Committee:

D. Bélanger-Corbin, M. Dumas, R. Knox, G. Fortin, F. Gibbons, K. Grenke, D. Patel

Finance and Audit Committee:

M. Dumas, K. Fyfe, K. Grenke, G. Sharma, D. Patel

Carried

**5.8 Higher Education Summit**

The Higher Education Summit is cancelled this year. All governor training will take place virtually through the College Centre LMS.

**6. Reports and Information**

## 6.1 Financial Reports

### 6.1.1 Verbal Finance Report for the period ended July 31, 2025

Acting Senior Vice President Corporate Services Glenn MacDougall presented the Finance Report as at July 31, 2025 and reviewed changes in the statement of purpose. Some of these changes are due to initial information about the work stoppage and funds not yet received for some grants.

The Finance Department is now meeting with budget holders quarterly to make frequent course adjustments. This leads to a more accurate projection method based on the timing of expected revenues and expenses.

### 6.1.2 Investment Report as at June 30, 2025

Acting Senior V.P. MacDougall reviewed the quarterly investment report as at June 30, 2025, showing the portfolio grew by 422k during the past quarter. Over the past 3 months, our investment strategy has seen a significant improvement in earnings and return since the last reporting period, with our return increasing to 4.364% vs 0.152% last quarter. Our annualized return of 6.159% has surpassed our benchmark indices, which returned 5.598%, and it is slightly above our target rate of return by 1.759 percentage points.

Acting Senior V.P. MacDougall explained that the investment strategy is focused on growth without too much risk.

## 6.2 Quarterly Risk Management Report

Acting Senior V.P. MacDougall presented an update on Risk Management. There has been a Risk Taskforce established and it has met. The taskforce received a demonstration of the College's risk management software and the capabilities of the program. Over the last quarter, there were significant technological upgrades with security at the Timmins Campus now able to monitor all four campuses simultaneously.

## 6.3 Annual Report on Joint Health and Safety/ Occupational Health and Safety Statement

Acting Senior V.P. MacDougall presented the minutes from the Joint Health and Safety Annual General Meeting. The incident breakdown statistics will be presented to the Board at the November Board meeting.

The Occupational Health, Safety and Environmental Policy Statement requires Board approval annually.

**Motion:** 58-09-25

Moved by: F. Gibbons  
Seconded by: D. Naveau

THAT the Board of Governors approve the Occupational Health, Safety and Environmental Policy as presented.

Carried

#### **6.4 Summary of Program Reviews**

Senior Vice President Academics Dean Lessard presented the annual report on program reviews, noting that this element of quality assurance is an indirect form of risk management. The program review cycle included 23 annual program reviews and 3 comprehensive program reviews. Annual program reviews are not as rigorous as comprehensive program reviews. Comprehensive program reviews are very in-depth and involve program standards as well. A new program review deferral process was initiated to strengthen our institutional commitment to quality assurance and continuous improvement. There is an additional layer of accountability by requiring program teams to formally justify the need for deferral.

#### **6.5 Strategic Measurements Report**

Executive Director of Student Services, Institutional Research and Registrar Jennifer Moorlag presented an update on the Strategic Plan Measurement for the 2025-2030 Strategic Plan. There is a focus on accurate reporting of progress towards achieving strategic objectives, each objective statement will have a single point of data to monitor the impact of the College's initiatives.

The baseline measurements, measurement formatting and reporting will be presented to the Board in January.

#### **6.6 Community Climate Survey**

Executive Director of Marketing, Communications and External Relations Jaret Dicks informed the Board that Northern College issued a Community Climate Survey in mid-August, the survey was distributed to alumni, Program Advisory Committee groups, local Chambers and through social media. 154 survey responses were collected. The report will be presented to the Board in November.

#### **6.7 Business Plan Q1 Progress Report**

Senior V.P. Lessard presented an update on Q1 of the Business Plan. There is a new reporting format that includes a significant increase in narrative information with goals identified in each quarter. The new format of the Business Plan update was well received by the Board with the level of detail showing how Northern College is achieving its strategic objectives.

##### **6.7.1 Business Plan Initiative A1.1**

Executive Director Jaret Dicks presented an update on Business Plan Initiative A 1.1 that focused on increasing indigenous enrollment.

##### **6.7.2 Business Plan Initiative D 1.1 and 1.2**

Executive Director of International Recruitment and Market Development Ahmed Baghdady presented an update on Business Plan Initiative D 1.1 and 1.2, both initiatives focused on industry partnerships.

#### **6.8 Report from Northern College Indigenous Council on Education**

The next Northern College Indigenous Council on Education (NCICE) meeting is scheduled for October 2<sup>nd</sup>; there will be an update presented at the November Board meeting.

#### **6.9 President's Report**

The President's Report is provided in the Board package. President Mitch Dumas shared that Duklas Cornerstone is continuing work to integrate SEMM into the Business Plan and Strategic Plan. Additionally, for the Business and Community Development department a business case for the new centre has been developed. There continues to be progress with identifying international projects and partnerships and two draft MOUs are progressing towards finalized agreements. There is currently 2.7 million dollars secured for funding of the Sports Dome. There continues to be conversations with community partners regarding additional financial support.

#### **6.10 Reports from Program Advisory Committee Board Representatives**

There is not an update on Program Advisory Committees (PACs) as no meetings were held over the summer.

#### **6.11 Board Member Community Related Updates**

Guest Rob Knox shared that he is part of the Camp Bickell Board, on this Board there were discussions regarding partnerships with the Early Childhood Education program, and other programs that could help support the needs of the camp.

Chair Grenke informed the Board that the Tisdale Bus Lines shop is being built close to Northern College (Timmins campus). There will be an exit through Northern College property; in return there will be a bus wrapped with Northern College branding and there is space in the bay for Northern College programming.

Governor Kate Fyfe shared that there is an investment of 50 million dollars over three years in regards to the Ministry of Health and capacity building. There will be promotion of educational opportunities in the North, Learn and Stay grants and expanded training.

### **7. Move to In-Camera Meeting**

**Motion:** 59-09-25

Moved by: D. Patel  
Seconded by: F. Gibbons

THAT the Board of Governors move in-camera at 11:12 am.

Carried

**8. Report from In-Camera Meeting**

**Motion:** 60-09-25

Moved by: D. Patel  
Seconded by: F. Gibbons

THAT the Board resume the open session at 11:43 am.

Carried

**9. Next Meeting**

**9.1. Tuesday, November 18, 2025 (Kirkland Lake)**

**9.2. Future Agenda Items**

Chair Grenke invited governors to forward any requests for agenda items to Executive Assistant Leslie Hanes.

**10. Motion to Adjourn**

**Motion:** 61-09-25

Moved by: D. Bélanger-Corbin

THAT the September 26, 2025, meeting of the Northern College Board of Governors be adjourned at 11:45 am.

Carried

**11. Meeting Evaluation**

Board members are encouraged to complete the meeting evaluation included in the package, the link will also be emailed by Executive Assistant Leslie Hanes.