

Board of Governors #481

November 18, 2025 01:00 PM
Kirkland Lake Campus, Room A102



Attendance:

Board:

Grenke, Kraymr
Kaur Bains, Kanwaljit "Daisy"
Bélanger-Corbin, Danielle
Blaquiere-Norkum, Dana
Crawford, Connor
Dumas, Mitch
Fortin, Gary
Fyfe, Kate
Gibbons, Fred
Knox, Rob
Loon, Loretta
Ollila, Eliisa
Patel, Dixitkumar
Sharma, Gauri

Guests:

Faught, Tom

Staff:

Baghdady, Ahmed
Dicks, Jaret
Lachance, Mikayla
MacDougall, Glenn
Moorlag, Jennifer

Regrets:

Fournier, Samantha
Naveau, Devin

1. Call to Order

1.1. Remarks from the Chair

Board Chair Kraymr Grenke called the meeting to order and welcomed everyone to the Kirkland Lake campus. On behalf of the Board, Chair Grenke welcomed new governors Rob Knox and Dana Blaquiere-Norkum, as they have both received their LGIC appointments.

Chair Grenke welcomed Mikayla Lachance to the Board in a new role as Interim Executive Assistant to the Office of the President and Board of Governors.

Chair Grenke also introduced Jamie Johnston, the Dean of Mining, Tech, Trades and Apprenticeship and Jamie Pouw from The Bucket Shop, as they will be presenting to 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.

2. Declaration of Conflict of Interest

Chair Grenke called for disclosures of actual, potential, or perceived conflicts of interest. There were no conflicts of interest disclosed.

3. Approval of Agenda

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

Motion: 60-11-25

Moved by: D. Bélanger-Corbin
Seconded by: D. Patel

THAT the agenda for the Northern College Board of Governors Meeting #481 dated November 18, 2025, be adopted as presented.

Carried

4. Presentation: Jamie Pouw (The Bucket Shop)

Jamie Pouw, Business Optimization Lead for The Bucket Shop (TBS), along with Jamie Johnston, the Dean of Mining, Tech, Trades and Apprenticeship, presented to the Board about The Bucket Shop's collaboration with Northern College.

Jamie Pouw shared with the Board that Northern College has established a strong profile with TBS and within the community, extending beyond a physical presence to meaningful relationships and partnerships with industry. This collaboration has resulted in positive outcomes for TBS, including the successful hiring and retention of highly skilled graduates, particularly from business and skilled trades programs.

A modernized welding curriculum has been co-developed, which aligns with current industry standards. There is potential for further collaboration through the development of a condensed, one-year program model that may better meet industry needs. TBS facility could serve as an experiential learning environment, allowing students to engage in live projects. This model could be expanded beyond welding to include programs such as Heavy Duty Mechanics and other skilled trades.

Northern College and The Bucket Shop share three common objectives: supporting the growth of Northern Ontario, retaining talent in the region, and delivering programs collaboratively. This includes a model where instruction can be provided at Northern College, while practical, hands-on

training occurs in industry settings, allowing students to gain real-world experience and enabling employers to help shape their future workforce.

5. Consent Agenda

Chair Grenke asked if any governor wished to comment on or remove any items from the Consent Agenda. Item 5.2.1 Board Members Assigned to PACs and item 5.5 Board Work Plan will be removed from the consent agenda.

Motion: 61-11-25

Moved by: G. Fortin
Seconded by: R. Knox

THAT item 5.2.1 and item 5.5 be placed on the regular agenda; and
THAT the Board of Governors approves the remaining Consent Agenda items, including all applicable motions.

Carried

5.1. Receive Board Committee Minutes

Motion: THAT Board Committee Minutes be received.

Carried

5.2. Program Advisory Committee Schedule

5.2.1. Board Members Assigned to PACs

Chair Grenke explained that there are three Program Advisory Committees (PACs) that require Board representatives; Governor Ollila will join the Instrumentation PAC, Governor Bélanger-Corbin will join the Early Childhood Education PAC and Student Governor Sharma will join the Social Service Worker PAC.

5.3. Program Advisory Appointments

5.4. Board Goals

5.5. Board Work Plan

The Board Work Plan was presented to the Board for approval. The Board received the Work Plan with changes provided, and the finalized Work Plan. There was discussion regarding the Enrolment Report as enrolment numbers are not finalized by the September Board meeting. The consensus was for enrolment numbers to be presented in-camera at the September Board meeting.

There is a required amendment to the proposed work plan, the appointment of investment services provider is due for renewal in 2029, not 2026.

Motion: 62-11-25

Moved by: D. Patel
Seconded by: R. Knox

THAT the Board of Governors approve the 2025-2026 Board Work Plan as amended.

Carried

5.6. **Business Plan Q2 Progress Reports**

5.7. **Correspondence and Information Report**

6. **Discussion Items**

6.1. **Approval of Minutes**

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

Motion: 63-11-25

Moved by: R. Knox
Seconded by: D. Bélanger-Corbin

THAT the minutes of Board Meeting #480 held September 26th, be approved as presented.

Carried

6.2. **Community Climate Survey**

Executive Director of Marketing, Communications and External Relations, Jaret Dicks, presented the Community Climate Survey results. The Community Climate Survey is administered yearly, in accordance with Board Policy A-7, to measure the college's commitment and achievements as per the feedback from the greater community. The survey enables the college to gauge how its role is perceived within the region and to further refine institutional goals. It also helps identify areas of focus for strengthening relationships with residents and industry partners across Northeastern Ontario.

There was a good response to the survey with key themes including partnership development, community engagement and alignment with industry needs. Areas that will be addressed in an action plan will include strengthening existing relationships and building new partnerships and Indigenous relationships and partnerships.

Governor Fyfe asked Executive Director Dicks how this year's results compared to last year's results. Executive Director Dicks shared that the survey underwent major changes to be able to collect more comprehensive feedback and this year will establish the baseline data for the survey. Demographics were collected and most of the survey responses were from domestic partners.

Governor Gibbons inquired what the next steps are for the survey, Executive Director Dicks will be looking at the areas to be addressed and creating an action plan.

6.3. Employee Climate Survey

Acting Senior Vice President Corporate Services, Glenn MacDougall presented the Employee Climate Survey results. The Employee Climate Survey was administered by McLean and Company and was anonymous, the timing of the survey is important to note as it was issued from August 28th to September 8th, right before the Support Staff strike. There was a 46% response rate with 179 employees responding to the survey. After questions from the Board regarding the response rate Acting Senior Vice President MacDougall clarified that 46% is a good overall response rate. The 5 statements above the industry benchmark and 5 statements below the industry benchmark were reviewed, the industry benchmark is the post-secondary education sector.

The demographics of the survey results were reviewed and showed trends among ages, employee groups, campuses and lengths of employment.

This is the first time the survey was issued in this format, survey results can be compared to the industry benchmark for each question. This year will establish the baseline data for independent question analysis in the future. Trends and themes can be compared to previous years. The findings offer meaningful opportunities to drive positive change and enhance the culture at Northern College. With deliberate planning and targeted action, this data can serve as a foundation for long-term institutional improvement. An action plan will be created to respond to key themes.

7. Reports and Information

7.1. Financial Reports

7.1.1. Finance Report for the period ended September 30, 2025

Acting Senior V.P. Corporate Services MacDougall presented the Finance Report as at September 30th, 2025. The Finance Report included the FY26 budget versus the 6+6 forecast. Northern College continues to strive towards a balanced budget; however, challenges continue to occur with a reduction in Provincial Attestation Letters and in approved student visas.

7.1.2. Investment Report as at September 30, 2025

Acting Senior V.P. MacDougall reviewed the quarterly investment report as at September 30, 2025, showing the portfolio grew by \$592,800.06 during the past quarter. Over the past 3 months, our investment strategy has seen an improvement in earnings and return since the last reporting period, with our return increasing to 5.861% vs 4.364% last quarter. Our annualized return of 6.553% surpassed our benchmark indices, which returned 5.888%, and is above our target rate of return by 2.153 percentage points.

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

7.2. Quarterly Risk Management Report

Acting Senior V.P. MacDougall presented an update on Risk Management. Work continues to occur to identify and mitigate risks. The surveillance system upgrades are ongoing across the college. New cameras are in the planning stages for installation within the Timmins Residence to replace the existing system. The college is currently investigating the use of campus safety spending to address some of the safety incidents associated with the operation of the Veterinary Science Programs.

7.3. Health and Safety Incident Breakdown

Acting Senior V.P. MacDougall presented the Health and Safety Incident Breakdown. The Occupational Health and Safety Policy Statement was approved by the Board of Governors in September. At that time, the detailed incident breakdown was not yet available. The breakdown provides information on the type and classification of injuries, individuals involved, campus location, and incidents by month. A review of the data indicates that the majority of incidents at the Haileybury Campus are associated with the Veterinary Sciences program (dog bites and cat scratches). A risk assessment is currently underway to identify strategies to reduce the number of incidents.

7.4. Report from Northern College Indigenous Council on Education

A written briefing note was included in the Board package to provide the Board with an overview of topics discussed at the October 2nd Northern College Indigenous Council on Education meeting.

7.5. President's Report

The President's Report was provided in the Board package. President Mitch Dumas shared an update on the progress towards enhancing domestic student enrollment, improving financial sustainability of the College, optimize international reach and strengthen community and industry partnerships.

7.6. Reports from Program Advisory Committee Board Representatives

There is not an update on Program Advisory Committees (PACs) as no meetings were held due to the strike.

7.7. Board Member Community Related Updates

8. Move to In-Camera Meeting

Motion: 64-11-25

Moved by: D. Patel
Seconded by: R. Knox

THAT the Board of Governors move in-camera at 2:10 pm.

Carried

9. Report from In-Camera Meeting

Motion: 65-11-25

Moved by: E. Ollila
Seconded by: G. Fortin

THAT the Board resumes the open session at 2:33 pm.

Carried

10. Next Meeting

10.1. **Tuesday, January 20th, 2025 (Timmins Campus)**

10.2. **Future Agenda Items**

Chair Grenke invited governors to forward any requests for agenda items to Executive Assistant Mikayla Lachance.

11. Motion to Adjourn

Motion: 66-09-25

Moved by: D. Patel

THAT the November 18, 2025, meeting of the Northern College Board of Governors be adjourned at 2:36 pm.

Carried

12. Meeting Evaluation

Board members are encouraged to complete the meeting evaluation that will be emailed by Executive Assistant Mikayla Lachance.