



**Lambton**  
College

**Annual Report**  
**2020-2021**

## Table of Contents

|   |    |
|---|----|
| <b>MISSION STATEMENT</b> .....                      | 3  |
| <b>BOARD OF GOVERNORS 2020 – 2021</b> .....         | 4  |
| <b>PRESIDENT'S REPORT</b> .....                     | 5  |
| <b>OUR STUDENTS</b> .....                           | 7  |
| Academics.....                                      | 7  |
| New Programs.....                                   | 7  |
| Enrollment .....                                    | 7  |
| Academic Programming Highlights .....               | 7  |
| Quality .....                                       | 8  |
| Capstone Courses.....                               | 9  |
| Graduate Success .....                              | 9  |
| Student Life .....                                  | 9  |
| Student Administrative Council .....                | 9  |
| Enactus Lambton.....                                | 10 |
| Graduate Celebrations .....                         | 10 |
| Facilities and Infrastructure .....                 | 10 |
| Study Hubs in Local First Nations Communities ..... | 10 |
| Bridge Entrance Project.....                        | 11 |
| Landscaping Project.....                            | 11 |
| West Entrance Renovation Project .....              | 11 |
| <b>OUR PEOPLE</b> .....                             | 12 |
| Employee Engagement Survey.....                     | 12 |
| Equity, Diversity and Inclusion Strategy .....      | 12 |
| Wellness .....                                      | 12 |
| Remote Work Policy.....                             | 13 |
| <b>OUR LOCAL AND GLOBAL COMMUNITY</b> .....         | 14 |
| Internationalization .....                          | 14 |
| Truth and Reconciliation.....                       | 14 |
| Research.....                                       | 15 |
| Alumni and Foundation .....                         | 16 |
| <b>FINANCIAL RESULTS</b> .....                      | 17 |

# MISSION STATEMENT

## MISSION

Lambton College is committed to student and community success

## VISION

A leader in education and applied research, challenging boundaries in a world shaped by the Fourth Industrial Revolution

## VALUES

### Innovation

- ❖ We are creative leaders in a rapidly changing society

### Caring

- ❖ We respect the dignity and uniqueness of every individual

### Quality

- ❖ We are committed to the highest standards in academics, applied research and service delivery

### Vitality

- ❖ We bring life to new opportunities

### Diversity

- ❖ We champion equity, accessibility and inclusivity

## GOALS AND COMMITMENTS FOR 2019-2024

### Our Students

- ❖ Prepare students to succeed in a world of constant economic, environmental and social change

### Our People

- ❖ Our people are highly valued and at the centre of a vibrant culture

### Our Local and Global Community

- ❖ Promote inclusivity, fairness and understanding to prepare students for a complex and interdependent world

## BOARD OF GOVERNORS 2020 – 2021

| <b>Name</b>             | <b>Position</b>            |
|-------------------------|----------------------------|
| Janice McMichael-Dennis | Chair                      |
| Barry M. Hogan          | 1 <sup>st</sup> Vice-Chair |
| Susan Ferguson          | 2 <sup>nd</sup> Vice-Chair |
| Dave Mitton             | Internal Governor          |
| Summer Sands-Macbeth    | Internal Governor          |
| Carly Vandenende        | Internal Governor          |
| Heather Torres          | Internal Governor          |
| Joe Kušnír              | Internal Governor          |
| Emily Hutchings         | Student Governor           |
| Judith Morris           | Former President & CEO     |
| Shannon Landry          | External Governor          |
| Jim Wodham              | External Governor          |
| Brian Lucas             | External Governor          |
| Michael Caverly         | External Governor          |
| Dave Park               | External Governor          |
| Tania Lee               | External Governor          |
| Dean Pearson            | External Governor          |

## PRESIDENT'S REPORT

The 2020-2021 year was extraordinary in every way at Lambton College. This year marked the second year of our current five-year strategic plan, one that seeks to strengthen our position as a leader in education and applied research, challenging boundaries in a world shaped by the Fourth Industrial Revolution. While this may have been a year that challenged us at almost every turn, this was also a year in which we found new strengths, new solutions, and a new way forward. This was a year that reaffirmed the capabilities of this College, its employees, its students, and our community.

Our students shone brightly academically, in our College community, and in the broader Sarnia-Lambton community. Our students not only adapted to online learning, but they took the initiative to ask for adjustments that would improve their learning experience, and our faculty and staff were only too eager to respond.

Our students went to great lengths to support each other in the challenging times created by the pandemic. A support network was formed to reach out to incoming international students who underwent 14-day quarantines in a hotel, ensuring those students felt welcomed and cared for while alone in a new country. Our Student Administrative Council partnered with The Lambton College Foundation to provide more than 2,500 healthy meals to their fellow students who otherwise would have struggled with food security.

Our students had a big impact on our surrounding Sarnia-Lambton community. Our health services students mobilized to work on the frontlines of the COVID 19 pandemic, and our Office Administration students volunteered to help run local vaccination clinics. A range of students in other programs came together to bolster spirits in long term care homes, provide support to local mental health services, shelters and food banks, and fundraise for organizations supporting those with substance abuse and misuse issues, among other impactful initiatives. They say adversity reveals character, and in 2020-2021, Lambton College reached a new level in our mission of student and community success.

Our Research and Innovation Department continued to shine, as expected, with Lambton College named the number two research college in Canada by RESEARCH Infosource Inc., a designation based on research income. This marks Lambton College's fifth consecutive year ranking among the top three research colleges in Canada. Our applied research pivoted to focus on COVID 19 research projects while the acute global health crisis was ongoing, and is now leading collaborative economic recovery efforts within our community, having recently formed Civic Lab partnerships with the City of Sarnia and County of Lambton.

We once again cheered on our Enactus Lambton team as they placed third in the 2020 Enactus Canada Championship. Their work with First Nations communities across Canada was ongoing during the pandemic; they have now built four greenhouses, begun development on two food forests, and successfully procured funding for aquaponics facilities. All of the aforementioned developments will empower their partner First Nations communities in their food security and agricultural business development goals.

The Lambton College Foundation and Alumni Association turned in another strong year, supporting our College, students and graduates and deepening our important ties to the community in a time of uncertainty.

It is with great pride that I reflect on the year turned in by our faculty, support staff, administration, students and community partners. While some may consider this a year to forget, for myself and the rest of the Lambton College community, it will be a year to remember.

A handwritten signature in cursive script that reads "Rob Kardas". The signature is fluid and includes a long, sweeping horizontal line at the end.

Rob Kardas, President & CEO  
Lambton College

## OUR STUDENTS

### Academics

- *Excellence in teaching and learning equips students to be agile and flexible in pursuit of career aspirations*

### New Programs

Lambton College had two new programs on offer in 2020-2021. These were:

- Advanced Photography (International), Ontario Graduate Certificate
- Personal Support Worker – Accelerated, Ontario College Diploma Certificate

There is also a number of new academic programs in development for 2021-2022. These include:

- Chemical Laboratory Technology, Ontario College Advanced Diploma Certificate
- Protection, Security and Investigation – Border Services, Ontario College Diploma Certificate
- Communicative Disorders Assistant, Ontario College Graduate Certificate
- Agri-Business Management (International), Ontario College Graduate Certificate
- Canadian Culinary Operations (International), Ontario College Graduate Certificate
- Interprofessional Practice – Gerontology (International), Ontario College Post Graduate Certificate
- Applied Manufacturing Management - Advanced Material Processing (International), Ontario College Post Graduate Certificate
- Applied Process Piping Design (International), Ontario College Graduate Certificate
- Occupational Health and Safety Management (International), Ontario College Post Graduate Certificate

### Enrollment

As a result of the COVID 19 pandemic, particularly the difficulties faced by international students who were unable to travel for their education, enrollment at Lambton College's Sarnia campus declined from 2019-2020. However, this was offset by increasing enrolment online at the private colleges in the GTA. The result was a net decline of 10% overall across all three campuses from 2019-2020.

In spite of the global pandemic, agreements with two private colleges in the GTA continued to contribute to the financial health of Lambton College. Strong enrollment at Cestar College (Lambton College in Toronto) and Queen's College (Lambton College in Mississauga) continues to demonstrate the desire for access to Canadian educational institutions amongst international students.

### Academic Programming Highlights

As the pandemic has laid bare the need for health services workers, Lambton College is proud to continue progress on launching a standalone Bachelor of Science – Nursing degree program to help the Sarnia-Lambton community fill key nursing shortages. The College has submitted its degree application for Ministerial consent to the Postsecondary Education Quality Assessment Board.

Continuing in the quest to bolster the local healthcare workforce, Lambton College responded to an intense local demand for Personal Support Workers (PSWs) by offering the standard PSW program, developing an accelerated PSW program, and delivering a PSW program in partnership with Aamjiwnaang First Nation for Indigenous students from Aamjiwnaang, Kettle & Stony Point, Walpole Island, and Rainy River First Nations. Lambton College also developed 235 PSW microcredentials to provide a bridge to the PSW profession for international graduates of the Advanced Healthcare Leadership Program, and to enable upskilling for those already employed in the personal support industry.

Lambton College additionally formed an exciting college-to-university pathway that will allow students to complete an Indigenous-focused diploma and university honours degree in four years. The pathway is between Lambton College, Mohawk College, McMaster University, and Wilfred Laurier University.

### Quality

The quality assurance process is in place to ensure that programs and services delivered to students, clients and the community are of a high and continuously improving quality that will contribute to the realization of the College's strategic priorities. Comprehensive Program Reviews are completed on every post-secondary program every six years with Triennial Program Self-Reviews completed every three years.

During 2020-2021, six extensive Comprehensive Program Reviews were initiated and all were completed. Additionally, one year follow-up reports were completed on six previously completed Comprehensive Program Reviews. Of the resulting recommendations for improvement to the programs, 84.1% were implemented or are in the process of implementation.

Triennial Program Quality Assurance Self-Reviews were undertaken by eight programs. The quality of Lambton College programs delivered through domestic licensee agreements was overseen by the Lambton College Institutional Intelligence department. Five program reviews at two partner campuses and four follow-up reports were completed during the year.

In 2020, the Lambton College Research Ethics Board (REB) approved five research project applications. Of the five approved projects, three multi-site applications were approved; one course-based research project was approved, and one Lambton College application was approved. There were also two outstanding reviews from 2019; one was approved and one was rejected due to lack of resubmission.

The application cycle for 2020 was unique due to the challenges of the global pandemic. On March 16, 2020, with Lambton College's decision to implement a work from home strategy, the REB released a statement to modify all REB operations, only accepting new projects directly related to COVID 19 research. The REB resumed typical operations and began accepting new applications in September of 2020.

### **CQAAP – College Quality Assurance Audit Process**

Lambton College completed CQAAP the onsite review virtually in November 2020. The College met all six standards, giving the College a mature rating. These six standards are:

1. Program Quality Assurance Mechanisms



2. Vocational Learning Outcomes as the Centre of Program Development Throughout the Program Lifecycle
3. Conformity with Government Requirements
4. Program Delivery and Student Assessment
5. Existence, Monitoring and Communication of Academic Policies and Practices That Influence and Impact Academic Quality
6. Availability and Allocation of College-Wide Resources

### Capstone Courses

Many of Lambton College's Capstone Courses challenge students to develop a model to make an impact on their community, or to find working solutions to real-world problems. In 2020-2021, COVID 19 presented an extra layer of difficulty to the College's Capstone Courses, however after a year of pandemic learning, students were experienced in adapting and ready to innovate.

Social Service Worker students banded together to raise funds and awareness for an addiction treatment centre, while third-year Child and Youth Care students created workshops and other learning resources to help prepare the first and second-year students in their program for the complex work of supporting those who have experienced domestic violence.

In the Business Capstone, one group of students worked with a local food bank and homeless shelter to develop an affordable option in the Payday Loan industry. Other groups worked to develop a pandemic-proof business model for an event management company, built a vermiculture business with First Nations entrepreneurs, helped grow a marketing agency to expand the services the agency can offer to women-owned businesses, and launched a micro-wedding business for a Lambton College Alumnus.

### Graduate Success

In the 2019-2020 College Key Performance Indicator report, Lambton College achieved a 100% employer satisfaction rate. This is the fourth year in a row Lambton College has led Ontario colleges in this metric.

### Student Life

#### ➤ *An exemplary student experience*

While the 2020-2021 academic year was one defined by the pandemic, it was also one in which students found new ways to excel and to embrace the Lambton College student experience.

### Student Administrative Council

In a year where students needed more support than ever, Lambton College's Student Administrative Council (SAC) stepped up to provide it. Working with The Lambton College Foundation, SAC ran a food security program, helping to provide more than 2,500 meals to their fellow students as well as boxes of fruits and vegetables and grocery store gift cards.

Further, SAC spearheaded an effort to help incoming international students feel connected and welcomed while completing their 14-day quarantine periods in a hotel in Mississauga. In addition to completing virtual check-ins and hosting social events, SAC team members introduced new international students to services like virtual study hall, virtual ESL groups, a

student group that promotes positive mental health, the International Women's Club, and career support services.

### Enactus Lambton

Enactus Lambton, a student team dedicated to the positive power of business, placed third in the Enactus National Championship in 2020 with Project One Circle, an agricultural and entrepreneurial initiative culturally tailored for Indigenous communities across Canada.

This project fosters financial literacy, entrepreneurship and agricultural business development in Indigenous communities across Canada. This project officially launched in its first community in October of 2019 and in 2020-2021 expanded to more than 30 Indigenous communities as Enactus team members were declared essential workers in their partner communities. The team and its partner communities have thus far built four greenhouses, planted three food forests, secured funding for three aquaponics facilities, and launched two businesses.

### Graduate Celebrations

Both the Class of 2020 and Class of 2021 graduated in the midst of the pandemic. Lambton College made it a priority to safely but unforgettably celebrate the accomplishments of these cohorts. Both Classes participated in a drive-by parade on the College campus, making their way past physically distanced cheering sections of faculty, staff and administrators, and receiving a gift from the Alumni Association.

The 2021 iteration of the Graduate Celebration Parade additionally featured live music and speeches from College and community stakeholders. Nearly 700 graduates participated.

### Facilities and Infrastructure

#### ❖ *Campuses that spark learning, collaboration and community engagement*

For the Lambton College Facilities department, the 2020-2021 year was one largely dedicated to health and safety considerations, including enhanced cleaning protocols and the reconfiguring of more than 100 labs to provide safe and physically distanced hands-on learning space. While respecting health protocols, progress continues at Lambton College in the form of a major campus revitalization, and transformative efforts have been undertaken both on-campus and off to best serve the College's students.

### Study Hubs in Local First Nations Communities

Early in the pandemic, the College's Indigenous Education team began hearing that a number of First Nations students were encountering difficulties with remote learning as a result of subpar internet connectivity. Lambton College's Indigenous Education team led a group effort with the College's Facilities and IT teams as well as the Foundation to equip two local First Nations community centres with College Study Hubs that provide quiet learning and study space, comfortable desks and chairs, all required computer technology, and high-speed internet connectivity, all in accordance with the College's health and safety regulations, guidelines or protocols.

In order to serve as many students as possible in local communities, this became a joint initiative undertaken by Lambton, Fanshawe, and St. Clair colleges. The study hubs were made

available to any postsecondary student, regardless of institution. It is expected the study hubs will remain in the community centres post-pandemic to facilitate online learning and reduce the need for travel to and from these communities.

### Bridge Entrance Project

Lambton College's campus renewal and revitalization continued with the Bridge Entrance Project. Technology space in the basement was renovated to create a new physics lab, new pneumatics lab, and a new classroom. A student study and lounge space was also added, and interior windows were added to an existing multi-purpose shop.

### Landscaping Project

Lambton College continued progress on its Landscaping Project. A large number of trees, shrubs and perennials were planted on the west side of campus to improve campus green space, and a number of outdoor seating options were added along the west sidewalk.

### West Entrance Renovation Project

The West Entrance Renovation is a transformative project designed to address deferred maintenance issues, accessibility deficiencies, and to serve as the basis of the overall starting point of all future capital renewal initiatives within the adjacent areas, including the Student Services Hub and the Learning Commons.

The West Entrance Renovation Project was initially authorized by the Board of Governors in December of 2019. Subsequently, the full scope of the project was paused as the College assessed the impact of the COVID 19 pandemic on the College's financial position.

## OUR PEOPLE

### ❖ *Engaged employees and a healthy work environment*

Lambton College prides itself on a strong workplace culture and continues to work towards increased employee satisfaction and wellness, placing a strong emphasis on employee engagement and personal resiliency as the pandemic and its associated challenges wore on.

### Employee Engagement Survey

In 2019 Lambton College undertook a college-wide employee engagement survey designed to help identify areas of strength and opportunity in the employee experience. In 2020, the College issued a follow-up survey to measure progress.

The survey resulted in an engagement score of 84%, which is well above benchmarking data and indicative of an overall positive employment experience at Lambton College. Other categories in which Lambton College scored well above the norm related to Senior Leadership providing a clear picture of the direction of the College, immediate supervisors listening to ideas and concerns, teams actively working to understand the needs and expectations of students and clients, and feeling encouraged to come up with new and better ways of doing things. Very notably, 99% of employees indicated they are proud of the work they do, and 85% said they would recommend Lambton College as a great place to work.

### Equity, Diversity and Inclusion Strategy

A major pillar of the College's post-COVID recovery strategy Project Momentum is a commitment to Equity, Diversity and Inclusion (EDI). The College has long been committed to EDI and has implemented a number of initiatives, including significant work to ensure equitable access to education, a Centre for Social Justice, a partnership with the County of Lambton on the Bridges out of Poverty program, and the work of the Enactus team, which empowers marginalized communities through financial literacy and entrepreneurship training.

As the College places an increased focus on EDI, it will be developing a comprehensive strategy to ensure that EDI is embedded into everything it does, including how it operates as an employer and the learning environments it creates for students. A Request for Proposals was issued in the spring of 2021 to engage an expert to assist in the creation of this strategy. A consulting group has been selected, and work on the strategy will commence in the fall, including consultations with a range of stakeholders including students, staff, faculty, administration and the community.

### Wellness

As part of Lambton College's employee experience strategy, the College's People and Organizational Development department teamed up with the Teaching and Learning Commons to offer expanded wellness supports. This included the development of the Wellness Hub, a set of curated learning assets and self-directed learning resources aimed at equipping employees with best practice wellbeing and stress management tools.

Also included was Wellness Week, which took place in March of 2021. During Wellness Week, the College hosted a range of virtual Professional Development sessions that focused on mental health, physical and emotional wellness, personal resiliency and self-care. Wellness Week provided some much-needed engagement and support during a challenging time in this pandemic, and it was well-attended and appreciated by employees.

The People and Organizational Development department has further been working to steadily promote the College's Employee Assistance Program (EAP). This EAP is a valuable, free resource available to all employees and eligible family members that provides dedicated support and solution-focused confidential counselling.

### Remote Work Policy

Lambton College strives to create an exemplary student experience while maintaining engaged employees and a healthy work environment. To continue to create a supportive, empowering and flexible work environment that also encourages a work-life balance, the College has created a remote work policy. The College's approach to working from home is intended to be student focused and to prioritize safety, the student/client experience and the sense of community.

## OUR LOCAL AND GLOBAL COMMUNITY

The relationship between Lambton College and the community is one of reciprocity, and 2020-2021 marked another outstanding year of cooperation and collaboration.

### Internationalization

#### ❖ *Enrich our College and community through internationalization*

Though the pandemic significantly impacted the number of international students Lambton College was able to have in Sarnia this year, the College continues to recruit international students in support of a sustainable College enrollment and the community's immigration strategy. In the coming years, Lambton College's main campus international enrollment will increase to a steady 2100 students per year,

To support its international students in the community and help increase the number of students who are willing and able to stay in Sarnia-Lambton following the completion of their studies, Lambton College has formed the President's Taskforce on Immigration. This is a group of College, industry and community leaders and stakeholders who are working together to improve the international student experience within Sarnia-Lambton, and increase acceptance of these students within the community, ultimately creating employment opportunities as well as meaningful opportunities to participate and become integrated into the community.

Lambton College's International Graduate Survey, jointly administered by the International Education department and Alumni Association, has found that 94% of international graduates would like to stay in Sarnia following the completion of their studies. This represents an excellent growth opportunity for the community, one that will promote diversity and inclusion to enrich Sarnia-Lambton's social fabric, and the College is working to help the community capitalize on this growth potential.

### Truth and Reconciliation

#### ❖ *Leadership in advancing Truth & Reconciliation in collaboration with Indigenous communities*

In spring of 2021, Lambton College was named the Bronze recipient of the Colleges and Institutes Canada (CICan) Indigenous Leadership Excellence Award, recognizing the College's commitment to Indigenous education through innovative approaches and dedicated structures that contribute to student success, as well as socio-economic development and reconciliation within communities.

This recognition comes in a year where Lambton College formed an innovative 2+2 college-university pathway in Indigenous Education, created College Study Hubs in two local First Nations communities to increase online learning accessibility, partnered with a local First Nation to offer a personal support worker program, formed a Truth and Reconciliation Task Force, and made Truth and Reconciliation professional development available to employees.

## Research

- ❖ *Support prosperity in our local community through research, innovation and entrepreneurship*

Lambton College's Research and Innovation department had another outstanding year in 2020-2021, one filled with many significant achievements. Lambton College was ranked the number two research college in Canada by RESEARCH Infosource Inc. This marks the fifth consecutive year the College has ranked among the top three research colleges in Canada, and is the only college to ever achieve this status.

As the realities of the COVID 19 pandemic set in, Lambton College's research team continued to demonstrate leadership in research even in the face of uncertainty as they pivoted to focus on collaborative COVID 19 research projects. These projects included, but were not limited to, vaccine development, providing hand sanitizer to front-line workers in the Sarnia-Lambton area, conducting research to improve COVID 19 testing capabilities, the development of action plans for long-term care homes, and developing and designing 3D printed parts needed for hospital equipment.

In March of 2021, the Research and Innovation department hosted the inaugural Lambton College Innovation Week which showcased the innovative initiatives undertaken at the College. Presenters from across the College focused on highlighting the work performed in support of academics, operations, student success and research. The week concluded with the presentation of the annual Research Awards of Excellence, which recognized the efforts of the researchers, research students, and partners involved in the collaborative COVID 19 projects.

Lambton College's Research and Innovation department has long been a driver of economic development and diversification in the Sarnia-Lambton community. With Lambton College's post-COVID recovery strategy Project Momentum, Research and Innovation is set to play an even bigger part in the success of the community.

The 2020-2021 year was the second year in existence for Lambton College's Innovation Institute, the driver of innovative teaching, learning and training in the College and the Sarnia-Lambton community. A focus of the Institute is addressing skills gaps through the rapid reskilling and upskilling made possible by competency-based education, including microcredentials and eBits, both of which have been supported by the provincial RapidSkills and Skills Catalyst Grants. By March of 2021, the Innovation Institute had launched over 90 microcredentials with 26 partners, garnering 560 enrollments between September of 2020 and February of 2021.

Lambton College has been similarly prolific and successful with eBits, launching 38 free eBits mini courses by February of 2021, and achieving over 11,700 enrollments from May of 2020 to February of 2021. The enrollments of Ontarians related to RapidSkills and Skills Catalyst Grants totalled 4,077 in that time frame.

## Alumni and Foundation

The Alumni and Foundation department once again provided comprehensive service for current students and alumni alike in 2020-2021, with an added emphasis on supporting the College's students as they grappled with the realities of the pandemic.

As summer job prospects darkened in 2020 and students began to worry about their financial situations, the Foundation sprang into action with the Envision Tomorrow Student Support Fund. This fund raised more than \$62,000 from industry partners, community members, and Lambton College faculty and staff to provide food security to students in the form of grocery gift cards, boxes of fresh fruits and vegetables from a local produce company, and hot meals from the College's on-campus pub. In partnership with the Student Administrative Council, the support fund provided more than 2,500 meals to students.

The Foundation also increased its focus on scholarships, setting a new benchmark by providing over \$260,000 to more than 170 students. It further worked with a community partner to establish a unique wellness bursary that made a fund of \$14,000 available to the College's highest needs students who were facing issues like housing insecurity and mental health crises. The Foundation also worked with the Indigenous Education team and Facilities and IT departments to create College Study Hubs in local First Nations communities, supporting Indigenous student success in the online learning made necessary by COVID 19.

In all, in the 2020-2021 financial year, the Foundation earned revenues in excess of \$2,500,000 and transferred \$2,241,000 to Lambton College.

The Lambton College Alumni Association has been steadily building affinity with current students and alumni to increase awareness of the benefits of staying connected to their alma mater. The Alumni Association continues to offer programs and services that allow alumni to connect with fellow graduates and maintain a vibrant connection to their Lambton College. This includes an affinity partnership that offers preferred rates on insurance, a full suite of career and employment services available to alumni free of charge, and a variety of seminars and events such as a Celebrity Speaker Series.

In 2020, the Alumni Association moved its successful Mentorship Program online, partnering with Ten Thousand Coffees. Not only did this allow the program to keep running during the pandemic, but it enabled the Alumni Association to extend the program to students from and graduates of Lambton College's partner campuses in Toronto and Mississauga.

For new graduates, the Alumni Association continued its GRADitude and Athletic Awards programs, recognizing outstanding graduates who made extraordinary contributions to Lambton College.

The Alumni and Foundation department once again closed out the academic year by spearheading an innovative Graduate Celebration to recognize the accomplishments of the Class of 2021. This celebration featured a live music from a band comprised of Lambton College Alumni, speeches from members of the College's Senior Leadership Team, the Chair of the Board of Governors and other stakeholders, and a drive-by parade on the College campus.



# FINANCIAL RESULTS

Lambton College again turned in a successful financial performance, resulting in an in-year surplus of \$7,995,460. International enrollment and applied research achievements supported this positive contribution.

