



PRESIDENT'S MESSAGE

I want to begin by thanking our faculty, staff and administration at CNC for your commitment to helping move our restructuring program forward. Our change management process has included dozens of information meetings, a staff survey, workshops and specialized leadership training. The hard work is beginning to show results, and our students are continuing to experience the best education available anywhere in BC. This newsletter will provide a snap-shot of the progress we've made to date and it will outline the restructuring priorities for the remainder of 2016. We continue to reach out and work closely with Aboriginal, community, industry and business partners to help make changes necessary to ensure student success for future generations. In closing, I also want to acknowledge the guidance and support of our Board and the Province for our restructuring program. It's not easy introducing fundamental change to an organization that will celebrate 50 years of service to students in 2019. I'm grateful to everyone at CNC for supporting the process and helping position CNC for a sustainable future.

NEW VICE PRESIDENT ACADEMIC

Since joining CNC four months ago, Vice President Academic, Jay Notay has been meeting with internal and external community stakeholders to get a better sense of the key challenges and opportunities facing our institution in both the short and long term (this has involved visiting our regions). He has been meeting with faculty and staff to better understand our current practices and procedures. This work will establish the basis for moving ahead with an education planning process, with the intent of engaging all relevant areas within CNC and of ensuring that the plan will align with the institution's new Strategic Plan. The education plan will help ensure that, moving forward, CNC has a common vision and direction by establishing academic standards that will be applied across all programs within the CNC region. The end goal of the plan will be to ensure that our students receive the best education possible so that they can achieve success in their chosen career paths at a consistent level at all of our campuses and regions. Jay believes strongly that CNC will continue to provide a wide variety of programs, trades training and continuing education courses where enrolment and funding is sufficient.

IMPROVED FINANCIAL OUTLOOK

The 2014/15 fiscal year concluded with an operating deficit of \$1.45 million. CNC was required to seek special approval to run this deficit from the Ministry of Advanced Education. To achieve the provincial mandate requirement of a balanced budget in 2015/16, CNC was required to take measures to deal with a projected \$2.8 million deficit. The CNC Board welcomed recent news that a surplus will be realized this year thanks to higher than anticipated student enrolments, especially in International Studies, and increased contract revenues. The 2016/17 budget is expected to require measures to address another small deficit. The final 2016/17 budget is expected to be presented to the CNC Board during its April meeting. Recommendations on this budget were made by the CNC community during the budget consultation meetings, which were held mid-March. The conscientious work by everyone at CNC to focus more diligently on budgets has helped to improve the long term financial outlook for CNC.

REVITALIZED SAFETY CULTURE COMING SOON

A safety audit was conducted at all CNC campuses earlier this year and while the results are still being analyzed, development of a revitalized safety culture at CNC will begin soon. The audit includes numerous recommendations for immediate, mid-term and long-term measures to improve safety at CNC. The consultants who conducted the safety audit have been asked to develop a multi-year implementation plan. The 2016/17 budget will include financial resources to hire a Safety Officer to ensure safety improvements at CNC are realized as soon as possible. Development of a new safety culture at CNC is a cornerstone of the restructuring program and students, faculty and staff will be hearing much more about safety at CNC in the future.

CHANGE MANAGEMENT PROGRAM SEEING RESULTS

The Executive Director of Organizational Development, Khwezi Mbolekwa, is pleased with the progress of change management at CNC but is quick to remind everyone that it will be several more years before the benefits are fully realized. Since he began last summer, Khwezi has facilitated dozens of meetings with faculty and staff at all CNC campuses and has led numerous workshops and training sessions. The results of this work include a climate survey and report (summarizing staff and departmental input), redefined roles and responsibilities for Deans and Regional Principals, increased awareness of the need for clarity of roles, responsibilities and accountabilities for staff involved in corporate services, and restructuring in the

Nechako/Lakes area. Khwezi's project plan for the remainder of 2016 includes helping to ensure an implementation plan for the roll out of the Digital Delivery Initiative (DDI), reviewing and prioritizing CNC policies and procedures, developing Standard Operating Procedures (SOPs), driving culture change (accountability & expectations), developing a team agreement to break down silos, increasing collaboration and cooperation at CNC, developing performance and development plans, and providing more change management and behavioral change training. More information about CNC's change management process will soon be available on the CNC website at www.cnc.bc.ca.

ABORIGINAL EDUCATION PLAN

The Director Aboriginal Education, Marlene Erickson, continues to meet with Aboriginal advisory groups and administrators throughout the CNC region to gather information about post-secondary education and training needs for Aboriginal students. The information gathered will help develop an Aboriginal Programs Plan to guide CNC in the future. In the meantime, the Aboriginal Service Plan which is funded through the Ministry of Advanced Education was submitted in January in collaboration with all the advisory committees and the Yinka Dene Council. Each campus continues its work with Aboriginal organizations and First Nations to identify education needs and to work towards development and implementation. The College acknowledges and appreciates the time the advisory members commit to working with us to offer programs that will build capacity in their communities and throughout the region.

COMMUNITY AND STUDENT SERVICES

The Acting Vice President of Community and Continuing Education, Barb Old, reports that significant change is taking place throughout her department. The Registrar has begun to review processes and practices in order to ensure consistency across the institution. The admissions policy has been reviewed and updated and, once approved, will ensure a consistent and standard process for admitting students. Even CNC's Convocation is being reviewed to encourage increased participation across the institution. Student Services has seen a flurry of restructuring and renewal activity in recent months. Mental health training support for students has been examined for ways to improve service to students and to ensure that community resources support campus resources. Student service advisors will soon be using a consistent note-taking system to ensure standardization across the institution and greater support of CNC students.