

Sheridan Annual Report  
2024–2025

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## A Year in Review

The future of Canada depends on strong, agile and responsive public institutions – and few are more critical than its colleges. As the boots on the ground of our economy, Sheridan is not just preparing graduates for the workforce – we're shaping industries, responding to community needs, and solving the most pressing challenges of our time.

When we launched our new strategic plan in 2024, [Sheridan 2027: Forging the Future](#), we did so with eyes wide open. We recognized that the post-secondary landscape was shifting – and that our institution needs to be not only prepared but proactive. The plan set a bold course for the future, and over the past year, it has proven to be both prescient and essential.

In a year marked by seismic shifts across the post-secondary sector, we remained anchored by our purpose and propelled by possibility. Despite unprecedented disruption since the launch of our new strategic plan *Sheridan 2027: Forging the Future*, Sheridan advanced with focus and resolve – earning national and global recognition, launching innovative new programs and galvanizing learners with the skills and resiliency to thrive in a world defined by change.

This past year, we've celebrated a series of remarkable achievements:

- National and international awards earned by our students and alumni, showcasing the talent and tenacity of our Sheridan community.
- Recognition on national and global stages, affirming the excellence of our programs and impacts of our graduates.
- Launch of new programs to meet the evolving needs of Canada's workforce – including those in high demand sectors such as healthcare, technology and skilled trades.
- Expanded supports for international students, reinforcing our commitment to being a student-centred institution.
- Innovative applied research initiatives, developed in collaboration with industry partners to solve real-world problems and spark regional economic growth.
- Recognition as one of Canada's best employers, reflecting the strength of our workplace culture and the dedication of our faculty and staff.
- A new, modernized brand that unlocks the bold, values-driven institution we are and the potential of post-secondary education.

As we look back and ahead, our resolve is clear. We are proud to lead Sheridan – and humbled by the trust placed in us by students, faculty, staff and our community. Sheridan is not only adapting to change – we are shaping what is coming next. Together, we are building a more agile, inclusive, and forward-focused college – one that is ready to meet the pressing economic, technological, and social challenges of our time.

Thank you for taking this journey with us.



**Janet Morrison, PhD**

President and Vice Chancellor



**Mary E. Hofstetter, C.M.**

Chair, Sheridan Board of Governors

## **Land Acknowledgment Statement**

We acknowledge the land for sustaining us and for providing us with the necessities of life. This territory is covered by the Dish with One Spoon treaty and the Two Row Wampum treaty, which emphasize the importance of joint stewardship, peace and respectful relationships. As we reflect on land acknowledgments, let us remember that we are all stewards of the land and of each other.

We recognize the land on which we gather has been and still is the traditional territory of several Indigenous nations, including the Anishinaabe, the Haudenosaunee Confederacy, the Wendat, the Métis and the Mississaugas of the Credit First Nation. Since time immemorial, numerous Indigenous nations and Indigenous Peoples have lived on and passed through this territory.

Sheridan affirms it is our collective responsibility to honour the land, as we honour and respect those who have gone before us, those who are here and those who have yet to come. We are grateful for the opportunity to be learning, working and thriving on this land.

## Galvanizing Education | Sheridan 2027: Forging the Future

In 2024, Sheridan proudly released our strategic plan, *Sheridan 2027: Forging the Future* – a bold future-focused roadmap anchored in our mission to prepare learners for the future in a complex world. Crafted to foster resilience and adaptability, the plan sets a bold vision for the college over the next three years.

The plan was shaped by the insights and aspirations of more than 1,600 voices from across our community, including students, faculty, staff, and external partners. It was intentionally designed not only to respond to emerging pressures, but to proactively adapt and lead through them by offering a dynamic framework to navigate the complexities of today's educational and global landscape. It focuses on three key priorities that emerged from extensive community consultations: Trailblazing Education, Organizational Excellence and Sustainable Growth. These priorities reflect Sheridan's commitment to not only meeting the current needs of our students and community but to lead by example in the post-secondary sector. Each of the three priorities, further, consist of three key areas of focus:

### 1. Trailblazing Education:

- Expand participation in our ecosystem of transformative learning opportunities.
- Create flexible, engaging and accessible learning and service experiences.
- Anticipate and meet the emerging needs of our industry and community partners through agile program evolution.

### 2. Organizational Excellence:

- Enhance organizational agility, efficiency and effectiveness by reimagining our processes, technologies and organizational design.
- Attract and retain a talented, engaged and diverse workforce.
- Renew our infrastructure to enhance student experiences and reduce our environmental footprint.

### 3. Sustainable Growth:

- Grow revenue from alternative sources.
- Diversify and increase enrolment while prioritizing the needs of our students, communities and the labour market.
- Cement Sheridan's place as a valued institution with our community, industry and government partners, and build stronger relationships with Indigenous communities.

A detailed overview of the strategic plan is available in Appendix A.

Since the development of the strategic plan, even greater forces of change have converged, accelerating sector-wide disruption. Some of these we anticipated. Others – particularly in their scale, impact and speed – landed with force. A confluence of demographic shifts, economic uncertainty, policy changes, and technological disruption has created a new operating reality for post-secondary institutions across the country.

This report shares how we have brought this strategy to life over the past year, and how we continue to evolve it in response to the urgent needs of our students, communities and the workforce of tomorrow.

## Programs

11	Ontario College Certificates	26	Ontario College Diplomas	8	Ontario College Advanced Diplomas
20	Ontario College Graduate Certificates	23	Bachelor's degrees	88	Total programs

## Students

23,921	2,481	719	7,737
Full-time	Part-time	Apprentice seats	Continuing and Professional Studies registrations

## Students by Faculty

Faculty of Animation, Arts & Design	4,725	Faculty of Humanities and Social Sciences	3,171
Faculty of Applied Health and Community Studies	6,521	Pilon School of Business	3,147
Faculty of Applied Science and Technology	6,357		

<sup>1</sup> Demonstrated figures are from Day 10 (Winter 2025).

## Report on 2024–2025 Strategic Priorities

### Priority 1: Trailblazing Education

**Goal:** Create intentional impact for our learners and communities.

**Outlook:** We will be recognized for delivering the higher education learners need to thrive and lead in our evolving world.

#### New Programs, Certificates and Student Technology

##### Sheridan electrical engineering degree first of its kind in Ontario to be accredited by CEAB

Sheridan's Honours Bachelor of Engineering (Electrical Engineering) is the first electrical engineering degree solely offered by an Ontario college to receive accreditation by the Canadian Engineering Accredited Board (CEAB), and the first and only accredited engineering program in the Region of Peel. Launched in 2020, the degree became eligible for accreditation in 2024 after graduating its first class. Accreditation by the CEAB ensures graduates have the academic qualifications necessary for licensure as a professional engineer (P.Eng.) in Canada.

##### Two new unique applied computing programs launched at Sheridan

This year Sheridan has launched two unique applied computing programs that address a growing shortage of skilled professionals who can secure online systems and environments. The Computer Systems Technician – Cyber Security diploma is the first two-year program of its kind to be offered by a public postsecondary institution in Canada, while the eight-month Cloud security graduate certificate is the first Ontario public college program to specifically focus on navigating and securing cloud environments.

##### Sheridan launches new Board Undergraduate Certificate in Resilience, Ethics and Adaptation

In September 2024, the Board Undergraduate Certificate (BUC) in Resilience, Ethics and Adaptation was added to Sheridan's suite of programs that aim to meet the economy's need for workers who demonstrate interdisciplinary knowledge by cultivating a range of relevant competencies. Designed for students already enrolled in a degree program and requiring no additional courses beyond the usual semester load, the BUC offers a unique advantage to Sheridan students particularly those who plan to pursue graduate or post-graduate studies in the fields of social work or the cognitive, emotional or relational sciences, social and environmental risk management, security, and design.

##### New LED volume, virtual production technology, now available for students

Sheridan students now enjoy access to a LED volume at Trafalgar Road Campus, adding a new chapter to the college's rich history as a pioneer and early adopter of emerging technologies in film and broadcast media. LED volumes are used in virtual production (VP), which combines computer-generated imagery (CGI), game engine and virtual reality technology to enable new ways of creating film and television. Students from numerous programs throughout Sheridan's Faculty of Animation, Arts & Design (FAAD) and other Faculties will benefit from access to the college's new LED volume.

## **New programs are being designed and launched to better cater to the labour market demands**

A cluster of three new programs relating to medical diagnostic imaging were approved by the Board in October 2024 and Sheridan plans to welcome the first cohort of students in May 2025. These programs include advanced graduate diplomas in X-Ray/CT, Ultrasound and MRI. In addition to these three, there are currently 14 programs in various stages of development and approval.

## **Recognizing Excellence in Programs, Students and Alumni**

### **Sheridan ranked top animation school in Canada, second in world**

For the sixth straight year, Sheridan is the top animation college in Canada according to Animation Career Review's annual rankings. Sheridan also placed second in Animation Career Review's 2024 rankings of the top 50 international animation schools and colleges (excluding schools from the United States), which considers nearly 200 schools from across the globe that offer formal degree programs (bachelor's degree or equivalent) in animation. This marks the fourth straight consecutive time Sheridan has placed second in the international category, and the sixth consecutive year in which Sheridan has placed in the top two.

### **Sheridan receives high national rankings in applied research & innovation**

In the 2024 edition of Research Infosource Inc.'s annual summary, Canada's Top 50 Research Colleges, Sheridan ranks second in the categories of research partnerships and number of student researchers, while moving up to fourth in completed research projects. Sheridan's continued success in the Research Infosource rankings is a testament to its commitment to applied research that emphasizes collaboration, student involvement and impact. New to the rankings this year is total granting council research income over a five-year period, a category in which Sheridan places third. This category reflects the College's ability to secure significant government funding for research initiatives.

### **Sheridan alumni recognized and nominated for the Annual Annie Awards**

Sheridan College graduates continue to set the standard in the world of animation with recognition at the 52<sup>nd</sup> Annual Annie Awards 2025, which serves as the top distinction in that industry. Alumnus Dean DeBlois (Animation '90) is the executive producer on *The Wild Robot* – the winner of the Best Feature category. Other nominations included: Raymond Dunster (Bachelor of Animation '17) for his work on *Star Trek: Lower Decks* and Colin Lepper (Bachelor of Animation, '14) for *The Patrick Star Show* each nominated for the category of Best Character Animation – TV/Media; Deanna Marsigliese (Animation, '04) was nominated in the category of Best Character Design – Feature, for her work on *Inside Out 2*; and Austin Faber (Bachelor of Animation '19) was nominated for Best Writing – TV/Media for his work on *Jessica's Big Little World*. In addition to these four, several dozen Sheridan grads worked on titles that were up for awards, including on four of the six films in the Best Feature category (*Inside Out 2*, *Kung Fu Panda 4*, *That Christmas*, and *The Wild Robot*).

### **Sheridan graduates won top prizes at 2024 Canadian Screen Awards**

Twenty-one Sheridan alumni from the Faculty of Animation, Arts & Design have been honoured with Canadian Screen Awards this year, recognition for their work on some of the best known and innovative

content in the Canadian media landscape. Sheridan alumni have won the prestigious Canadian Screen Awards for work on content that spans genres ranging from sports and documentaries to children’s programming. The awards were presented during celebrations held May 28-31 to mark Canadian Screen Week. Additionally, Sheridan’s Screen Industries Research and Training Centre (SIRT) worked with Cream Productions on the *Survivorman* VR game, which was also recognized, winning Best Immersive Experience – Fiction.

### **Five Sheridan alumni earned Emmy nominations**

The nominees of 2024’s Primetime Emmy Awards included five graduates from Sheridan’s Faculty of Animation, Arts & Design. Craig Henighan (Media Arts ’95), Jill Purdy (Media Arts ’96) and Alex Bullick (Media Arts ’02) have once again earned nods for their work in sound, while Stephanie Gorin (Media Arts ’81) and Rick O’Connor (Animation ’97) have been recognized for their contributions to casting and visual effects, respectively.

### **Sheridan's Screen Industries Research and Training Centre recognized for best choreography and special effects in 48 Hour Film Project competition**

Sheridan’s SIRT received the Best Choreography and Best Special Effects awards in the 48 Hour Film Project held in November 2024, a global competition that celebrates creativity in local short films. The 48 Hour Film Project tasks local filmmakers and creative teams with developing their own short films within a weekend, based on a character, a prop, a line of dialogue and a genre that has been provided to them. The awards recognized *A Key to Paradise*, a short, animated film about two treasure hunters seeking a mysterious treasure with a hidden truth. SIRT’s seven-person crew leveraged in-house virtual production tools such as Epic’s Unreal Engine 5, FAB assets and an Opitrack motion capture system to create the film in just 48 hours.

### **Sheridan graduate, student win national awards for co-op and internship**

Sheridan graduate Eidah Jauforally and student Quinlin Lawrynnowicz have been named Canada’s co-op and work-integrated learning (WIL) college students of the year, respectively – the first time both winners in the annual Co-operative Education and Work-Integrated Learning Canada (CEWIL Canada) competition’s college category represented the same institution. Since 2013, 27 Sheridan students or graduates have been recognized at the national or provincial level for exceptional contributions to co-op, WIL and experiential learning.

### **Sheridan graduate Kent Monkman wins Governor General’s Award in Visual and Media Arts**

Indigenous artist Kent Monkman, a 1986 graduate of Sheridan’s Illustration program, has received a Governor General’s Award in Visual and Media Arts. The honour comes two years after Monkman was named to the Order of Canada, one of the country’s highest civilian honours that recognizes people who make extraordinary contributions to the nation.

### **Record success for Sheridan students, alumni at Ubisoft Toronto student game development awards**

Sheridan students and alumni combined to win 12 awards at the Ubisoft Toronto student game development competitions 2024, including six first-place finishes and a podium sweep in Ubisoft Toronto NEXT's Level Design category. More than 300 students and recent graduates from across Ontario competed in this year's Ubisoft Toronto NEXT event, which showcases the province's top game development students and helps kickstart their careers in the industry.

### **Four Sheridan students won medals at Skills Ontario Competition**

Four Sheridan students won medals at the 2024 Skills Ontario Competition, an annual event that showcases the province's top skilled trades and technologies students. Lucas Blackwood (Welding & Fabrication Technician) and Hardeep Bansal (Industrial Mechanics Millwright) claimed silver medals at the event, while Mechanical Technician – CNC & Precision Machining students Sirjan Singh and Jacob Christmas each collected bronze. This year's Skills Ontario Competition featured approximately 2,000 postsecondary students competing in 68 categories.

### **Two Industrial Design students finished first at Rocket Awards competition**

Fourth-year Honours Bachelor of Craft and Design (Industrial Design) students Anna Keefe and Sung Ha Chu received top accolades at the Rocket Awards 2024, an annual competition showcasing capstone projects by Ontario's top graduating industrial designers from several post-secondary institutions. Hosted by the Association of Chartered Industrial Designers of Ontario (ACIDO), the jury at the Rocket Awards consist of select industry professionals who assess students' fourth-year projects in areas across the design process, including project definition, design research, concept development, implementation, final prototype, graphic presentation and verbal pitches.

### **Interior Design students received top honours at Industry Awards**

Several students and graduates from Sheridan's Honours Bachelor of Interior Design program won awards at the Innovation in Design Thinking: Student Competition, hosted by Interior Designers of Canada (IDC) in Fall 2024. Representing more than 5,000 design professionals, IDC is the national advocacy association for interior design professionals. The awards intend to provide students with a national platform to demonstrate the value of interior design and illustrate the positive impact design has on the users of spaces, supported by evidence-based research. Sheridan projects dominated the Student Competition, earning recognition in three of the eight categories – more than any other institution.

### **Sheridan alumni nominated for 2024 Colleges Ontario Premier's Awards**

The Premier's Awards annually celebrate college alumni by recognizing one winner in each of the competition's categories. This year four Sheridan alumni were nominated in different categories. Mark Wafer was nominated in the Community Services category; he is an activist who fights for meaningful work for individuals with disabilities. Ramon Perez received a nomination in the Creative Arts & Design category for his exceptional creative work. Michelle Bell was nominated in the Health Sciences category; she is a leader in basketball who supports both Canada's national team and NBA players. Leah den Bok

was nominated as the Recent Graduate; she is a photographer whose lens exposes the reality of people experiencing homelessness.

### **Sheridan professor first three-time recipient of national music theatre award**

For the third time in seven years, Sheridan music theatre professor Kevin Wong has been recognized with a Tom Hendry Award from the Playwrights Guild of Canada (PGC) in November 2024. While Wong's writing and composing is independent from his teaching, there have been Sheridan connections to each of his Tom Hendry Award-winning musicals.

## **Priority 2: Organizational Excellence**

**Goal:** Fuel organizational agility and operational excellence.

**Outlook:** We will enhance, renew and reinvest in our foundational enablers to support the achievement of our vision and mission.

### **Investing in our people, culture and well-being**

#### **Third consecutive year for Sheridan on Forbes Canada's Best Employers for Diversity**

Sheridan has been named as Canada's Best Employers for Diversity 2024, in recognition of its commitment to fostering an inclusive and diverse workplace. This is the third consecutive year Sheridan has been included on the Forbes list, ranking 125th overall.

#### **Upgrade of Sheridan's PeopleSoft, enterprise solution, followed by further enhancements and process optimization**

Sheridan has recently completed work on a major upgrade of our PeopleSoft systems, which will improve the student experience, provide a modernized user interface, reduce the overall complexity and refine the customization of our systems. This upgrade is being followed up by further enhancements and optimization through streamlining of existing workflows and the automation of tasks, particularly in the Office of the Registrar, Finance and Human Resources. This will enhance functionality to further improve the student experience and realize operational efficiencies.

#### **Utilization of developed Human Resource (HR) research and advisory services providing HR related solutions**

Sheridan has recently procured research and advisory services providing solutions to maximize the value of HR at Sheridan. The scope of services include access to research and advisory for the HR leadership team, manager and employee training available through a learning management system, key research resources, and tools and techniques on all aspects of HR, including: organizational effectiveness, learning and development, employee experience and inclusions, HR technology and analytics, HR core services, payroll, talent management, total rewards and talent acquisition. The services also include diagnostic tools, and HR strategy workshops.

#### **Developing an implementation plan for Sheridan's Community Wellness Strategy**

In order to operationalize Sheridan's Community Wellness Strategy, the institution is currently working on developing a strategy toolkit/best practice guide along with an implementation plan that includes assessment and accountability measures. Digital and synchronous socialization and training resources will be provided to partners within each community cohort i.e. staff, faculty and students. This will ensure incorporation of well-being measures reflective of Strategy pillars into student experience and employee engagement survey tools.

### **Implementing the TELUS Total Mental Health and Wellbeing platform to provide Sheridan employees with comprehensive mental health and wellness support**

This initiative involves integrating the platform into existing wellness programs, promoting its use among full time employees, and ensuring alignment with Sheridan’s strategy. The project aims to improve employee engagement, productivity, and overall health outcomes, potentially reducing costs associated with absenteeism, presenteeism, and long-term disability claims, while also contributing to a healthier and resilient workforce.

### **Operational strength and accountability**

#### **Sheridan launched its new brand, reflecting its commitment to unlocking opportunities**

Sheridan has formally launched its new brand campaign “unlock” in September 2024. The new brand campaign was created entirely in-house by Sheridan’s Communications, Public Affairs & Marketing team, following extensive community consultation. The unlock campaign is aspirational and is about more than just credentials and learning outcomes; it is also about growth and providing a learning journey that is as unique as our students.

#### **Developing Quality Management System (QMS) for continuous ongoing improvement and quality of processes within each department**

Under a joint initiative between Facilities & Sustainable Infrastructure and Human Resources, a Quality Management System (QMS) is being developed for each department. The QMS will include a framework of manuals, procedures, processes, guidelines and tools to clearly articulate the management, operation, delivery and continuous improvement of the HR and Facilities business units. The project will include a review of existing documentation, guidelines and procedures, development of the QMS framework for each department, consultation, development of the required documents and procedures, and recommendations for ongoing operationalization, updates and version control.

#### **Sheridan is ensuring financial sustainability and operational efficiency in response to government policy changes**

Sheridan is adapting and contracting (as needed) in response to Immigration, Refugees, and Citizenship Canada (IRCC) capping international student enrolment at Canadian Colleges last year. A comprehensive review of Sheridan’s current organizational design, structure and culture was initiated in November 2024. Sheridan also identified 12 administrative processes for review based on their significance to operations. Departure and retirement incentives were offered to the employees, discretionary spending was frozen in several areas, commencement of some projects was delayed, and employment of some administrative staff was terminated. A total of 40 academic programs were suspended, and another 27 programs have been identified for efficiency review. Faculty related cost saving measures include the reassignment of the “Egan” hour, dissolution of the Faculty Peer Mentoring Program and discontinuing Local Academic Councils (LACs) and Faculty Engagement Committees.

### **Continued investment in several technological solutions in course registrations and scheduling**

This year, Sheridan also completed an upgrade of Infosilem Timetabler to the most recent version of Academic and transitioned from the on-premises version of Campus to the latest Campus cloud version. This initiative supported the college's goal of modernizing infrastructure and improving system efficiency for academic scheduling. Furthermore, an "out-of-the-box" level load functionality was implemented that calculates and assigns the term level/load for each student based on course and/or credit completion rather than an automatic assignment according to the time elapsed by the student in a program. This improved functionality will reduce the inconsistencies in the records that previously required manual intervention to correct.

### **Digital Wayfinding App coming to Sheridan campuses**

Among other technological initiatives, Sheridan is currently developing a digital platform (app) of wayfinding digital maps using a CMS (Content Management System) solution to provide detailed internal wayfinding using single interface app technology. This will incorporate advanced navigation features to include inter-building wayfinding and accessibility options for 30 buildings at all 3 campuses.

### **Comprehensive IT services review and the development of AI Ethics Framework & Governance**

A thorough IT services review is being conducted at Sheridan to inform the creation of a strategic IT roadmap and IT strategy. This review will ensure that IT services align with institutional and divisional strategic plans, effectively supporting Sheridan's goals, in addition to establishing IT governance and optimizing IT operations. Moreover, Sheridan is currently developing and implementing an AI ethics framework and governance within the college community. This framework will ensure that the use of AI also aligns with the institution's strategic objectives, promotes consistency, integrity, and transparency, and respects the unique needs and challenges of administration, teaching & learning, and research.

### **Implementing an academic integrity tool to reduce faculty workloads and bring consistency**

Sheridan is currently implementing Symplicity Advocate GME for academic integrity breach reporting. This will streamline workflows and reduce the current workload of faculty and staff, increase efficiencies, improve data collection and consistency to drive data-informed decision-making, and to enhance the student experience by offering a more clear, consistent and timely procedure when breaches do occur. This tool will be integrated with PeopleSoft and trainings for faculty and staff is also a part of this initiative.

### **Sheridan campus bookstore transitioning from a third-party managed service to a self-operated model**

By shifting to a self-operated model, the campus bookstores will improve service delivery to students, faculty, and staff by enhancing the quality and responsiveness of services provided. The shift is expected to result in increased revenues through streamlined operations, developing technology partnerships, more strategic pricing, product offerings, and marketing efforts tailored specifically to the Sheridan community. Additionally, operating the campus store internally will enable Sheridan to leverage innovation and insights from other post-secondary institutions, ensuring that our campus store remains competitive and aligned with the evolving needs of the Sheridan community.

## **Working together for strong communities**

### **Sheridan welcomed two Indigenous Engagement and Education Associate Vice Presidents**

To bolster Sheridan's commitment to continuing the work of truth and reconciliation within our sphere of influence, the College appointed two Indigenous Engagement and Education Associate Vice Presidents in July 2024. These appointments will enable the Sheridan community to live out our Indigenous Engagement and Education Plan by focusing internally on institutional capacity building and externally on community and fund raising.

### **Sheridan launched Reconciliation Series ahead of National Day for Truth and Reconciliation**

Ahead of National Day for Truth & Reconciliation on September 30, Sheridan launched a new Reconciliation Series developed and hosted by Sheridan's Office of Indigenous Engagement and Education. The Reconciliation Series has been created to support and guide everyone on their journey toward reconciliation with Indigenous peoples. The series features esteemed individuals who are leading the way in fostering meaningful engagement and allyship with Indigenous communities. Open to both internal and external participants, it offers an opportunity to deepen understanding of reconciliation.

### **Housing Catalyst Strategy underway to develop an understanding to identify solutions for housing needs**

With funding support from the City of Brampton, the Student Housing Demand & Options Analysis at Sheridan aims to identify a suite of preferred solutions for developing attractive, culturally relevant, and affordable housing to serve the student populations in the communities Sheridan operates in. The work draws from extensive consultation to produce an informed assessment of local housing needs, and ultimately conceptual solutions and supportive business cases for feasible and effective options for the College and other post-secondary institutions.

### **Priority 3: Sustainable Growth**

**Goal:** Secure financial viability through responsible growth.

**Outlook:** We will pursue revenue growth that is smart, sustainable and aligned with our values and standards.

#### **Collaborating with Industry and Community for Lasting Impact**

##### **Sheridan enhancing and expanding PSW program through partnership with Schlegel Villages**

Sheridan's Personal Support Worker (PSW) certificate program is now being taught out of a second Mississauga location through a partnership with long-term care and retirement home provider Schlegel Villages. It will accommodate more students and enhance their learning experiences through a partnership model that offers them an opportunity to immerse themselves in a supportive Village environment while learning the fundamentals of true person-centered care. Living Classroom partnership is designed to improve PSW recruitment and retention rates, provide a strengthened senior care workforce with both academic knowledge and practical expertise, and improve the quality of care for older adults.

##### **Sheridan launches community-driven life skills curriculum**

A collaborative social innovation research partnership between Sheridan, Halton Region, the Oakville Community Foundation and 15 not-for-profit community organizations aims to address the need for meaningful community connections owing to housing precarity. Through this partnership, Sheridan has launched a comprehensive life skills curriculum which offers client-centric learning modules on topics such as financial literacy (budgeting, consumer awareness, paying bills); skills for success (foundational skills, goal setting, Canadian culture, time management); and critical thinking skills (critical thinking, decision making). The partnering not-for-profit organizers serve a diverse range of marginalized populations and they have made the curriculum accessible to over 200 service users.

##### **Algoma University and Sheridan partner to create seamless pathway to Master's degree in Computer Science**

Algoma University and Sheridan College have signed a Memorandum of Agreement (MOA) through which eligible past and future graduates from Sheridan's Honours Bachelor of Computer Science and Honours Bachelor of Computer Science (Mobile Computing) programs will receive direct admission to Algoma University's course-based Master of Computer Science, provided they meet the academic requirements. This structured pathway ensures that students can seamlessly transition to graduate-level studies without unnecessary duplication of coursework. This partnership enhances opportunities for students in high-demand fields such as software engineering, cyber security, artificial intelligence (AI), and data analytics, equipping them with the skills to excel in Ontario's growing tech sector.

##### **Sheridan and Peel District School Board launch experiential learning partnership enhancing international student opportunities**

Sheridan College and Peel District School Board (PDSB) have signed a new Memorandum of Understanding (MOU) to further strengthen their long-standing strategic relationship and dedication to experiential learning. This collaboration marks a significant milestone in Sheridan's and PDSB's commitment to providing exceptional educational opportunities for students and promoting the Peel region as a learning destination for all students, including international students. Under the Memorandum of Understanding, Sheridan and PDSB will work together to promote Peel Region as an ideal learning destination for international students exploring secondary and postsecondary education.

### **Peel Region and Sheridan College led a joint delegation at Peel Regional Council, emphasizing collective support for international students**

In a unified effort to support international students in Peel, Peel Region and Sheridan College presented a joint delegation at Peel Regional Council, highlighting the development and initiatives of the newly established International Students Collaborative. This diverse committee of multi-sector partners is dedicated to creating an inclusive environment for international students by addressing both local and system-level issues through collective action. Recognizing international students' urgent challenges, the Collaborative aims to implement short-term and long-term solutions.

### **Sheridan and Peel Regional Police collaborate on Youth in Policing Initiative**

Peel Regional Police (PRP) and Sheridan College have continued their collaboration on the summer Youth in Policing Initiative (YIPI) in 2024 and 40 students benefited from it. The YIPI program, funded by the Ministry of Children, Community and Social Services, and the Peel Regional Police Service Board, is designed to provide opportunities for youth between 15 and 18 years of age from priority populations who reflect the cultural diversity in the Region of Peel, to develop life, job and leadership skills through a teamwork and mentorship approach. While at Sheridan, the YIPI students took part in advance standing introductory courses that relate to policing, including Forensic Sciences, Private Security Program and fitness.

### **Sheridan supported community youths with suite of summer camps**

Sheridan offered the youths in its campus communities the opportunity to learn from the expertise and mentorship of Sheridan faculty and instructors through a suite of summer camps. These included free STEM-focused camps, open to youths in Peel and Halton who wanted to explore opportunities in the skilled trades and technologies. Sheridan experts and industry guests gave campers hands-on experience with the latest technologies. In partnership with youth-serving organizations across Halton and Peel, programs such as Skills Ontario Summer Camps under the Youth Amplified banner seek to intentionally forge pathways to postsecondary for equity-deserving groups.

### **Sheridan's Centre for Elder Research participated in the Fifth annual Arts and Aging Day Canada**

In September 2024, Sheridan's Centre for Elder Research (CER) and the Schlegel – UW Research Institute for Aging (RIA) came together for the fifth annual Arts and Aging Day Canada, a National Day of Celebration that highlights the many ways arts and creativity enrich the lives of older adults and those who care for them. Over the last five years, Arts and Aging Day Canada has become a vital force in

promoting the role of creativity in enhancing the quality of life for older adults and has helped connect Canadian networks and organizations involved in arts, health and aging.

### **Mississauga's Quenippenon Park declared home field for Sheridan's Varsity Men's Baseball and Women's Softball teams**

Student athletes from Sheridan's Varsity Men's Baseball and Women's Softball teams now have a home field to call their own, thanks to a partnership between Sheridan and the City of Mississauga. At an event in September 2024, Mississauga's Quenippenon Meadows Park, located just east of Sheridan's Hazel McCallion (HMC) Campus, was designated as the home diamond for the two teams. By securing Quenippenon Park for all home games and practices this year, students will develop a stronger relationship with its campus communities. To support the development of baseball and softball facilities in Mississauga, Sheridan Athletics will contribute a scoreboard to the diamonds, enhancing the overall experience for players, coaches, spectators, officials and the wider community. The scoreboards will be installed in Spring 2025. The event also marked Sheridan's adoption of the park, committing to maintain it for both the Sheridan and Mississauga community.

### **Sheridan's presence at several public events in the community strengthen ties with its partners**

Sheridan built connections with 150 community partners, while gaining brand recognition and visibility through sponsorship at hospital fundraisers for Holi Gala William Osler and Diwali Galla Trillium Health Partners. Through the platform of Laadliyan and SEVA Foodbank Annual Fundraiser, Sheridan strengthened ties with multiple not-for-profit partners, improving visibility and opening doors for more support for female students. Moreover, at the Ribfest event, Sheridan had a booth with an ambassador, attracting thousands from the campus community, boosting visibility, and generating revenue.

### **City of Brampton Community Champion Award**

Sheridan was recognised for the second year running for our support to the Youth Hub at Susan Fennel Sportsplex. Sheridan's partnership with Brampton is highlighted through signage and offers opportunities for joint events like hackathons.

### **Brampton Charter Collaborative, co-chaired by the Region of Peel & Sheridan College, advocating for a better experience for international students**

In 2024-25, the Brampton Charter Collaborative was established, co-chaired by the Region of Peel and Sheridan College, to bring together key community partners and advance shared goals related to international student experiences. The Collaborative has begun mapping out a comprehensive plan, identifying both short- and long-term objectives to address community priorities and diverse perspectives based on lived experiences. Collaborative partners will also be hosting information sessions for students on various topics to enhance awareness and engagement. This work is part of a continued commitment to building a better experience for international students in the community and aligns with Sheridan's goals of strengthening community partnerships and continuing to build a positive reputation as a leader in the post-secondary sector on the international student experience.

## Gifts, Grants, and Growth

### **Advancement and Alumni strategy renewal yields increased revenue**

Sheridan increased its emphasis on major gift donors and prospects, along with enhanced high impact alumni programming and initiatives. Private revenue generation increased from \$2.1 M in 2023-24 to \$3.4M in 2024-25 (67% increase). Sheridan's first Giving Tuesday campaign launched in November 2024 fueled a 67% increase in new donors. Sheridan's TD affinity partnership generated over \$420,000 in revenue in 2024-25, a 17% increase over 2023-24.

### **Sheridan to bolster local research and innovation needs in AI and manufacturing with \$400,000 NSERC grant**

Sheridan's capacity to conduct cutting-edge applied research in support of industry and community needs in artificial intelligence (AI) and manufacturing has been bolstered by two \$200,000 Applied Research Tools and Instruments (ARTI) grants awarded from the Natural Sciences and Engineering Research Council of Canada (NSERC). The NSERC grants will fund the acquisition of state-of-the-art equipment and technologies essential for advancing innovation in AI and manufacturing for two of Generator at Sheridan's research centres. In turn, this equipment and enhanced capacity will fill a critical gap for regional industry and community partners and increase their ability to innovate, especially for small- and medium-sized enterprises (SMEs) who lack in-house knowledge and capacity.

### **Sheridan welcomed a \$500,000 gift from the Canerector Foundation to support skilled trades students**

Sheridan is creating enhanced supports to provide skilled trades with entrance scholarships as well as comprehensive mentorship and leadership opportunities, thanks to a \$500,000 gift from the Canerector Foundation. Over the next five years, the Foundation's gift will create 147 scholarships for eligible students entering skilled trades programs. Each scholarship recipient will also take part in comprehensive mentorship opportunities that offer them the chance to develop leadership skills and networks to establish themselves in their careers upon graduation. Additionally, the Canerector Foundation's gift will support an annual retreat for women in skilled trades that brings students from seven colleges – including Sheridan – together to build a community of support and hone their skills by working on repair projects.

### **Sheridan expands innovation and commercialization capacity with over \$290,000 investment from Intellectual Property Ontario**

An investment of over \$290,000 from Intellectual Property Ontario (IPON) will help Sheridan build on its capacity to provide supports and guidance on intellectual property (IP) and commercialization to industry partners. IPON's support will enhance Sheridan's ability to address industry challenges by leveraging cutting-edge technology, connecting partners of all sizes to institutional expertise and resources (including our exceptional faculty and students) and delivering innovative real-world solutions with immediate positive business impact through applied research. This includes advising on IP opportunities and providing financial supports associated with commercialization and IP protection, with a goal of helping Sheridan's industry partners confidently take steps to bring their products and services to market. Training and networking opportunities will also be available to support Sheridan researchers, staff, students and small and medium-sized enterprises (SMEs).

### **Sheridan celebrates a \$100,000 gift to support students in engineering programs**

Sheridan welcomed a \$100,000 gift from the Vijay Anand Foundation in 2024, which will directly support awards and scholarships within the electrical and mechanical engineering programs. Three of Sheridan’s electrical engineering programs will be supported through this suite of awards and scholarships. The awards aim to inspire the next generation of learners throughout their studies, and as they embark on their careers in engineering.

### **Ten skilled trades students received Canada’s largest skilled trade scholarship**

Ten Sheridan students have been named as the 2024-25 recipients of the prestigious Schulich Builders Scholarships. The recipients came from a pool of 350,000 potential candidates across Canada. More than 1,000 students were nominated, with 120 receiving this celebrated award across 12 colleges in Ontario. The gift marks the second year for the Schulich Builders program. Thanks to Schulich’s ongoing support, Sheridan can once again provide five \$20,000 scholarships for students in a one-year certificate program, and five \$40,000 scholarships for those pursuing a two-year diploma program.

### **Launch of two Creative Industry Collaborative Innovation Networks**

In partnership with the Faculty of Animation, Arts and Design as well as collaborating with other partners across campus (Generator, FHASS), the Sheridan Advancement team has supported the planning and launch of two Creative Industry Collaborative Innovation Networks – one in the US and one in Canada. Projects have been identified and launched for both – including the connection between AI and screen industries including animation, as well as neurodiversity and an opportunity to explore our pedagogy and how we enable neurodiverse students to thrive and be problem solvers to address various disruptions in the creative industries.

### **Launch of Advancement strategies for its Faculties**

For the Faculty of Applied Health and Community Studies, an advancement strategy is being established along with the development of a strategy for building an advisory function and fundraising plan for Upstream Preventative Health and the Centre for Healthy Communities. For the Faculty of Applied Science and Technology, an advancement strategy is being developed for skilled trades, advanced manufacturing and computing.

### **Sheridan and Sheridan Student Union collaborate to support students in need**

Advancement and Student Affairs partnered with Sheridan Student Union on key priority projects, including raising funds to support three “Together at the Table” events (fed 2000+ students); Emergency Student Funds; Student Mental Health initiatives and staffing; Student Accessibility initiatives and needs-based awards.

### ***Forever Blue* App launched to strengthen connections with the Sheridan alumni**

Sheridan has successfully launched Forever Blue, a dynamic new alumni engagement app designed to strengthen connections with our alumni community and maintain up-to-date contact information. The app has already achieved impressive traction, with 4,323 members and 73 exclusive benefit partners, providing finance value for our graduates and updated contact information for our alumni database.

## **Appendix A: Additional Required Reporting**

### **Sheridan College strategic plan**

Galvanizing Education – Sheridan 2027: Forging the Future

[sheridancollege.ca/sheridan2027](https://sheridancollege.ca/sheridan2027)

### **Strategic Mandate Agreement reporting**

[sheridancollege.ca/about/administration-governance/policies-accountability/corporate-reporting](https://sheridancollege.ca/about/administration-governance/policies-accountability/corporate-reporting)

### **KPI reporting**

[sheridancollege.ca/about/administration-governance/policies-accountability/key-performance-indicators](https://sheridancollege.ca/about/administration-governance/policies-accountability/key-performance-indicators)

### **Institutes of Technology and Advanced Learning (ITAL) report**

Please see page 6 of this report.

## Appendix B: Advisory College Council Annual Report

The Advisory Council provides a forum for students and employees of Sheridan College to provide advice to the President & Vice-Chancellor on matters of importance to them. It also serves a complementary role to the ongoing activities that are taking place at Sheridan to continually improve programs and services for all community members.

The Advisory Council comprises of the following membership:

- Faculty including full-time and non-full-time Professors, Instructors, Librarians and Counsellors (twelve representatives with a minimum of one from each Faculty and Continuing and Professional Studies)
- Students (twelve representatives)
- Support Staff (twelve representatives)
- Administrative Employees (twelve representatives)
- Student Union President (ex-officio)
- President & Vice Chancellor (ex-officio)
- Secretary (ex-officio)

A call for nominations for the 2024-2025 Council went out on Monday, September 23, 2024, and closed on Monday, September 30, 2025. All positions were filled by acclamation (no election necessary) as follows: Faculty 12/12; Support Staff 12/12; Administration 3/12 and Students 7/12 - for a total membership of 34.

### Overview of meetings held in 2024-2025

- **June 28, 2024:** Attended by 13 of 33 members. Agenda items included Enrolment Updates (Domestic and International Enrolment Trends, 2024/25 Enrolment Outlook, Beyond 2024/25); and Questions & Answers with President Morrison.
- **August 29, 2024:** Attended by 16 of 33 members. Agenda items included Supporting our Learners Community via A Focus on Housing and Mental Health Resources; Sheridan Student Union and Sheridan Life; and Questions & Answers with President Morrison.
- **October 23, 2024:** Attended by 27 of 34 members. Agenda items included Supporting our Learners Community via Service Excellence; and Questions & Answers with President Morrison.
- **February 28, 2025:** Attended by 24 of 34 members. Agenda included Five Year Financial Forecast; Critical Response Priorities; and Questions & Answers with President Morrison.

**Appendix C: Audited Financial Statements**

## Appendix D: Board of Governors

Name	Status	Term expiry date
Mary E. Hofstetter, C.M.	Board Chair, External Governor	3 <sup>rd</sup> term ends August 31, 2025
Simone Harrington	Board Vice Chair, External Governor	1 <sup>st</sup> term ends August 31, 2025
Samy Abd El-Sayed	Internal Governor – Support Staff	2 <sup>nd</sup> term ends August 31, 2025
Ademidun Abimbola	Internal Governor – Student	1 <sup>st</sup> term ends August 31, 2025
Sara Cumming	Internal Governor – Faculty	2 <sup>nd</sup> term ends August 31, 2027
Steve de Eyre	Chair, Academic and Student Affairs Committee, External Governor	2 <sup>nd</sup> term ends August 31, 2027
Bunmi Dosunmu	Board Treasurer, Chair of the Finance, Audit and Property Committee, External Governor	2 <sup>nd</sup> term ends August 31, 2025
Chuks Ezeokafor	External Governor	2 <sup>nd</sup> term ends August 31, 2026
Avi Grewal	External Governor	1 <sup>st</sup> term ends August 31, 2025
Amit Kapur	External Governor	1 <sup>st</sup> term ends August 31, 2027
Kerry Mann	External Governor	2 <sup>nd</sup> term ends August 31, 2026
Robert Poulton	External Governor	2 <sup>nd</sup> term ends August 31, 2026
Lucy Qi	Board Treasurer, Chair of the Finance, Audit and Property Committee, External Governor,	1 <sup>st</sup> term ends August 31, 2026
Teresa Sanderson	Internal Governor – Administration	1 <sup>st</sup> term ends August 31, 2027
Lauren Tedesco	Chair of Governance and People Committee, External Governor	1 <sup>st</sup> term ends August 31, 2026
Jill Walker	External Governor	1 <sup>st</sup> term ends August 31, 2027

### Officers of the Board:

Name	Status
Janet Morrison	Ex Officio – President and Vice Chancellor
Maureen Armstrong	Interim General Counsel and Corporate Secretary

## **Appendix E: Summary of Advertising and Marketing Complaints**

For the period of April 1, 2023 to March 31, 2024, no complaints were received regarding Sheridan's advertising and marketing activities.