



NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY BOARD OF GOVERNORS

BOARD MEETING MINUTES

Tuesday, March 3rd, 2026
4:00 – 8:00 pm
Governor's Boardroom T811 / MS Office Teams

1 IN-CAMERA SESSION WITH BOARD MEMBERS ONLY PRIOR TO CALLING THE MEETING TO ORDER

Moved by Andy Neigel that the Board move to an in-camera session.

Seconded & carried.

- General Updates
- Government Relations Update

Moved by Yasmin Jivraj that the Board exit the in-camera session.

Seconded & carried.

2 CALL TO ORDER AND APPROVAL OF AGENDA

2.1 Board Chair's Welcome

Yasmin Jivraj opened with welcoming remarks and spoke to the recent announcement of the GOA's commitment to construction funding for the Advanced Skills Centre. The funding represents \$384 million over the next 3-year budget cycle, inclusive of the remaining design funding.

2.2 New members welcome

Craig Harder was welcomed as the newest member of the Board of Governors

2.3 Farewells

Andy Neigel and Yasmin Jivraj were recognized as departing members. Yasmin thanked Andy for his commitment to NAIT and for chairing the Governance Committee. Linda Palladino led the board in a moment of appreciation and acknowledgement of Yasmin's long service to the Board and her exceptional leadership. Other Board members also took the opportunity to thank Yasmin for her leadership and dedication as Chair. The President thanked Yasmin on behalf of the executive and the NAIT community for her exceptional leadership and support.

2.4 Approval of the Agenda

Moved by Chase Anderson that the agenda be approved as presented.

Seconded & carried.

Declaration of Conflict(s) of Interest for Board Members for agenda items
No conflicts declared.

3 BOARD STRATEGY ENGAGEMENT

3.1 2025/2026 OKR updates

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Strong progress was reported across priorities, with several initiatives completed and the majority advancing as planned. Highlights included growth in applications and enrolment, continued development of new programs aligned with labour and industry demand, progress on enhancing the NAIT student experience, completion of Workday infrastructure implementation, and ongoing efforts to ensure financial sustainability. Engagement initiatives by senior leaders are also advancing, and NAIT will be pausing its Engagement survey due to the Workday ERP transition.

4 PRESIDENT'S UPDATE

4.1 Consolidated Executive Management Report to the Board

Activities from January to March were reviewed, including the announcement of Budget 2026, which included modest increases to the operating grant and Capital Maintenance and Renewal Fund, while other funding remained consistent. Highlights included hosting the Round Dance with more than 450 attendees, NAIT hosting the CCAA Men's National Volleyball Championship March 11–14, and NAIT's participation in a mission to India.

4.2 President's activities for the quarter

Moved by Craig Harder that the Executive Management Report and President's Activities report be accepted for information.

Seconded & carried.

5 CONSENT AGENDA

5.1 Accepting Minutes and Receiving Committee Reports:

The following will be approved by consent agenda unless there is a request to move an item or items to New Business.

5.1.1 Board of Governors Workplan

5.1.2 Approval of the Minutes of the Board of Governors for the Meeting held on December 19, 2025

Moved by Doreen Cole that the Board of Governors of the Northern Alberta Institute of Technology approve Exceptional Tuition Increases for the following programs:

**Electrical Engineering Technology Diploma.
Instrumentation Engineering Technology (co-op).
Dental Technology (co-op).
Denturist Technology.
Veterinary Technology (co-op).
Diagnostic Med Sonography Card.
Diagnostic Med Sonography Gen.
Medical Laboratory Technology.
Medical Radiologic Tech.**

Moved by Don Cameron that the Board of Governors of the Northern Alberta Institute of Technology approve the Investment Management Agreement (IMA) for 2025-2028.

5.1.3 Approval of the Minutes of the Board of Governors for the Meeting held on January 16, 2026

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Moved by Yasmin Jivraj that the Board of Governors of the Northern Alberta Institute of Technology supports initiating a lockout with respect to the collective bargaining currently taking place with the NAIT Academic Staff Association (The “Bargaining”);

Seconded & carried, 11 votes in favour

- 5.1.4** Approval of the Minutes of the Board of Governors for the Meeting held on February 12, 2026

No motions.

- 5.1.5** Record of asynchronous vote held February 12, 2026, following the Board of Governors Meeting

Moved by Linda Palladino that the Board of Governors of the Northern Alberta Institute of Technology ratify (accept) the tentative agreement with the NAIT Academic Staff Association (NASA) dated February 5, 2026.

Seconded, Carried

- 5.1.6** Academic Council – Minutes of the Meeting held on December 15, 2025

Moved by Dennis Sheppard that Organizational Leadership and Governance Post Diploma Certificate New Program Proposal be recommended for approval by the Board of Governors.

Moved by Tamara Peyton that the Content Creator Entrepreneurship Diploma New Program Proposal be recommended for approval by the Board of Governors.

Moved by Tamara Peyton that Network Operations & Management Diploma New Program Proposal be recommended for approval by the Board of Governors.

Moved by Tamara Peyton that the suspension proposal for Network Engineering Technology Program be recommended for approval by the Board of Governors.

- 5.1.7** Academic Council – Minutes of the Meeting held on January 26, 2026

Moved by Jeetika Mishra that Academic Council supports the recommended nominees for Honorary Degrees and recommends approval by the Board of Governors.

Moved by Stephen McMillan that Pre-employment Autobody Certificate Program Suspension Proposal be recommended for approval by the Board of Governors.

**Seconded,
9 in favor 10 opposed
Motion defeated**

Moved by Stephen McMillan that the suspension proposal for Materials Engineering Technology Diploma Program be recommended for approval by the Board of Governors.

Seconded,

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**6 in favor 12 opposed 1 abstain
Motion defeated**

Moved by Stephen McMillan that the suspension proposal for Nano Systems Engineering Technology Diploma Program be recommended for approval by the Board of Governors.

**Seconded,
15 in favor 4 opposed
Carried**

Moved by Agatha Ojimelewe that the suspension proposal for Alternative Energy Technology Diploma Program be recommended for approval by the Board of Governors.

**Seconded,
15 in favor 3 opposed 1 abstain
Carried**

Moved by Tamara Peyton that the suspension proposal for Graphic Communication Certificate Program be recommended for approval by the Board of Governors.

**Seconded,
18 in favor 1 opposed
Carried**

5.1.8 Academic Council – Minutes of the Meeting held February 23, 2026

Moved by Tamara Peyton that the suspension proposal for Wireless Systems Engineering Technology Program be recommended for approval by the Board of Governors.

**Seconded
16 in favor 3 opposed
Carried**

Moved by Tamara Peyton that the suspension proposal for Computer Network Administrator Certificate Program be recommended for approval by the Board of Governors.

**Seconded
18 in favor 2 opposed
Carried**

Moved by Patti Hergott that Academic Council approve the Suspension and Termination Policy for implementation.

**Seconded
7 in favor 14 opposed
Motion defeated**

5.1.9 Campus Development Committee - Minutes of the Meeting held on February 3, 2026

No motions.

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5.1.10 Board Executive Committee – Minutes of the Meeting held on February 2, 2026

No motions.

5.1.11 Audit Committee - Minutes of the Meeting held on February 17, 2026

Moved by Don Cameron that the Audit Committee approve the FY2027 Annual Internal Audit Plan and Internal Audit Budget.

Moved by Yasmin Jivraj that the Audit Committee approve the cancellation of the following four audits:

- **Supports for International Students (started in FY2025 and carried over)**
- **Program Advisory Committees (started in FY2025 and carried over)**
- **Grants Management with Schools (i.e., Excluding Industry Solutions)**
- **Follow-up on Risk Management's 2025 OneCard Risk Reduction Initiative**

5.1.12 Finance Committee - Minutes of the Meeting held on February 17, 2026

Moved by Doreen Cole that the Finance Committee recommend to the Board of Governors approval of the domestic and international tuition rates for the new programs and co-op offerings outlined in the attached briefing.

See 5.1.20

Moved by Don Cameron that the Finance Committee recommend to the Board of Governors approval of the domestic and apprenticeship tuition fees for 2026/27, for submission to Advanced Education for final approval.

See 5.1.21

Moved by Doreen Cole that the Finance Committee recommend to the Board of Governors approval of the Mandatory Non-Instructional fees for 2026/27 for submission to Advanced Education for final approval.

See 5.1.22

Moved by Rachel Smith that the Finance Committee recommend to the Board of Governors approval of the 2026/27 Funds and Reserves allocations as outlined, including the top-up of \$5.6 million to the Advanced Skills Centre reserve.

Moved by Don Cameron that the Finance Committee recommend to the Board of Governors the approval of the budget 2026/27 and forecasts for 2027/28-2028/29, with such non-substantive changes that management of NAIT considers necessary or advisable. Budget changes because of government grant adjustments of more than \$10 million will require further board approval.

5.1.13 Governance Committee - Minutes of the Meeting held on February 12, 2026

Moved by Andy Neigel that the Governance Committee recommend that the Board of Governors of the Northern Alberta Institute of Technology formally rename the Industry and Community Engagement Committee to the Community Engagement Committee.

Moved by Yasmin Jivraj that the Governance Committee recommend to the Board of Governors of the Northern Alberta Institute of Technology to formally dissolve the Nomination Subcommittee and engage a process where its duties are formally transferred to the Board Executive Committee.

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5.1.14 Human Resources Committee - Minutes of the Meeting held on February 4, 2026

No motions.

5.1.15 Human Resources Committee - Minutes of the Meeting held on February 9, 2026

Moved by Dan Brown that the Human Resources Committee recommends that the Board of Governors of the Northern Alberta Institute of Technology ratify the tentative agreement with the NAIT Academic Staff Association (NASA) dated February 5th, 2026.

5.1.16 Industry and Community Engagement Committee – Minutes of the Meeting held on February 5, 2026

Moved by Lorraine Royer that the Industry and Community Engagement Committee recommends to the Board of Governors donor signage for Classroom CAT280, for a two-year term, in recognition of Quorum Software's GIK gift of \$1,200,000.00. Signage: 10" X 10", aluminum material, donor's name and logo.

Moved by Yasmin Jivraj that ICE Committee supports the recommended nominees for Honorary Degrees and recommends approval by the Board of Governors.

Moved by Tanroop Mahal that ICE Committee recommend the renaming of the ICE Committee to the Community Engagement Committee for approval by the Governance Committee.

5.1.17 Advanced Skills Centre Committee – Minutes of the Meeting held on February 10, 2026

No motions.

5.1.18 Nominating Committee - Minutes of the Meeting held on February 6, 2026

No motions.

5.1.19 Program suspensions

Moved by Laura Jo Gunter that the Board of Governors of the Northern Alberta Institute of Technology approve the suspension of the following programs:

**Network Engineering Technology Diploma
Nanosystems Engineering Technology Diploma
Alternative Energy Technology Diploma
Graphic Communication Certificate
Wireless Systems Engineering Technology Diploma
Computer Network Administrator Certificate**

5.1.20 New Program Tuition Rates

5.1.21 2026-2027 Domestic Tuition Rates

5.1.22 Mandatory Non-Instructional Fees

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5.1.23 Advanced Skills Centre Update

5.1.24 Annual Evaluations

Moved by Andy Neigel that the Governance Committee recommend that the board of Governors of the Northern Alberta Institute of Technology approve the Board Evaluation quantitative survey as presented.

5.1.25 Committee Placements

Moved by Linda Palladino that the consent agenda be approved as presented.

Seconded & carried.

6 BUSINESS ARISING FROM PREVIOUS MEETING

None

7 NEW BUSINESS

7.1 Quarterly Financial Update – Finance – Doreen Cole, Mike High, Arden Kobewka

The Board reviewed Q3 financial results, noting the forecast projects a moderate surplus and operating breakeven (before investment revenue counted) achieved. Key variances included changes to GOA grants, investment income, salaries, employee benefits, and utilities, with updates from the Q2 forecast reflecting a favourable in-year GOA adjustment, continued salary and benefit savings, and a cloud computing accounting change. Financial health metrics remain strong, with apprenticeship growth underpinning results, while declining international enrolment was noted as a forward-looking pressure.

Moved by Doreen Cole that the Board of Governors of the Northern Alberta Institute of Technology accept the Financial Report for the Quarter Ended December 31st, 2025.

Seconded & carried.

7.2 Annual Budget – Finance – Doreen Cole, Mike High

7.2.1 Capital and Operating Budget – Arden Kobewka

The Board reviewed the Capital and Operating Budget outlook for 2027–2029, noting a projected balanced budget over the next three years. Highlights included impacts from Provincial Budget 2026, Government of Alberta grants and investment income, as well as expense pressures related to inflation and ratified union agreements. Internal capital allocations and NAIT's net assets were also reviewed. Key risks discussed included international enrolment, apprenticeship revenue, implementation capacity, and ASC.

Moved by Doreen Cole that the Board of Governors of the Northern Alberta Institute of Technology approve the budget 2026/27 and forecasts for 2027/28-2028/2029, with such non-substantive changes that management of NAIT considers necessary or advisable. Budget changes causing deficit projections or government grant adjustments totalling more than \$10 million will require further board approval.

Seconded & carried

7.2.2 Annual Reserves – Arden Kobewka

Reserve strategy discussed.

Moved by Doreen Cole that the Board of Governors of the Northern Alberta Institute of Technology approve the 2026/27 Funds and Reserves allocations as outlined, including the top-up of \$5.6 million to the Advanced Skills Centre reserve.

Seconded & carried

7.2.3 RISE – Marcus Nordin

Progression of RISE was reviewed, highlighting its evolution from a program to a permanent enterprise capability driving a cultural shift. To date, 406 ideas have been submitted, with \$11M in benefits realized and \$24M identified for conversion. The focus remains on continuous improvement, positioning NAIT as a future-focused enterprise.

8 NEXT BOARD MEETING – May 26, 2026

9 IN-CAMERA SESSION WITH BOARD OF GOVERNORS

Moved by Yasmin Jivraj that the Board move to an in-camera session.

Seconded & carried.

Declaration of Conflict of Interest for Board Members for in-camera items
No conflicts declared.

9.1 General Updates

9.2 Residence

9.3 Honorary Degree Nominees

Moved by Lorraine Royer that the Board of Governors of the Northern Alberta Institute of Technology approve the recommended nominees for Honorary Degree as presented.

Seconded & carried.

9.4 Advanced Skills Centre

Moved by Yasmin Jivraj that the Board exit the in-camera session.

Seconded & carried.

10 ADJOURNMENT

Moved by Yasmin Jivraj that the Board of Governors meeting be adjourned at 8:00 pm.

Seconded & carried.

APPENDICES:

Appendix A - Network Engineering Advanced Education Suspension Proposal
Appendix B - Nanosystems Engineering Advanced Education Suspension Proposal
Appendix C - Alternative Energy Advanced Education Suspension Proposal
Appendix D - Graphic Communications Advanced Education Suspension Proposal
Appendix E - Wireless Systems Advanced Education Suspension Proposal
Appendix F - Computer Network Administrator Advanced Education Suspension Proposal
Appendix G - Board Program Suspension Summary Slides
Appendix H - Board of Governors Evaluation
Appendix I - Board Executive Committee Evaluation
Appendix J - Finance and Audit Evaluation
Appendix K – Governance Evaluation
Appendix L - Human Resources Committee Evaluation
Appendix M - Campus Development Committee Evaluation
Appendix N - Community Engagement Committee Evaluation
Appendix O - Advanced Skills Centre Evaluation
Appendix P – 2026 Alberta Budget Analysis – Canadian Strategy Group

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Attendance		
Committee Members	Yasmin Jivraj Laura Jo Gunter Linda Palladino Dan Brown Don Cameron Andy Neigel Lorraine Royer Rachel Smith Steve Chattargoon Tanroop Mahal Chase Anderson PS Sidhu Lisa Slywka Doreen Cole Craig Harder	Board Chair, ex officio President and CEO, ex officio Board Vice Chair, ex officio; Chair, HRC; Member, BEC Chair, CDC; Member, HRC & BEC Chair, ASSC; Member, Audit, Finance & BEC Chair, Governance; Member, BEC Chair, ICE Member, Audit & Finance NASA Rep; Member, CDC NAITSA Rep; Member, ICE NAITSA Rep; Member, CDC Member, ASCC & BEC NASA Rep; Member, ICE Member, Finance & Audit Board Member
Resources	Jean-François (JF) Bouffard Keela Coss	Chief of Staff and Director of Strategy Board Relations & Executive Administrative Specialist
Guests	Peter Leclair Mike High Clayton Davis Daryl Silzer Arden Kobewka Gail Kelly Cathy Chichak Marcus Nordin	VP Academic VP Administration and CFO Interim VP Human Resources VP External & CDO AVP Finance & Corporate Services Director, Government Relations CDN Strategy Group Interim AVP, Transformation



Melanie Bayley
Chair, NAIT Board of Governors



Laura Jo Gunter
President & CEO, NAIT