Re: Your request for access to information under Part II of the *Access to Information and Protection of Privacy Act, 2015* [Our File #: AESL/052/2018]

On December 20, 2018 the Department of Advanced Education, Skills and Labour received your request for access to the following records/information:

"Any and all information related to CNA and the granting of degrees (not diplomas) at the Qatar campus since December 2015."

I am pleased to inform you that your request for access to this information has been granted in part and the responsive records are attached. Access to the remaining records, and/or information contained within the records, has been refused in accordance with the following exceptions to disclosure, as specified in the *Access to Information and Protection of Privacy Act, 2015* (the Act):

Section 27.(1) In this section, "cabinet record" means
   g. a record created for or by a minister for the purpose of briefing that minister on a matter for the Cabinet;
   h. a record created during the process of developing or preparing a submission for the Cabinet;
   i. that portion of a record which contains information about the contents of a record within a class of information referred to in paragraphs (a) to (h).

Section 27.(2) The head of a public body shall refuse to disclose to an applicant
   a. a cabinet record

Section 29.(1) The head of a public body may refuse to disclose to an applicant information that would reveal
   a. advice, proposals, recommendations, analyses or policy options developed by or for a public body or minister

Section 34.(1) The head of a public body may refuse to disclose information to an applicant if the disclosure could reasonably be expected to
   a. harm the conduct by the government of the province of relations between that government and the following or their agencies:
      (iii) the government of a foreign state,
Section 35.(1) The head of a public body may refuse to disclose to an applicant information which could reasonably be expected to disclose

f. positions, plans, procedures, criteria or instructions developed for the purpose of contractual or other negotiations by or on behalf of the government of the province or a public body, or considerations which relate to those negotiations;

g. information, the disclosure of which could reasonably be expected to prejudice the financial or economic interest of the government of the province or a public body

Section 40.(1) The head of a public body shall refuse to disclose personal information to an applicant where the disclosure would be an unreasonable invasion of a third party's personal privacy.

Please note that the following pages have been redacted in their entirety and as such have been removed from the package:

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - 4</td>
<td>Section 27.(1)(h), 27.(2)(a)</td>
</tr>
<tr>
<td>16, 18 - 19</td>
<td>Section 29.(1)(a)</td>
</tr>
<tr>
<td>17</td>
<td>Section 29.(1)(a) and Non-responsive</td>
</tr>
<tr>
<td>31 - 39</td>
<td>Section 27.(1)(h), 27.(2)(a)</td>
</tr>
<tr>
<td>73 - 84</td>
<td>Section 27.(1)(g), 27.(2)(a)</td>
</tr>
<tr>
<td>106, 110</td>
<td>Section 29.(1)(a), 34.(1)(a)(iii)</td>
</tr>
<tr>
<td>136 - 142</td>
<td>Section 34.(1)(a)(iii), 35.(1)(f), 35.(1)(g)</td>
</tr>
<tr>
<td>143-144, 146</td>
<td>Section 29.(1)(a)</td>
</tr>
<tr>
<td>145</td>
<td>Section 27.(1)(i), 27.(2)(a), Section 29.(1)(a)</td>
</tr>
<tr>
<td>150 - 209</td>
<td>Section 34.(1)(a)(iii), 35.(1)(f), 35.(1)(g)</td>
</tr>
<tr>
<td>211 - 220</td>
<td>Section 34.(1)(a)(iii), 35.(1)(f), 35.(1)(g)</td>
</tr>
</tbody>
</table>

Section 42 of the act provides that you may ask the Information and Privacy Commissioner to review this partial refusal of access or you may appeal the refusal to the Supreme Court Trial Division. A request to the Information and Privacy Commissioner shall be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner.

The address and contact information of the Information and Privacy Commissioner is as follows:

Office of the Information and Privacy Commissioner
2 Canada Drive
P. O. Box 13004, Stn. A
St. John’s, NL A1B 3V8

Telephone: (709) 729-6309
Facsimile: (709) 729-6500
In the event you wish to appeal to the Supreme Court, you must do so within 15 business days of the date of this letter. Section 52 of the act sets out the process to be followed when filing such an appeal.

Please be advised that responsive records will be published following a 72 hour period after the response is sent electronically to you or five days in the case where records are mailed to you. It is the goal to have the responsive records posted to the Completed Access to Information requests website within one day following the applicable period of time.

If you have any further questions, please feel free to contact the undersigned at (709) 729-4276 or SharonSeaward@gov.nl.ca.

Sincerely,

[Signature]

SHARON SEAWARD
ATIPP Coordinator

Attachment
Hi Ann Marie:

Please review the attached note. Any and all suggestions are welcome. If you can find a spot to reference applied degrees please include as you see fit. Feel free to suggest additions and/or deletions.

Thanks.
Bob

Bob Gardiner  
Assistant Deputy Minister, Post-Secondary Education  
Advanced Education and Skills  
Government of Newfoundland and Labrador  
P. O. Box 8700  
St. John's, NL A1B4J6  

Phone: (709) 729 3026  
Fax: (709) 729 2828
Title: College of the North Atlantic – Qatar

Issue: To provide an update on the status of negotiations of the new Comprehensive Agreement between College of the North Atlantic and the State of Qatar

Background and Current Status:

- In 2001, College of the North Atlantic (CNA) entered into the original Comprehensive Agreement with the Middle East State of Qatar, under which CNA provides services to deliver academic programs and administration for a campus in Doha, Qatar (CNA-Q). With over 40 different full time credit programs, CNA-Q is known for its breadth of program offerings.

- CNA-Q is one of the largest international education contracts awarded in Canada and is one of the largest post-secondary institutions in the country with approximately 3,200 full and part-time students, 500 Canadian staff, and over 4,000 alumni. CNA-Q is a separate legal entity that exists outside of CNA.

- The original Comprehensive Agreement was scheduled to end in 2012. In 2009, CNA signed a one year extension to August 31, 2013. In 2013, through Annex XIV, the Agreement was extended to August 31, 2016.

- CNA, and its negotiation team, is currently working with the State of Qatar to extend the Agreement. CNA’s negotiation team consists of:
  - Ms. Anne Marie Vaughan, President of CNA;
  - Ms. Cheryl Stagg, Chair of CNA’s Board of Governors;
  - Mr. John Hutchings, Executive Transitional Advisor, CNA;
  - Ms. Ken MacLeod, President- CNA Qatar; and
  - Ms. Robert Gardiner, Assistant Deputy Minister (Post-Secondary Education), Department of Advanced Education and Skills

- Legal advice is provided by David Eaton, McInnes Cooper (external counsel), and the team is also supported by Geoff Peters, CNA’s general counsel and Kevin Deveau, Project Manager (Interim), Qatar project.

- Some of CNA’s industrial partners in Qatar include: Qatar telecommunications - Qtel, Qatar Petroleum, Qatar Chemical Company (Q-Chem), Hamad Medical Corporation, and Qatar National Bank.
Analysis:

- CNA's negotiation team participated in an in-person meeting with State of Qatar officials in June 2015 while in Qatar attending the CNA-Q graduation. This was followed up with numerous exchanges between June 2015 and January 2016 with face-to-face meetings of the negotiating teams in Qatar from January 24 – 26, 2016.

- Negotiations are tentatively scheduled to resume the end of February 2016 with the main focus on.

- CNA's cumulative profit over the term of the original Agreement (2001/02 to 2012/13) was approximately $51M.
Action Being Taken:
- The negotiation process continues with an anticipated final Agreement agreed to in late February 2016.

Prepared/approved by: B. Gardiner
When Marina reaches out to you simply indicates your availability.

See you tonight.

Sent from my BlackBerry 10 smartphone on the Bell network.
Original Message
From: Vaughan, Ann Marie
Sent: Sunday, February 21, 2016 10:59 AM
To: Gardiner, Bob B
Subject: RE: Meeting with Minister on Applied degrees

Yes, can it be after 10 am, I will book the morning flight. I arrive home on the morning of the 2nd. I need the 2nd to get my presentation ready!

From: Gardiner, Bob B [bobgardiner@gov.nl.ca]
Sent: Sunday, February 21, 2016 10:50 AM
To: Vaughan, Ann Marie
Subject: Re: Meeting with Minister on Applied degrees

Okay. Will the 3rd work?

Sent from my BlackBerry 10 smartphone on the Bell network.
Original Message
From: Vaughan, Ann Marie
Sent: Sunday, February 21, 2016 10:48 AM
To: Gardiner, Bob B
Subject: RE: Meeting with Minister on Applied degrees

Hi Bob

I am not due back from Qatar until March 02.

Ann Marie

From: Gardiner, Bob B [bobgardiner@gov.nl.ca]
Sent: Sunday, February 21, 2016 10:26 AM
To: Vaughan, Ann Marie
Marina is going to try and get you budget meeting with the Minister on March 2nd or 3rd.

Bob

Sent from my BlackBerry 10 smartphone on the Bell network.
From: Dooling, Genevieve (AES) <GDooling@gov.nl.ca>
Sent: Sunday, February 21, 2016 10:20 AM
To: Murphy, Marina
Cc: Gardiner, Bob B; Power, Jacqueline; Hunt, Pam
Subject: Meeting with Minister on Applied degrees

Marina:

- I’d suggest the same day that AMV comes in to brief the Minister on her budget defense.

Thanks

Genevieve (Gig) Dooling
Deputy Minister
Department of Advanced Education and Skills
Telephone: (709) 729-3582
Email: gdooling@gov.nl.ca

“This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender.”

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
"This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender."
Seaward, Sharon M.

From: Vaughan, Ann Marie <annmarie.vaughan@cna.nl.ca>
Sent: Sunday, February 21, 2016 3:38 PM
To: Power, Jacqueline; Gardiner, Bob B
Subject: FW: Degrees
Attachments: image001.png; image002.jpg

Please see email below from Ken. It is good to have re applied degree discussion.

From: MacLeod, Ken [ken.macleod@cna-qatar.edu.qa]
Sent: Sunday, February 21, 2016 12:30 AM
To: Vaughan, Ann Marie
Subject: Degrees

Hi Ann Marie:

I don't know what tack you will take in your discussion on degrees at CNA-Q on the JOB agenda, but if you start with answering the question of why now?, we had a recent opinion poll done of alumni about what they thought about the College and what they thought public opinion was. While the response was very positive the number one negative view of CNA-Q by alumni and the public was lack of degrees. The graph below illustrates how this is increasing:

[cid:image001.png@01D16C75.91932C90]

The other part of our rationale to having degrees in addition to increased demand, and increased need (changing demands of the workplace) are competition and growth, which will be set up by my discussion on CCQ (competition with degree options that we don't have) and Norris' discussion on decreasing or flat lining enrollment numbers (need for growth), that will precede your discussion on degree options.

[cid:image002.jpg@01D16C75.91932C90]

Ken MacLeod, Ph.D. | President
Office: 03.02.11
Phone: +974 4495 2053
Mobile: +974 6667 1201

P. O. Box 24449
Doha, Qatar

This email is governed by CNA's Electronic Mail and Internet Usage Policy<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Policy%20Electronic%20Mail%20and%20Internet%20Usage.pdf> and Procedure<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Procedure%20Electronic%20Mail%20Internet%20Usage.pdf>.

CNA CONFIDENTIALITY NOTICE
The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
Negative Theme: Lack of Degree options

- 27% in 2010
- 45% in 2012
- 65% in 2014
Hi Ann Marie:

Attached is the deck for applied degrees that you can use as your base in developing your presentation.

Bob

Bob Gardiner
Assistant Deputy Minister, Post-Secondary Education
Advanced Education and Skills
Government of Newfoundland and Labrador
P. O. Box 8700
St. John’s, NL A1B4J6

Phone: (709) 729 3026
Fax: (709) 729 2828
College of the North Atlantic

Applied and Technical Degrees
What are Applied and Technical Degrees?

- Degrees offered in fields of applied arts or technology where the more common first credential is a diploma from a college or institute of technology.
- Enhanced career preparation through theoretical learning with elements of practical application.
- Broader access to career and employment opportunities beyond entry-level in an industry.
Why Applied and Technical Degrees?

• Allows CNA to remain competitive nationally
  – Colleges in six provinces offer applied and technical degrees
• Assists CNA to maximize its profits from increased enrolment
• Supports CNA in continuing to provide labour market relevant training
  – Employers are asking for applied and technical degrees
• Assists CNA in marketing its services internationally
  – China, Qatar, Vietnam
CNA-Q and Applied and Technical Degrees

- CNA receives approximately $8M annually in revenue from CNA-Q which is used to offset provincial operations.
Memorial University

- MUN offers two technical degrees through the Marine Institute.
  - Bachelor of Technology - Engineering and Applied Science Technology Option
  - Bachelor of Technology - Health Science Technology Option
Governance

- In all provinces (ON, BC, AB, SK, MB and PEI) permitting applied and technical degrees, legislative changes were required to permit college institutions to grant degrees.
- In these provinces, the Minister responsible for advanced education has the authority to approve degrees.
Legislative Changes Required in NL

• The *College Act, 1996* will have to be amended to provide CNA’s Board of Governors the authority to develop and grant degrees
  – Sections 15(1)(c) and (g)

• The *Act* will also stipulate that the Minister must approve all CNA degree programs offered in NL.
NL’s Approval Mechanism

- Minister will approve CNA’s applied and technical degrees offered in this province.
  - Ensures oversight of quality assurance, financial efficiency and non-duplication with MUN’s programs.

- The Department’s approval procedure will be developed for implementation in early 2017. It will rely on recommendations from CNA’s Academic Council and Board of Governors.
CNA’s International Partners

• Minister will not be required to approve applied and technical degrees offered for CNA’s international partners.
  – Consistent with the manner in which CNA’s current non-degree programs are offered in international markets.
  – These degrees will respond first to the unique labour market needs of the relevant international market.
  – If CNA proposes to introduce in this province a degree program that is offered in an international market, the Minister will have oversight through the approval process and can monitor financial impact on Government’s budget.
Financial Implications

• Immediate: None.

• Long-term: Unknown at this time.
  - CNA will request approval, through the annual budget process, if funding for provincial program delivery is required.
Seaward, Sharon M.

From: Gardiner, Bob B
Sent: Friday, March 04, 2016 10:55 AM
To: Power, Jacqueline
Subject: RE: Applied Degrees briefing
Attachments: CNA applied degrees.pptx

I sent it to her yesterday.

See attached

Bob Gardiner
Assistant Deputy Minister, Post-Secondary Education
Advanced Education and Skills
Government of Newfoundland and Labrador
P. O. Box 8700
St. John’s, NL A1B4J6

Phone: (709) 729 3026
Fax: (709) 729 2828

From: Power, Jacqueline
Sent: Friday, March 04, 2016 10:49 AM
To: Gardiner, Bob B
Subject: Applied Degrees briefing

Hi Bob,

[redacted text]

are we rescheduling this briefing, too? And have we shared with AMV

the deck?

Many thanks,

Jacqueline

Jacqueline Power
Director
Literacy and Institutional Services
Advanced Education and Skills
Government of Newfoundland and Labrador

Phone: (709) 729 3087
Email: jacqueline.power@edu.gov
College of the North Atlantic

Applied and Technical Degrees
What are Applied and Technical Degrees?

- Degrees offered in fields of applied arts or technology where the more common first credential is a diploma from a college or institute of technology.
- Enhanced career preparation through theoretical learning with elements of practical application.
- Broader access to career and employment opportunities beyond entry-level in an industry.
Why Applied and Technical Degrees?

• Allows CNA to remain competitive nationally
  – Colleges in six provinces offer applied and technical degrees
• Assists CNA to maximize its profits from increased enrolment
• Supports CNA in continuing to provide labour market relevant training
  – Employers are asking for applied and technical degrees
• Assists CNA in marketing its services internationally
  – China, Qatar, Vietnam
CNA-Q and Applied and Technical Degrees

- CNA receives approximately $8M annually in revenue from CNA-Q which is used to offset provincial operations.
Memorial University

• MUN offers two technical degrees through the Marine Institute.
  – Bachelor of Technology - Engineering and Applied Science Technology Option
  – Bachelor of Technology - Health Science Technology Option
Governance

- In all provinces (ON, BC, AB, SK, MB and PEI) permitting applied and technical degrees, legislative changes were required to permit college institutions to grant degrees.
- In these provinces, the Minister responsible for advanced education has the authority to approve degrees.
Legislative Changes Required in NL

- The *College Act, 1996* will have to be amended to provide CNA's Board of Governors the authority to develop and grant degrees
  - Sections 15(1)(c) and (g)
- The *Act* will also stipulate that the Minister must approve all CNA degree programs offered in NL.
NL’s Approval Mechanism

• Minister will approve CNA’s applied and technical degrees offered in this province.
  – Ensures oversight of quality assurance, financial efficiency and non-duplication with MUN’s programs.

• The Department’s approval procedure will be developed for implementation in early 2017. It will rely on recommendations from CNA’s Academic Council and Board of Governors.
CNA’s International Partners

• Minister will not be required to approve applied and technical degrees offered for CNA’s international partners.
  – Consistent with the manner in which CNA’s current non-degree programs are offered in international markets.
  – These degrees will respond first to the unique labour market needs of the relevant international market.
  – If CNA proposes to introduce in this province a degree program that is offered in an international market, the Minister will have oversight through the approval process and can monitor financial impact on Government’s budget.
Financial Implications

• Immediate: None.

• Long-term: Unknown at this time.
  - CNA will request approval, through the annual budget process, if funding for provincial program delivery is required.
Bob Gardiner
Assistant Deputy Minister, Post-Secondary Education
Advanced Education and Skills
Government of Newfoundland and Labrador
P. O. Box 8700
St. John's, NL A1B4J6

Phone: (709) 729 3026
Fax: (709) 729 2828

From: Vaughan, Ann Marie [mailto:annmarie.vaughan@cna.nl.ca]
Sent: Sunday, March 06, 2016 11:50 AM
To: Gardiner, Bob B
Subject: applied degrees

Hello,

Thank you for the opportunity to review the presentation. A few suggestions are attached.

Ann marie

Ann Marie Vaughan, Ed.D.
President and CEO
College of the North Atlantic

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
College of the North Atlantic

Applied and Technical Degrees
What are Applied and Technical Degrees?

- Degrees offered in fields of applied arts or technology where the more common first credential is a diploma from a college or institute of technology.
- Enhanced career preparation through theoretical learning with elements of practical application.
- Broader access to career and employment opportunities beyond entry-level in an industry.
Why Applied and Technical Degrees?

- Allows CNA to remain competitive nationally
  - Colleges in six provinces and 34 institutions offer applied and technical degrees
- Assists CNA to maximize its revenue from increased enrolment
- Supports CNA in continuing to provide labour market relevant training
  - Employers are asking for applied and technical degrees
- Assists CNA in marketing its services internationally
  - China, Qatar, Vietnam
CNA-Q and Applied and Technical Degrees

- CNA receives approximately $8M annually in revenue from CNA-Q which is used to offset provincial operations.
Memorial University

- MUN offers two technical degrees through the Marine Institute.
  - Bachelor of Technology - Engineering and Applied Science Technology Option
  - Bachelor of Technology - Health Science Technology Option
Governance

- In all provinces (ON, BC, AB, SK, MB and PEI) permitting applied and technical degrees, legislative changes were required to permit college institutions to grant degrees.
- In these provinces, the Minister responsible for advanced education has the authority to approve degrees.
Legislative Changes Required in NL

- The *College Act, 1996* will have to be amended to provide CNA’s Board of Governors the authority to develop and grant degrees
  - Sections 15(1)(c) and (g)
- The *Act* will also stipulate that the Minister must approve all CNA degree programs offered in NL.
NL’s Approval Mechanism

- Minister will approve CNA’s applied and technical degrees offered in this province.
  - Ensures oversight of quality assurance, financial efficiency and non-duplication with MUN’s programs.
- The Department’s approval procedure will be developed for implementation in early 2017. It will rely on recommendations from CNA’s Academic Council and Board of Governors.
CNA’s International Partners

• Minister will not be required to approve applied and technical degrees offered for CNA’s international partners.
  – Consistent with the manner in which CNA’s current non-degree programs are offered in international markets.
  – These degrees will respond first to the unique labour market needs of the relevant international market.
  – If CNA proposes to introduce in this province a degree program that is offered in an international market, the Minister will have oversight through the approval process and can monitor financial impact on Government’s budget.
Financial Implications

• Immediate: None.

• Long-term: Unknown at this time.
  – CNA will also introduce in China market to make up lost revenue in last three years by not having a degree. Will commence one year after Qatar.
  – CNA will request approval, through the annual budget process, if funding for provincial program delivery is required.
Sent from my BlackBerry 10 smartphone on the Bell network.

From: Vaughan, Ann Marie <annmarie.vaughan@cna.nl.ca>
Sent: Sunday, March 6, 2016 11:50 AM
To: Gardiner, Bob B
Subject: applied degrees

Hello,

Thank you for the opportunity to review the presentation. A few suggestions are attached.

Ann Marie

Ann Marie Vaughan, Ed.D.
President and CEO
College of the North Atlantic

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
College of the North Atlantic

Applied and Technical Degrees
What are Applied and Technical Degrees?

- Degrees offered in fields of applied arts or technology where the more common first credential is a diploma from a college or institute of technology.
- Enhanced career preparation through theoretical learning with elements of practical application.
- Broader access to career and employment opportunities beyond entry-level in an industry.
Why Applied and Technical Degrees?

- Allows CNA to remain competitive nationally
  - Colleges in six provinces and 34 institutions offer applied and technical degrees
- Assists CNA to maximize its revenue from increased enrolment
- Supports CNA in continuing to provide labour market relevant training
  - Employers are asking for applied and technical degrees
- Assists CNA in marketing its services internationally
  - China, Qatar, Vietnam
CNA-Q and Applied and Technical Degrees

- CNA receives approximately $8M annually in revenue from CNA-Q which is used to offset provincial operations.
Memorial University

- MUN offers two technical degrees through the Marine Institute.
  - Bachelor of Technology - Engineering and Applied Science Technology Option
  - Bachelor of Technology - Health Science Technology Option
Governance

• In all provinces (ON, BC, AB, SK, MB and PEI) permitting applied and technical degrees, legislative changes were required to permit college institutions to grant degrees.

• In these provinces, the Minister responsible for advanced education has the authority to approve degrees.
Legislative Changes Required in NL

- The *College Act, 1996* will have to be amended to provide CNA’s Board of Governors the authority to develop and grant degrees
  - Sections 15(1)(c) and (g)
- The *Act* will also stipulate that the Minister must approve all CNA degree programs offered in NL.
NL’s Approval Mechanism

- Minister will approve CNA’s applied and technical degrees offered in this province.
  - Ensures oversight of quality assurance, financial efficiency and non-duplication with MUN’s programs.
- The Department’s approval procedure will be developed for implementation in early 2017. It will rely on recommendations from CNA’s Academic Council and Board of Governors.
CNA’s International Partners

• Minister will not be required to approve applied and technical degrees offered for CNA’s international partners.
  - Consistent with the manner in which CNA’s current non-degree programs are offered in international markets.
  - These degrees will respond first to the unique labour market needs of the relevant international market.
  - If CNA proposes to introduce in this province a degree program that is offered in an international market, the Minister will have oversight through the approval process and can monitor financial impact on Government’s budget.
Financial Implications

• Immediate: None.
  – CNA will also introduce in China market to make up lost revenue in last three years by not having a degree. Will commence one year after Qatar.

• Long-term: Unknown at this time.
  – CNA will request approval, through the annual budget process, if funding for provincial program delivery is required.
Seaward, Sharon M.

From: Gardiner, Bob B
Sent: Monday, May 16, 2016 5:30 PM
To: Tompkins, John
Subject: Fw: NR - New Legislation will allow College of the North Atlantic to Offer Applied Degrees

FYI

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Vaughan, Ann Marie <annmarie.vaughan@cna.nl.ca>
Sent: Monday, May 16, 2016 3:58 PM
To: Gardiner, Bob B
Subject: RE: NR - New Legislation will allow College of the North Atlantic to Offer Applied Degrees

messages about international offerings as we have students in China and Qatar

Ann Marie Vaughan, Ed.D.
President and CEO
College of the North Atlantic

From: Gardiner, Bob B [mailto:bobgardiner@gov.nl.ca]
Sent: Monday, May 16, 2016 5:10 PM
To: Vaughan, Ann Marie <annmarie.vaughan@cna.nl.ca>
Subject: Fw: NR - New Legislation will allow College of the North Atlantic to Offer Applied Degrees

Sharing confidentially. Any thoughts?

Thoughts?

Bob

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Tompkins, John <jtomkins@gov.nl.ca>
Sent: Monday, May 16, 2016 2:57 PM
To: Gardiner, Bob B; Dunphy, Debbie A
Cc: Power, Jacqueline; Hanlon, Bren M.
Subject: NR - New Legislation will allow College of the North Atlantic to Offer Applied Degrees
Supporting Students through Higher Learning
New Legislation will allow College of the North Atlantic to Offer Applied Degrees

Legislation was introduced in the House of Assembly this week, which if passed, will allow College of the North Atlantic to offer applied degree programs, which will expand the college’s course offerings and enhance its abilities to compete in national and global markets.

“Supporting College of the North Atlantic to deliver applied degree programs demonstrates this government’s commitment to the college’s success while increasing educational opportunities for students. Awarding applied degrees will give the college a competitive edge and better prepare graduates to meet the challenges of an evolving labour market.”
- The Honourable Gerry Byrne, Minister of Advanced Education and Skills

Applied degrees are offered in a range of subject areas, including business, science and technology. Applied degree programs are technical in nature and typically include the theoretical training required to expand skill sets and advance in the workplace. They are offered extensively in the college system in Canada and are increasingly required by employers world-wide.

QUICK FACTS
- Legislation was introduced in the House of Assembly this week, which if passed, will allow College of the North Atlantic to offer applied degree programs, which are, expanding the college’s course offerings and enhancing its abilities to compete in national and global markets.
- Applied degrees are offered in a range of subject areas, including business, science and technology.
- Budget 2016 includes approximately $63 million to enable the continuation of low tuition rates for students at College of the North Atlantic and Memorial University, and an investment of approximately $24 million dollars for needs-based student grants and loans.
Media contact:
John Tompkins
Director of Communications
Department of Advanced Education and Skills
709-729-0753, 728-7762
jtompkins@gov.nl.ca

John Tompkins
Director of Communications
Department of Advanced Education and Skills
(709) 729-0753 (o) 728-7762 (c)
jtompkins@gov.nl.ca

“This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender.”

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
Supporting Students through Higher Learning

New Legislation will allow College of the North Atlantic to Offer Applied Degrees

Legislation was introduced in the House of Assembly this week that will allow College of the North Atlantic to offer applied degree programs, which will expand the college’s course offerings and enhance its abilities to compete in a global market.

“Supporting College of the North Atlantic to develop and deliver applied degree programs demonstrates this government’s commitment to the college’s success while increasing educational opportunities for students. Awarding applied degrees will give the college a competitive edge and better prepare graduates to meet the challenges of an evolving labour market.”

- The Honourable Gerry Byrne, Minister of Advanced Education and Skills

Applied degrees are offered in a range of subject areas, including business, science and technology. Applied degree programs are technical in nature and typically include the theoretical training required to expand skill sets and advance in the workplace. They are offered extensively in the college system in Canada and are increasingly required by employers world-wide.

Providing College of the North Atlantic with legislative authority to develop and grant applied degrees will assist in expanding programming, increasing enrolment and revenue, and help to ensure the college’s competitiveness on the national stage and in other countries such as Qatar and China.
Applied degrees are offered by college-level institutions in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, and Prince Edward Island.

QUICK FACTS
- Legislation was introduced in the House of Assembly this week that will allow College of the North Atlantic to offer applied degree programs, which will expand the college's course offerings and enhance its abilities to compete in a global market.
- Applied degrees are offered in a range of subject areas, including business, science and technology.
- Providing College of the North Atlantic with legislative authority to develop and grant applied degrees will assist in expanding programming, increasing enrolment and revenue, and help to ensure the college's competitiveness on the national stage and in other countries such as Qatar and China.
- Applied degrees are offered by college-level institutions in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, and Prince Edward Island.
- Budget 2016 includes approximately $63 million to enable the continuation of low tuition rates for students at College of the North Atlantic and Memorial University, and an investment of approximately $24 million dollars for needs-based student grants and loans.

Media contact:
John Tompkins
Director of Communications
Department of Advanced Education and Skills
709-729-0753, 728-7762
jtomkins@gov.nl.ca

From: Gardiner, Bob B
Sent: Monday, May 16, 2016 4:43 PM
To: Tompkins, John
Cc: Dunphy, Debbie A; Power, Jacqueline; Hanlon, Bren M.
Subject: Re: NR - New Legislation will allow College of the North Atlantic to Offer Applied Degrees

Hi John:

Should I share with Ann Marie to get her take on it?
Sent from my iPad

On May 16, 2016, at 2:57 PM, Tompkins, John <jtomkins@gov.nl.ca> wrote:

Bob, for your review. Copying Debbie for investment numbers, which come from existing messages. Thanks.

Advanced Education and Skills
May 16, 2016

Supporting Students through Higher Learning
New Legislation will allow College of the North Atlantic to Offer Applied Degrees

Legislation was introduced in the House of Assembly this week, which if passed, will allow College of the North Atlantic to offer applied degree programs, which will expand the college’s course offerings and enhance its abilities to compete in national and global markets.

“Supporting College of the North Atlantic to deliver applied degree programs demonstrates this government’s commitment to the college’s success while increasing educational opportunities for students. Awarding applied degrees will give the college a competitive edge and better prepare graduates to meet the challenges of an evolving labour market.”
- The Honourable Gerry Byrne, Minister of Advanced Education and Skills

Applied degrees are offered in a range of subject areas, including business, science and technology. Applied degree programs are technical in nature and typically include the theoretical training required to expand skill sets and advance in the workplace. They are offered extensively in the college system in Canada and are increasingly required by employers world-wide.

QUICK FACTS
- Legislation was introduced in the House of Assembly this week, which if passed, will allow College of the North Atlantic to offer applied degree programs, which are, expanding the college’s course offerings and enhancing its abilities to compete in national and global markets.
- Applied degrees are offered in a range of subject areas, including business, science and technology.
• Budget 2016 includes approximately $63 million to enable the continuation of low tuition rates for students at College of the North Atlantic and Memorial University, and an investment of approximately $24 million dollars for needs-based student grants and loans.

- 30 -

Media contact:
John Tompkins
Director of Communications
Department of Advanced Education and Skills
709-729-0753, 728-7762
jtompkins@gov.nl.ca

John Tompkins
Director of Communications
Department of Advanced Education and Skills
(709) 729-0753 (o) 728-7762 (c)
jtompkins@gov.nl.ca
Minister, see below. Communications Branch is suggesting we include a quote from the College in here. Ok with you? In general, I’m reluctant to have third party quotes in news releases concerning legislation that will be debated in the House of Assembly. However the Communications Branch did note that last week that when Service NL announced changes to the Highway Traffic Act, the release included a quote from the RNC.
http://www.releases.gov.nl.ca/releases/2016/servicenl/0510n01.aspx

There’s certainly benefit to having a CNA quote in this release. If you are Ok I will follow up with Ann Marie for a quote.

---

From: Donnan, Hugh
Sent: Wednesday, May 18, 2016 9:13 AM
To: Tompkins, John; Foote, Carla; Barfoot, Scott; Releases, News
Cc: Robinson, Lynn
Subject: RE: NR - New Legislation will allow College of the North Atlantic to Offer Applied Degrees

Thanks John,

Can you get a quote from CNA (Anne Marie I guess) to add in to this release. Quote should speak to the value and benefits of this new capability for the college, how it will make them competitive and the long-lasting benefits to the province in terms of our workforce.

Also first paragraph and first QF, replace “this week” with “today” as we will issue this on the day of second reading.

Cheers,
Hugh

---

From: Tompkins, John
Sent: Tuesday, May 17, 2016 1:01 PM
To: Foote, Carla; Barfoot, Scott; Donnan, Hugh; Releases, News
Cc: Robinson, Lynn
Subject: NR - New Legislation will allow College of the North Atlantic to Offer Applied Degrees

Good afternoon. For review and approval, to be issued upon Second Reading in HOA. Thanks.

Advanced Education and Skills
May ??, 2016

Supporting Students through Higher Learning
New Legislation will allow College of the North Atlantic to Offer Applied Degrees
Legislation was introduced in the House of Assembly this week that will allow College of the North Atlantic to offer applied degree programs, which will expand the college's course offerings and enhance its abilities to compete in a global market.

"Supporting College of the North Atlantic to develop and deliver applied degree programs demonstrates this government's commitment to the college's success while increasing educational opportunities for students. Awarding applied degrees will give the college a competitive edge and better prepare graduates to meet the challenges of an evolving labour market."

- The Honourable Gerry Byrne, Minister of Advanced Education and Skills

Applied degrees are offered in a range of subject areas, including business, science and technology. Applied degree programs are technical in nature and typically include the theoretical training required to expand skill sets and advance in the workplace. They are offered extensively in the college system in Canada and are increasingly required by employers world-wide.

Providing College of the North Atlantic with legislative authority to develop and grant applied degrees will assist in expanding programming, increasing enrolment and revenue, and help to ensure the college's competitiveness on the national stage and in other countries such as Qatar and China.

Applied degrees are offered by colleges in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, and Prince Edward Island.

QUICK FACTS
- Legislation was introduced in the House of Assembly this week that will allow College of the North Atlantic to offer applied degree programs, which will expand the college's course offerings and enhance its abilities to compete in a global market.
- Applied degrees are offered in a range of subject areas, including business, science and technology.
- Providing College of the North Atlantic with legislative authority to develop and grant applied degrees will assist in expanding programming, increasing enrolment and revenue, and help to ensure the college's competitiveness on the national stage and in other countries such as Qatar and China.
- Applied degrees are offered by college-level institutions in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, and Prince Edward Island.
- Budget 2016 includes approximately $63 million to enable the continuation of low tuition rates for students at College of the North Atlantic and Memorial University, and an investment of approximately $24 million for needs-based student grants and loans.

Media contact:
John Tompkins
Director of Communications
Department of Advanced Education and Skills
709-729-0753, 728-7762
jtompkins@gov.nl.ca
John Tompkins
Director of Communications
Department of Advanced Education and Skills
(709) 729-0753 (o) 728-7762 (c)
jtompkins@gov.nl.ca
Seaward, Sharon M.

From: Vaughan, Ann Marie <annmarie.vaughan@cna.nl.ca>
Sent: Tuesday, May 24, 2016 7:31 PM
To: Byrne, Gerry
Subject: Applied Degrees

Dear Minister,

I just wanted to thank you for your leadership and support of CNA as we progress towards the awarding of applied degrees. I really appreciate it.

Looking forward to seeing you in Qatar later this week. I hope you enjoy your visit. I think you will!!

Regards,

Ann Marie

Sent from my iPad
CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
Seaward, Sharon M.

From: Gardiner, Bob B
Sent: Monday, May 30, 2016 8:07 AM
To: 'Staeben-Simmons, Heidi'; Robinson, Lynn
Subject: RE: Degree Announcement - Qatar News Release

Looks good but the "Honorable" needs an "o" for Hounourable".

Hope things are going good.

Bob

Bob Gardiner
Assistant Deputy Minister, Post-Secondary Education Advanced Education and Skills Government of Newfoundland and Labrador P. O. Box 8700
St. John's, NL A1B4J6

Phone: (709) 729 3026
Fax: (709) 729 2828

-----Original Message-----
From: Staeben-Simmons, Heidi [mailto:Heidi.Staeben-Simmons@cna.nl.ca]
Sent: Monday, May 30, 2016 7:27 AM
To: Robinson, Lynn
Cc: Gardiner, Bob B
Subject: Fw: Degree Announcement - Qatar News Release

Please see below! Any issues or concerns please let me know asap. Media outlets are closing here shortly and we would like to get this out before end of day!
Release for tomorrow is graduation related! Heidi

Sent from my BlackBerry 10 smartphone on the Bell network.
From: Staeben-Simmons, Heidi <Heidi.Staeben-Simmons@cna.nl.ca>
Sent: Monday, May 30, 2016 9:05 AM
To: Tompkins, John
Cc: 'Gardiner Bob B'
Subject: Fw: Degree Announcement - Qatar News Release

Hi John,
Can you please have a look? Any feedback let me know! Heidi

Sent from my BlackBerry 10 smartphone on the Bell network.
From: London-Penny, Kathryn <kathryn.londonpenny@cna-qatar.edu.qa>
Sent: Monday, May 30, 2016 9:00 AM
To: MacLeod, Ken (CNA-QA User); Staeben-Simmons, Heidi
Cc: Branch, Julian (CNA-QA User)
Good morning everyone

Please see the attached Degree Announcement News Release, most recent version. Dr. Ken has had an opportunity to make edits this am.

We will stand-by for further instruction!

Cheers
Kathryn

[cid:image001.jpg@01D18A51.A508DB30]

Kathryn London-Penny | Senior Manager, Marketing and Public Relations Marketing and Public Relations, CNA-
Office: 03.1.37
Phone: +974 4495 2041
Mobile: +974 3378 2504

P. O. Box 24449
Doha, Qatar

This email is governed by CNA’s Electronic Mail and Internet Usage
Policy<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Policy%20IS-502%20Electronic%20Mail%20E-
Mail%20and%20Internet%20Usage.pdf> and
Procedure<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Procedure%20IS-502-PR%20Elec-
tronic%20Mail%20E-
Mail%20Internet%20Usage.pdf>.

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
Seaward, Sharon M.

From: MacLeod, Ken <ken.macleod@cna-qatar.edu.qa>
Sent: Monday, May 30, 2016 2:46 PM
To: Byrne, Gerry
Subject: Fwd: Press release: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar
Attachments: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar.jpg

Ken MacLeod, Ph.D.
President
College of the North Atlantic-Qatar

Begin forwarded message:

From: "Staeben-Simmons, Heidi" <Heidi.Staeben-Simmons@cna.nl.ca@mailto:Heidi.Staeben-Simmons@cna.nl.ca>
To: "MacLeod, Ken" <ken.macleod@cna-qatar.edu.qa@mailto:ken.macleod@cna-qatar.edu.qa>
Subject: Fw: Press release: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

Here you go! Heidi.

Sent from my BlackBerry 10 smartphone on the Bell network.
From: Hulan, Roger <Roger.Hulan@cna.nl.ca@mailto:Roger.Hulan@cna.nl.ca>
Sent: Monday, May 30, 2016 3:12 PM
To: Chaulk, Elizabeth; College Executive; Lee, Stephen; Mercer, Chris; Peters, Geoff; Tait, Mary
Subject: FW: Press release: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

FYI... image resized.

Roger

From: Philpott, Meaghan [mailto:meaghan.philpott@cna-qatar.edu.qa]
Sent: May-30-16 9:33 AM
To: Philpott, Meaghan (CNA-QA User) <meaghan.philpott@cna-qatar.edu.qa@mailto:meaghan.philpott@cna-qatar.edu.qa>
Cc: Mojarradi, Hajar (CNA-QA User) <hajar.mojarradi@cna-qatar.edu.qa@mailto:hajar.mojarradi@cna-qatar.edu.qa>
Subject: Press release: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar
Importance: High

Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

May 30, 2016
Doha, Qatar - An amendment to legislation in the Canadian province of Newfoundland and Labrador means that both the College of the North Atlantic (CNA) and its affiliate campus, College of the North Atlantic - Qatar (CNA-Q), have approval to grant applied degrees.

The Minister of Advanced Education and Skills for Newfoundland and Labrador, The Honorable Mr. Gerry Byrne, who is in Qatar to attend CNA-Q's 14th and largest graduation ceremony this week, said the ability to grant degrees, "will assist CNA and CNA-Q in expanding programming and increasing enrolment, and help ensure the College's ability to meet the growing demand by employers for colleges of applied learning to be able to grant students a degree level credential."

"This is a significant step forward for our team in Qatar," said CNA President Dr. Ann Marie Vaughan. "Students will have a pathway that enables them to get a degree, but still be able to benefit from CNA-Q's focus on applied learning that is so engaging for students and appealing to employers. It will provide students and their employers with the best of both worlds."

The news was welcomed by the College's leadership in Qatar. Dr. Ken MacLeod, CNA-Q President, said, "Students and parents have been asking for degrees to be offered at CNA-Q for a long time. This legislation provides us the opportunity to meet the expectations of Qatar's youth and their parents, while still maintaining our focus on applied learning and meeting the needs of the workforce of Qatar while achieving the goals of the Qatar National Vision 2030."

Dr. MacLeod added there are still many details to be worked through; including the structure of the degrees to be offered, when the first class would be enrolled, and which programs would be included the first year. He added, "We will be working closely with the Ministry of Education and Higher Education in Qatar to meet their requirements so we can move forward on this exciting development as quickly as possible."

CNA-Q currently offers 30 programs in four schools: Information Technology, Business Studies, Engineering Technology, and Health Sciences. The College is graduating 547 students on Tuesday in a gala ceremony at Qatar National Convention Centre (QNCC). College of the North Atlantic in Newfoundland Labrador has more than 25,000 students at 17 campuses. CNA-Q was opened in 2002 to meet the ambitious goals of the Qatar National Vision 2030. As the second largest post-secondary school in Qatar, and the largest Canadian educational institution operating overseas, CNA-Q now has more than 2500 full time students and has graduated over 4000 students.

-30-

Meaghan Philpott | Public Information Officer Marketing and Public Relations
Office: 03.1.44
Mobile: +974 6691 0191
Office: +974 4495 2035
P. O. Box 24449
Doha, Qatar
www.cna-qatar.com

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

[cid:AB68F6F5-AE02-45BC-B74C-745EDDD75981]
Minister Byrne

I sent an email out to all of my people today about the degrees. Below is a reply from one of our guys (followed by my email, followed by by Ann Marie’s email to CNA last week). As it says “All Good!” And your personal championing of this does not go unnoticed.

Ken

Ken MacLeod, Ph.D.
President
College of the North Atlantic-Qatar

Begin forwarded message:

From: "Said, Ziad" <ziad.said@cna-qatar.edu.qa><mailto:ziad.said@cna-qatar.edu.qa>>
Date: May 30, 2016 at 5:57:17 PM GMT+3
To: "MacLeod, Ken" <ken.macleod@cna-qatar.edu.qa><mailto:ken.macleod@cna-qatar.edu.qa>>
Cc: "Byrne, Ronald" <ronald.byrne@cna-qatar.edu.qa><mailto:ronald.byrne@cna-qatar.edu.qa>>
Subject: RE: Degrees at CNA and CNA-Q!

Dear Dr. Ken

This is the most delighting news. I have always been asked by schools’ principals, teachers, parents why CNAQ does not award high degrees?

Once it is implemented I can bring 1000 students to be enrolled in the college :) I can say congratulation and look forward to have this implemented soon

[cid:image002.jpg@01D1BA9C.B465CCD0]

Dr. Ziad Said, Ph.D.
Engineering Technology - Chemical Processing
Office: 08.1.08
Phone: +974 44952348
Mobile: +974 - 66 88 9569
Good Afternoon All:

I haven’t picked up a lot of Arabic in my six years in Qatar, but one word I have internalized is Alhamdulillah, which means “Praise be to God”. If you read the email below from Dr. Ann Marie Vaughan to employees at CNA in Newfoundland Labrador, I think you will join me in exclaiming Alhamdulillah to the world! As of Thursday past, CNA, and, by extension, CNA-Q has the legislative authority to grant degrees. While we still have to determine what degree structure and quality assurance framework will work for us in Qatar, and the timeline and resources needed to launch degrees in a significant way, we know this is an expectation of our key stakeholders – our students and parents – that has been a long time coming. We had to hold off announcing it officially here in Qatar, until we met with officials here, but today we met with the Minister of Education and Advanced Education who enthusiastically endorsed the offering of degrees at CNA-Q.

I think you will agree that this is indeed a joyful day at CNA-Q. We have a lot of work ahead of us to deliver on this opportunity, but it will be effort well expended.

As Ann Marie says in her email, Minister Gerry Byrne, who is here in Qatar to attend our graduation, was truly a champion of the approval process and moved it through the system in record time. His efforts are to be commended.

As we often say – ‘It’s all Good!’

Ken

Dear CNA faculty, staff and students,

I am delighted to inform you that yesterday the House of Assembly approved an amendment to The College Act. That amendment means that the College will be able to develop and offer applied degrees. This provides a significant opportunity for the College, employers, faculty, and most importantly our students.
The ability to offer applied degrees does not impact our relationship with Memorial University and the current pathways that exist for our students. This amendment does provide new opportunities and new marketing potential for College of the North Atlantic.

Over the next six months we have internal work to do in developing policies that will support this change in programming. I am convinced that this new opportunity will allow us to excel in the exceptional programming we currently provide and the students we attract.

We are most grateful to the Department of Advanced Education and Skills who worked with us in preparing the necessary analysis to make this happen and to the Minister, Honourable Gerry Byrne who believed in this and championed it though the approval process!

Have a great weekend and think about the wonderful possibilities this provides us!

Best wishes,

Ann Marie

Ann Marie Vaughan, Ed.D.
President and CEO

Ken MacLeod, Ph.D. | President
Office: 03.02.11
Phone: +974 4495 2053
Mobile: +974 6667 1201

P. O. Box 24449
Doha, Qatar

This email is governed by CNA’s Electronic Mail and Internet Usage Policy<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Policy%20Electronic%20Mail%20and%20Internet%20Usage.pdf> and Procedure<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Procedure%20Electronic%20Mail%20Internet%20Usage.pdf>.
Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

May 30, 2016

Doha, Qatar - An amendment to legislation in the Canadian province of Newfoundland and Labrador means that both the College of the North Atlantic (CNA) and its affiliate campus, College of the North Atlantic - Qatar (CNA-Q), have approval to grant applied degrees.

The Minister of Advanced Education and Skills for Newfoundland and Labrador, The Honorable Mr. Gerry Byrne, who is in Qatar to attend CNA-Q's 14th and largest graduation ceremony this week, said the ability to grant degrees, "will assist
CNA and CNA-Q in expanding programming and increasing "imment, and help ensure the College's ability to meet the growing demand by employers for colleges of applied learning to be able to grant students a degree level credential."

"This is a significant step forward for our team in Qatar," said CNA President Dr. Ann Marie Vaughan. "Students will have a pathway that enables them to get a degree, but still have the opportunity to benefit from CNA-Q’s focus on applied learning that is so engaging for students and appealing to employers. It will provide students and their employers with the best of both worlds."

The news was welcomed by the College’s leadership in Qatar. Dr. Ken MacLeod, CNA-Q President, said, "Students and parents have been asking for degrees to be offered at CNA-Q for a long time. This legislation provides us the opportunity to meet the expectations of Qatar's youth and their parents, while still maintaining our focus on applied learning and meeting the needs of the workforce of Qatar while achieving the goals of the Qatar National Vision 2030."

Dr. MacLeod added there are still many details to be worked through; including the structure of the degrees to be offered, when the first class would be enrolled, and which programs would be included in the first year. He added, "We will be working closely with the Ministry of Education and Higher Education in Qatar to meet their requirements so we can move forward on this exciting development as quickly as possible."

CNA-Q currently offers 30 programs in four schools: Information Technology, Business Studies, Engineering Technology, and Health Sciences. The College is graduating 547 students on Tuesday in a gala ceremony at Qatar National Convention Centre (QNCC).

College of the North Atlantic in Newfoundland Labrador has more than 25,000 students at 17 campuses. CNA-Q was opened in 2002 to meet the ambitious goals of the Qatar National Vision 2030. As the second largest post-secondary school in Qatar, and the largest Canadian educational institution operating overseas, CNA-Q now has more than 2500 full time students and has graduated over 4000 students.

30-

Meaghan Philpott | Public Information Officer Marketing and Public Relations
Office: 03.1.44
Mobile: +974 6691 0191
Office: +974 4495 2035
P. O. Box 24449
Doha, Qatar

This email is governed by CNA’s Electronic Mail and Internet Usage Policy<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Policy%20IS-502%20Electronic%20Mail%20E-Mail%20and%20Internet%20Usage.pdf> and Procedure<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Procedure%20IS-502-PR%20Electronic%20Mail%20E-Mail%20Internet%20Usage.pdf>.

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please
immediately alert the sender by reply email and then delete message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

[cid:AB68F6F5-AE02-45BC-B74C-745EDD075981]
Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

May 30, 2016

Doha, Qatar - An amendment to legislation in the Canadian province of Newfoundland and Labrador means that both the College of the North Atlantic (CNA) and its affiliate campus, College of the North Atlantic - Qatar (CNA-Q), have approval to grant applied degrees.

The Minister of Advanced Education and Skills for Newfoundland and Labrador, The Honorable Mr. Gerry Byrne, who is in Qatar to attend CNA-Q's 14th and largest graduation ceremony this week, said the ability to grant degrees, "will assist
CNA and CNA-Q in expanding programming and implementing, and help ensure the College’s ability to meet the growing demand by employers for colleges of applied learning to be able to grant students a degree level credential."

"This is a significant step forward for our team in Qatar," said CNA President Dr. Ann Marie Vaughan, "Students will have a pathway that enables them to get a degree, but still be able to benefit from CNA-Q’s focus on applied learning that is so engaging for students and appealing to employers. It will provide students and their employers with the best of both worlds."

The news was welcomed by the College’s leadership in Qatar. Dr. Ken MacLeod, CNA-Q President, said, "Students and parents have been asking for degrees to be offered at CNA-Q for a long time. This legislation provides us the opportunity to meet the expectations of Qatar’s youth and their parents, while still maintaining our focus on applied learning and meeting the needs of the workforce of Qatar while achieving the goals of the Qatar National Vision 2030."

Dr. MacLeod added there are still many details to be worked through; including the structure of the degrees to be offered, when the first class would be enrolled, and which programs would be included the first year. He added, "We will be working closely with the Ministry of Education and Higher Education in Qatar to meet their requirements so we can move forward on this exciting development as quickly as possible."

CNA-Q currently offers 30 programs in four schools: Information Technology, Business Studies, Engineering Technology, and Health Sciences. The College is graduating 547 students on Tuesday in a gala ceremony at Qatar National Convention Centre (QNCC).

College of the North Atlantic in Newfoundland Labrador has more than 25,000 students at 17 campuses. CNA-Q was opened in 2002 to meet the ambitious goals of the Qatar National Vision 2030. As the second largest post-secondary school in Qatar, and the largest Canadian educational institution operating overseas, CNA-Q now has more than 2500 full time students and has graduated over 4000 students.

-30-

[cid:image003.jpg@01D1BA84.68304BA0]

Meaghan Philpott | Public Information Officer Marketing and Public Relations
Office: 03.1.44
Mobile: +974 6691 0191
Office: +974 4495 2035
P. O. Box 24449
Doha, Qatar

This email is governed by CNA’s Electronic Mail and Internet Usage Policy [http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Policy%202015-20Electronic%20Mail%20Usage.pdf]> and Procedure [http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Procedure%202015-20PRElectronic%20Mail%20Usage.pdf]>.

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please
immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

[cid:AB68F6F5-AE02-45BC-B74C-745EDDD75981]
See John's question.

Sent from my BlackBerry 10 smartphone on the Bell network.
Original Message
From: Tompkins, John <jtompkins@gov.nl.ca>
Sent: Monday, May 30, 2016 9:18 PM
To: Gardiner, Bob
Subject: Re: Degrees at CNA and CNA-Q!

Thanks Bob. Will Minister get to see the release before it goes out?

Sent from my BlackBerry 10 smartphone on the Bell network.
Original Message
From: Gardiner, Bob
Sent: Monday, May 30, 2016 8:57 PM
To: Tompkins, John
Subject: FW: Degrees at CNA and CNA-Q!

Apparantly Ken sent an email to staff and students at CNA-Q without Ann Marie's knowledge. The news release will go out tomorrow but won't be picked up in Qatar media/papers until the next day. Ann Marie thinks that the Ministers speech tomorrow will go over really well and it will be received as very positive.

Bob

-----Original Message-----
From: Vaughan, Ann Marie [mailto:annmarie.vaughan@cna.nl.ca]
Sent: Monday, May 30, 2016 6:01 PM
To: Gardiner, Bob
Subject: Fw: Degrees at CNA and CNA-Q!

Fyi just checking my email.
Sent from my BlackBerry 10 smartphone on the Bell network.
From: Macleod, Ken <ken.macleod@cna-qatar.edu.qa>
Sent: Monday, May 30, 2016 9:53 PM
To: Vaughan, Ann Marie
Subject: Fwd: Degrees at CNA and CNA-Q!
FYI

Ken MacLeod, Ph.D.
President
College of the North Atlantic-Qatar

Begin forwarded message:

From: "Byrne, Gerry" <GerryByrne@gov.nl.ca>
Date: May 30, 2016 at 9:50:32 PM GMT+3
To: "MacLeod, Ken" <ken.macleod@cna-qatar.edu.qa>
Subject: Re: Degrees at CNA and CNA-Q!

Very nice to read!
G

Sent from my BlackBerry 10 smartphone on the Bell network.
Original Message
From: MacLeod, Ken
Sent: Monday, May 30, 2016 9:47 PM
To: Byrne, Gerry
Subject: Fwd: Degrees at CNA and CNA-Q!

Minister Byrne

I sent an email out to all of my people today about the degrees. Below is a reply from one of our guys (followed by my email, followed by by Ann Marie's email to CNA last week). As it says "All Good!" And your personal championing of this does not go unnoticed.

Ken

Ken MacLeod, Ph.D.
President
College of the North Atlantic-Qatar

Begin forwarded message:

From: "Said, Ziad" <ziad.said@cna-qatar.edu.qa>
Date: May 30, 2016 at 5:57:17 PM GMT+3
To: "MacLeod, Ken" <ken.macleod@cna-qatar.edu.qa>
Cc: "Byrne, Ronald" <ronald.byrne@cna-qatar.edu.qa>
Subject: RE: Degrees at CNA and CNA-Q!

Dear Dr. Ken
This is the most delighting news. I have always been asked by schools' principals, teachers, parents why CNAQ does not award high degrees?
Once it is implemented I can bring 1000 students to be enrolled in the college :) I can say congratulation and look forward to have this implemented soon.

Dr. Ziad Said, Ph.D.
Engineering Technology- Chemical Processing
Office: 08.1.08
Phone: +974 44952348
Mobile: +974 - 66 88 9569
P. O. Box 24449
Doha, Qatar
www.cna-qatar.com


From: MacLeod, Ken
Sent: Monday, May 30, 2016 4:21 PM
To: Employees <Employees@cna-qatar.edu.qa>; Students-Female <Students-Female@cna-qatar.edu.qa>; Students-Male <Students-Male@cna-qatar.edu.qa>

Subject: Degrees at CNA and CNA-Q!

Good Afternoon All:

I haven't picked up a lot of Arabic in my six years in Qatar, but one word I have internalized is Alhamduillah, which means "Praise be to God". If you read the email below from Dr. Ann Marie Vaughan to employees at CNA in Newfoundland Labrador, I think you will join me in exclaiming Alhamduillah to the world! As of Thursday past, CNA, and, by extension, CNA-Q has the legislative authority to grant degrees. While we still have to determine what degree structure and quality assurance framework will work for us in Qatar, and the timeline and resources needed to launch degrees in a significant way, we know this is an expectation of our key stakeholders - our students and parents - that has been a long time coming. We had to hold off announcing it officially here in Qatar, until we met with officials here, but today we met with the Minister of Education and Advanced Education who enthusiastically endorsed the offering of degrees at CNA-Q.
I think you will agree that this is indeed a joyful day at CNA. We have a lot of work ahead of us to deliver on this opportunity, but it will be effort well expended.

As Ann Marie says in her email, Minister Gerry Byrne, who is here in Qatar to attend our graduation, was truly a champion of the approval process and moved it through the system in record time. His efforts are to be commended.

As we often say – ‘It’s all Good!’

Ken

Dear CNA faculty, staff and students,

I am delighted to inform you that yesterday the House of Assembly approved an amendment to The College Act. That amendment means that the College will be able to develop and offer applied degrees. This provides a significant opportunity for the College, employers, faculty, and most importantly our students.

The ability to offer applied degrees does not impact our valued relationship with Memorial University and the current pathways that exist for our students. This amendment does provide new opportunities and new marketing potential for College of the North Atlantic.

Over the next six months we have internal work to do in developing policies that will support this change in programming. I am convinced that this new opportunity will allow us to excel in the exceptional programming we currently provide and the students we attract.

We are most grateful to the Department of Advanced Education and Skills who worked with us in preparing the necessary analysis to make this happen and to the Minister, Honourable Gerry Byrne who believed in this and championed it through the approval process!

Have a great weekend and think about the wonderful possibilities this provides us!

Best wishes,

Ann Marie

Ann Marie Vaughan, Ed.D.
President and CEO
Ken MacLeod, Ph.D. | President
Office: 03.02.11
Phone: +974 4495 2053
Mobile: +974 6667 1201

P. O. Box 24449
Doha, Qatar

This email is governed by CNA’s Electronic Mail and Internet Usage Policy<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Policy%20IS-502%20Electronic%20Mail%20E-Mail%20and%20Internet%20 Usage.pdf> and Procedure<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Procedure%20IS-502-PR%20Electronic%20Mail%20E-Mail%20Internet%20Usage.pdf>.

“This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender.”

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
From: Gardiner, Bob B

Sent from my BlackBerry 10 smartphone on the Bell network.
Original Message
From: Gardiner, Bob B
Sent: Monday, May 30, 2016 9:19 PM
To: Tompkins, John
Subject: Re: Degrees at CNA and CNA-Q!

I assume he has saw it but will confirm.

Sent from my BlackBerry 10 smartphone on the Bell network.
Original Message
From: Tompkins, John
Sent: Monday, May 30, 2016 9:18 PM
To: Gardiner, Bob B
Subject: Re: Degrees at CNA and CNA-Q!

Thanks Bob. Will Minister get to see the release before it goes out?

Sent from my BlackBerry 10 smartphone on the Bell network.
Original Message
From: Gardiner, Bob B  
Sent: Monday, May 30, 2016 8:57 PM  
To: Tompkins, John  
Subject: FW: Degrees at CNA and CNA-Q!

Apparently Ken sent an email to staff and students at CNA-Q without Ann Marie’s knowledge. The news release will go out tomorrow but won’t be picked up in Qatar media/papers until the next day. Ann Marie thinks that the Ministers speech tomorrow will go over really well and it will be received as very positive.

Bob

-----Original Message-----
From: Vaughan, Ann Marie [mailto:annmarie.vaughan@cna.nl.ca]  
Sent: Monday, May 30, 2016 6:01 PM  
To: Gardiner, Bob B  
Subject: Fw: Degrees at CNA and CNA-Q!

Fyi just checking my email.  
Sent from my BlackBerry 10 smartphone on the Bell network.  
From: MacLeod, Ken <ken.macleod@cna-qatar.edu.qa>  
Sent: Monday, May 30, 2016 9:53 PM  
To: Vaughan, Ann Marie  
Subject: Fwd: Degrees at CNA and CNA-Q!

FYI

Ken MacLeod, Ph.D.  
President  
College of the North Atlantic-Qatar

Begin forwarded message:

From: "Byrne, Gerry" <GerryByrne@gov.nl.ca><mailto:GerryByrne@gov.nl.ca>>  
Date: May 30, 2016 at 9:50:32 PM GMT+3  
To: "MacLeod, Ken" <ken.macleod@cna-qatar.edu.qa><mailto:ken.macleod@cna-qatar.edu.qa>>  
Subject: Re: Degrees at CNA and CNA-Q!

Very nice to read!  
G

Sent from my BlackBerry 10 smartphone on the Bell network.  
Original Message  
From: MacLeod, Ken  
Sent: Monday, May 30, 2016 9:47 PM
Minister Byrne

I sent an email out to all of my people today about the degrees. Below is a reply from one of our guys (followed by my email, followed by by Ann Marie's email to CNA last week). As it says "All Good!" And your personal championing of this does not go unnoticed.

Ken

Ken MacLeod, Ph.D.
President
College of the North Atlantic-Qatar

Begin forwarded message:

From: "Said, Ziad" <ziad.said@cna-qatar.edu.qa><mailto:ziad.said@cna-qatar.edu.qa>>
Date: May 30, 2016 at 5:57:17 PM GMT+3
To: "MacLeod, Ken" <ken.macleod@cna-qatar.edu.qa><mailto:ken.macleod@cna-qatar.edu.qa>>
Cc: "Byrne, Ronald" <ronald.byrne@cna-qatar.edu.qa><mailto:ronald.byrne@cna-qatar.edu.qa>>
Subject: RE: Degrees at CNA and CNA-Q!

Dear Dr. Ken
This is the most delightful news. I have always been asked by schools' principals, teachers, parents why CNAQ does not award high degrees?

Once it is implemented I can bring 1000 students to be enrolled in the college :) I can say congratulation and look forward to have this implemented soon

[cid:image002.jpg@01D1BA9C.B465CCD0]

Dr. Ziad Said, Ph.D.
Engineering Technology- Chemical Processing
Office: 08.1.08
Phone: +974 44952348  
Mobile: +974 - 66 88 9569

P. O. Box 24449  
Doha, Qatar


This email is governed by CNA’s Electronic Mail and Internet Usage Policy<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Policy%20IS-502%20Electronic%20Mail%20Internet%20Usage.pdf> and Procedure<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Procedure%20IS-502-PR%20Electronic%20Mail%20Internet%20Usage.pdf>.

From: MacLeod, Ken
Sent: Monday, May 30, 2016 4:21 PM
To: Employees <Employees@cna-qatar.edu.qa><mailto:Employees@cna-qatar.edu.qa>; Students-Female <Students-Female@cna-qatar.edu.qa><mailto:Students-Female@cna-qatar.edu.qa>; Students-Male <Students-Male@cna-qatar.edu.qa><mailto:Students-Male@cna-qatar.edu.qa>

Subject: Degrees at CNA and CNA-Q!

Good Afternoon All:

I haven’t picked up a lot of Arabic in my six years in Qatar, but one word I have internalized is Alhamdulillah, which means “Praise be to God”. If you read the email below from Dr. Ann Marie Vaughan to employees at CNA in Newfoundland Labrador, I think you will join me in exclaiming Alhamdulillah to the world! As of Thursday past, CNA, and, by extension, CNA-Q has the legislative authority to grant degrees. While we still have to determine what degree structure and quality assurance framework will work for us in Qatar, and the timeline and resources needed to launch degrees in a significant way, we know this is an expectation of our key stakeholders – our students and parents – that has been a long time coming. We had to hold off announcing it officially here in Qatar, until we met with officials here, but today we met with the Minister of Education and Advanced Education who enthusiastically endorsed the offering of degrees at CNA-Q.

I think you will agree that this is indeed a joyful day at CNA-Q. We have a lot of work ahead of us to deliver on this opportunity, but it will be effort well expended.

As Ann Marie says in her email, Minister Gerry Byrne, who is here in Qatar to attend our graduation, was truly a champion of the approval process and moved it through the system in record time. His efforts are to be commended.

As we often say – ‘It’s all Good!’

Ken
Dear CNA faculty, staff and students,

I am delighted to inform you that yesterday the House of Assembly approved an amendment to The College Act. That amendment means that the College will be able to develop and offer applied degrees. This provides a significant opportunity for the College, employers, faculty, and most importantly our students.

The ability to offer applied degrees does not impact our valued relationship with Memorial University and the current pathways that exist for our students. This amendment does provide new opportunities and new marketing potential for College of the North Atlantic.

Over the next six months we have internal work to do in developing policies that will support this change in programming. I am convinced that this new opportunity will allow us to excel in the exceptional programming we currently provide and the students we attract.

We are most grateful to the Department of Advanced Education and Skills who worked with us in preparing the necessary analysis to make this happen and to the Minister, Honourable Gerry Byrne who believed in this and championed it through the approval process!

Have a great weekend and think about the wonderful possibilities this provides us!

Best wishes,

Ann Marie

Ann Marie Vaughan, Ed.D.
President and CEO

Ken MacLeod, Ph.D. | President
Office: 03.02.11
Phone: +974 4495 2053
Mobile: +974 6667 1201

P. O. Box 24449

“This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender.”

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
Seaward, Sharon M.

From: Philpott, Meaghan <meaghan.philpott@cna-qatar.edu.qa>
Sent: Tuesday, May 31, 2016 1:24 AM
To: Byrne, Gerry
Subject: Re: CNA-Q press release on applied degrees

Yes it went around 3 pm local time

From: Byrne, Gerry <GerryByrne@gov.nl.ca>
Sent: 30 May 2016 22:24:03
To: Philpott, Meaghan
Subject: CNA-Q press release on applied degrees

Hi Meaghan,

?Has a PR been issued today, Monday, on applied degrees by CNA-Q?

Gerry

Sent from my BlackBerry 10 smartphone on the Bell network.

"This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender."
Seaward, Sharon M.

From: Philpott, Meaghan <meaghan.philpott@cna-qatar.edu.qa>
Sent: Tuesday, May 31, 2016 1:29 AM
To: Byrne, Gerry
Subject: Fw: Press release: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar
Attachments: image003.jpg; Legislation Opens Door to Degrees at College of the North Atlantic-Qatar.jpg

Importance: High

FYI. Heidi and Kathryn can give you more details as I only released it.

M.

From: Philpott, Meaghan
Sent: 30 May 2016 15:03:25
To: Philpott, Meaghan
Cc: Mojarrad, Hajar
Subject: Press release: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

May 30, 2016

Doha, Qatar - An amendment to legislation in the Canadian province of Newfoundland and Labrador means that both the College of the North Atlantic (CNA) and its affiliate campus, College of the North Atlantic - Qatar (CNA-Q), have approval to grant applied degrees.

The Minister of Advanced Education and Skills for Newfoundland and Labrador, The Honorable Mr. Gerry Byrne, who is in Qatar to attend CNA-Q’s 14th and largest graduation ceremony this week, said the ability to grant degrees, "will assist CNA and CNA-Q in expanding programming and increasing enrolment, and help ensure the College’s ability to meet the growing demand by employers for colleges of applied learning to be able to grant students a degree level credential."

"This is a significant step forward for our team in Qatar," said CNA President Dr. Ann Marie Vaughan. "Students will have a pathway that enables them to get a degree, but still be able to benefit from CNA-Q’s focus on applied learning that is so engaging for students and appealing to employers. It will provide students and their employers with the best of both worlds."

The news was welcomed by the College’s leadership in Qatar. Dr. Ken MacLeod, CNA-Q President, said, "Students and parents have been asking for degrees to be offered at CNA-Q for a long time. This legislation provides us the opportunity to meet the expectations of Qatar’s youth and their parents, while still maintaining our focus on applied learning and meeting the needs of the workforce of Qatar while achieving the goals of the Qatar National Vision 2030."

Dr. MacLeod added there are still many details to be worked through; including the structure of the degrees to be offered, when the first class would be enrolled, and which programs would be included the first year. He added, "We will be working closely with the Ministry of Education and Higher Education in Qatar to meet their requirements so we can move forward on this exciting development as quickly as possible."
CNA-Q currently offers 30 programs in four schools: Information Technology, Business Studies, Engineering Technology, and Health Sciences. The College is graduating 547 students on Tuesday in a gala ceremony at Qatar National Convention Centre (QNCC).

College of the North Atlantic in Newfoundland Labrador has more than 25,000 students at 17 campuses. CNA-Q was opened in 2002 to meet the ambitious goals of the Qatar National Vision 2030. As the second largest post-secondary school in Qatar, and the largest Canadian educational institution operating overseas, CNA-Q now has more than 2500 full-time students and has graduated over 4000 students.

-30-

Meaghan Philpott | Public Information Officer Marketing and Public Relations
Office: 03.1.44
Mobile: +974 6691 0191
Office: +974 4495 2035

P. O. Box 24449
Doha, Qatar

Good morning, Minister, 
Please see your notes for tonight. While the body of them won’t change, the dignitaries attending is a moving target 
And the staff will have an up to date VIP greetings list on the top of your remarks.
Abdullah will work with you on pronunciation once we arrive tonight. We are going to leave a little early to allow time for
This.
If this doesn’t work for you or you would like to leave earlier, just let me know and we will revise accordingly.
Can you reply when you get this to let me know that you have gotten this email?
Thanks, Heidi

Heidi Staeben-Simmons
Director of Public Affairs | College of the North Atlantic
709.643-7817 (w)
P.O. Box 5400 | 432 Massachusetts Drive
Stephenville, NL Canada | A2N 2Z6

Good evening everyone

A-sa-lam A-lay-come

(pause)

For over 50 years, College of the North Atlantic has been offering technical education in Canada, and as you know this is the 14th year that we have had a campus in Qatar.

However, this visit to Qatar is a first for me!

Qatar has always been a country I’ve wanted to visit. I have had many friends and colleagues who speak fondly about their visits here, but it really is a place you have to experience to fully appreciate – It is a place with immense beauty, cultural pride, rich heritage, undeniable nationalism and generous hospitality.

The State of Qatar is much different than Canada, particularly Newfoundland and Labrador – the land is much flatter; the weather is much cooler; instead of dust storms, we have snow storms....

But these are just physical attributes – what I really would like to talk about are the similarities. These similarities are why
CNA-Q remains the State’s premier technical college, each year graduating more and more students to be productive and highly capable employees to help advance the Qatari economy.

In many ways, Qatar and Newfoundland and Labrador have parallels – both have a long history of being built from the sea, in different but similar ways.
Both places have seen a drastic boom with the discovery of oil in recent decades; and with that comes the transition of its people and its economy.

Now, we are both at a time where economic diversification is welcomed and needed. Both places are at a point where the best investment lies in the most vital resource of them all – its people.

And nothing is more of a benefit to the development of people than education!

As Minister that oversees legislation and curriculum for post-secondary studies, and I also have the great honour to help advance that curriculum, to meet the needs of students and their future employers.

In that spirit, there is historic news that I would like to share with you regarding the future of education in Canada and here in Qatar – College of the North Atlantic both in Canada and Qatar will be in a position to offer applied degrees, in the near future.

It is safe to say that you are all as excited as I am with this momentous news, which will take time to plan and deliver. But before we start planning for the future, let’s cherish the here and now.

Tonight we celebrate 547 amazing graduates who are the future. Your education will serve you well, no matter where you will go, no matter what you choose to do!

Mabrook!

Sent from my iPhone

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
A quick note on this, the communications folks were scrambling to get this announcement out early so it would not be lost in the Graduation coverage tomorrow. I don't think they were thinking your speech tonight was the official announcement, but more of an affirmation of the great news to a captive and, what I will believe/know, will be an enthusiastic audience. So, I hope that hasn't stolen any of your thunder – I see it as two claps of thunder.

But just in case you have to adjust your speech notes to suit that context.

Everyone is scrambling for tonight – should be great.

See you then,

Ken

This email is governed by CNA's Electronic Mail and Internet Usage Policy and Procedure.

Fantastic

Sent from my BlackBerry 10 smartphone on the Bell network.

Carried in all of the papers today:

http://www.gulf-times.com/story/495380/Legislation-opens-door-for-degree-courses-at-CNA-Q
This email is governed by CNA’s Electronic Mail and Internet Usage Policy and Procedure.

“This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender.”
Sent from my BlackBerry 10 smartphone on the Bell network.

Original Message
From: Byrne, Gerry
Sent: Tuesday, May 31, 2016 3:17 AM
To: Tompkins, John
Subject: Fw: Press release: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

Fyi

Sent from my BlackBerry 10 smartphone on the Bell network.

Original Message
From: Philpott, Meaghan <meaghan.philpott@cna-qatar.edu.qa>
Sent: Tuesday, May 31, 2016 7:00 AM
To: Byrne, Gerry
Subject: Fw: Press release: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

FYI. Heidi and Kathryn can give you more details as I only released it.

M.

From: Philpott, Meaghan
Sent: 30 May 2016 15:03:25
To: Philpott, Meaghan
Cc: Mojarradi, Hajar
Subject: Press release: Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

Legislation Opens Door to Degrees at College of the North Atlantic-Qatar

May 30, 2016

Doha, Qatar - An amendment to legislation in the Canadian province of Newfoundland and Labrador means that both the College of the North Atlantic (CNA) and its affiliate campus, College of the North Atlantic - Qatar (CNA-Q), have approval to grant applied degrees.

The Minister of Advanced Education and Skills for Newfoundland and Labrador, The Honorable Mr. Gerry Byrne, who is in Qatar to attend CNA-Q's 14th and largest graduation ceremony this week, said the ability to grant degrees, "will assist
CNA and CNA-Q in expanding programming and increasing enrollment, and help ensure the College's ability to meet the growing demand by employers for colleges of applied learning to be able to grant students a degree level credential."

"This is a significant step forward for our team in Qatar," said CNA President Dr. Ann Marie Vaughan. "Students will have a pathway that enables them to get a degree, but still be able to benefit from CNA-Q's focus on applied learning that is so engaging for students and appealing to employers. It will provide students and their employers with the best of both worlds."

The news was welcomed by the College's leadership in Qatar. Dr. Ken MacLeod, CNA-Q President, said, "Students and parents have been asking for degrees to be offered at CNA-Q for a long time. This legislation provides us the opportunity to meet the expectations of Qatar's youth and their parents, while still maintaining our focus on applied learning and meeting the needs of the workforce of Qatar while achieving the goals of the Qatar National Vision 2030."

Dr. MacLeod added there are still many details to be worked through; including the structure of the degrees to be offered, when the first class would be enrolled, and which programs would be included the first year. He added, "We will be working closely with the Ministry of Education and Higher Education in Qatar to meet their requirements so we can move forward on this exciting development as quickly as possible."

CNA-Q currently offers 30 programs in four schools: Information Technology, Business Studies, Engineering Technology, and Health Sciences. The College is graduating 547 students on Tuesday in a gala ceremony at Qatar National Convention Centre (QNCC).

College of the North Atlantic in Newfoundland Labrador has more than 25,000 students at 17 campuses. CNA-Q was opened in 2002 to meet the ambitious goals of the Qatar National Vision 2030. As the second largest post-secondary school in Qatar, and the largest Canadian educational institution operating overseas, CNA-Q now has more than 2500 full time students and has graduated over 4000 students.

-30-

Meaghan Philpott | Public Information Officer Marketing and Public Relations
Office: 03.1.44
Mobile: +974 6691 0191
Office: +974 4495 2035

P. O. Box 24449
Doha, Qatar
www.cna-qatar.com

Seaward, Sharon M.

From: MacLeod, Ken <ken.macleod@cna-qatar.edu.qa>
Sent: Sunday, June 05, 2016 2:29 AM
To: Byrne, Gerry
Subject: Visit

Good Morning Minister Byrne:

I trust you had an uneventful trip back to the homeland. Just a few lines to say thank you for visiting us during graduation. A visiting Minister makes a big impact in this culture, particularly one that announces degree granting authorization while he is here! You were a hit on graduation night, not just with that announcement (and we cannot thank you enough for spearheading the passing of that legislation), but because of your little speech in Arabic as well.

It was a pleasure having you here in Qatar and at CNA-Q.

We appreciate your continued support for what we are doing here in the desert on behalf of the Province of Newfoundland Labrador.

Best Regards,

Ken

Ken MacLeod, Ph.D. | President
Office: 03.02.11
Phone: +974 4495 2053
Mobile: +974 6667 1201
P. O. Box 24449
Doha, Qatar
www.cna-qatar.com

This email is governed by CNA's Electronic Mail and Internet Usage Policy and Procedure.
Seaward, Sharon M.

From: Gardiner, Bob B
Sent: Monday, February 06, 2017 8:35 AM
To: Power, Jacqueline
Cc: Harris, Erika A
Subject: FW: Degree Development - Progress Update
Attachments: image003.jpg; 20170201 Degree Development - Progress Update to CNA Executive.pdf

Hi Jacqueline and Erika:

Attached is a presentation on applied degrees that was given when I was in Qatar last week.

Bob

Bob Gardiner
Assistant Deputy Minister, Post-Secondary Education Advanced Education and Skills Government of Newfoundland and Labrador P. O. Box 8700
St. John's, NL A1B4J6

Phone: (709) 729 3026
Fax: (709) 729 2828

-----Original Message-----
From: Gardiner, Bob [mailto:Bob.Gardiner@cna.nl.ca]
Sent: Monday, February 06, 2017 8:27 AM
To: Gardiner, Bob B
Subject: Fw: Degree Development - Progress Update

Sent from my CNA Smart Device.
From: Gamar, Samah <samah.gamar@cna-qatar.edu.qa>
Sent: Sunday, February 5, 2017 1:28 AM
To: Gardiner, Bob; Radford, Bill, Kidd, Elizabeth
Subject: Degree Development - Progress Update

Good Day Bob, Bill, and Liz:

It was a pleasure to see you last week for a trip that, I think, was much too short. Bob and Liz, it was wonderful to meet you for the first time. It’s always a special occasion when our leadership visits from NL, and while you heard some updates from our campus, I regret we didn’t have the opportunity to hear developments across our CNA campuses. I hope we have that chance in the near future.

Last Wednesday’s PowerPoint presentation on Degree Development is attached for your reference. Should you have any questions, please let me know and I would be happy to assist.
Warmest regards,
Samah

Samah Gamar | Chair, Program Development Program Development Office
Office: 12.2.04L
Phone: +974 4495 2251
Mobile: +974 6688 4322

P. O. Box 24449
Doha, Qatar

This email is governed by CNA’s Electronic Mail and Internet Usage
Policy<http://www.cna.nl.ca/about/PoliciesPDFs/Approved/Policy%20S-502%20Electronic%20Mail%20and%20Internet%20Usage.pdf> and

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
Good with me. We need to get this right.

Thanks.
Bob

Sent from my iPad

> On Feb 7, 2017, at 3:48 PM, Radford, Bill <bill.radford@cna.nl.ca> wrote:
> 
> > Hi Bob
> >
> > Given that Applied Degrees are on the cards we are going to need some help from an institution that can offer advice. For my money TRU is the best fit. Are you ok with me making contact and then possibly making a trip out there? There are already links with CNAQ as they have provided them with consultancies in the past. This isn’t about the brokering concept but the process pieces and the legislation/academic council policies etc.
> >
> > Thanks.
> >
> > Bill Radford PhD
> >
> > Vice President Academic and Chief Learning Officer, College of the
> > North Atlantic.
> >
> > www.cna.nl.ca
> >
> >
> > CNA CONFIDENTIALITY NOTICE
> >
> > The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.
Perfect. Thanks.

----- Original Message ----- 
From: Radford, Bill [mailto:bill.radford@cna.nl.ca] 
Sent: Wednesday, February 28, 2018 09:18 AM 
To: Dooling, Genevieve (AES) 
Cc: Ennis-Williams, Candice; Howard, Jacquelyn 
Subject: Re: Applied Degrees 

Thanks for this. I was responding to the request for information on the chronology of degree development which is as noted. I will bring forward a note on the potential for applied degrees in NL in due course if warranted. We are currently analyzing potential and interest internally but much work remains to be done.

Sent from CNA mobile device.

> On Feb 28, 2018, at 08:42, Dooling, Genevieve (AES) <GDooling@gov.nl.ca> wrote:
>
> >
> > Bill,
> >
> > Prior to any movement on this matter, it think CNA will need to provide a note to the department and will need to brief the minister.
> >
> > Jacquelyn, please pull out all materials from the house when minister Byrne sought approval for the change in legislation.
> >
> >
> > Thanks to all.
> >
> > Gig
> >
> > Genevieve (Gig) Dooling
> > Deputy Minister
> > Department of Advanced Education and Skills
> > Telephone:(709) 729-3582

Sections.34(1)(a)(iii), 35.(1)(f), 35.(1)(g) 

Sect. 27.(1)(i), 27.(2)(a)
On Feb 28, 2018, at 8:26 AM, Radford, Bill <bill.radford@cna.nl.ca> wrote:

FYI

Sent from CNA mobile device.

Begin forwarded message:

From: "Kidd, Elizabeth" <elizabeth.kidd@cna.nl.ca><mailto:elizabeth.kidd@cna.nl.ca>>
Date: February 28, 2018 at 08:12:09 GMT+3
To: "Radford, Bill" <bill.radford@cna.nl.ca><mailto:bill.radford@cna.nl.ca>>
Cc: "Barnes, Trudy" <Trudy.Barnes@cna.nl.ca><mailto:Trudy.Barnes@cna.nl.ca>>
Subject: Re: Applied Degrees

Looks good. I think it says exactly what the Qatars have been saying to us over the last year.

Sent from my iPhone

On Feb 28, 2018, at 7:34 AM, Radford, Bill <bill.radford@cna.nl.ca><mailto:bill.radford@cna.nl.ca>> wrote:

From: Radford, Bill
Sent: 28 February 2018 00:36
To: Staeben-Simmons, Heidi
Cc: ScottJones@gov.nl.ca<mailto:ScottJones@gov.nl.ca>
Subject: RE: Applied Degrees

Applied Degrees

From: Staeben-Simmons, Heidi
Sent: 27 February 2018 16:56
To: Radford, Bill
Subject: FW: Applied Degrees

Hi Bill,

Please see below from AESL. I wouldn’t mind having a chat about this before I begin a response.
Hi Heidi,

I have been asked to provide a chronology of CNA's activities to develop, offer and grant applied degrees since College Act, 1996 was amended in June 2016. It was my understanding that degrees would be offered first in Qatar. Any information you could provide would be great.

Thank you

Erika

———

“This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender.”

CNA CONFIDENTIALITY NOTICE

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

“This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender.”
Seaward, Sharon M.

From: Harris, Erika A
Sent: Wednesday, February 28, 2018 8:07 AM
To: Jones, Scott
Subject: FW: Applied Degrees

FYI

-----Original Message-----
From: Staeben-Simmons, Heidi [mailto:heidi.staebensimmons@cna.nl.ca]
Sent: Wednesday, February 28, 2018 7:54 AM
To: Harris, Erika A
Subject: Fwd: Applied Degrees

FYI from Bill

Heidi Staeben-Simmons, College of the North Atlantic, Sent from my iPhone

Begin forwarded message:

From: "Radford, Bill" <bill.radford@cna.nl.ca> Date: February 28, 2018 at 2:36:08 AM NST
To: "Staeben-Simmons, Heidi" <heidi.staebensimmons@cna.nl.ca>
Subject: Fwd: Applied Degrees

FYI

Sent from CNA mobile device.

Begin forwarded message:

From: "Dooling, Genevieve (AES)" <GDooling@gov.nl.ca> Date: February 28, 2018 at 08:42:45 GMT+3
To: "Radford, Bill" <bill.radford@cna.nl.ca>
Cc: "Ennis-Williams, Candice" <candiceennis-williams@gov.nl.ca>, "Howard, Jacquelyn" <jacquelynhoward@gov.nl.ca>
Subject: Re: Applied Degrees

Bill,

Applicable legislation proceeds as follows:

Sections.34(1)(a)(iii), 35.(1)(f), 35.(1)(g)

Applicable legislation proceeds as follows:

Prior to any movement on this matter, it think CNA will need to provide a note to the department and will need to brief the minister.

Jacquelyn, please pull out all materials from the house when minister Byrne sought approval for the change in legislation.
Thanks to all.

Gig

Genevieve (Gig) Dooleyng
Deputy Minister
Department of Advanced Education and Skills
Telephone: (709) 729-3582
Email: gdooling@gov.nl.ca

On Feb 28, 2018, at 8:26 AM, Radford, Bill <bill.radford@cna.nl.ca> wrote:

FYI

Sent from CNA mobile device.

Begin forwarded message:

From: "Kidd, Elizabeth" <elizabeth.kidd@cna.nl.ca>
Date: February 28, 2018 at 08:12:09 GMT+3
To: "Radford, Bill" <bill.radford@cna.nl.ca>
Cc: "Barnes, Trudy" <Trudy.Barnes@cna.nl.ca>
Subject: Re: Applied Degrees

Looks good. I think it says exactly what the Qatars have been saying to us over the last year.

Sent from my iPhone

On Feb 28, 2018, at 7:34 AM, Radford, Bill <bill.radford@cna.nl.ca> wrote:

From: Radford, Bill
Sent: 28 February 2018 00:36
To: Staeben-Simmons, Heidi
Cc: ScottJones@gov.nl.ca
Subject: RE: Applied Degrees

Applied Degrees
From: Staeben-Simmons, Heidi  
Sent: 27 February 2018 16:56  
To: Radford, Bill  
Subject: FW: Applied Degrees  

Hi Bill,  
Please see below from AESL. I wouldn’t mind having a chat about this before I begin a response?  
Heidi  

From: Harris, Erika A [mailto:erikaharris@gov.nl.ca]  
Sent: Tuesday, February 27, 2018 1:53 PM  
To: Staeben-Simmons, Heidi  
<heidi.staebensimmons@cna.nl.ca><mailto:heidi.staebensimmons@cna.nl.ca><mailto:heidi.staebensimmons@cna.nl.ca><mailto:heidi.staebensimmons@cna.nl.ca>>  
Cc: Jones, Scott <ScottJones@gov.nl.ca><mailto:ScottJones@gov.nl.ca><mailto:ScottJones@gov.nl.ca><mailto:ScottJones@gov.nl.ca>>  
Subject: Applied Degrees  
Importance: High  

Hi Heidi,  
I have been asked to provide a chronology of CNA’s activities to develop, offer and grant applied degrees since College Act, 1996 was amended in June 2016. It was my understanding that degrees would be offered first in Qatar. Any information you could provide would be great.  

Thank you  
Erika  

—  
“This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender.”  

CNA CONFIDENTIALITY NOTICE  
The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.  

“This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender.”
Briefing Note
College of the North Atlantic

Topic Amendment of the College of the North Atlantic Act, 1996 and Degree Granting Act

Purpose To request a change in the credential granting authority of the College of the North Atlantic Act to include the ability to confer Degrees.

Background

Government first proposed extension of authority to grant degrees to College of the North Atlantic following completion of a Ministry sponsored consultant report in 2002, and publicly committed to pursue the policy change in its 2007 Blue Book. Follow-up discussions with CNA Board of Governors and Senior Executive at that time confirmed the benefit of degree programming to the competitive positioning of the College especially with respect to international markets, but recommended against pursuing the change at the time due primarily to financial considerations and other competing program priorities. CNA Governors and leaders were also cognizant that the college experience in Canada with degree delivery was still evolving and many issues such as impact on college structures, program focus, faculty relations, quality assurance and credential acceptance (among others) were as yet unresolved.

Since then, College of the North Atlantic has shifted its program and delivery focus, partially initiated by a change in provincial policy but more significantly driven by a two-year reflection and visioning process undertaken with Industry and community stakeholders. At the conclusion of that process, the college tabled a mandate document that, among other priorities, signalled its intent to pursue the development of “degrees unique to College program areas” as part of a full service strategy to meet industry and learner needs. That mandate statement was reviewed and supported by 70 external stakeholders as well as approximately 330 members of the internal college community.

Internationally, diploma level certification is not well understood. Because of this, the College’s international community has indicated a strong preference for a degree-level credential.

Sect. 29.(1)(a) Policy Analysis
Actions Taken to Date

The Chair of the Board of Governors and the College President initiated discussions with the Minister on this issue in the Spring of 2015. Following these conversations the College was requested to undertake an environmental scan to help inform government’s decision process. That scan has been completed and includes the following components:

- A review of other Canadian Colleges and Institutes offering baccalaureate and applied degrees with a focus on degree definitions, academic governance structures, program development mechanisms, quality assurance provisions, collective agreements and faculty qualifications.
- A review of the Canadian college degree landscape with a focus on the number and types of degree currently available, their general focus and target markets, and where available, student enrolment and graduation numbers.

In two additional pieces of work, the information gathered from the first review was compared with CNA’s academic structure and processes to assess for gaps or required changes, and the college undertook a preliminary assessment of CNA’s national and international market potential with applied degree status and generated a potential list of programs to be explored.

Main Findings

*Canadian College Degree Landscape has grown significantly since last reviewed.* Since 2006, the number of province’s who have extended degree granting authority to their public colleges and/or polytechnic institutions has grown from three – Ontario, British Columbia and Alberta – to include Saskatchewan, Manitoba and Prince Edward Island. Based on information received from one national educational association - Polytchnics Canada - as of 2014, 34 non-university public institutions were delivering 184 degree programs across those provinces. That number does not include colleges delivering collaborative degrees under arrangement with a University. In addition, a number of colleges in British Columbia and Alberta have been converted to full university status enabling both jurisdictions to better serve the growing demand for degree education in their provinces while also maintaining technical education capacity. This has added a new type of competitor to the Canadian college landscape - the technical university.

*There is a mix of college degree programs available.* Bachelor degrees are now common across a number of applied fields of study and have been joined by a small number of general or interdisciplinary degrees. Furthermore, new applied degrees are emerging at the Masters level – providing an avenue for graduates to continue their advanced education and for employers to further develop higher level employees within their technical workforce.

*Program diversity is growing.* Programs can be generally clustered in one of four fields of study – Business, Health and Education, Science and Technology, and Information and New Media - however there are a growing number of “one of” degrees that have been developed and customized to industry needs, signalling that Canadian employer acceptance of the college degree credential is now well established. Common elements in all programs that have been mounted is a tight connection with industry partners and/or international market opportunities.

*Internationally, the credential requirement of employers has already changed.* College of the North Atlantic graduates are entering an international labour market. Diploma credentials are not well-
recognized internationally, and technical degrees are now the primary credential required by employers in skilled technical and applied occupations. Without the ability to grow programming in this direction the College will not hold its reputation with the international employers it currently serves, graduate will be disadvantaged in the national and international marketplace, and the College will not be able to attract students outside the province.

There is no appreciable difference in the academic leadership and governance structures existing in degree-granting colleges compared to a comprehensive college such as College of the North Atlantic. Governance structures to support degree program provision were very similar across the institutions reviewed with the exception of Sheridan College of Applied Arts and Technology which instituted a College Senate in 2012. Academic affairs including program recommendation and review are overseen by an internal body (Academic Council or College Council) consisting of a combination of elected and appointed members – primarily instructional faculty and deans, but also including administrative staff (e.g. Registrar) and students among others. These councils are supported by a comprehensive framework of academic policies and procedures at both the corporate and board level.

Changes Required to Support CNA Degree Status

Three areas have been identified. The first is an immediate change requirement while the other two are not necessary to be dealt with until the next phase of this process which would occur in concert with the Colleges development of its first degree proposal.

- An amendment of the College of the North Atlantic Act is required first to grant the College authority to develop, provide and confer technical degrees in relevant fields of study.

- Amendment of the Degree Granting Act to add College of the North Atlantic.

- Adjustment of CNA’s minimum qualifications and faculty classification scales will be needed to incorporate advanced credentials and a decision will be required on an appropriate collective bargaining model. As the current Faculty Agreement expires this year timing is conducive for considering alternatives.

- Internally the College anticipates changes/additions in some policies, especially those governing academic processes. It is also preparing its internal quality management systems to comply with standards such as those described in the CMEC Ministerial Statement on Quality Assurance of Degree Education In Canada.

In preparing the amendment consideration will need to be given to the unique nature of the Qatar-CNA international governance relationship as set out in the contract and business plan.

Proposed Amendment

(legal wording to be inserted)

College of the North Atlantic has sought the advice of external counsel who recommended the following Changes to the Degree Granting Act which prohibits any institution from granting degrees unless it is either (1) authorized by an Act or (2) has been designated by the Lieutenant-Governor in Council.
[Section 3]. Based on this it would seem that a simple request to the Minister to take it to Cabinet for approval would suffice.

Amend CNA’s governing legislation to authorize the granting of degrees by the Board. Section 15, (c) & (g), authorizing the Board to approve programs that lead to certificates or diplomas [and degrees] [(c)] and to grant certificates or diplomas [and degrees] [(g)].

Longer-term
- Limited ability to attract out of province students to replace declining local enrolments
- Increased competition for NL students/graduates from other Canadian degree-granting colleges
- Erosion of diploma programming in fields of study where technical degrees are increasingly sought by employers

Prepared by: A. Dicks (Consultant), C. Mercer (Associate Vice President and Acting Registrar)
Approved by: Ann Marie Vaughan, President, College of the North Atlantic
Date: September 7, 2015
Hi Scott,

Background – Applied Degrees

- CNA has been requesting the authority to offer applied degrees since (at least) 2002.

- The Progressive Conservative’s 2007 Blue Book committed to pursue policy changes to support CNA granting applied degrees.

- Since 2002, various arguments to supporting the introduction of applied degrees at CNA included:
  - Remain competitive with other Canadian Community Colleges
  - Increase enrolment at CNA campuses
  - Support sustainability of rural campuses
  - Increase revenue overall
  - Enhance international presence
  - Enhance negotiating power for international agreements, specifically China and Qatar

- The movement towards applied degrees was stalled due primarily to financial considerations and other competing program priorities.

- In 2015, CNA requested that the Department consider the necessary legislative changes to allow for the granting of applied degrees to support its new mandate statement. At the time, CNA’s priority was to:
• In 2015 the Department began the process to:
  o provide authority for College of the North Atlantic’s Board of Governors to develop and grant applied degrees in and outside of the province; and,
  o stipulate that the Minister must approve all applied degree programs being offered by College of the North Atlantic in Newfoundland and Labrador.
    ▪ The intent of Ministerial approval was to ensure Government’s oversight of quality assurance, financial efficiency and non-duplication with programs offered at Memorial University.

• College Act, 1996 was amended (received ascension) on June 7, 2016 to allow CNA’s Board of Governors the duties of developing and granting applied degrees.

• Changes included:
  • Section 15(1)(c) – amended to include applied degrees
    o 15. (1) The board shall
      ▪ (c) approve, authorize and provide programs which lead to a certificate, diploma or applied degree from the college;

  • Section 15(1)(g) – amended to include applied degrees
    o 15. (1) The board shall
      ▪ (g) grant certificates, diplomas and applied degrees;

  • Added the following sections
    o (3) Notwithstanding paragraph (1)(c), the board shall obtain the written approval of the minister before approving an applied degree program to be provided in the province.

    o (4) The approval referred to in subsection (3) may include any conditions the minister considers necessary.

• At this time, the Department has not received a proposal from CNA to approve a developed applied degree program. It is anticipated that a proposal from CNA would include: implications for Student Financial Aid and LMDA funding; evidence that the program will not duplicate MUN’s offerings; labour market demand; costing including development funding, tuition fees, funding model (e.g., grant-in-aid, cost-recovery); and, industry endorsement.

• The Department does not have a procedure in place for approving applied degrees to be offered in the province. Once a proposal is received, the Department will need to determine how it intends to approve a program (e.g., ensure quality assurance, validate CNA’s proposal, etc.).

Please advise if you require additional information.

Erika
Key Messages: Amendments to the College Act, 1996

Summary: Amendments to the College Act, 1996, will allow College of the North Atlantic to grant applied degrees.

Key Messages

- Allowing College of the North Atlantic to have degree-granting programs allows the college to remain competitive in national and international markets, and it helps the college meet educational training requirements of its partners.

- First enrolment for CNA-Q is expected to take place in 2017 and enrolment is expected to occur in 2018 in Newfoundland and Labrador.

- This supports the Provincial Government’s multi-year Government Renewal Initiative objective to identify opportunities to do things better and more efficiently.

- Provincial Government departments have been directed to identify ways to increase revenues and reduce expenditures; eliminate waste and think of opportunities to do things better and more efficiently. Approving degree-granting ability to the college will ensure revenue from CNA-Q remains in place, and it will increase revenue potential from enrolment in these programs at other campuses.

- Our current fiscal situation is unprecedented and we will need to look at three important levers – revenue, spending and borrowing. It’s important we come together with ideas for both revenue and efficient spending so we can correct the course and achieve long-term sustainability in our province.

- The State of Qatar and China have indicated a strong preference for the college to offer degree-level credentials.

- College of the North Atlantic will continue to be competitive and meet the needs of employers with offering degree-granting programs, and its graduates will have an advantage in the national and international job market. This will help attract students from outside the province and sustain enrolment as this province is facing a declining provincial enrolment in K-12 schools.

- This move does not impact Memorial University’s mandate to deliver degree programs. College of the North Atlantic offering degree programs at its institutions will not erode the overall enrolment in the bachelor program at MUN. The college’s programs will complement current programming by providing access to additional programs.

- This change is similar to other regions in the country. Degrees are offered by college-level institutions at six other provinces, including British Columbia, Saskatchewan, Manitoba, Ontario and Prince Edward Island.
• A proactive approach to offering labour-market-relevant degree-level training will help the college expand its programming, increase enrolment and tuition revenue, and attract students within the province, the country and internationally.