

# President's Report to the Board

Reporting Period:  
January 27 – March 29, 2026

April 28, 2026



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# 1. President



## PRESIDENT

**Jan. 27-Feb. 28:** During the presidential transition period, Interim President Laureen Styles provided stable executive leadership throughout the presidential transition, ensuring continuity of institutional operations and strategic priorities. She supported transition planning with the incoming president through briefings on key academic, operational, financial, and risk-related matters, helping maintain organizational stability and momentum. Active oversight of the university's financial and operational health remained a priority, with continued attention to budget alignment, cost containment, and institutional risk management. Internal planning discussions related to multi-year financial sustainability and operational efficiencies were advanced. The University sincerely thanks [Dr. Styles](#) for her many years of dedicated service to Capilano University and the broader community in key executive roles.

### President Report Structure

The former President's Report to the Board was a longer narrative style. Going forward, all president reports will be aligned to the following:

1. Annual Goals updates
2. Calendar of presidential activities
3. Institutional Plans and KPIs
4. Special reports and briefings

Initial President's report:

1. Calendar of activities as part of the "Listening and Learning" focus of new president
2. Establishing and approving of annual goals

### Community Engagement (Listening and Learning)

| Date                 | Audience                                                                                       | Attendees                                                                                     |
|----------------------|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| January and February | Various external requests<br>(Total of 23 meetings)                                            | 2 former deans, 2 former presidents,<br>Don Avison, Industry professional                     |
| March                | Campus walkabouts, 1:1s with direct reports; Introductory meetings with CapU leaders and teams | Met students and employees                                                                    |
| March 2              | New President Introduction on first day                                                        | All direct reports of the President, Chancellor, Board Chair and Vice-Chairs, employee unions |
| March 3              | Introductory Meetings                                                                          | DM Trevor Hughes and ADM Chris Rathbone; CFA Executive and Senate Meeting                     |
| March 4              | Alumni Awards of Excellence                                                                    |                                                                                               |
| March 5              | Introductory Meeting                                                                           | MoveUP executives and CSU executives                                                          |
| March 6              | Initial meetings                                                                               | Board chair, Board secretariat                                                                |
| March 7              | CapU Blues Basketball Finals                                                                   | Men's and women's teams                                                                       |
| March 9              | Elders' Circle, PACIU, Workday presentation                                                    | Elders, Manager, Indigenous Education & Affairs<br>PACIU Board chair and vice-chair           |
| March 11             | EarthWorks event: AI in the sky: Drone-based wildfire detection and prevention                 |                                                                                               |
| March 12             | Intro Meeting: President Jason Dewling & IEA office + North Van SD44                           | Indigenous Education & Affairs employees; President and VP University                         |



| Date     | Audience                                                                                                   | Attendees                                                   |
|----------|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
|          | 2026 Trustees' Reception + CUAAB Board                                                                     | Relations; CapU Alumni Association Board members            |
| March 13 | Rise Film Festival at Bosa Theatre                                                                         |                                                             |
| March 16 | Visit to Squamish campus                                                                                   | Campus employees and students; Mayor Armand Hurford         |
| March 17 | 4th Annual Adler Women's Leadership Showcase + Senate Teaching & Learning Committee Meeting                |                                                             |
| March 18 | Meeting & Campus Tour: RUCBC CEO & VP and CapU President                                                   | Christina Zacharuk, Blair Littler                           |
| March 19 | PACIU Presidents' Meeting                                                                                  | RUCBC, CapU, UFV, KPU, BCIT, ECUAD, VIU, JIBC, YukonU, NVIT |
| March 20 | Senate Curriculum Committee Meeting                                                                        |                                                             |
| March 23 | Bear Responsive Guide Tour                                                                                 | Groundskeeper, students                                     |
| March 24 | PSEA Learning: Navigating Freedom of Expression, Hate Speech and Academic Freedom                          | Webinar                                                     |
| March 26 | Lunch with donor + Introductory meeting with District of North Vancouver Mayor and Chief Executive Officer | Martin Thibudeau of RBC; Mike Little and Mike Fox           |
| March 27 | Introductory meetings with Squamish Nation CAO + PSEA CEO                                                  | Sheldon Tetrault; Leanne Bows                               |
| March 28 | The Adams Family Musical at BlueShore Theatre                                                              |                                                             |



## SQUAMISH CAMPUS

- Students in Squamish accessed a range of activities, including intramural sports, community lunches, speaker series and drop-in workshops. A standout highlight was the Mason bee workshop, which inspired students involved in campus pollination projects.
- Community partnerships and university exposure grew in Squamish. CapU signed a Memorandum of Understanding (MOU) with the District of Squamish Public Library in February. Joint initiatives related to students accessing the library, recruitment and community events are underway. The CapU Alumni Perks app expanded with new partners Essential Impact and Squamish-based Airhouse, Broken Seal and House of Lager.
- The Skwxwú7mesh Early Years Conference February 20–22 brought educators to the campus, with local early childhood care and education students volunteering and participating in keynote speeches and workshops. Explore CapU Squamish on March 7 saw 46 guests engaging with departmental liaisons and touring the campus and residence. Additional campus events included workshops by the Squamish Chamber of Commerce and Skwxwú7mesh (Squamish) Nation using their partner spaces for training sessions.
- Ancillary business opportunities and rentals on Squamish campus expanded. A new multi-year lease was signed with Coast Mountain Academy which will generate stable annual revenue for CapU. A call for expression of interest in being a lease/operator of a fitness centre in the three commercial spaces in the RecPlex closed on March 31 and is moving into the review stage. Classrooms rentals continue to be popular, exceeding 2025/26 budget estimates as of year end. [The Lodges](#) welcomed the two first film crews of the year for the month of March, generating 570 room nights of revenue. The Squamish film liaison office was busy with 11 inquiries for filming on both campuses, with the Library Building and parkade in Squamish rented for a film shoot, as well as the North Vancouver campus' Centre for Sport & Wellness.
- As a response to the 2025 Dryden Creek emergency response review, health & safety hosted our first emergency tabletop exercise for fire response and evacuation procedures.





## 2. Academic & Provost



# Academic & Provost

## FACULTY OF ARTS & SCIENCES

- Eduardo Azmitia, Department of Geography, two papers were accepted for presentation at the Global Philosophy of Education Field Launching Conference on March 19–20, 2026, at Vrije Universiteit Amsterdam: *Ecological Consciousness as Liberation: Bai, Ellacuría, and Latin American Marxism in Global Philosophy of Education*; and *Presence Beyond Time: Ethical Exposure and the Space of Awareness in Education*
- Publication by Susan T. Gardner, Department of Philosophy, & Wayne I. Henry. *Democracy and The Need for “Healthy Moral Selves.”* *Philosophy Study*, Jan.–Feb. 2026, Vol. 16(1), 74-85, 2026. doi: 10.17265/2159-5313/2026.01.006

- Each year, select graduates from the Applied Behaviour Analysis—Autism programs are invited to present their capstone projects at the British Columbia Association for Behaviour Analysis annual conference. This year featured two excellent posters from Elizabeth Irving and Nadia Gato:\



- Gato, N., & Stock, R. (2026). *Using behavioral skills training to teach intervention implementation.* Poster presentation at the 18th Annual British Columbia Association for Behavior Analysis Conference, Vancouver, B.C.
- Irving, E., & Stock, R. (2026). *Naturalistic teaching interventions for enhancing communication in children with ASD: A literature review.* Poster presentation at the 18th Annual British Columbia Association for Behavior Analysis Conference, Vancouver, B.C.

- Sanam Vaghefi, Department of Sociology, presented CARS-funded research under the title, “Taking Refuge in Faith: Religious Communities, Sponsorship, and Belonging in Canada” at an online panel at the [IMISCOE - International Migration Research Network](#) Conference, [CEDEM - Université de Liège](#) on March 17. In her contribution which is based on her paper in progress, she explored how Jewish and Christian faith-based communities in British Columbia engage in refugee sponsorship, reception and integration.

- The Art History department celebrated its 9th annual Spring Lecture this year with two special presentations on March 12 and 19, 2026. Guest speaker Art Historian Dr. Behrang Nabavi Nejad presented a lecture entitled, “Dancers and Warriors: Portrayal of Women in Persian Art.” This traced evolving depictions of women in Persian art across history, examining representations of the female body in specific historical and literary contexts. In the second lecture, local Canadian visual artist Sandeep Johal, whose practice engages drawing, collage, textiles and large-scale murals, talked about her journey as an artist, art making and living, giving a fascinating look into the process of becoming an acclaimed artist. Drawing on her Indo-folk feminine aesthetic, her work confronts themes of bleakness, despair and ugliness with their opposites: brightness, hope and beauty. Both events were very successful, with a large attendance of students, faculty and broader university community. In coordination with the lectures, university librarians Jen Goerzen, Talia Armour and Melinda Watkin brought a portable library with a beautiful display of books relevant to each topic of the presentations that students could take out on loan. These events were coordinated by Dr. Efrat El Hanany and Dr. Behrang Nabavi Nejad of the Art History department.



- Jason Madar, Department of Computing, participated at the Technical Symposium on Computer Science Education (SIGCSE TS 2026), held in St. Louis from February 18–21. SIGCSE is the premier global conference for computer science educators and is known for its highly competitive selection process.
- Jason’s works were featured this year, including a presentation in the prestigious "Nifty Assignments" track, which maintained a selective 21 per cent acceptance rate. His research and presentations focused on advancing AI literacy in the classroom. Specifically, exploring how we can empower students to engage with Large Language Models (LLMs) effectively while maintaining a focus on privacy and ethical deployment. By utilizing local LLM chatbots and lightweight, privacy-preserving platforms, we can integrate cutting-edge AI tools into the CS curriculum without compromising data security or academic integrity. Conference Profile & Publications: <https://sigcse2026.sigcse.org/profile/jasonmadar>
  - Jason Madar. 2026. *Local LLM Chatbot*. In Proceedings of the 57th ACM Technical Symposium on Computer Science Education V.2 (SIGCSE TS 2026), Vol. 2. Association for Computing Machinery, New York, NY, USA, 1731. <https://doi.org/10.1145/3770761.3777011>
  - Jason Madar. 2026. *A Lightweight, Privacy-Preserving Platform for Integrating LLMs in CS Coursework*. In Proceedings of the 57th ACM Technical Symposium on Computer Science Education V.2 (SIGCSE TS 2026), Vol. 2. Association for Computing Machinery, New York, NY, USA, 1431–1432. <https://doi.org/10.1145/3770761.3777177>

- Building Bridges grant award: Huge congratulations to the School of STEM chair and instructor, Mark Vaughan, on receiving joint funding through the Building Bridges: CapU & Langara Community Connection grant, awarded by a joint peer-adjudication committee. Supported by NSERC Mobilize funding, this initiative advances cross-institutional collaboration and applied, community-focused research, strengthening partnerships between CapU and Langara.



- Bachelor of Science Experience Day: The School of STEM hosted its first-ever Bachelor of Science Experience Day, marking a new initiative for both the university and STEM programming. The event provided prospective students with hands-on lab experience, including an interactive biology demo exploring the science behind everyday products such as carbonated beverages. This initiative highlights CapU's commitment to experiential, applied learning while strengthening recruitment through direct engagement with future students.

- Explore CapU: STEM instructors and student leaders participated in Explore CapU welcoming prospective students and families to campus. Through program showcases, faculty engagement and interactive activities, attendees explored STEM offerings, connected directly with instructors and current students, and experienced hands-on learning in action. The event plays a key role in building a strong future pipeline and sustaining interest in the Bachelor of Science program.



- Chinese 100 and 101 classes in class activities, including introduction to Chinese language and culture, speaking, writing and singing in Chinese, practicing calligraphy and going on a field trip to historical Chinatown with introduction to Chinese Lunar New Year. Students have been doing exceptionally well in and out of class, practicing their learned knowledge.



## FACULTY OF BUSINESS & PROFESSIONAL STUDIES

- Sara El Rayess and Melissa Panjer from the School of Legal Studies received a CARS grant to continue their research to embed and evaluate a three-year Community Paralegal Clinic (CPC) pilot within CapU's paralegal programs. They are currently seeking approval for a new course LAW 495 Applied Clinical Practice for Access to Justice, in partnership with Access Pro Bono (APB). Beginning in Fall 2026, students enrolled in LAW495 will deliver supervised legal services to clients in partnership with APB. The research team will collect data to establish an evidence base to support a proposed three-year clinic pilot within the School of Legal Studies. Drawing on instructional experience, APB and student feedback, the team will refine course design and clinical operations to strengthen future iterations of the course and clinic model.
- The School of Business renewed an agreement with the Skwxwú7mesh (Squamish) Nation to deliver the Business Administration Certificate in the 2026–27 academic year. This work is led by faculty Carmen White, the School of Business Indigenization & decolonization convenor.

## FACULTY OF EDUCATION, HEALTH & HUMAN DEVELOPMENT

- <https://thetyee.ca/Analysis/2026/01/26/Vital-Bridge-Higher-Ed-Downtown-Eastside/>
- Dr. Angela Molloy Murphy, Early Childhood Care and Education (ECCE), published a chapter entitled, “Toward Hope: Storying Crises in Early Childhood Education,” in the volume *Education of Young Children Caught in Disasters: Multidisciplinary Perspectives and Interventions* (ed. Judit Szente. Springer, 2026). The chapter explores “storying” as a therapeutic and educational approach to address crises and slow violence in early childhood education.
- ECCE faculty Elaine Beltran Sellitti co-authored a [new book](#), *Sustainability in Early Childhood Education: A Living Inquiry* (University of Toronto Press, 2026). The book is based on a research project that took place in a living, environmentally friendly, “more than green” building that housed two university-run childcare centres and addressed the wide-ranging tensions and pressures affecting contemporary teaching practices of curriculum as living inquiry.

## FACULTY OF FINE & APPLIED ARTS

- Langley School District students visited CapU for a Fine & Applied Arts Experience Day, participating in a full day of interactive, hands-on activities. Students explored the campus through program presentations and rotating sessions, including cinematography, costuming, animation, visual effects and motion capture demonstrations. The visit offered an engaging snapshot of what a day at CapU can be like, highlighting its applied learning environment and creative facilities. Through the collaborative efforts of faculty, coordinators, convenors and the recruitment team, they're dedication created a welcoming and inspiring day for prospective students.
- Student engagement and applied learning were strengthened through hands-on experiences and external recognition across IDEA School of Design programs.
  - Students Hannah Gagnon and Gia Lotfi-Pour, along with their team, earned first place at the FLUI Design Jam by collaborating with a real-world client on a user experience design challenge.
  - Experiential learning extended beyond the classroom through a faculty-led field trip to Copenhagen, Denmark, where third-year Bachelor of Design in Visual Communication students explored international design studios and galleries.
  - Second-year Bachelor of Design in Visual Communication students produced an exhibition at the Ferry Building Gallery featuring their work on Canada as a site of inquiry, imagination and critical reflection.



- IDEA students participated in Charcoal Flow, a movement-based, sound-led workshop that encouraged drawing as a responsive, body-based practice focused on movement, experimentation, and reducing overthinking in the creative process.



- Capilano University and The Juilliard School marked their first collaboration on March 11 with a joint student concert at Jazz at Presentation House in North Vancouver. One ensemble from each institution performed, giving students the chance to connect, share musical ideas and learn from one another. The evening reflected a genuine spirit of exchange and set the groundwork for future collaborative opportunities between the two programs.
- The School of Performing Arts' February production of *Little Women* sold out its run! Directed by faculty Bob Frazer and featuring members of the graduating class of Acting for Stage & Screen, this was a unique production putting the set and the audience together on the BlueShore stage. The success highlights student talent, faculty leadership and the strength of applied learning through live performance.
- Gillian Barber was honoured with the Longtime Contributor Award at the Ovation Musical Theatre Awards, recognizing her significant impact on musical theatre in the Lower Mainland. The award acknowledged her more than 20 years of teaching at CapU and her influence as an educator and mentor to emerging performers. This recognition reflects the long-standing excellence and community impact of the School of Performing Arts faculty.
- Faculty continued to gain national/international recognition through high-profile professional and media engagements:
  - Our instructor and choral leader, Hussein Janmohamed, was featured on [CBC Radio's North by Northwest](#) in conversation with host Margaret Gallagher, where he discussed the social and artistic impact of communal singing and its role in building connection and understanding.
  - IDEA School of Design instructor Carson Ting, one of three artists behind the official World Cup poster, has received national recognition for his work, with coverage in [TSN](#) and [Toronto Star](#), while continuing to contribute through teaching and service on the university's advisory committee.
  - In January, Troy McLaughlin, a professional movement coach, choreographer, and performer, appeared as a dancer in the Super Bowl halftime show featuring Bad Bunny, a performance that has since reached more than 123-million views on YouTube.



## FACULTY OF GLOBAL & COMMUNITY STUDIES

- The School of Kinesiology is expanding for the 2026/27 Academic Year and will be accepting over 100 students in year one. Demand has increased steadily over time.
- The School of Public Administration continues to collaborate with the Lil'wat Nation and supported a funding application to deliver the Public Administration Certificate adapted to the needs to the Nation.
- School of Tourism Management and the School of Outdoor Recreation received following awards:
  - Heritage Awareness Award from the City of North Vancouver, recognizing a course-based, work-integrated learning partnership with North Van Arts.
  - Naturally Business Award from North Shore Tourism.
  - Outdoor Recreation alumnus, Tom McPherson received a CapU Alumni Award of Excellence.
  - WIL Awards: Bachelor of Tourism Management student Kaveh E. Sanaei received the Co-op Student of the Year Award and Post-Baccalaureate Diploma in Global Hospitality & Tourism Management student Rachel Pham received the CapU WIL Student of the Year award.
  - School of Tourism Management alumna Shermaine Beltran, manager, Westcoast Sightseeing and faculty Chris Carnovale received a RISE Alumni Award from TRECSEA

- The Tourism Management Co-op Education Diploma (TM) and Bachelor of Tourism Management Degree programs successfully received accreditation from Co-operative Education and Work-Integrated Learning Canada (CEWIL) for an additional six years, extending through December 2031. This achievement reflects the continued commitment to excellence in co-op education within our programs. Special recognition goes to Christy Dodds, faculty & co-operative education coordinator, whose dedication, leadership and significant efforts have been instrumental in maintaining the high and success of our co-op education initiatives.



- School of Tourism Management flagship annual networking event (RiSE) celebrated its 10th anniversary, marking a significant milestone for the tourism programs. The event brought together 200+ tourism students, alumni, faculty and industry partners, creating valuable opportunities for networking, mentorship and collaboration. Under the leadership of TRECSA's President Helene Reichel and Vice-President Frixie Ballados, along with team members Dhalianna Kafunda, Samantha Caleta and Janelle Casino, the event was executed seamlessly and stands as a testament to strong student leadership and community engagement, contributing to another highly successful event that highlights CapU as a leading tourism education provider in Metro Vancouver.



## KÁLAX-AY SUNSHINE COAST CAMPUS

- Since the announcement in December 2025 that the [Sunshine Coast | kálex-ay campus building will be closing](#) on April 24, 2026, consultation has been underway to reimagine programming so that community-based learning can continue in the region after the closure of the physical campus. Fall intakes are currently open in the following program areas: Adult Basic Education, Early Childhood Care and Education, Health Care Assistant, Community Development and Outreach and Sechelt Language and Culture.

## INDIGENOUS EDUCATION & AFFAIRS

- Work began with MDX to refresh IEA webpages for the first time since 2020, with a focus on expanded Indigenous student supports, events, Elders information and contact details. IEA collaborated with PCD on renewing the Special Hiring Program and received approval to hire two Indigenous student ambassadors. Tracy Penny-Light co-hosted the Indigenous Education Steering Committee meeting, where relationship repair, the Sechelt campus closure and CapU's future were key discussion points. Programming included paddles and rattles and financial wellness workshops, along with a recruitment campus tour for students from the Ts'zil Learning Centre. Donor engagement resulted in securing a new Indigenous tourism scholarship and advancing a \$215K proposal for the Home for Skw'chays.
- Staffing challenges continued with the IEA director and events specialist on leave and the Indigenous community engagement facilitator role vacant. Two Indigenous student ambassadors were successfully hired and began planning outreach and engagement for the fall. Recruitment efforts included a campus tour for prospective Tsleil-Waututh students. Donor conversations continued, including discussions on redirecting University One funding and advancing the \$215K proposal. IEA met with the ministry regarding the Indigenous Pathways and Partnerships Program. Due to staffing shortages, cultural programming was paused, and the Skw'chays Awakening Ceremony

was postponed to April. Staff also participated in a post-secondary community of practice focused on Indigenous citizenship policy development.

- President Dewling met with the Elders Circle and the IEA team, with an IESC meeting scheduled for April. Staffing remains stretched, though approval was received to hire the Indigenous community engagement facilitator, with interviews planned for late April. Student ambassador contracts were extended through the summer, increasing engagement and outreach. IEA launched a Sun Run wellness initiative with MNBC support, engaging 13 participants. Cultural programming resumed with bannock-making and beading workshops, and recruitment continued through participation in the Gathering Our Voices conference.

## LIBRARY

- Protest from an Unknown Future: CapU Library x SFU Imaginative Methods Lab: As part of their SSHRC-Explore grant for their project “Co-constructing Futures: Crafting as a Tool for Collective Invention”, librarians Jen Goerzen and Jocelyn Hallman co-hosted two workshops with [SFU’s Imaginative Methods Lab](#), a team designing research methods that centre collaborative imagination and invention to co-create alternative futures.

- Workshop participants were invited to rethink technologies to unveil the values that underpin their making, to uncover hidden narratives, and to question the ways in which these technologies are reshaping our everyday lives. The first session involved designing and creating banners as protest memorabilia to craft a clear message for or against a chosen technological future. The second invited participants to imagine, design, and collage posters promoting technological tools built on alternative value systems.



- Cross-unit collaborations: Working with the writing centre, the library contributed to a citation workshop and provided some light-hearted fun with the CSU during an inclusive valentine-making session that used upcycled library materials, and supporting the 2026 art history lectures and EarthWorks events with featured pop-up displays. For Nancy van Groll, EarthWorks coordinator, the library book displays provided event participants with a place to pause and think and applauded their excellent selection of theme-related titles.



- Teaching & Learning Librarian Krystyna Nowak led the Certificate in University Teaching & Learning cohort of CapU faculty through two sessions to explore strategies for SoTL research as part of the CTE’s Scholarly Inquiry workshop series. Faculty learners explored the SoTL literature within and outside of their discipline, found and identified SoTL literature relevant to their research interests, and shared resources and search strategies.
- Partnering with Psychology Lab Supervisor Crystal Huang, librarians Michel Castagné and Sabrina Wong developed and taught a Research Data Management (RDM) workshop for psychology honours students in January 2026. The collaboration was inspired at last spring’s Faculty Research Symposium world café. This pilot workshop marks an expansion of RDM services to also include specialized workshops for upper-level students conducting course-based research. Librarian RDM support work is funded by section release from CARS.
- As part of her peer reviewer role for the *Journal of New Librarianship*, Bethany Peterkin, CapU’s Indigenous teaching, learning & initiatives librarian, has had her book review of *Interrogation to Integration: Centering Social Justice in Special Collections, Archives and Preservation* published in the [journal's first issue of 2026](#).
- Scholarly Communications & Copyright Librarian Sabrina Wong drafted an updated Copyright Policy and a new Fair Dealing Procedure to replace the superseded Universities Canada Fair Dealing Guidelines. She consulted with employees who work closely with copyrighted materials in their teaching and work so that the documents would

reflect CapU's practices and alignment with copyright law. The documents are going through the approval process.

## ACADEMIC PLANNING & QUALITY ASSURANCE

- Academic initiatives planning welcomed Laura Prada as the new director, academic planning & quality assurance on January 15, 2026. Laura comes from UBC Okanagan, where she spent eight years in the office of the provost and vice-president academic, most recently serving as senior manager, academic programs, teaching and learning. In that role, she oversaw institution-wide academic quality assurance processes and helped modernize program review policies while strengthening industry relevance in curriculum development. Her leadership also extended to teaching and learning initiatives, including academic integrity strategy development, curriculum mapping tools and faculty support programs during the transition to remote learning due to the COVID-19 pandemic. Laura brings a Master of Education, strong project management expertise and a deep commitment to equity, diversity, inclusion and anti-racism, which will support the university's academic and strategic priorities.

## WORK-INTEGRATED LEARNING

- On January 30, WIL experience course development. Attended CapU Engineering Advisory committee meeting. Discussed the need of a WIL Experience (possibly a co-op work experience term) open to all students in STEM. External guests on the committee have expressed their preference for this to be a summer term when students would be engaging in the curricular WIL experience for four months from May to August. Discussed the need to have a one-credit prep course as a prerequisite to the co-op work term three-credit course. Development of the WIL course requires a section release and a dedicated faculty lead to take this through the Senate approval. The WIL team will support with host organizations referrals and other items, following the WIL policy and procedure.
- February 20. Internal WIL program—WILCAP. In collaboration with PCD (Stephanie Kellar) finalized the internal agreement for [WILCAP](#), an internal program that advanced on-campus opportunities for students enrolled in a WIL course (curricular WIL experience). WILCAP is launching in the Summer 2026 term.
- March 3. New WIL policy and procedure were carried through Senate. The WIL policy and procedure (S2026-02 and S2026-02-01) will support aligning CapU to national standards while safeguarding university goals of developing quality WIL experiences in every academic program.
- February 19. Organized [Let's Talk WIL](#) for Partners at CapU Lonsdale campus. With a very high attendance rate, this successful event brought us 22 new partners. These are local organizations interested in engaging with our students in a variety of types of WIL experiences.
- March 7. Attended CapU Explore in Squamish. WIL has been promoting programs on all CapU campuses. We connect with businesses in Squamish and provide access, information and support to ensure any organization can partner with us and ask to work with our students through a "[one-stop-shop](#)" (which is connected to our CRM).
- March 26. CapU Annual WIL [Awards Ceremony](#). To wrap-up the month of WIL on a high note, we gathered to celebrate the outstanding achievements and dedication of faculty, students, and partners shared with us throughout the past year. This ceremony was unique thanks to our presenting sponsor, DoubleTree by Hilton North Vancouver, that has shown unparalleled support to the acknowledged students, two award winners and one honorable mention.



## TEACHING & LEARNING

- Eight faculty (representing each of the five faculties) were chosen to join the 2026–27 Faculty Cohort Program for CTE’s Certificate in University Teaching and Learning. This initiative started as a negotiated initiative between CapU and the Capilano Faculty Association, and the 2026–27 cohort is the third year of the program.
- CTE, in partnership with the Capilano Students’ Union, hosted a celebration for 20 faculty members who were nominated based on their adoption of open educational resources to minimize costs for students for learning materials. This event was made possible thanks to Lydia Watson, educational developer in CTE and instructor in the Faculty of Business & Professional Studies, who received a grant from BC Campus.

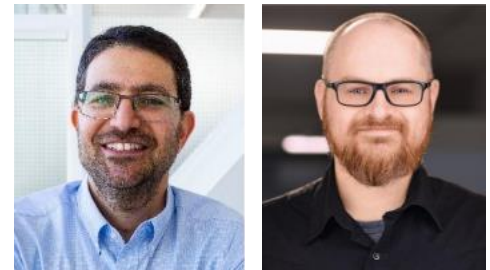
## CREATIVE ACTIVITY, RESEARCH AND SCHOLARSHIP & GRADUATE STUDIES

- Congratulations to the recipients of the CARS-SIA Section Release grant, supporting CARS activities and funding student research assistant salaries:

- **Andrew Stegemann (GCS):** *Shared Watersheds: Exploring Freshwater Health and the Wilderness Tourism Sector in British Columbia*
- **Bo Sun Kim (EHHD):** *The Pedagogist Project*
- **Sara El Rayess & Melissa Panjer (BPS):** *The Community Paralegal Clinic*
- **Nancy van Groll (EHHD) & Caroline Dingle (FAS):** *Communities of Co-Existence: Bear-Responsive Knowledge Mobilization*



- Congratulations to Mark Vaughan (Faculty of Arts & Sciences, CapU) *left* and Ido Hatam (Department of Biology, Langara College) *right* for their Building Bridges, CapU & Langara Community Connection grant award. This joint research partnership, supported by each institution’s NSERC Mobilize Research Grant, funds faculty release, student research assistants and project expenses. Their project, *Sustainable Production of Biofuels and Biomaterials from High-Salt Wood Waste*, collaborates with Domtar Inc., a North American forest products company.



# 3. Strategic Planning, Assessment & Institutional Effectiveness



# Strategic Planning, Assessment & Institutional Effectiveness

## INTEGRATED PLANNING

- Integrated planning submissions for fiscal year 2026–2027 were reviewed by all VP portfolios in support of deficit mitigation strategies. Revised versions were resubmitted, and a refined summary was prepared and posted. The integrated planning team is working on the timeline for the 2027–2028 planning cycle to be initiated shortly.

## ENVISIONING 2030

- *Envisioning 2030* (E2030) remains the university's highest-level strategic guiding document. The planning team continues to closely track deficit mitigation and integrated planning activities across the institution to ensure that the themes, goals and priorities outlined in E2030 inform both academic and non-academic decisions.

## STRATEGY, ANALYTICS & TRANSFORMATION

- The Institutional Research (IR) team continued to support university leadership and Strategic Enrolment Management (SEM) through the development of descriptive analytics (dashboards), predictive modelling and diagnostic reporting.
- A new strategic dashboard, Program-at-a-Glance, was developed to support the ongoing monitoring of academic programs. The dashboard provides day-to-day insight across key program performance indicators, including applications, registrations, enrolment, student retention and graduation outcomes. Developed in collaboration with CTE and academic initiatives & planning, this early version is being socialized, with feedback collection underway to inform future enhancements. In addition, IR deployed the Grade DFW dashboard, which offers insights into academic performance as an important indicator of student retention.
- A diagnostic report on low enrolled (less than 10) sections was produced to support a request from the SEM Executive Sub-Committee. The analysis provides a baseline of how many, and which sections have less than 10 registered students for the Fall 2025 and Spring 2026 terms.
- On the predictive modelling front, work continued on enhancing the SEM predictive model. Following its successful automation, the model was further developed into a user-friendly product. The previous notebook-based pipeline was refactored into a Python package, and development of a user interface is in progress. Once deployed, users can generate SEM forecasts with minimal manual effort. The system will automatically produce customizable Excel reports and dashboards to support analysis and decision making.

## INTERNATIONAL

- Spring is always an important term for our global study abroad program as the Europe and North America terms align more favourably. We have 16 students heading to the University of Hertfordshire, England, Vic University, Spain, VIA University College in Denmark, University of Applied Sciences and Arts Northwestern Switzerland, University of West Sydney, Australia, Hochschule de Medien in Stuttgart. Two faculty (one from ECCE and one from the School of Access & Academic Preparation at Tszil Learning Centre) and four students are also about to depart to our partner universities in Japan. We also received 12 students from Denmark, Austria, England, and Finland for this term. Currently, we have around 30 applications for students to head around the world in the upcoming fall exchange term.
- Registering new international students remains a challenge as we contend with significant market shifts and reduced program offerings. Summer terms have commonly been high enrolment periods for students studying in



associate degree programs but market demand for these has diminished significantly. We have gathered deposits from 124 students so far for the summer term, which is ahead of the SEM target, but registrations are fewer than our target due to visa processing delays and rejections. Fall applications are tracking reasonably well with 1049 to date. We have distributed 264 PALs to students that have made deposits for their programs. A detailed international student recruitment strategic plan has been developed for 2026–2029 and is in final stages of review.

- In efforts to provide exceptional support to international students, the RO, CIE and student success collaborated to enhance support to students who struggle academically. Team members from each department have gathered to review elements that have led to students being placed on probation and those that have been required to withdraw. Multiple efforts are in process to address related needs, including a series of workshops in January and February by the CIE international student transition team and RO academic advising providing help and support to international students and giving guidance to improve success in their studies.
- In an ongoing effort to build varied registration pathways to the university, progress was made on 2+2 articulations with foreign institutions. We are nearing finalization of articulations for business & environmental sciences with Adamas University in Kolkata, and in business & tourism studies with University of Economics HCMC. We hope to report finalization of these agreements in the next update.
- January to March is also a busy time for our recruiters as students make final decisions for study in the fall, our largest intake. Efforts have centred on high-touch engagement and localized outreach to strengthen our partner network. This includes participating in over 40 international recruitment events in India, Nepal, Mexico, Brazil, El Salvador, Vietnam, Indonesia, Thailand, Japan, Korea, the Philippines, China, Rwanda, Uganda, Kenya, Ghana, Nigeria, Germany and Sweden. We have conducted over 120 agent visits in these countries plus Pakistan, Bangladesh, Sri Lanka and the UK. To ensure agent readiness and program alignment, we conducted over 25 training sessions with agencies in these countries and more reaching well more than 150 agent counsellors to ensure that they are familiar with and encourage CapU's programs and services. Our extended and ongoing support includes the creation of over 20 new agent WhatsApp groups and weekly marketing updates amongst several other activities. Locally in Canada, CIE visited several international schools, including Bodwell High School and St. Lawrence School. We also participated in events organized by pathway partners such as ILSC and VGC International College to support international transfer enrolment.

## STUDENT SUCCESS

- CapU's first Accessibility Plan received unanimous approval from the Senior Leadership Council in February 2026. The plan is now being prepared for publication in an accessible, public-facing format, marking the transition into implementation. Leads have been identified to advance specific goals and actions, and an Accessibility Plan implementation launch is being organized to support this work. This next phase focuses on translating commitments into coordinated action and embedding accessibility as a shared institutional responsibility.

## STUDENT AFFAIRS

- During the reporting period, student affairs remained focused on responsive support and proactive education across campus. Our daily work centred on addressing concerns submitted through the YES program, guiding students through complex situations, and helping them navigate university systems.
- We continued to respond to disclosures of sexual violence using a trauma-informed approach, while ensuring fair and appropriate processes for students choosing to move from disclosure to formal reporting. Student affairs also managed a range of student conduct and instructor-related concerns, prioritizing restorative and educational approaches and conducting investigations when accountability measures were required.
- In addition to student-focused work, student affairs served as a key resource for employees across the university, offering consultation and support to teams managing challenging or sensitive situations.

## STUDENT LIFE

- Student life and the Centre for International Experience (CIE) collaborated to deliver a Valentine's Day event that engaged 86 students through a mix of interactive and engaging activities, focused on healthy relationships and sexual violence prevention. "Red Flag, Green Flag Court" invited students to respond to dating scenarios by identifying red, yellow or green flags and explaining their reasoning. "Speed Friendship" offered structured, timed conversations using guided prompts. Students reported wanting more time to engage with each partner and exchanged contact information to support the connections beyond the event. Students seeking a quieter experience participated at a canvas tote bag station, designing personalized tote bags.



- In collaboration with CIE and the BlueShore at CapU, student life continued our monthly film series with a screening of *Zootopia 2*, attended by 78 audience members, including children from the campus daycare. Popcorn and candy helped create a relaxed family-friendly atmosphere.

- Student life hosted two events to promote awareness and inclusive engagement on campus for Neurodiversity Celebration Week (March 17–24). The programming included the development of a self-guided workbook grounded in a neurodivergent perspective. Created by student life assistants Niko Williamson and Jordan Upright, the workbook supports students in identifying their strengths and exploring strategies for self-regulation and managing burnout. The workbook was distributed to students during a Wellness Wednesday session, where participants were invited to create their own stress balls for stress relief. Together, these events fostered a more inclusive campus environment, and the workbook will continue to be used by counselling in their work with students.

### Self-Regulation

Regulation isn't purely the idea of achieving a state of constant calm or eliminating stress. It's learning and understanding one's own system responses to being under-stimulated or over-stimulated and what steps can be done to recover to a regulated state.

Under Stimulated ← Regulated → Over Stimulated

Neurodivergent individuals experience a wider range of fluctuation between Understimulation & Overstimulation

| Regulation Strategies                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Understimulated                                                                                                                                                                                                                                                                                                               | Overstimulated                                                                                                                                                                                                                                                                                                                      |
| <ul style="list-style-type: none"> <li>• Weighted Blankets</li> <li>• Fidget Toys</li> <li>• Heavy Work</li> <li>• Exercise</li> <li>• Rhythmic Movement</li> <li>• Fast Paced Music</li> <li>• White Noise Machine</li> <li>• Tactile Stimulation</li> <li>• Eating Crunchy Food</li> <li>• Temperature / Flavour</li> </ul> | <ul style="list-style-type: none"> <li>• Noise Cancelling Headphones</li> <li>• Tinted Glasses</li> <li>• Reducing Light</li> <li>• Reducing Clutter</li> <li>• Fidget / Create a quiet area</li> <li>• Wear Comfortable Clothes</li> <li>• Carry Calming Scents</li> <li>• Favourite Lip Balm</li> <li>• Essential Oils</li> </ul> |

### What neurodivergent traits are you strengths?

Write out what neurodivergent traits are a strength to you

- Student life continued to organize Wellness Wednesdays each week with a range of student-led activities designed to support stress reduction and provide a relaxed midweek break. Niko Williamson, student life assistant, facilitated sessions featuring various crafts. Wellness Wednesdays were attended by 10–20 students on average.
- Student life piloted a new low-barrier, well-being learning series called *Craft Your Well-Being*, which invited students to participate in mini-workshops focused on well-being topics and to learn new tips, strategies and skills. During each workshop, students engaged in creative crafting activities to practice newly learned skills in a fun and expressive way. On February 26, the workshop topic was *Fostering Helpful Thinking*, and on March 24, the session focused on *Building Exam Resilience Through Self-Care*.

## ATHLETICS & RECREATION

- Men's and Women's volleyball and men's and women's basketball all competed in the PACWEST Championships. Women's volleyball earned silver, while women's and men's basketball earned bronze. Both tournaments were extremely competitive. The following Blues student-athletes were selected to the championship all-star teams:



- Sibby Bos, Women's Volleyball
- Nnya Mbaoma, Women's Volleyball



- Kyle Hinchey, Men's Volleyball
- PACWEST Conference awards were announced. Abbotsford, B.C. product, Luke Tiegen of men's volleyball, finished the season second in the conference in kills with 260. He finished seventh in both total blocks and total aces. Tiegen's 4.06 average total offence per set was fourth-best in the league. The 6-foot-9 outside hitter made an immediate impact, becoming a go-to option for the Blues setters.



- After turning in the best seasons of their respective careers, each in their fifth and final season of collegiate basketball, Maddy Coffin and Kash Lang were named CCAA All-Canadians. Coffin, North Vancouver native and graduate of Seycove Secondary, averaged a PACWEST-best 17.1 points per game while collecting 6.5 boards per contest. Lang, a 6-foot-4 guard and native of Lewiston, ID, averaged 19 points per game (fourth in the PACWEST). The captain started all 24 games and concluded with a PACWEST tournament all-star.



- Abby Betker, was rewarded for her outstanding season with the CCAA's top individual honour. Betker was named PACWEST Player of the Year, a CCAA All-Canadian, a First-Team Conference All-Star, and the league's Top Outside Hitter. The kinesiology student is the first student-athlete to take CCAA Player of the Year since 2018.

- Sue Soolsma, head coach women's volleyball, was honoured with CCAA Coach of the Year. Soolsma led the Blues to a 19–1 regular season record and a No. 1 CCAA national ranking. The win total established a new record for women's volleyball. The team also set a new mark for consecutive wins to start a season as they began the campaign 13–0.



- The Northshore Sports Hall of Fame recently had their annual awards evening at the Centennial Theatre. Members of Capilano Athletics, past and present, were recognized. Steve Millar, current head coach, men's soccer received the Coach of the Year for leading the Blues men's soccer team to a PACWEST CHAMPIONSHIPS. Joe Iacobellis, former Blues athletic director and men's soccer coach from 1977 to 1992, was inducted into the North Shore Sports Hall of Fame. Joe led his teams to CCAA National Championships in 1988, 1990 and 1991. His 1988 team's victory was the first CCAA title in any sport for the Blues. The native of East Vancouver and long-time resident of the North Shore took over as Blues athletic director in 1991 and served in that role until 2012. The Blues soccer programs, men's and women's, were each recognized with the CCAA Supremacy Award for the years 1974–1999, the first quarter-century of CCAA competition. The Blues soccer programs have combined for 11 CCAA national titles, all of which came during Iacobellis' time as a coach or athletic director. He was inducted into the 2024 Blues Hall of Fame.



- All five intramurals ran this session with great participation. The highlight was pickleball and soccer tournaments.
- This reporting period saw great attendance and involvement at mobility week, heart trivia, pink-shirt day, positive affirmation week and anatomy week. CapU Rec also collaborated with student life to offer a mindful forest walk and CIRCL mobility session during CapU Wellness Week.
- The Centre for Sport & Wellness weight room was busy with over 150 patrons a day visiting the space. Additional weight room equipment was added to the space this session. The step mill and kettlebells were well received with

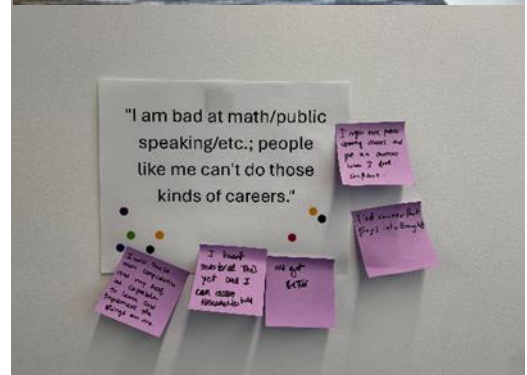
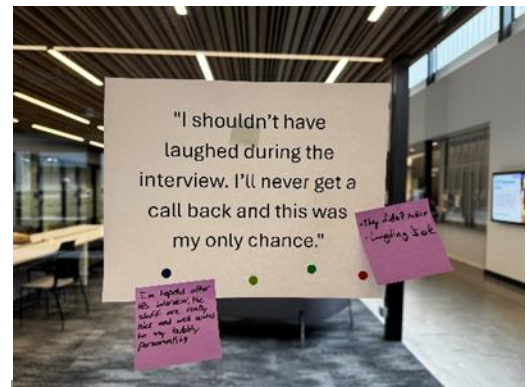
several patrons utilizing these pieces daily.

## CAREER DEVELOPMENT CENTRE

- CDC decided to combine two spring hiring fairs into one, called 'One Big Hiring Fair'. This reimagined fair, on March 12, 2026, welcomed 248 students and 23 employers from across Metro Vancouver. Employers such as Joey Restaurants, Discover Surrey, Capilano Group, Marriott International, Inventa, and Pacific National Exhibition, among others, created a space for recruitment, networking and professional development for students.



- Highlighting the importance of professional presentation and personal branding in the job search process, CDC welcomed HTP Photography during the hiring fair. Sixty-six students received professional portraits for their LinkedIn and online portfolios. CDC collaborated with TRESKA to host a networking workshop and supported the annual professional business etiquette workshop by Tim Ellison and hosted by faculty Christine Dodds.
- Since January 27, CDC delivered 27 workshops, including 17 in-class workshops delivered in collaboration with faculty from Business & Professional Studies, Global & Community Studies and Education, Health & Human Development. These workshops saw 331 students learn about salary negotiation, teamwork, resume and cover letter development and networking. The team continued collaboration with IEA, delivering regular bi-weekly drop-in hours at the Kéxwusm-áyakn Student Centre, as well as facilitating skills articulation and job search strategies workshops with CIE. During this time, career development advisors supported 121 career advising conversations, guiding students through various stages of their career development journey.
- Focusing on student wellness, CDC and counselling services hosted a guest speaker session on mental health & resilience in the workplace on March 26. This session introduced students to practical resilience tools and strategies that can be applied across different stages of their career journeys.
- Our student career ambassadors, Elle Pal, Keshav Makker, and Mia Antinori, with support from CDC, connected with 161 current students during in-class intro presentations, and our Out-and-About campaigns. We shared information about key services and support with new and returning students, highlighting the benefits of early engagement in students' professional development. Our 'One Big Hiring Fair' promotional initiatives saw the team engage with 26 different classes, actively sharing brief information about the department and the fair with close to 500 students. CDC continues to be active in engaging new and prospective students through close collaboration with recruitment. We participated in Explore CapU Squamish and Explore CapU Info Night in North Vancouver, connecting with over 38 prospective students.



## STUDENT HOUSING SERVICES

- Student housing services is preparing for a significant transition as we approach Summer 2026 and the opening of the university's first on-campus residence at the North Vancouver campus. The housing team is leading comprehensive operational planning in collaboration with facilities, DTS, campus security, finance, student services, food services, communications and recruitment. This cross-functional work is focused on ensuring operational



readiness, continuity of services and a seamless transition, with the residence fully operational from day one.

- Demand for the new residence is strong. For the Fall 2026/Spring 2027 academic term, we have received 430 applications for 360 available beds, a four per cent increase over the previous year. Applications are expected to continue rising through the summer, and full occupancy is anticipated for Fall 2026.
- As the Spring term concludes, residence life programming continues to support student engagement and well-being, with a shift toward initiatives helping students succeed during exams and final projects.
- Looking ahead to Summer 2026, the housing department is actively expanding external group bookings to maximize occupancy and revenue. Several bookings are confirmed, with additional groups in discussion. Confirmed group bookings alone represent a projected 23 per cent increase in summer revenue compared to Summer 2025, with further growth expected. Overall, summer group bookings have increased by 50 per cent year-over-year.
- Student housing services is well-positioned to enhance both the student experience and financial sustainability through the successful launch of the new residence and continued growth in external partnerships.



## FOOD SERVICES

- During this reporting period, the food services team continued to advance initiatives focused on student engagement, well-being and community connection.
- A key highlight was the spotlighting of a CapU alumnus through a featured campus activation with *Night Brew*, a locally founded coffee company. The vendor engaged with students and employees on campus, serving approximately 80 complimentary beverages and fostering a strong sense of community while showcasing alumni entrepreneurship.
- In support of student wellness, Chartwells participated in Bell Let's Talk Day, contributing to campus-wide efforts to raise awareness and encourage dialogue around mental health.
- Chartwells contributed approximately \$2,000 from its Student Experience Fund, supporting student-led events at the North Vancouver campus and providing refreshments to enhance accessibility and student experience.

## REGISTRAR'S OFFICE

### ACADEMIC ADVISING

- Academic advising is pleased to report the temporary appointment of Michelle Gervais as supervisor, academic advising. Over the next four months, she will draw on her extensive experience supporting students to further enhance service accessibility and strengthen our unit's proactive approach to student success.
- On Saturday, February 21, academic advising hosted an online course planning workshop for students admitted to the Summer 2026 term. The session covered common registration questions, program requirements, key dates and deadlines and strategies for academic success. As these workshops are often a newly admitted student's first point of contact with the university, post-session survey results indicate that participants feel better prepared for

registration and their academic journey after attending.

## RECRUITMENT & ADMISSIONS

- Domestic recruitment continues at full speed. Since the end of January, the team visited career life connections classes across Metro Vancouver, engaging with students in Grades 10, 11 and 12. This includes six presentations at Windsor Secondary, four at Tamanawis Secondary in Surrey, three at Princess Margaret Secondary in Surrey, three at MacNeill Secondary in Richmond, two at North Surrey Secondary and three at Fraser Academy in Vancouver. The team also completed independent visits at Argyle Secondary and Collingwood School.
- Recruitment launched a new conversion initiative called “Experience CapU Day.” In partnership with faculty from Sciences, Business and Psychology, newly admitted students signed up for fun, experiential and engaging classes to get a sense of what it’s like to be a CapU student and envision their future at the institution. Thank you to all faculty involved in making this initiative possible. The events were held from March 10–12.
- The team also hosted Explore CapU Spring on February 26, a smaller version of our Fall Open House. This event gave newly admitted and prospective students the opportunity to interact with program areas and support services through a mini fair, as well as attend presentations from housing and financial aid & awards. In total, 229 people attended the event. We also hosted Explore CapU Squamish Spring on March 7, with 46 attendees. Thank you to everyone involved who continues to support recruitment and showcase how amazing our community is!
- In partnership with the Faculty of Fine & Applied Arts, we hosted, for the first time, the Langley School District Fine and Applied Arts Day. We welcomed 85 students from Langley schools, along with four teachers/counsellors, all interested in exploring this field. All programs within the Faculty of Fine and Applied Arts were involved, and faculty members delivered an outstanding experience through engaging activities and presentations. Students left campus inspired and excited about CapU, and we have already received a request to host the event again in the fall. Thank you to our employees for making this such a memorable experience!
- Recruitment also participated in several events during this period. Our recruiters were present at the Vancouver International Mountain Film Festival in Squamish, alongside faculty from the Outdoor Filmmaking program, as well as at the Wheels n Reels event, also in Squamish. The team attended the Delta Career Fair and the North Vancouver School District Arts Career Showcase, in collaboration with several faculty. Once again, we thank everyone involved in these initiatives and for their continued support of recruitment!



## REGISTRATION & STUDENT INFORMATION SERVICES

- The student information services team responded to 2,000 telephone calls and 3,500 emails during the reporting period.

# 4. People, Culture & Diversity



# People, Culture & Diversity

## EMPLOYEE EXPERIENCE

- PCD facilitated joint training with the CFA for faculty on February 3 on the search hire process and March 3 on the reduction process.
- On January 29 and February 3, information sessions on the Employee and Family Assistance Program (EFAP) were facilitated. The sessions introduced participants to the full range of confidential support services available and provided an overview of how to access services and what to expect. One of the sessions was tailored for leaders, intended to provide insight into using EFAP resources to support employees during challenging times, as well as, using resources to help support themselves as they lead.
- Nicole Palacios, HR business partner abilities management, health & wellness, was a guest speaker for the RO on January 28 and philanthropy & alumni relations on March 12. Nicole presented on health and wellness initiatives and supports/accommodation process for employees.

## LABOUR RELATIONS

- Collective bargaining continues with the Capilano Faculty Association (CFA) to renew the 2022–2025 collective agreement under the Province’s Balanced Measures Mandate. General bargaining information and regular updates continue to be posted on the university’s [collective bargaining webpage](#).
- The University and CFA maintained ongoing engagement through scheduled bargaining sessions and Joint Standing Committee (JSC) meetings to support communications and address matters of mutual interest.
- The PCD team is supporting the university through workforce and operational changes associated with current budget mitigation efforts and the implementation of Enterprise Resource Planning (ERP) Workday system.

## TALENT ACQUISITION & COMPENSATION

- Provost & VP, Academic Search Process:
  - Held the second of two townhall candidate profile consultation meetings with Leaders International on January 28.
  - Profile consultation held with CFA executive on February 9.
  - Profile consultation held with Senate executive on February 18.
  - Profile consultation held with MoveUP executive on February 25.
  - Held first search committee meeting on March 5.
  - Applications are [open via Leaders International](#) until April 23.
  - Created a central source of information for all employees to refer back to on the intranet, *Frontlines*.
- Provided strong support to hiring managers across the organization this period. Our efforts focused on proactive sourcing, candidate engagement, and end-to-end hiring support for key roles. In total, we facilitated successful recruitment for:
  - 13 MoveUP positions
  - One faculty position
  - Two administrative positions



## DIVERSITY, EQUITY AND INCLUSION

- PCD members (manager, DEI; manager, talent acquisition; and HRBP, abilities management) attended the [NEUROinclusion Untapped Workplace Solutions](#) conference on February 5, supporting cross-functional learning on inclusive recruitment, workplace design and accommodations to inform ongoing neuroinclusive practices at CapU.
- Supported [Neurodiversity Celebration Week at CapU](#) (March 16–20), a student-led initiative, by amplifying institutional awareness through internal communications, encouraging employee engagement and reinforcing neuroinclusive practices aligned with broader DEI and accessibility priorities.
- Advanced planning for the [2026 Employee Service Awards](#) through a unified framework, with a focus on refining nomination processes, enhancing accessibility and clarity of criteria, and evolving the approach to recognition in alignment with employee experience, institutional priorities and sustainable resourcing.
- Consulted with the DEI Advisory Council on upcoming [Dimensions](#) work and 2026 DEI priorities, gathering input to inform direction, alignment with existing initiatives and implementation within CapU's context, with attention to capacity and integration across [ongoing DEI efforts](#).

## WORKDAY

- Successfully completed the implementation and testing of CleverAnt, an automation tool integrated into Workday as a mid-project add-on to the ERP initiative. This tool streamlines the calculation of union seniority and step increases for MoveUp and CFA employees—A complex process previously performed manually each pay period for MoveUP and once per academic term for CFA, which has various conditions across hours and sections worked, leaves taken, gaps in employment, etc. that impact the calculation.
- Concluded the transformation of PCD reports from legacy systems into Workday, rationalized requirements down to 43 Workday reports, a 70 per cent reduction from 145 legacy system reports, by consolidating redundant outputs and maximizing Workday-native reporting, materially reducing long-term development and maintenance overhead for PCD operations.
- PCD facilitated six online “Workday Fundamentals” sessions to over 190 employees, and one session in person for the employees of the Children’s Centre and Fulmer Family Centre for Childhood Studies. In these sessions, employees learned the basic navigation of the Workday system and how best to use it in their day-to-day activities.



# 5. Finance & Administration



# Finance & Administration

## FINANCIAL SERVICES

- Financial services was busy with fiscal year-end activities, preparations for the upcoming financial statement audit and Workday go-live readiness. The 2026/27 operating and capital budget was presented and approved at the February 24, 2026 board meeting.

## CORPORATE SERVICES

- The CCTV systems Request For Proposal (RFP) was completed with the contract awarded to CDW Canada. RFPs were posted for the watermain infrastructure project, options for space in the Squamish Campus Recreation complex, and a new Customer Relations Management (CRM) solution. Eleven vendor contracts were reviewed, five new CapU agreements developed and the master service agreement for janitorial services finalized. Thirty-two continuing standing orders were set up and 118 purchase orders were processed with a value of approximately \$7.8M.
- The bookstore ran a pop-up location at the CapU Squamish Open House on Saturday, March 7 with a selection of CapU branded merchandise and clothing available to employees, prospective students and their families.
- In January, Senior Leadership Council (SLC) approved the revisions to OP.608 Password Policy, and the Senate approved revisions to S2003-02 Repeated Courses Policy. New policy guidance was published on *Frontlines*.
- In February, the revised B.312 Risk Management Policy and B.600 Privacy and Access to Information Policy, Risk Report and Risk Criteria were approved by the Board of Governors. The updated B600.1. Personal Information Incident Management Procedure and B.600.2 Right to Request Correction Procedure came into force.
- In March, the Senate approved the new S2026-01-Work-Integrated-Learning-Policy and its supporting procedure and the revised S2017-02 Final Examinations Policy.
- Privacy & records management completed six initial privacy assessments and three freedom of information requests. The privacy impact assessment for the Workday ERP was also completed.



## FACILITIES SERVICES & CAMPUS PLANNING

- Campus planning & projects and facilities operations successfully completed the Birch Building chiller replacement project and the Bosa Centre for Film & Animation heat pump system upgrade. Both projects were delivered on time and within budget and serve to reduce the enterprise risk of spaces inadequately meeting the needs of students and employees.
- The operations team completed the Birch Building theatre tower roof replacement, the Birch Building cross-beams cladding project, and the tripping hazard elimination projects at the Willow Building patio and Cedar courtyard. We also successfully replaced the tankless water heaters in the Birch, Willow and Maple buildings.
- Safety & emergency services closed a Request for Proposal (RFP) for a new parking management company and worked with the new company to ensure a smooth transition. New signage was installed across the campus and pass holders ported to the new system.

## DIGITAL TECHNOLOGY SERVICES

- In collaboration with the registrar's office, the Centre for International Experience and student success, a request for proposal was issued to the vendor community to select a Customer Relationship Management (CRM) solution that will support admissions, improve prospect conversion and strengthen student retention across the university.



# 6. University Relations



# University Relations

In February, university relations merged its government relations function into communications, creating the new communications & government relations unit. As part of this transition, senior communications officer roles evolved into senior communications & government relations officer roles, and Linda Ong assumed the title of director, communications & government relations.

University relations is coordinating the installation of Capilano University's eighth president & vice-chancellor, Dr. Jason Dewling. The president's installation is scheduled for May 7, 2026 at the BlueShore Financial Centre for the Performing Arts, and the event will be livestreamed.

As Yuri Fulmer concludes his term as chancellor in May 2026, university relations supported the nomination process for the university's next chancellor. Under Section 11(1) of the University Act, the chancellor is appointed by the Board of Governors upon nomination by the alumni association and following consultation with Senate. On February 24, the Board approved the Chancellor Search Committee's recommended candidate. University relations will lead the public announcement in May and coordinate the installation of Capilano University's fifth chancellor on June 9, during the first 2026 Convocation ceremony.

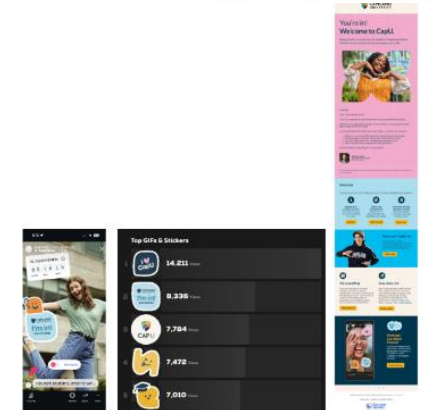
## COMMUNICATIONS & GOVERNMENT RELATIONS

- **Leadership communication:** The team advanced several strategic leadership communication priorities that support institutional alignment and engagement. This included implementing Phase 2 of the new president engagement plan, establishing communications to support the incoming chancellor and planning for the president's installation in May. The team also supported the university's commitment to transparency and community engagement by delivering communications for the quarterly integrated planning and budget update shared with the CapU community on March 12.
- **Social media recap:** CapU's social media presence continues to grow in this last quarter of the 2025–26 fiscal year (January–March):
  - LinkedIn: +1,483 new followers (increase of 35.6 per cent) | 308K impressions and 2,077 reactions
  - Facebook: +151 new followers (increase of 0.7 per cent) | 6.7M views and 8,071 interactions
  - Top performing content included:
    - New President Jason Dewling announcement
    - Jasper Fleming Olympic debut
    - Laureen Styles farewell message
    - Adler University and CapU announce pathway agreement to advance graduate education access
    - Grant from Government of BC for Rehab Assistant program
- **Media coverage about CapU during this period included:**
  - CapU welcomes Dr. Jason Dewling as its next president and vice-chancellor. [University Affairs](#) | [Academica Careers](#) | [Education News Canada](#) | [Mount Royal University media](#)
  - Capilano Universe presenter, choral leader and CapU instructor [Hussein Janmohamed in conversation with Margaret Gallagher, host of CBC Radio's North by Northwest](#), discussing the power of singing together.
  - CapU and the Squamish Public Library sign a memorandum of understanding that formalizes years of collaboration. [The Squamish Chief](#) | [Education News Canada](#) | [Academica Group's Top Ten](#) | [The Squamish Reporter](#)
- **Government relations training:** To support the integration of communications & government relations, the team participated in a half-day training session aimed at strengthening alignment and positioning our new senior communications & government relations officers—and director—for success in their expanded roles.
- **Federal pre-budget submission:** The communications & government relations team has begun preparing CapU's annual federal pre-budget submission. This process, open to all universities, provides an opportunity to advance CapU's priorities and position the institution within national funding and policy discussions.



## MARKETING & DIGITAL EXPERIENCE

- Marketing & Digital Experience (MDX) supported the wider university relations portfolio with planning, promotional materials and photography for key events and initiatives, including Explore CapU Spring events, Alumni Awards of Excellence and the new president announcement.
- The team added to the library of images representing programs, with fresh new photos and video b-roll for outdoor filmmaking, legal studies, engineering and music therapy.
- Updated brand materials now include elevator door wraps at North Vancouver and Squamish campuses.
- MDX supported recruitment efforts with a digital welcome package, which included invitations to register and engage through online forums and social media, including some new CapU branded stickers on Giphy!
- MDX concluded the annual domestic student recruitment campaign in March, delivering strong results through [digital](#) and out-of-home efforts, including increased website traffic, engagement and leads. The campaign delivered a 10 per cent increase in users to the [campaign landing page](#), a 178 per cent increase in landing page engagement time, and a 72 per cent increase in leads generated over last year's campaign. Leads were then nurtured through email efforts in collaboration with the domestic recruitment team.
- We said farewell to Miri Tsay, who left CapU after spending three years in MDX. As our digital media specialist, she supported marketing campaigns, built social media effectiveness and worked with many members of the CapU community, as well as external partners.



## PHILANTHROPY & ALUMNI RELATIONS

- In March, we welcomed Lucille Wang as the new manager, fundraising. Lucille brings over a decade of experience across higher education, healthcare and the nonprofit sector, with a strong track record in major gift fundraising, corporate partnerships, pipeline development and strategic, relationship-driven advancement. She has held past leadership roles at the University of British Columbia, Women in Leadership Foundation, the Chinese American Museum, and Vancouver General Hospital & UBC Hospital Foundation. We also said good-bye to Hazel Yeung, alumni relations officer, who had worked on the team for two years.
- The [Alumni Awards of Excellence](#) were held on March 4 at The Polygon Gallery with 106 people in attendance to celebrate and honour five outstanding award recipients.

- o The event was hosted by alumni Thomas Affolter, with alumni piano player and singer Nelson Boschman providing entertainment. The event was made possible thanks to our sponsors: TD Insurance, Neptune Terminals, DIALOG, North Shore News, Premium Perks App Partners Bell, All Purpose Realty and Evo.
- o The recipients were:
  - Open Award, presented by TD Insurance: [Farah Rattansi](#)
  - Expressive Award: [Gordon Inglis](#)
  - Dedicated Award, presented by Neptune Terminals: [Himikalas Pam Baker](#)
  - Relevant Award: [Tom McPherson](#)
  - Enterprising Award: [Alison Taylor](#)
- The CapU Alumni Association held its annual planning day on February 1 to set goals for the upcoming year. To continue to build its alumni network and increase awareness of alumni benefits, the team hosted a table at new student orientation on January 5, RISE on March 2 and Explore CapU in Squamish on March 7. We continue to expand our CapU Alumni Perks App offerings, welcoming All Purpose Realty as a new Premium Perks App partner.
- The Association of Women in Finance generously made a pledge of \$17,500 to fund a [new Association of Women in Finance Award](#) to support students who identify as women and are enrolled full-time in the Bachelor of Business Administration Degree program, with a concentration in accounting or financial planning. Klei Entertainment donated \$20,000 to renew funding for the Klei Entertainment Animation Scholarship in support of 2D and 3D animation students who demonstrate academic excellence. As an Affinity Partner, TD Insurance's sponsorship provided CapU \$38,643 from alumni purchases of TD Home & Auto, Life & Health, Travel and Small Business Insurance.
- CapU's annual Work-Integrated Learning (WIL) Awards ceremony was held on March 26 with support from DoubleTree by Hilton North Vancouver as a Presenting Sponsor. Zack Bhatia and Aliya Bhatia presented three awards to CapU students who went above and beyond during their WIL experiences and a networking lunch followed.

## UNIVERSITY EVENTS & CEREMONIES

- On February 26, the university events team supported [Explore Information Night](#), a recruitment event introducing prospective students and their families to Capilano University programs and services. Led by Vanessa Massi Campanolo, the team coordinated the event layout, logistics planning, and on-site setup to create a welcoming and well-organized experience. More than 200 prospective students attended, engaging with employees and current students while learning about academic pathways and campus life.
- On March 4, the university events team facilitated the Alumni Awards of Excellence, a celebratory evening recognizing the achievements and contributions of outstanding Capilano University alumni. The team coordinated the venue, logistics, staging and décor to create a memorable experience for award recipients and guests. Careful stage management ensured a seamless program that highlighted the inspiring accomplishments of alumni across a range of industries and communities.
- In March, Student Events Assistant Karina Escobar concluded her one-year term, having supported event set-up, logistics and on-site operations at various CapU events. The team extends its thanks as she prepares to graduate in May.

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