2025-30 Strategic Mandate Agreement (SMA4) - Final

ONTARIO TECH UNIVERSITY
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Ministry of Colleges, Universities, Research Excellence and Security

June 2025

Contents

SMA4 Technical Appendices

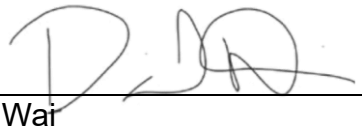
Signed Between

Ontario Tech University

and

Ministry of Colleges, Universities, Research Excellence and Security

Signed for and on behalf of the Ministry of Colleges, Universities, Research Excellence and Security by:



David Wai
Deputy Minister

July 2, 2025
Date

Signed for and on behalf of Ontario Tech University by:

Dr. Steven Murphy
President & Vice-Chancellor

June 26, 2025
Date

Appendix 1. Enrolment Corridor Adjustments

Corridor Ceiling: The ceiling will remain at 3% above the corridor midpoint and will be held constant for Ontario Tech University at 19,054.77 WGUs throughout the SMA4 cycle.

Corridor Floor: The corridor floor for SMA4 Year 1 (2025-26) will be lowered by institution's historical 5-year average STEM enrolment[1] lagged by one year and will be set for Ontario Tech University at 6,271.09 WGUs. In SMA4 Year 2 (2026-27), the corridor floor will be lowered by an updated rolling average of STEM enrolment [2] if the institution submits a domestic enrolment target and meets this target.

The corridor floor will revert to the SMA3 level in SMA4 Year 3 (2027-28) to Year 5 (2029-30).

Ontario Tech University	SMA3 2024-25	SMA4 2025-26	2026-27	2027-28	2028-29	2029-30
Corridor Ceiling	18,872.88	19,054.77	19,054.77	19,054.77	19,054.77	19,054.77
Corridor Midpoint	18,323.18	18,499.78	18,499.78	18,499.78	18,499.78	18,499.78
Corridor Floor	17,773.48	6,271.09	TBD	17,773.48	17,773.48	17,773.48
Enrolment Target (Headcount)		9,550				

Note: Institutions that do not establish domestic enrolment targets will not see their corridor floor adjusted in Year 2 (2026-27), reverting to the SMA3 corridor floor

The ministry will review the corridor and performance-based funding model prior to SMA4 Year 3 (2027-28) which may result in changes to the corridor midpoint level in 2027-28. If no changes are communicated as part of that review, the corridor midpoint, ceiling and floor will be extended through to 2029-30 as outlined above.

[1] For SMA4 Year 1 (2025-26) the relevant years for the Corridor STEM adjustment will be 2019-20 to 2023-24.
[2] For SMA4 Year 2 (2026-27) STEM enrolment rolling average will be based on 2020-21 to 2024-25.

Appendix 2. Performance-Based Funding and SMA4 Metrics

Performance-Based Funding in SMA4 is provided based on targets set for eight metrics in two priority areas:

- Student and Graduate Outcomes: 1) Graduate Employment Rate in a Related Field; 2) Graduation Rate; 3) Graduate Employment Earnings; and 4) Experiential Learning
- Community and Economic Outcomes: 5) Community/Local Impact; 6) Institutional Strength/Focus; 7) Investment and Innovation-Related; and 8) Institution-Specific.

These metrics are largely consistent with those used in SMA3, ensuring stability and predictability. They are also broad enough to recognize institutions' individual strengths and distinct mandates, as well as the role institutions play in their local communities and economies. Narratives below are intended to describe how the institution's activities and initiatives support metric performance.

Appendix 3a. Institutional Profile

The ministry recognizes the importance of supporting a differentiated system and building on institutional strengths to enhance efficiencies in the postsecondary education sector.

The Institutional Profile is intended to describe how an institution's mission and strategic goals support the priority areas of the Ontario government, as identified in this agreement.

Ontario Tech is a young, innovative, and top-ranked research institution offering programs rooted in STEM, professional, or technology-based disciplines. As a regional university, Ontario Tech embraces its role in driving economic growth and strengthening the social fabric of the Durham Region, Northumberland County, and eastern GTA. Through strong partnerships with other post-secondary institutions, local governments (such as Durham Region and the City of Oshawa), and industry leaders (including OPG, IBM, and Lakeridge Health), Ontario Tech remains committed to meeting the evolving needs of both the region and the province.

Ontario Tech's Mission, as outlined in our 2023-2028 Integrated Academic-Research Plan (IARP), is to equip future leaders to solve complex problems. We are guided by four strategic priorities:

- Tech with a conscience: Innovation, impact and the social and ethical implications of technology.
- Learning re-imagined: Learner-centred educational options.
- Creating a sticky campus: An inclusive place to make lasting connections.
- Partnerships: Meaningful connections with our local and global communities.

The vast majority of our academic programs and research efforts are STEM-focused. We aspire to become a leader in all facets of AI research and its real-world applications. Aligned with provincial priorities to expand STEM education and careers, Ontario Tech looks forward to partnering with and receiving support from MCURES to strengthen our operating and capital capacities. The funding formula review provides an important opportunity to engage with the Ministry on key funding issues in the sector. Ontario Tech views this as a critical moment to strengthen support for STEM programming and institutional growth while maintaining high standards of quality, and review STEM program classifications. With a unique program mix and a continued position as a leading institution in delivering high-quality, in-demand STEM programs, Ontario Tech is well-positioned to expand and be recognized for its impact. In Ontario Tech's view, a particular focus will be on ensuring that our institution's aspirations and need for growth to serve students and expand programs that are not adequately reflected within the current midpoint funding framework.

Ontario Tech offers a board range of undergraduate and graduate programs across STEM fields. Our **science** programs include Biology, Chemistry, Computer Science, Forensic Science, Health Physics and Radiation Science, Materials Science, Medical Laboratory Science, Modelling and Computational Science, Neuroscience, and Physics. In **technology**, we offer programs in Business Analytics and AI, Game Development and Interactive Media, Information Technology Security, Networking and IT, and Technology Management. Our **engineering** programs span Automotive, Electrical, Energy, Industrial, Manufacturing, Mechanical, Mechatronics, Nuclear, and Software Engineering. In **mathematics**, we offer degrees in Integrated Mathematics and Computer Science, Financial Data Analytics, and Mathematics for Science and Industry. We also offer a range of graduate diplomas, with a strong focus on Nuclear Technology and Design.

Currently, we are introducing **new undergraduate and graduate programs and specializations** in Artificial Intelligence; Cybersecurity; Biomedical, Civil, and Railway Engineering; Sustainability; and the Sociology of Technology and Innovation.

We are expanding the breadth of our STEM co-op offerings and increasing **experiential learning** opportunities across all disciplines. To support this, we are actively leveraging existing public and private partnerships in nuclear, energy, advanced manufacturing, wastewater testing, robotics, and electrical power systems, while also pursuing new collaborations.

Our growing portfolio of **certificates, diplomas** and **microcredentials** - including in areas such as AI, cybersecurity, data science, sustainable engineering- is designed to meet the evolving post-graduation training needs of industry professionals. These offerings provide greater choice in high-demand fields and offer flexible reskilling opportunities for working professionals.

In response to the evolving tech-driven economy, our non-STEM programs have consistently integrated emerging technologies and platforms into their curricula. Our programs in business, education, healthcare, and social science incorporate tools like data analytics and visualization, digital marketing, simulation, and health informatics. This ensures that all our programs - STEM and non-STEM alike – are aligned with labour market demands and equip students with the technological competencies essential for the workforce of today and tomorrow.

Appendix 3b. Metric Narratives

Student and Graduate Outcomes

Metric Name: Graduate Employment Rate in a Related Field

Metric Definition: Proportion of domestic graduates employed full-time in jobs related to skills acquired in their program of study, two years after graduation
Data Source: Ontario University Graduate Survey (OUGS)
Narrative
The majority of Ontario Tech's degree programs are in high-demand STEM fields – such as Engineering, Nuclear Engineering, Computer Science, Information Technology, and Science - or in professionally focused disciplines like Nursing, Education, and Forensic Psychology. Our graduates are highly sought after for their technological fluency and readiness to lead in both emerging digital sectors – such as artificial intelligence, autonomous systems, digital service delivery, intelligent manufacturing, cybersecurity, digital information systems, forensic science, and criminology) - and traditional professional fields including accounting, engineering, medical laboratory sciences, nursing, and teaching. We place strong emphasis on preparing students for meaningful careers and have recently expanded centralized support in co-operative education and experiential learning. Students have access to work placement resources, career advising, employer networking events, job fairs, and industry-specific workshops. These services, combined with strong industry partnerships and placements opportunities, provide our students with the chance to gain valuable work-related experience and build the professional skills, networks, and confidence needed to transition successfully into the workforce. Ontario Tech's program development and review processes are grounded in labour market relevance. For all new programs **and** program modifications, faculties must identify at least three potential career pathways for graduates – drawing from sources such as the Ontario Job Futures and Government of Canada Labour Market Trends websites – and demonstrate alignment with local workforce needs using data from the Durham Workforce Authority. Similarly, several of our disciplines have program advisory committees, composed of industry and community partners, who are regularly consulted to ensure our offerings remain responsive and relevant. Partnerships with the Oshawa Chamber of Commerce and Durham Region further support recruitment, networking, and applied research collaboration with local organizations. Our strong ties with industry - many of which originate through research connections - give us deep insight into emerging trends and help guide programming that meets both current and future labour market demands.

Metric Name: Graduation Rate

Metric Definition: Proportion of domestic and international students who graduated within a certain period of time

Data Source: University Statistical Enrolment Report (USER)

Narrative

As an access institution, student retention and success have been longstanding priorities at Ontario Tech. A majority of our students are first generation university students, newcomers to Canadians, commuters, and/or individuals requiring financial assistance. These students often need enhanced academic, financial, vocational, and personal support, particularly in the math and science competencies essential for success in STEM programs.

To address these needs, Ontario Tech is continually advancing innovative supports. Most recently, we secured external funding to implement an automated early-alert system - building on our internally developed machine learning model - to identify students at risk of not continuing. This early identification enables timely intervention and connection to appropriate academic and personal resources. This system complements a broad range of student support initiatives already in place, including MyStart, the LEAP (Learner Engagement for Academic Purpose) program, student mentorship, dedicated study halls, first-year experience and orientation programs, and robust mental health and accessibility services.

While our overall number of graduating students continues to grow (e.g., 4.2% increase from 2023 to 2024), continuous improvement in this area remains an ongoing challenge due to the complex barriers many of our students face and the rigorous standards of our academic programs. We closely monitor year-over-year retention data to evaluate the impact and effectiveness of our student success programs. We've seen an improvement in the Year 1 to 2 retention rates where, for the past four years, we have exceeded our internal benchmarks. Similarly, we've seen marked improvement in our year 2 to 3 retention rates over the same period. Despite these positive trends, it is imperative that we remain cognizant of the many factors impeding our students' paths to graduation, and/or contributing to longer times to graduation. We remain deeply committed to student success and look forward to MCURES support as we continue to invest in data-informed, inclusive, and responsive strategies that support student persistence, graduation, and long-term achievement.

Metric Name: Graduate Employment Earnings

Metric Definition: Median employment earnings of domestic graduates, two years after graduation

Data Source: T1 Family File tax data and Postsecondary Student Information System (PSIS) (linked via Statistics Canada's Education and Labour Market Longitudinal Platform (ELMLP))

Narrative

Ontario Tech graduates consistently achieve strong employment outcome and competitive earnings. As reported in SMA3, median employment earnings two years after graduation have increased steadily over the past four years – demonstrating the tangible value and market relevance of an Ontario Tech degree. This upward trend reflects the strong demand of our graduates and the real-world relevance of their skills.

Our graduate employment rates remain strong, ranging from 88% to 93% within two years of graduation. These outcomes reflect the strength of our academic programs in preparing our students for successful careers in highly skilled, technologically intensive, and professionally regulated fields. Graduates are pursuing careers that offer strong earning potential in sectors such as engineering, nuclear engineering, nursing, teaching, medical laboratory science, and in growing areas like cybersecurity, clean energy, gaming, sustainability, and digital communications.

Experiential learning is a cornerstone of our academic model. Through co-ops, internships, research placements, and applied projects, students gain direct exposure to their industries, enhancing their career readiness and boosting their long-term earning potential. This real- world exposure, paired with strong technical competencies, ensures our graduates are resilient and adaptive in today's technology-driven labour market.

Ontario Tech also plays a vital role in regional workforce development. A majority of our students come from the Durham Region and Northumberland County (41%), and the eastern GTA (22%). By educating students close to home, we help strengthen local economies and create a talent pipeline that aligns with our community's social and industrial needs. Our comprehensive college-to-university transfer pathways and articulation agreements expand access to university-level education and improve graduates' long-term career prospects and earning potential.

Whether entering the workforce directly after undergrad, pursuing graduate studies, or launch their own ventures, Ontario Tech is committed to producing graduates who contribute meaningfully to Ontario's evolving economy – not only through their earnings and spending power, but through their leadership expertise, and lifelong career resilience.

Metric Name: Experiential Learning

Metric Definition: Proportion of domestic students who had experiential learning/work-integrated learning opportunities as part of their program of study

Data Source: Institutional Data

Narrative

Ontario Tech is committed to ensuring students benefit from meaningful experiential and work-integrated learning opportunities throughout their academic programs. These experiences are embedded in our program design, and supported by strong, diverse partnerships with industry, government, and community organizations.

Our co-operative education and internship programs allow undergraduate students to complete a minimum of three 4-month work terms with local, national, and international employers, including OPG, HydroOne, IBM, Honda, CIBC, GM Canada, the Canada Revenue Agency, Magna, and the Canadian Nuclear Safety Commission. These placements offer valuable hands-on experience and early exposure to professional work environments.

As part of Ontario Tech's commitment and focus on experiential learning, in 2023 the university established the Office of Co-operative Education, Experiential Learning, and Career Development (CEELCD), and hired its first Executive Director. This unit supports the expansion of co-op, internship, practicum, and clinical placement opportunities across all faculties, ensuring every program includes discipline-relevant labour market experiences.

Ontario Tech is proud of the scope of our industry partnerships, which help shape in-demand programs, provide student placements, and foster research collaborations. We actively collaborate with industry to design and deliver high-impact learning experiences. Notable examples include:

- the Canadian Nuclear Laboratories' immersive graduate student experience that offers insight into nuclear research and career pathways.
- The joint work of Alstom and Ontario Tech engineering faculty to develop Canada's first Railway Engineering program in support of sustainable transportation innovation including electrification and decarbonization.
- The Royal Bank of Canada Student Enrichment Program which connects students with industry leaders in construction and energy (e.g., Aecon, Elexicon, CNL, Westinghouse, AtkinsRealis) to raise sector awareness and support networking and recruitment.
- Our longstanding partnership with Lakeridge Health to create new innovations in healthcare, including leveraging AI in addressing regional healthcare needs.

These types of collaborations, along with expanded experiential learning infrastructure and a focus on real-world application, reflect Ontario Tech's commitment to preparing graduates with the technical skills, workplace experience, and professional networks required to thrive in today's innovation-driven economy.

Community and Economic Outcomes

Metric Name: Institutional Strength/Focus

Metric Definition: Proportion of domestic enrolment in an institution's self-identified program area(s) of strength to the total institutional domestic enrolment
Area of Strength to be added by institution
Data Source: University Statistical Enrolment Report (USER)
Narrative
Ontario Tech is a young, innovative, and top-ranked research institution, distinguished by our strong focus on STEM and technology-enabled programs. Our strength lies in our founding commitment to embedding technology across all disciplines and preparing graduates for the demands of an increasingly digital and innovation-driven workforce. As a STEM-designated institution, we are recognized for our academic strengths in Engineering (Automotive, Electrical, Mechanical, Nuclear, Software), Computer Science, Information Systems, Networking, and Cybersecurity. Our research excellence – spanning clean and renewable energy, autonomous systems, AI and machine learning, and the use of big data to improve human health and social outcomes – reinforces our academic and economic relevance. Ontario Tech continues to experience growing demand for our programs. The university recently saw a 73% increase in applications, as well as year-over-year growth in FTE enrolment, driven by the high demand for our STEM, Nursing, Health, Education and professional programs. This strong interest reflects the alignment between our program offerings and current labour market needs, along with our emphasis on experiential learning and research engagement opportunities. As of 2023, more than half (54%) of our enrolment was in provincially-indicated STEM programs. Throughout this SMA period, we plan to expand our work-integrated learning opportunities and launch new STEM-focused undergraduate and graduate programs and specializations. These include emerging areas such as Artificial Intelligence, Biomedical, Civil, and Railway Engineering, Sustainability, and the Sociology of Technology and Innovation. The reputation of our high-quality, career-oriented programs, and innovative research continues to rise. We were ranked #1 for reputation in the 2025 MacLean's University Rankings (Primarily Undergraduate category), as well as the top small research university by Research Infosource (2023) (undergraduate universities category) and third in Ontario for Engineering programs by U.S. News and World Report (2023). With continued investment and government support, we are confident that Ontario Tech will further advance its role as a leading STEM institution and meet the evolving needs of the regional and provincial economy.

Metric Name: Community/Local Impact

Metric Definition: Proportion of domestic enrolment in the population of the city (cities)/town(s) in which the institution is located
Data Source: University Statistical Enrolment Report (USER)
Narrative
Ontario Tech plays a vital role in the social, economic, and cultural fabric of the City of Oshawa, and the Durham Region. With two locations – one embedded in downtown Oshawa and the other in the city's growing north end – the university is uniquely positioned to support the community's evolving needs. With more than 12,400 students and over 2,000 employees, Ontario Tech is a major contributor to the region's economic vitality and to Oshawa's ongoing revitalization and growth. Through academic programming, employment, entrepreneurship, and strategic partnerships, Ontario Tech contributes directly to the advancement of local municipalities, aligning closely with their evolving priorities and workforce needs. Oshawa (Population: 185,692) is increasingly recognized as a hub for innovation and business growth. The university supports this momentum through industry-aligned education and upskilling programs, research partnerships, and by fostering entrepreneurial ventures. In the World Population Review, Oshawa was cited as an ideal location for startups and tech businesses and is expected to continue experiencing strong population growth. Ontario Tech's applied research expertise and responsive programming – particularly in the technology, automotive, energy, and health care sectors – aligns with the city's industry and community needs. Ontario Tech's connection to the community extends well beyond the classroom. Our faculty, staff, and students are deeply engaged in both local urban and rural communities – leading and supporting local initiatives and program. These include science fairs, robotics and entrepreneurship competitions, environmental cleanups, children's camps, Powwows, and charitable initiatives. Longstanding partnerships with organizations such as the Durham Regional Police Service, Northumberland Business and Entrepreneurship Centre, Ontario Shores Centre for Mental Health, Alzheimer's Society Durham Region, and Lakeridge Health, drive innovative, community-focused research and outreach. Through the City of Oshawa's TeachingCity Idea Lab, Ontario Tech students work directly with municipal staff to co-design solutions to complex issues such as homelessness, addictions, and elder care – further embedding Ontario Tech as a committed partner in the region's well-being, vitality, and resilience.

Metric Name: Investment and Innovation Related - Research Revenue Attracted from Private Sources

Metric Definition: Total research revenue attracted from private sector and not-for-profit sources

Data Source: Council of Ontario Finance Officers (COFO) Financial Report, Table 11, column H - Donations, Non-Government Grants and Contracts

Narrative

Ontario Tech continues to strengthen and expand its partnerships with government, industry, and non-profit sectors across Durham Region, Northumberland County and beyond. With a distinct focus on STEM-based research and innovation, the university has become a sought-after collaborator for private and not-for-profit organizations in fields such as energy, automotive, artificial intelligence, information technology, advanced manufacturing, and data visualization. Our enterprise and corporate partners range in size and scope – from startups to multinational corporations – including Toyota, Honda, Magna, IBM, OPG, Bruce Power, Siemens, AECON, Westinghouse, Elexicon Energy, GE-Hitachi, AtkinsRéalis, Canadian Nuclear Laboratories, Lakeridge Health, Ontario Shores, and Protexxa.

Through strategic investments, including over 70 specialized laboratories, Ontario Tech has developed the infrastructure to attract, sustain, and grow cutting-edge research. These state-of-the-art facilities enable the university to attract significant private-sector revenue by supporting applied research that delivers tangible benefits to both industry and society. As a reflection of this momentum in research investments, Research Infosource ranked Ontario Tech Canada's top research university (primarily undergraduate category) for two consecutive years, and among the top three since 2021.

Our flagship facility, the 16,300 m^2 Automotive Centre of Excellence (ACE), is a revenue-generating innovation hub where industry leaders, researchers, and students collaborate to design, test, and validate new technologies for market. With a globally unique moving ground plane installed in 2020, ACE severed as a build partner for Project Arrow – the first all-Canadian electric concept vehicle. Led by the Automotive Parts Manufacturer's Association (APMA), this landmark initiative involved 56 industry partners and support from the Ontario Centre of Innovation and FedDev Ontario. Project Arrow also provided unique experiential learning opportunities for dozens of Ontario Tech students.

Complementing ACE is the 9,290 m^2 Energy Systems and Nuclear Science Research Centre (ERC), which houses nine specialized laboratories supporting industry-aligned research in sustainable energy technologies including nuclear, geothermal, hydraulic, hydrogen, natural gas, solar, and wind – further reinforcing Ontario Tech's role as a driver of innovation and economic impact.

Metric Name: Institution-Specific - Number of assessment-based student work-related placements in Durham/ Northumberland Region

Metric Definition: The number of assessment-based student work-related placements in Durham/ Northumberland Region (limited to those placements where a payment is received either to the student, the institution, or in-kind (i.e. co-ops, internships, consulting teams, teaching/ research assistants)
Data Source: Institutional Experiential Learning Database
Narrative
Ontario Tech plays a central role in supporting the economic development and talent needs of Oshawa, Durham Region (Pop. 753,090), Northumberland County (Pop. 95,826), and the eastern GTA. With postsecondary education - encompassing universities, colleges, and professional schools - being the largest sector driving employment in Oshawa, Ontario Tech is a major contributor to regional prosperity – providing education, employment, and real-world learning opportunities that strengthen the local economy. Through the newly established Office of Co-operative Education, Experiential Learning, and Career Development (CEELCD), Ontario Tech is expanding paid, program-related experiential learning opportunities across the region. This includes growing the breadth and scope of co-op placements and internships, while continuing to support practicum opportunities and clinical placements for future teachers and nurses. These opportunities not only give students practical, paid work experience, but also respond directly to the workforce needs of local employers in sectors like health care, education, energy, AI, information technology, and advanced manufacturing. Ontario Tech's commitment to "educate for the region" reflects our founding mission to deliver career-focused programs that are innovative and responsive to both student interests and industry demands. By embedding students within organizations and companies across Durham and Northumberland, we are helping develop local talent pipelines while bringing fresh, tech-enabled perspectives into the workplace. Currently, 75% of Ontario Tech graduates complete at least one experiential learning opportunity during their undergraduate program. Year-over- year, participation in co-op work placements and internships continues to rise, particularly among students from the Faculties of Science, and Engineering and Applied Science. Many students gain experience with important regional employers such as Ontario Power Generation (OPG) and its suppliers, while others work with start-ups, small-to-medium sized enterprises (SMEs), and municipal governments. These paid placements provide critical workforce exposure and skill development, while also supporting the innovative goals of regional partners across both the public and private sectors. In alignment with our research strengths and industry partnerships, Ontario Tech is committed to deepening these experiential pathways – ensuring our students

graduate with relevant experience while fueling economic and technological advancement across our community and region.

Appendix 4. STEM Accountabilities

Projections of Domestic STEM Enrolment

Below is Ontario Tech University's projection of domestic STEM enrolment over the SMA4 period as of June 10, 2025.

Ontario Tech University	STEM Enrolment (Domestic Full-time Equivalent)					
	Preliminary	Projections				
	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
STEM	5,351	5,375	5,425	5,475	5,500	5,525

Ontario Tech University will strive to meet or exceed STEM enrolment as projected above.

Corridor Recoveries One-time Suspension (if applicable)

For 2024-25, the ministry will suspend funding corridor recoveries for institutions that have fallen below their corridor floor. The funding is intended to be used to retain this level of STEM enrolment.

Accountability Requirements for Additional STEM WGUs

To ensure accountability for STEM funding, the ministry will monitor annually institutional data on STEM enrolment, number of STEM programs and STEM program graduate outcomes. The depth of report-backs required will be calibrated based on the amount of STEM funding received. Universities receiving less than $500,000 can provide higher-level report backs and may omit other elements identified below.

Ontario Tech University will be asked to review and add to data populated by the ministry through the SMA4 annual evaluation process, provide a narrative explanation of key trends related to STEM enrolments, programs, and labour market demand and attest on working with the ministry to develop and report on commercialization metrics through the SMA4 Annual Evaluation Process.

Institutional Data and Outcomes

To be populated by the Ministry

- STEM enrolment (count in FTEs and share of total)
- STEM programs (count and share of total)
- Employment Earnings of STEM domestic graduates two years after graduation
- Graduation Rate of STEM domestic graduates
- Graduate Employment Rate of STEM domestic graduates (two years after graduation)

To be populated by the University

- Experiential Learning in STEM programs

Narrative

Institutions will include an annual narrative with an explanation of how STEM funding supports the continued delivery or enhancement of STEM programs at the institution, such as maintaining enrolment and program offerings or providing more experiential learning (EL) opportunities. The narrative will include the following elements:

- The list and breakdown of the use of funds by expenditure categories to support STEM program costs: salaries and wages, student services, program delivery, equipment / supplies, communications, and technology / IT services. Unused funds that were not used to support STEM costs in these areas may be recovered by the ministry in the following year.
- If STEM enrolment is less than projected in a given SMA4 year or there is a reduction in STEM programming, the institution must provide an explanation and outline its plan to rebuild STEM enrolments.

Required only if allocation is above $500,000:

- Supporting information on STEM faculty/staff and STEM cost per student:
    - For example, STEM faculty and staff: number and share to total of full-time faculty and administrative staff in STEM program departments.
    - STEM program cost per student[3]: estimate of total, direct and indirect, costs per student to deliver STEM programs at the institution.

Attestation Related to Commercialization Metrics

Since 2023-24, the ministry has been requiring institutions to submit qualitative annual commercialization plans (ACPs) outlining their activities. Starting in 2025-26, reporting will shift to include a standard set of quantitative IP and commercialization metrics. To align the work being done on ACP system performance metrics with SMA4, encourage sector adoption of commercialization metrics and drive overall improvements for Commercialization and STEM programs, Ontario Tech University will commit annually to:

- **SMA4 Year 1 (2025-26) and Year 2 (2026-27):** Engaging with the ministry, as called upon, to refine the ACP metrics and streamlining the list of commercialization metrics to a shortlist of common sector metrics that may be appropriate for inclusion as a performance-based funding in a future SMA cycle. Institutions will also attest to submitting their ACPs, meeting the expectation of the ministry for information and data requests and working to resolve data collection issues.

[3] Direct costs include at minimum instructional costs related to salaries, wages and benefits (for both academic and support staff such as lab technicians or teaching assistants) and other direct costs as deemed necessary (e.g., materials and supplies; furniture and equipment purchases). Indirect costs include the costs of space, student services, administration and other campus-wide costs. Methodology details will be confirmed during the SMA4 Annual Evaluation Process in further consultation with the sector.

- **Remaining years of SMA4:** Attesting to reporting the agreed-upon commercialization metric(s) annually through the ACP.

Note that commercialization metrics will not be linked to funding in SMA4, unless an institution has chosen a commercialization metric as one of its 8 metrics tied to performance-based funding.

Failure to report on the STEM accountabilities elements as described above, may trigger a recovery of STEM funding by the ministry in the fiscal year following the Annual Evaluation process.

Appendix 5. Key Data Reporting and Attestations

For the duration of SMA4, five per cent of an institution's total operating grant will be linked to accountabilities and if any one element of the accountability requirements is not met, five per cent of total operating funding will be deducted. This deduction will operate on a slip-year such that if accountabilities are not met in 2025-26, for example, the funding reduction will take place in 2026-27.

This five per cent excludes time-limited funding and will be assessed annually as part of SMA4.

Data Reporting

Ontario Tech University will submit on time the following annual reports:

- Audited Enrolment Report by December 31 of each year
- Graduate Record File by February 15 of each year
- University Financial Accountability Framework: Due dates for risk rating reporting requirements following ministry memo released each year to all universities. Institutions will submit their responses within the timeline articulated in the ministry memo and the most recent financial accountability guidelines sent out to the sector.

The accountability relates to the fiscal year of submission, not the year of underlying data. For example, in SMA4 Year 1 (2025-26) the accountability will relate to the submission of audited enrolment for 2024-25 which is due on December 31, 2025.

Attestations

Ontario Tech University will attest annually on:

1) **Research Security:**

SMA4 Year 1 (2025-26): As called upon, institution will attend meetings and collaborate with the ministry to develop the approach for institutional research security plans. Institutions will also submit disclosure of their international agreements as requested by the Ministry.

Remaining years for SMA4: Requirements for the annual attestation will be communicated to the sector each year in March in advance of the next fiscal.

2) **Efficiency Metrics**

SMA4 Year 1 (2025-26): Institutions will agree to engage with the ministry, as called upon, to develop efficiency metrics that use consistent and verifiable data and benchmarks that will help find efficiencies in the sector. The institutions also attest to

meeting expectations of information requests communicated, or to work with the ministry to resolve any issues with respect to data collection.

Remaining years for SMA4: Requirements for the annual attestation will be communicated to the sector each year in March in advance of the next fiscal.

3) Skills and Competencies Assessment

SMA4 Year 1 (2025-26): As called upon and in collaboration with MCURES, institutions will participate in a sector Working Group related to scoping and developing an implementation approach for the skills and competencies assessment.

Remaining years for SMA4: Requirements for the annual attestation will be communicated to the sector each year in March in advance of the next fiscal.

The ministry will confirm attestation requirements through each Annual Evaluation cycle ahead of the next fiscal year.

Accountability requirements implementation will be monitored through Metric and Data Workbooks and will be confirmed by the institution during the SMA4 Annual Evaluation Process.

If an institution anticipates delays in submitting any of the reporting items, the institution must request an extension with a reason for delay and the institution's proposed new submission date by emailing the ministry contacts as listed in the technical manual, in advance of the deadline. Ministry approval of the extension is required.

Appendix 6. Projected Financial Information

Funding Envelope[4]	SMA4 Year 1 (2025-26)	SMA4 Year 2 (2026-27)	SMA4 Year 3 (2027-28)	SMA4 Year 4 (2028-29)	SMA4 Year 5 (2029-30)
1. Enrolment Envelope	$20,063,153	$20,063,153	$20,063,153	$20,063,153	$20,063,153
2. Performance-Based Grant[5]	$18,285,635	$18,285,635	$21,942,762	$25,599,889	$29,257,016
3. Differentiation Envelope (Remainder)[6]	$17,775,520	$17,775,520	$14,118,393	$10,461,266	$6,804,139
4. STEM Funding	$558,886	$558,886	$558,886	$558,886	$558,886
Total SMA-Related Funding (1+2+3+4)	$56,683,195	$56,683,195	$56,683,195	$56,683,195	$56,683,195

Performance-Based Grant At Risk[7]	$914,282	$914,282	$1,097,138	$1,279,994	$1,462,851
Accountability Funding At Risk[8]	$3,657,127	$3,657,127	$3,657,127	$3,657,127	$3,657,127

In addition to “SMA-related funding” the ministry also provides funding via Special Purpose Grants (SPGs) and the Postsecondary Education Sustainability Fund (PSESF).

[4]Further details on calculations are available in Ontario’s Performance-Based Funding Technical Manual. Funding data presented for SMA4 Years 1-5 are estimates based on the 2024-25 final operating grant totals. This table will be updated on the Ontario.ca Open Data portal. Updates in Years 3-5 will be based on a broader funding review, decisions on performance-based funding proportions, and metric performance. As the SMA-related funding does not include SPGs, the ministry holds these figures constant, for modelling purposes, based on the latest final operating grant totals.

[5]The Performance-Based Grant has been capped at the system-average annual proportion of 25% in SMA4 Year 1 and Year 2, with potential increase by 5% each year up to 40% in Year 5, pending a broader funding review ahead of Year 3.

[6] The Differentiation Envelope (Total) has been kept at the system-average proportion of 60% of total operating funding in SMA4 Year 1 and Year 2 (proportion for Years 3 to 5 pending broader funding review ahead of Year 3). The Differentiation Envelope (Remainder) in this table reflects Differentiation Envelope without the Performance-based Funding Grant.

[7]The total amount of performance-based grant at risk is five per cent of the total performance-based grant due to the Stop-Loss Mechanism, which caps metric losses at five per cent.

[8] Five per cent of an institution’s total operating funding would be clawed back if the institution does not meet all accountability requirements.

Appendix 7. Data, Targets, and Results

Metric	2025-26 APT	2025-26 Actual	2026-27 APT	2026-27 Actual	2027-28 APT	2027-28 Actual	2028-29 APT	2028-29 Actual	2029-30 APT	2029-30 Actual
Graduate Employment Rate in a Related Field	89.52%									
Graduation Rate	67.93%									
Graduate Employment Earnings	$56,052									
Experiential Learning	73.59%									
Community/ Local Impact	8.40%									
Institutional Strength/ Focus	33.88%									
Investment and Innovation Related	$4,661,658									
Institution-Specific	347									

Note: Data for 2025-26 APT may be updated as part of the Annual Evaluation Process, as the ministry continues working with the institutions on data validation. “2025-26 Actual” refers to the year in which the evaluation takes place and not (necessarily) the year of the data. Data for out-years will be updated on Ontario.ca and in the SMA4 Dashboard in Open SIMs every year after the completion of Annual Evaluation Process.

Appendix 8. Weighting Strategy

Metric	2025-26 Weighting (Min 5%, Max 25%)	2025-26 Notional Allocation	2026-27 Weighting (Min 5%, Max 25%)	2026-27 Notional Allocation	2027-28 Weighting (Min 5%, Max 25%)	2027-28 Notional Allocation	2028-29 Weighting (Min 5%, Max 25%)	2028-29 Notional Allocation	2029-30 Weighting (Min 5%, Max 25%)	2029-30 Notional Allocation
Graduate Employment Rate in a Related Field	5%	$914,282	%	$	%	$	%	$	%	$
Graduation Rate	5%	$914,282	%	$	%	$	%	$	%	$
Graduate Employment Earnings	10%	$1,828,563	%	$	%	$	%	$	%	$
Experiential Learning	20%	$3,657,127	%	$	%	$	%	$	%	$
Community/Local Impact	10%	$1,828,563	%	$	%	$	%	$	%	$
Institutional Strength/ Focus	15%	$2,742,845	%	$	%	$	%	$	%	$
Investment and Innovation Related	20%	$3,657,127	%	$	%	$	%	$	%	$
Institution-Specific	15%	$2,742,845	%	$	%	$	%	$	%	$

This table is for illustrative purposes and will include weightings and notional allocations for only 2025-26. Data for out-years will be updated on Ontario.ca every year after the completion of the Annual Evaluation Process.