

Amended and Restated 2022-2025 Investment Management Agreement

The parties originally entered into a 2022-2025 Investment Management Agreement on May 17, 2022 ("Original IMA").

The parties conducted the annual review contemplated in the Original IMA and the parties wish to update targets and add performance metrics of the Original IMA, and have prepared this Amended and Restated Investment Management Agreement ("Amended and Restated IMA") to reflect those amendments.

PURPOSE

This Amended and Restated IMA with The Board of Governors of the University of Lethbridge ("Institution") describes the investment framework related to the Base Operating Grant (BOG). The purpose of the investment framework is to identify, and incentivize, measurable progress towards the vision and goals contained in *Alberta 2030: Building Skills for Jobs*.

This Amended and Restated IMA also contains the Institution's Mandate as required under section 78 of the *Post-Secondary Learning Act*.

TERM

This Amended and Restated IMA is effective from the Effective Date to March 31, 2025 ("Term").

CONDITIONS

The total at risk funding for this 2022-25 Amended and Restated IMA is as follows:

Total Three Year At Risk Funding

Fiscal Year	Total Percentage of BOG
2022-23	15% of the 2022-23 BOG
2023-24	25% of the 2023-24 BOG
2024-25	40% of the 2024-25 BOG

Listed in the section PERFORMANCE METRICS below are the weighting, targets and tolerance bands for all Funding Metrics. If an actual result for a specific funding metric does not meet the identified target, and is outside of the respective tolerance threshold, an adjustment will be applied to BOG funding. The calculated percentage reduction to the BOG that will be applied is subject to the final discretion of the Minister, but will not exceed the percentages listed above.

The adjustment will be contingent on the following factors:

- The weighting applied to a funding metric; and
- The extent to which the actual result is outside the tolerance threshold.

The adjustment will be applied, as determined by the Minister, when all funding metric data for the respective fiscal year has been finalized.

The Transparency Metrics listed below do not have any at risk funding implications associated with them. Actual results for these metrics are for accountability purposes only.

All of the metric data, and their associated weightings, targets and thresholds, in the section PERFORMANCE METRICS below is subject to an annual review by the Minister and the Institution. The Minister may remove or add PERFORMANCE METRICS during the annual review, and the Parties will amend this Investment Management Agreement to reflect amendments resulting from the annual review.

PERFORMANCE METRICS

Methodology details for all funding and transparency metrics found in the respective metric worksheets that have been provided to the Institution.

Funding Metrics

Funding Metric 1: Work Integrated Learning (WIL) by School Year

Proportion of approved programs that offer WIL opportunities to students.	2020-21	2021-22	2022-23	2023-24	2024-25
	Actual	Actual	Target	Target	Target
	100%	100%	100%	100%	100%
	Tolerance Threshold			5%	5%
Weighting			8%	13%	20%

Funding Metric 2: Total Domestic Enrolment by School Year

Total domestic Full Load Equivalent (FLE) enrolled in approved programs as reported in LERS.	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
	Actual	Actual	Actual	Actual	Target	Target	Target
	6,536	6,661	6,684	7,100	6,232	6,200	6,200
	Tolerance Threshold					623	620
Weighting					5%	5%	5%

Funding Metric 3: Graduate Outcomes by Survey Year*

Proportion of recent graduates in employment two years after graduation whose current main job is very or somewhat related to the general skills and abilities acquired during their program.	2018	2020	2022	2022	2024
	Actual	Actual	Target	Actual	Target
	93%	95%	89%	94%	92%
	Tolerance Threshold			10%	10%
Weighting			2%	2%	5%

*The Graduate Outcome Survey is completed every two years.

Funding Metric 4: Administration Expense Ratio

Ratio of administration expenses over total expenses, excluding extraordinary expenses, as reported in FIRS.	2020-21 Actual	2021-22 Actual	2022-23 Estimate	2023-24 Target	2024-25 Target
	6%	7%	7%	7%	7%
	Tolerance Threshold			15%	15%
	Weighting			4%	5%

Funding Metric 5: Research Commercialization

Sponsored research revenue from industry and non-profit sectors as reported by the Ministry of Technology and Innovation, expressed in millions of dollars.	2020-21 Actual	2021-22 Actual	2022-23 Estimate	2023-24 Target	2024-25 Target
	1.0	1.4	N/A	1.0	1.0
	Tolerance Threshold			0.4	0.4
	Weighting			3%	5%

Transparency Metrics**Transparency Metric 1: International Student Enrolment**

Total international FLE count as reported in LERS.	2020-21 Actual	2021-22 Actual	2022-23 Target	2023-24 Target	2024-25 Target
	495	622	594	700	800

MANDATE

"This mandate has been developed by the University of Lethbridge in consultation with the Minister of Advanced Education pursuant to Section 78 of the Post-secondary Learning Act (PSLA).

1. Type of Institution, Sector, and Governance

The University of Lethbridge is a board-governed public post-secondary institution operating in Alberta as a comprehensive academic and research university under the authority of the PSLA.

2. Outcomes

Located in the heart of traditional Blackfoot Confederacy territory, the University of Lethbridge serves the people of southern Alberta through programs, research and creative activity that contribute to economic and social prosperity locally and globally. Founded on the principles of liberal education, the University of Lethbridge is broad in scope while promoting excellence in undergraduate and graduate education that prepares students to understand and address an increasingly complex and interconnected world. The University fosters a learning community that meets the educational and personal growth needs of its students by offering a learning community emphasizing teaching excellence; exposure to research; information literacy; interaction with professors and instructors; effective academic advising, applied learning opportunities, and career counselling; and a spectrum of cultural, recreational, and extracurricular opportunities.

Through high quality academic programming, and access to research, and to work-integrated learning, the University prepares graduates to contribute meaningfully to the economic, social, and cultural progress of Alberta, Canada, and the world. The University's liberal education foundation ensures a commonality in students' skillsets while discipline-specific study leads to the diversity of perspectives crucial to developing an engaged citizenry and a skilled and resilient workforce

prepared for a future of unknown challenges and opportunities. Facilities and services, such as the University Library, Agility Innovation Zone, student residences, health services, theatres and other performance spaces, and sports and recreation facilities support and enrich the student experience and the lives of community members while respecting environmental sustainability.

Core to our research philosophy are commitments to both pure and applied research, community outreach and engagement, and cross-sector industry and community partnerships for knowledge mobilization. The University of Lethbridge fosters an environment that prioritizes student engagement in pure and applied research in all disciplines and levels of instruction, from undergraduate to graduate studies. Through intentional engagement and collaboration, the University of Lethbridge creates ongoing and expanded opportunities for students and postdoctoral fellows to engage in research and innovation activities that provide them with real-world, collaborative experience as part of their academic training that addresses the needs and challenges of the region in which we operate.

The University builds mutually supportive relationships and partnerships, addresses the cultural and societal needs of the communities it touches, and advocates for the critical role that education plays in the growth and well-being of an informed society. A strong commitment to offering accessible and affordable academic programming and research opportunities guides the provision of multiple educational pathways, and academic, financial, and personal well-being supports to enable students to progress towards graduation and employment. The University further contributes to society by discovering, preserving, synthesizing, and disseminating knowledge for the benefit of all.

3. Clients/Students

The University of Lethbridge serves a variety of student groups: undergraduate and graduate students; transfer students including dual admission and dual enrolment students; dual credit and high school graduates; Indigenous students; students with disabilities; international students; adult learners; and immigrants.

4. Geographic Service Area and Type of Delivery

The University of Lethbridge serves students in Lethbridge, Calgary, and through distance learning technology, students across the province, the country, and the world. Although most learning, research and creative activity takes place face-to-face on the two campuses, programming is also offered through online and blended delivery. The University strives to make university-level education available to all Albertans, including those living outside major urban centres, those who have traditionally not sought university education, and, through its Calgary campus, adult working learners seeking university programming. Students have access to work integrated learning experiences locally, provincially, nationally, and internationally through co-operative education, practicum placements, applied and independent studies, interdisciplinary research, exchange programs, and recognition for volunteer activity.

5. Program Mandates and Credentials Offering

The University of Lethbridge provides undergraduate and graduate programs in education, fine arts, health sciences, humanities, management/business, nursing, sciences, and social sciences, leading to bachelor's, master's, and doctoral degrees. The University also provides specialized certificate and diploma programs at the undergraduate and graduate level, and programs and degrees that lead to professional specialization. Continuing Education programming and open studies courses in Calgary and Lethbridge uphold our commitment to community engagement and serve the lifelong learning needs of our community members.

6. Special Program Areas/Areas of Specialization

The University of Lethbridge's focus on liberal education as a foundational teaching and learning philosophy sets it apart from other universities in Alberta. The School of Liberal Education was established in 2017 to further develop the University's historic commitment to liberal education and to ensure all programming and supports help students become global, engaged citizens who think critically, communicate effectively, respect creativity and contribute to the world around them. These higher-level skills prepare students to embrace complexity, diversity and change to become innovative leaders in an evolving knowledge economy and to address issues and problems of the future.

Our strong partnership with the Blackfoot Confederacy is crucial to developing appropriate programming, supports, and services for Indigenous students. We strive for an inclusive and supportive environment to enable these students to succeed in their chosen pathways.

The University of Lethbridge offers programs unique in both content area and in delivery. Situated in southern Alberta, we seek to integrate and respond to the landscape and communities that surround us. We create and deliver programming that supports the needs of the surrounding economy, such as agricultural studies, technology, and business; environmental sciences; and computer and geographical systems. We also deliver programming that supports the social and cultural needs of our communities, with unique program offerings in addictions counselling; therapeutic recreation; Indigenous studies, and the creative arts. We are known for delivering traditional undergraduate and graduate programs with robust experiential learning opportunities. Undergraduate and graduate students alike can engage in hands-on research and projects with faculty, the community, and industry partners. Work-integrated learning opportunities are available throughout all our programming, including the social sciences and humanities. The University's education program is uniquely known for the length and depth of experience students acquire in their practicum placements, and the digital audio arts major is the most comprehensive degree program of its kind in Western Canada. With one of the largest art collections in Canada, the University provides students with unparalleled access to creative materials, especially in Indigenous art. The opening of the Science Commons research and teaching facility heralds our commitment to the future of scientific thought and innovation, where students, researchers, community members, entrepreneurs and business leaders can converge to bring new discoveries, both pure and applied, to light across the natural sciences, life sciences, and neuroscience.

Diploma and certificate programs that can ladder into degrees provide students with flexible options and different pathways to earn university credentials. The University strives to develop programming that is responsive to changing student and societal needs and that, through liberal education requirements and work-integrated learning opportunities, provides students with the vital skills and perspectives necessary to succeed in and make meaningful contributions to the twentyfirst century.

7. System Collaboration and Partnerships

In support of Campus Alberta, the University of Lethbridge collaborates with other institutions to ensure transferability within the province's post-secondary education system and deliver seamless learning opportunities. As part of this commitment, the University works with other institutions to provide degree completion opportunities for university transfer students and dual admission students and diploma graduates. We establish strategic partnerships with other institutions and organizations to enhance student learning, operational efficiencies, and to co-operate on provincial and national priorities such as students' mental health supports, and equity, diversity, and inclusion initiatives. For example, the University of Lethbridge has formalized its commitment to collaboration with the establishment of a common vision and principles with partner institutions Lethbridge College and Medicine Hat College. This partnership solidifies our common goals of increasing access to post-secondary education in southern Alberta, while harnessing our resources and leveraging our complementary efforts and expertise to meet the needs of our shared communities and economy more efficiently and effectively within the provincial landscape.

Across the spectrum of intellectual pursuit, the University continually develops innovative programs and research in existing and emerging disciplines to meet the needs of students, society, and the economy. This includes collaborating with Indigenous peoples to develop programs and research that are relevant and accessible to them.

8. Research and Scholarly Activities

The University of Lethbridge conducts pure and applied research and establishes and sustains programs for pursuing original research. The University develops centres of research excellence in areas in which it has special expertise or that have particular relevance to the region or province. These centres and institutes transcend traditional disciplinary boundaries to address a wide range of complex scientific, environmental, social, health, and economic issues that require creative but practical solutions. Programs of creative activity, research and scholarship also include the study of fundamental issues for their intrinsic intellectual, aesthetic, or philosophical interest, and of practical challenges of direct importance for social, cultural, economic, or environmental wellbeing. Student participation in research and creative activity at the undergraduate and graduate level

allows them to contribute to knowledge development and to develop skills applicable to their career success. Partnerships with industry, organizations, and communities to collaborate on research and development of creative expression benefit the economic, social, and cultural wellbeing of the communities we serve. The University protects free inquiry and scholarship, facilitates access to scholarly resources, and supports artistic expression and the free and open scholarly discussion of issues.

9. System Mandate

The University of Lethbridge engages in partnerships with local, provincial, and national organizations to extend the benefits of high quality post-secondary learning beyond the classroom or laboratory. A wide range of youth programming exposes K — 12 students to elements of postsecondary learning. The University also develops external partnerships to significantly expand programming, supports and opportunities specifically for Indigenous youth and Indigenous postsecondary students to encourage their participation and success in completing degrees, certificates and diplomas that will enable them to become leaders in their communities and in southern Alberta.

The University maintains an innovation ecosystem that encourages transdisciplinary innovation, including social innovation, for students and faculty. A range of programs and partnerships foster the development of ideas, collaboration with industry and agencies, knowledge transfers, practical application of research ideas and solutions, and entrepreneurship.

Partnerships with international post-secondary institutions provide pathways for international students to attend the University of Lethbridge and for Alberta students to gain valuable international experience. Programs supporting English skill development for academic purposes equip students with language skills to be successful in their academic programs and careers.

Public speaker series and events engage, enrich, and challenge the surrounding communities through individual guest speakers, frequently faculty members, who present their research and invite discussion on important issues. Speaker series and events occur on both campuses, in offsite University spaces, and in community spaces. Fine Arts programming in music, drama and art offered on campus, in Lethbridge and rural southern Alberta communities contributes to the cultural richness of the area.


EXECUTION

This Amended and Restated IMA has been signed by the parties to be effective as of the date last signed by the parties ("Effective Date").

His Majesty in right of Alberta, as represented by the Minister of Advanced Education

The Board of Governors of The University of Lethbridge


Minister

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Board Chair, Dean Gallimore

Date January 17th, 2024

10/11/2023
Date