

# **2025-30 Strategic Mandate Agreement (SMA4)**

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**TORONTO METROPOLITAN  
UNIVERSITY**  
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**Ministry of Colleges, Universities,  
Research Excellence and Security**



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# SMA4 Interim Agreement – To be Signed by March 31, 2025

2025-30 Strategic Mandate Agreement

Between

**Toronto Metropolitan University**

and the

**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

Signed for and on behalf of Toronto  
Metropolitan University by:



Dr. Mohamed Lachemi  
President & Vice-Chancellor

April 3, 2025  
Date

March 26, 2025  
Date

This agreement focuses on accountabilities for funding related to the 2025-30 Strategic Mandate Agreements (SMA4), including corridor funding under the Enrolment Envelope, performance-based funding under the Differentiation Envelope, and STEM allocations. Special purpose/other institutional grants are not included as part of this agreement.

Once signed, the institution commits to work with the Ministry to finalize institutional technical appendices by June 2025. The signed technical appendices will be appended to this agreement. The ministry will conduct a thorough review of the postsecondary funding model ahead of SMA4 Year 3 (2027-28).

The agreement may be amended in the event of substantive economic or policy changes that would significantly affect the SMA deliverables. Any such amendment would be mutually agreed to in writing, dated, and signed by both parties. SMAs, including this agreement, represent a joint expression of the parties' intentions and expectations. SMAs do not establish a contractual relationship or legally enforceable obligations.

## Preamble

Strategic Mandate Agreements (SMA) are bilateral agreements between the ministry and the province's publicly assisted colleges and universities. SMAs are a key component of the Ontario government's accountability framework for the postsecondary education system. This agreement is between the Ministry of Colleges, Universities, Research Excellence and Security and Toronto Metropolitan University.

SMA4 will run through the fiscal period from April 1, 2025 to March 31, 2030 and has been designed to advance three strategic objectives:

- 1) Improve education and economic outcomes of students,
- 2) Improve outcomes for communities, and
- 3) Support sector stability and accountability.

## SMA-Related Funding

Through SMAs, the ministry incentivizes stable domestic enrolment and accountability for student and community outcomes. The ministry agrees to fund a particular enrolment level of 82,899.78 Weighted Grant Units (WGU).

A portion of this SMA funding is linked to performance on 8 metrics. SMA4 Year 1 (2025-26) and Year 2 (2026-27) will maintain the 25% proportion of total ongoing operating funding for performance-based funding that was reached in SMA3 Year 5 (2024-25). The proportion is expected to grow by 5% starting in SMA4 Year 3 (2027-28) reaching 40% by SMA4 Year 5 (2029-30). This proportion may be revised based on the results of the funding model review prior to SMA4 Year 3 (2027-28).

Total "SMA-Related Funding" in SMA4 will be broken down into:

1. Enrolment Envelope: based on a corridor midpoint measured in WGUs to incentivize stable domestic enrolment; (for details see Appendix 1)
2. Differentiation Envelope (which includes Performance-Based Funding): to support accountability for student and community outcomes (for details on eight SMA4 metrics see Appendices 2-3); and
3. Priority Funding: STEM (Science, Technology, Engineering, and Mathematics) Funding related to the additional weighted enrolment units added to the corridor midpoint dedicated to the continued delivery and enhancement of STEM programs.

## Additional STEM WGUs and Adjusted SMA4 Midpoints

For SMA4, the ministry will provide funding to support the continued delivery and enhancement of STEM programs at Ontario's publicly assisted colleges and universities. This funding supports institutions to deliver high-quality STEM programs to

prepare students for in-demand careers and maintain a robust pipeline of STEM graduates in key industries such as advanced manufacturing, artificial intelligence and the life sciences.

Funding will be implemented through an adjustment to corridor midpoint for the five-year period of SMA4 and will be subject to the annual reporting requirements as outlined in Appendix 4 “STEM Accountabilities”.

Toronto Metropolitan University will have 2,496.96 WGUs added to its existing corridor midpoint for STEM enrolments. The resulting SMA4 midpoint will be 82,899.78 WGUs. With a per WGU funding rate of \$3,164.70, this represents a total of \$7,902,129 in STEM funding allocation for each year of SMA4.<sup>1</sup>

For communication purposes, the ministry and the institution agree that this funding represents support for **853.76 STEM learners per year** at the institution, based on the ministry’s historical funding rates.<sup>2</sup>

## Accountability Requirements

For the duration of SMA4, five per cent of an institution’s total operating grant will be linked to accountabilities that will support the government’s objective of improving sustainability, and increasing accountability, efficiency and transparency in Ontario’s postsecondary education system.

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

Accountabilities will focus on timely reporting of the identified data and activities and annual attestation related to key activities. For the full list of reporting accountabilities, please see Appendix 5 “Accountability Requirements”.

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<sup>1</sup> Funding for 2028-29 and 2029-30 to be confirmed by the ministry through future multi-year planning exercises.

<sup>2</sup> To estimate the number of STEM learners supported, the ministry first estimated the institutional number of weighted enrolment units resulting from the STEM funding using the standard funding rates. The ministry then converted the number of weighted enrolment units to Full-Time equivalent (FTE) for universities and to full-time headcounts for colleges using historical enrolment to weighted enrolment units ratios. The ratios were calculated based on the average of the latest five years of data (2019-20 to 2023-24) and were institution-specific. Data is derived from USER and CSER enrolment submissions.

## SMA4 Technical Appendices

Signed Between

**Toronto Metropolitan 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:



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David Wai  
Deputy Minister

Signed for and on behalf of Toronto  
Metropolitan University by:



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Dr. Mohamed Lachemi  
President & Vice-Chancellor

June 30, 2025

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Date

June 20, 2025

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Date

## Appendix 1. Enrolment Corridor Adjustments

**Corridor Ceiling:** The ceiling will remain at 3% above the corridor midpoint and will be held constant for Toronto Metropolitan University at 85,386.77 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<sup>1</sup> lagged by one year and will be set for Toronto Metropolitan University at 51,985.05 WGUs. In SMA4 Year 2 (2026-27), the corridor floor will be lowered by an updated rolling average of STEM enrolment<sup>2</sup> if the institution submits a domestic enrolment target and meets this target.

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

Toronto Metropolitan University	SMA3	SMA4				
	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Corridor Ceiling	82,814.9	85,386.77	85,386.77	85,386.77	85,386.77	85,386.77
Corridor Midpoint	80,402.82	82,899.78	82,899.78	82,899.78	82,899.78	82,899.78
Corridor Floor	77,990.74	51,985.05	TBD	77,990.74	77,990.74	77,990.74
Enrolment Target (Headcount)		31,000				

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.

<sup>1</sup> For SMA4 Year 1 (2025-26) the relevant years for the Corridor STEM adjustment will be 2019-20 to 2023-24.

<sup>2</sup> 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.

The mission of Toronto Metropolitan University (TMU) is the advancement of learning, applied knowledge, and research in response to existing and emerging societal needs and in support of the economic, cultural, social, and technological development of Ontario.

The goals of the university dovetail directly with Ontario's objectives under this Strategic Mandate Agreement. TMU's strategic priorities as articulated in its [Academic Plan 2025-2030](#) are to ensure students are future-ready, to enhance the student learning journey for greater student success, to create positive impact through scholarly, research and creative (SRC) excellence and local and global collaboration, to support people and community, and to continue its commitment to truth and reconciliation.

A key focus of the university is the provision of programs of study that provide a balance between theory and application and that prepare students for careers in professional and quasi-professional fields. The majority of TMU's enrolment is in accredited or professionally focused programs, with 65% of undergraduate enrolment in accredited programs and 67% of master's enrolment in professional programs, demonstrating a close linkage to the needs of Ontario's skilled workforce.

Situated in a richly diverse and multicultural region, TMU currently enrolls students from more than 140 countries and at the same time, more than 80% of first-year undergraduate students are from the Greater Toronto Area. The university offers a wide range of innovative programs, including 60 undergraduate programs, 70 graduate programs, and 100+ certificates at the Chang School of Continuing Education.

Program advisory councils, composed of industry leaders and discipline experts to ensure that programs reflect the most current practices in the field and that students graduate with career-relevant skills, are a longstanding and distinctive feature of undergraduate programs at TMU. The employment rate for TMU graduates after two years is 93.2% (2020 graduating class).

TMU has developed a pipeline of new programs that are expected to launch in the next few years during the duration of this Strategic Mandate Agreement. These have been carefully developed based on advice from industry experts, assessment of program gaps in the province, and their fit with TMU areas of focus which have direct

links to Ontario priority sectors, including manufacturing, infrastructure, healthcare, digital transformation, and the innovation ecosystem.

With more than 46,000 students, TMU is a major contributor to the Toronto economy and the prosperity of Ontario and Canada. This impact includes scholarly, research and creative activities, vital external partnerships, and the contributions made by TMU students both to the economy and to local organizations through internships, co-op terms and work placements. TMU is also home to the DMZ, a world-renowned tech incubator.

TMU opened the Lincoln Alexander School of Law in Fall 2020 at the height of the pandemic, with the first class graduating in 2023. The university will open its new School of Medicine in 2025.

The university emphasizes future-focused, applied research and is home to Canada Research Chairs, Canada Excellence Research Chairs, a Canada First Research Excellence Fund (CFREF) initiative, partnerships with several hospitals and healthcare centres, leadership in fields ranging from energy storage to e-sports development, and forward-looking initiatives such as the Future Skills Centre, Magnet, Diversity Institute, National Institute on Ageing, and Rogers Cybersecure Catalyst. In January 2024, TMU established its second Canada Excellence Research Chair, this one in Health Equity and Community Wellbeing, a transformative research initiative to expand the understanding, practice, and delivery of health outcomes.

The university has also established a significant presence in Brampton and the Region of Peel. TMU is committed to expansion of its contributions in this region during the SMA4 period. The university continues to explore further opportunities to deliver new programming and establish partnerships, building on its current initiatives which include the Rogers Cybersecure Catalyst training centre, the Brampton Venture Zone innovation hub, the School of Medicine, and planned Integrated Health Centres.

TMU is especially well-positioned to play a role as communities in the GTA and across the province navigate growth and change. Going forward, TMU will continue to contribute on key urban issues such as housing, infrastructure, energy, health, sustainability, water policy, migration and settlement, governance, and community and individual well-being.

## 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

Toronto Metropolitan University (TMU) is deeply rooted in innovative, career-driven education, having originated as a postsecondary institute specifically designed to meet this need. In keeping with that original vision, part of TMU's special mission remains the twin objectives of (a) advancing applied knowledge and research to address societal need, and (b) delivering programs of study that balance theory and application and that prepare students for careers in professional and quasi-professional fields.

The [Academic Plan 2025-2030](#) includes provisions to equip students with the practical skills, confidence and understanding needed to participate successfully in the modern workforce.

In addition, the TMU Career, Co-op and Student Success Centre plays a vital role in helping students transition to jobs and careers beyond their time at university. The Centre uses a model of career support with programming delivered in person and online, including specialists who assist students by building faculty-specific career development initiatives.

The Centre offers guidance to current students, recent graduates and alumni, as well as faculty and staff to build career-centred learning across programs. It also works closely with employers, connecting them with TMU students and providing opportunities for them to engage directly through on-campus events and activities. Additionally, experiential learning, including a large number of co-op opportunities, is embedded in programs at TMU to ensure that students are well prepared for the labour market upon graduation.

### **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**

Toronto Metropolitan University places a high priority on the student experience, with the goal of graduation and a seamless transition to the next phase of students' lives, whether that is launching a business, entering the labour market or enrolling in further education.

TMU tracks and publishes graduation rates for all undergraduate and graduate programs. These results are reported to the Board of Governors and the Senate. Information about graduation rates is used to make program adjustments and inform the provision of supports for students. TMU offers an array of multi-faceted supports including those related to wellness and mental health as well as academic achievement. Some examples of institutional initiatives:

- Student Learning Support — SLS is a group of services and programs helping students engage more effectively in their academic studies. This includes teaching essential academic skills and study techniques.
- Tri-Mentoring Program — A centralized model offering mentorship opportunities to students across all faculties, this program matches first- and upper-year students in the same program or with similar interests to help incoming students successfully transition into university. Mentors, in turn, can be matched with an industry professional in order to support their transition after graduation.
- In addition to university-wide initiatives, individual faculties undertake activities that address the specific learning needs and competencies for their respective disciplines.

### **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**

Students choose Toronto Metropolitan University (TMU) because of its professionally-oriented programs that have direct links to the labour market. The university works to ensure that graduates are well positioned for a career trajectory that has both societal impact and earnings success. Exceptional career management support is provided to both current and graduating students. These supports are not only for recent graduates, but alumni are also invited to use the services of the TMU Career, Co-Op and Student Success Centre for up to five years after graduating at no cost. These supports include:

- career advising, to help clarify short- and longer-term goals
- job search coaching, to help candidates with their efforts to find work in their respective fields
- interview coaching, to assist candidates in preparing for interviews, and
- advising on how candidates communicate to prospective employers and others through resume and profile reviews for both TMU's own Magnet job site as well as traditional career-related websites such as LinkedIn

There are many additional offerings that support TMU students in their career endeavours and which contribute to raising their earning potential following graduation. Some examples of institutional initiatives:

- Magnet — A not-for-profit, digital social innovation platform, Magnet was co-created by TMU in partnership with the Ontario Chamber of Commerce. Its mission is to accelerate inclusive Canadian economic growth by connecting people, businesses and organizations to opportunities through intelligent matching technology, which was developed in TMU's Digital Media Zone (DMZ).
- Career Compass — A nationally recognized and award-winning career resource, Career Compass helps post-secondary students as well as recent graduates seeking expert advice on how to successfully build their careers and find career opportunities.
- Career Boost — TMU's on and off-campus jobs portal plays a role in connecting students to employment opportunities
- The On Campus Program — This program provides TMU's undergraduate students with hundreds of on-campus paid work opportunities each year, with experiences that enhance future earning potential once they complete their programs of study.

### 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

Experiential learning (EL) has been a hallmark of the Toronto Metropolitan University (TMU) model of education, which emphasizes societal relevance and carefully integrates theory and practice. It provides students with hands-on learning experiences that contribute to their personal and career development. These opportunities are curated in a diverse array of formats and structures and occur in a variety of settings both on and off campus.

TMU is a leader in EL and the [Academic Plan 2025-2030](#) includes new strategies that build on the strengths of TMU's existing EL programs, including co-operative education, field placements, labs, internships, industry and community research programs, simulations, service learning and Zone Learning.

In 2023-24, 69.1% of TMU graduates had participated in at least one course with required EL component(s), up from 67.9% in 2022-23. 72% of first-year students cited co-op/practicum/work experience as a reason why they chose TMU compared to 58% at other Ontario universities in the First Year Student Survey (2022). TMU students have placement opportunities with 1,100 different employers.

TMU partners with a wide range of collaborators including not-for-profit organizations, small and medium-sized enterprises, large corporations and public sector organizations who want to host TMU students and participate in EL opportunities.

There are many benefits not only for the students, but also for the organizations, as TMU students provide fresh perspectives on challenges; contribute new and creative ideas; and bring the latest knowledge and skills. For the organization, EL opportunities can also serve as a pipeline for future talent; for TMU students, they are potential future employers.

TMU's Experiential Learning Hub works to strategically expand curricular EL. This includes the provision of support and coordination of partnerships across faculties at TMU. This office also fosters relationships with public, private and community partners to develop and deliver new EL opportunities.

EL helps to ensure not only that students are career ready, but also informs the ways in which students perceive their roles as community members and citizens. The TMU view is that students become more fully engaged with communities, service providers and industries as partners in their learning experiences. EL broadens student perspectives and offers practical experience in addressing real-world, local, economic and societal issues.

## 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:** Innovation and Entrepreneurship; Design and Technology; Management and Competitiveness; Creative Economy and Culture; and Health and Technology

**Data Source:** University Statistical Enrolment Report (USER)

#### Narrative

The special mission of Toronto Metropolitan University is the advancement of applied knowledge and research to address societal need, and the provision of programs of study that provide a balance between theory and application and that prepare students for careers in professional and quasi-professional fields.

TMU remains successfully on the path established under the previous Strategic Mandate Agreement (2020-2025) which incorporates undergraduate and graduate programs in five key areas of strength and focus:

- Innovation and Entrepreneurship
- Design and Technology
- Management and Competitiveness
- Creative Economy and Culture
- Health and Technology

The areas demonstrate high student demand and graduation rates, align with the university's mission and contribute directly to key provincial sectors.



As a leading centre for applied education, TMU is recognized for the excellence of its teaching, the relevance of its curriculum, the success of its students in achieving their academic and career objectives, the quality of its scholarship, research and creative activity and its commitment to accessibility, lifelong learning and involvement in the broader community. All programs identified within the areas of strength are clear examples of this excellence.

### **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**

With over 46,000 students, TMU is a major contributor to the Toronto economy and the prosperity of Ontario and Canada. This impact extends to TMU students and the contributions they make both to the economy and to local organizations through internships, co-op terms and work placements. Additionally, the work of highly qualified TMU alumni advances the prosperity and well-being of the city, province and country.

TMU stands as a vital city-builder, actively shaping the landscape of Toronto, Peel, and beyond through its academic, SRC and community engagement initiatives. These include collaborations with local organizations, businesses, and government agencies to address community needs, promote civic engagement, and enhance student learning opportunities.

In addition, TMU has a well-established partnership through iBEST (The Institute for Biomedical Engineering, Science and Technology) with St. Michael's Hospital in downtown Toronto and has new affiliations with the William Osler Health System, Trillium Health Partners, Halton Healthcare, Headwaters Healthcare Centre, Erinoak and the Indigenous Primary Health Care Council.

TMU has made significant contributions in community engagement and city-building. With over 80% of undergraduate students at the university coming from the Greater Toronto Area, a highly diverse and multicultural area of the province, it is vital that TMU's programs and services are equitable and accessible to the community they serve.

TMU is among the most urban schools in Ontario and Canada. The work of the students, faculty and staff of the university impacts the local community and other cities nationally and worldwide in a multitude of areas including sustainability, migration, traffic management and other critical urban issues.

Some examples of institutional initiatives at TMU include:

- The Centre for Urban Energy (CUE) is an academic-industry partnership that explores and develops sustainable solutions to urban energy challenges.

- Urban Water TMU is a multidisciplinary research centre involving more than 40 experts in six faculties working on water conservation strategies including green roofs and urban forests, low-impact development and municipal master planning, engineered wetlands and wastewater mitigation.
- City-Building Institute TMU is a unique collaboration between TMU and prominent Greater Toronto Area city-builders. It produces policy research and shares insights about addressing urban challenges and promoting healthy neighbourhoods, cities and regions.
- The Centre for Urban Research and Land Development is an expert-led research centre dedicated to formulating policies and solutions to address urban growth and change in the Greater Golden Horseshoe region.

**Metric Name: Investment and Innovation Related – Tri-Agency Funding: Share to Ontario Total**

**Metric Definition:** Share of funding received by university from federal research granting agencies divided by total funding from Tri-Agency received by Ontario universities

**Data Source:** Research Support Program, The Tri-Agency Institutional Programs Secretariat (TIPS)

**Narrative**

Excellence in scholarly, research and creative (SRC) activity is a cornerstone of TMU's identity. TMU is an impactful hub for world-leading researchers working to solve complex problems.

Led by intellectual curiosity and a desire for sustainable change, TMU's researchers are creating evidence-based solutions and activating real-world transformation. TMU's core mission — to serve societal need — responds to the demand for highly-skilled creative and critical thinkers who address increasingly interconnected, complex problems and work towards effective solutions.

Our SRC engagement is strengthened by a willingness to cross traditional disciplinary boundaries. Incubating local, national and international networks and communities of practice, the focus of TMU research is on both excellence and impact. Success includes a commitment to the full spectrum of community engagement and knowledge translation to improve quality of life through sustainable social, physical and technological innovation. TMU's strengths in SRC activity, innovation and entrepreneurship are reflected through named research chairs, recognized research centres and commercialization activity with industry.

The [2025-2030 Strategic Research Plan](#) at TMU is driving SRC intensity, impact, and excellence the following themed areas:

- Health and Wellbeing
- Transformative Technology



- Resilient, Inclusive Communities
- Climate, Environment, and Sustainability
- Future of Work
- Democracy, Justice, and Governance
- Arts, Culture, and Creativity

Each strategic theme is aligned with the priorities outlined in the Canadian federal government's Science, Technology, and Innovation (STI) strategies, the United Nations' Sustainable Development Goals (SDGs), and the Horizon Europe clusters.

As of April 2025, TMU has an allocation of 25 Canada Research Chairs. Further, TMU has been awarded and established two Canada Excellence Research Chairs under the Canada Excellence Research Chairs (CERC) Program which provides substantial funding to support world-renowned researchers and their teams to establish ambitious research programs:

- The Canada Excellence Research Chair in Migration and Integration explores the links between migration and post-migration processes, forced and voluntary mobility, internal and international migration and the role of countries of origin and transit.
- The Canada Excellence Research Chair in Health Equity and Community Wellbeing is a transformative research initiative to expand the understanding, practice, and delivery of health outcomes.

In addition, Bridging Divides, funded by the Canada First Research Excellence Fund (CFREF), is an interdisciplinary research collaboration among Toronto Metropolitan University, Concordia University, University of British Columbia, and the University of Alberta. The program seeks to generate innovative, practical knowledge by examining the relationship across advanced digital technologies, digital communication tools, and migrant integration in Canada.

### **Metric Name: Institution-Specific – Number of Startups Incubated and/or Supported by TMU**

**Metric Definition:** Number of startups present during the fall term

**Data Source:** Institutional data (Office of Zone Learning)

#### **Narrative**

TMU's Zone Learning network is a key feature of the university's innovation ecosystem. Here, TMU students hone skills to launch their careers as entrepreneurs with businesses that have been incubated during their undergraduate and/or graduate degrees.

To date, more than 7,000 innovators have worked in TMU's zones. Zone Learning is currently home to more than 400 startups and is linked with academic programs across the university.

Industry engagement is at the core of zone activities, including sample partners such as: Aviva, Amex, BMO, CompTIA, Dynacare, GM, Goodmans, IBM, Medtech Canada, Scotiabank, Shoppers Drug Mart, TD and the YMCA.

The total number of startups supported by TMU is a measure of its economic and community impact and the success of its students. This critical barometer underscores one of the institution's fundamental values – being bold – which has always differentiated TMU. The current suite of zones created by TMU includes:

- Biomedical Zone: allows early-stage health technology companies to validate their need-based solutions directly in the hospital setting with clinicians
- Clean Energy Zone: incubator focused on clean, sustainable energy innovations, including electric vehicles, renewable energy, energy storage and distribution, microgrids and net-zero carbon emissions
- Design Fabrication Zone: from concept development to three-dimensional prototyping and more, this zone facilitates incubation and acceleration of ideas and business innovations, propelling them into real-life application including manufacturing
- Digital Media Zone (DMZ): a world and industry-leading tech accelerator, the DMZ helps high-potential, Canadian tech startups build sound businesses by connecting them with customers, capital, experts, entrepreneurs and influencers. Canada's leading accelerator, TMU's Digital Media Zone (DMZ) has supported 851 startups since 2010 which have raised \$2.76 billion in seed funding and created 5,000+ jobs, fostering a vibrant startup community and fuelling Canadian innovation.
- Fashion Zone: one of Canada's first incubators for fashion-inspired business, this zone provides opportunities in Canadian fashion relating to the development of innovative products, services and technologies
- Innovation Boost (IBZ): platform space designed for customer-centric problem-solving directed at entrepreneurial technology students
- Legal Innovation Zone: legal tech incubator focused on building better legal solutions and techniques for legal service consumers and the justice system
- Science Discovery Zone: R&D space offering ties to groundbreaking work in sciences, focusing on evidence-based innovation, practical problem-solving leading to new discoveries
- Social Ventures Zone: directed to next-generation changemakers, transforming ideas into action to create positive and viable social change
- Transmedia Zone: incubator for innovation in communications, media and the creative industries

- Brampton Venture Zone (BVZ): supports growth of new business, creating high-skilled jobs, and solidifying Brampton's standing as a global hub of innovation, having already graduated 39 startups since its inception in 2020
- Lab2Market, co-founded by TMU, is the first national program in Canada to equip graduate students with entrepreneurial skills and assess commercial viability of their university-based research innovations.

## Appendix 4. STEM Accountabilities

### Projections of Domestic STEM Enrolment

Below is Toronto Metropolitan University's projection of domestic STEM enrolment over the SMA4 period as of May 12, 2025.

Toronto Metropolitan University	STEM Enrolment (Domestic Full-time Equivalent)					
	Preliminary	Projections				
	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
STEM	9,566.9	9,800	10,000	10,000	10,000	10,000

Toronto Metropolitan University will strive to meet or exceed STEM enrolment as projected above.

### 2024-25 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.

Toronto Metropolitan 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<sup>3</sup>: 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, Toronto Metropolitan 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

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<sup>3</sup> 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.

submitting their ACPs, meeting the expectation of the ministry for information and data requests and working to resolve data collection issues.

**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

Toronto Metropolitan 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

Toronto Metropolitan 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, institution 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 <sup>4</sup>	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	\$88,037,867	\$88,037,867	\$88,037,867	\$88,037,867	\$88,037,867
2. Performance-Based Grant <sup>5</sup>	\$67,623,912	\$67,623,912	\$81,148,694	\$94,673,476	\$108,198,259
3. Differentiation Envelope (Remainder) <sup>6</sup>	\$91,762,857	\$91,762,857	\$78,238,075	\$64,713,292	\$51,188,510
4. STEM Funding	\$7,902,129	\$7,902,129	\$7,902,129	\$7,902,129	\$7,902,129
Total SMA-Related Funding (1+2+3+4)	\$255,326,765	\$255,326,765	\$255,326,765	\$255,326,765	\$255,326,765
Performance-Based Grant At Risk <sup>7</sup>	\$3,381,196	\$3,381,196	\$4,057,435	\$4,733,674	\$5,409,913
Accountability Funding At Risk <sup>8</sup>	\$13,524,782	\$13,524,782	\$13,524,782	\$13,524,782	\$13,524,782

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

<sup>4</sup>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.

<sup>5</sup>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.

<sup>6</sup> 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.

<sup>7</sup>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.

<sup>8</sup> 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	89.12%									
Graduation Rate	76.12%									
Graduate Employment Earnings	\$52,388									
Experiential Learning	67.85%									
Community/ Local Impact	2.16%									
Institutional Strength/ Focus	42.56%									
Investment and Innovation Related	2.07%									
Institution- Specific	399									

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%	\$3,381,196	%	\$	%	\$	%	\$	%	\$
Graduation Rate	10%	\$6,762,391	%	\$	%	\$	%	\$	%	\$
Graduate Employment Earnings	5%	\$3,381,196	%	\$	%	\$	%	\$	%	\$
Experiential Learning	15%	\$10,143,587	%	\$	%	\$	%	\$	%	\$
Community/Loc al Impact	20%	\$13,524,782	%	\$	%	\$	%	\$	%	\$
Institutional Strength/ Focus	20%	\$13,524,782	%	\$	%	\$	%	\$	%	\$
Investment and Innovation Related	10%	\$6,762,391	%	\$	%	\$	%	\$	%	\$
Institution- Specific	15%	\$10,143,587	%	\$	%	\$	%	\$	%	\$

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.