

Accountability in Accreditation

2021 Report

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Questions concerning the content of this report should be directed to:

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Executive Summary

The Accountability in Accreditation Committee (AinA Committee) was struck by the Canadian Engineering Accreditation Board (CEAB) in February 2019. The Committee was created in response to the Engineers Canada Board's desire to provide stakeholders with a robust, evidence-based accreditation system, designed to acknowledge and address weaknesses in a data-driven, fact-based manner. The first data collection cycle spanned June 2020 to May 2021, and this report contains an overview of those findings and the AinA Committee's subsequent observations and recommendations.

Due to the global COVID-19 pandemic, data collection for this first report was limited. As such, many of the indicators and metrics will require further monitoring to determine what actions, if any, can and should be taken to address stakeholder concerns. Regardless of this limitation, the AinA Committee feels it can make several recommendations for improvements to the accreditation system as the data collected in this cycle confirms feedback the CEAB has received from various stakeholders in the past.

In this report, the AinA Committee makes several recommendations to the CEAB, the Policies and Procedures Committee (P&P Committee) and the CEAB Secretariat regarding communication and training needs, messaging for accreditation system stakeholders to clarify intents and purposes, and workflow and scheduling of CEAB products and processes. In addition to these specific issues, the AinA Committee recommends continued monitoring for the majority of measures.

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Introduction

Background on the Accountability in Accreditation Program

In recent years, the Engineers Canada Board, regulators, and higher education institutions (HEIs) have called for greater transparency from the Canadian Engineering Accreditation Board (CEAB). Stakeholders have sometimes remarked that the work of the CEAB is a complicated, unknowable “black box” process, where surprises happen, and autonomous decisions are a regular occurrence. Given this situation, the Engineers Canada Board called for a robust, evidence-based accreditation system designed to acknowledge and address weaknesses in a data-driven, fact-based manner, going so far as to make accountability in accreditation a strategic priority of the Engineers Canada’s 2019-2021 Strategic Plan. This strategic priority mandated the CEAB to provide a documented, annual performance measurement process, better communication, documented continual improvement processes, and greater transparency to accreditation stakeholders.

To address the Engineers Canada Board’s call for greater accountability in accreditation, the CEAB struck the Accountability in Accreditation (AinA) Committee in February 2019. At the time of this report, the AinA Committee is composed of the following members:

- Ray Gosine, Ph.D., FCAE, FEC, P.Eng. (Chair)
- Suzelle Barrington, FIC, PhD, ing. agr.
- Pemberton Cyrus, PhD, PEng, FEC
- Tim Joseph, Ph.D., P.Eng., FCIM
- Suzanne Kresta, PhD, P.Eng., FEC
- Matthew Oliver, CD, M.Div., P.Eng (APEGA)

Pierre G. Lafleur, ing., FIC, FACG, represented the P&P on the AinA Committee from 2019 to 2020 and was instrumental in its early work.

The 2021 data-collection cycle

The AinA Committee is tasked with continually assessing the transparency and effectiveness of the CEAB accreditation system. Throughout 2019 and 2020, members worked collaboratively with accreditation stakeholders to create a documented, annual measurement process, the results of which would be reported on each year. The Accountability in Accreditation Evaluation Strategy was approved by the CEAB in June 2020 for immediate implementation. This report presents the first set of results as part of these efforts.

The first data collection cycle was launched in June 2020 and concluded in March 2021. The following groups were invited to complete feedback forms (sample forms are included as Appendix A of this report):

- 13 HEIs, representing 51 programs, that received an accreditation decision in June 2020
- 12 provincial/territorial engineering regulators
- 4 HEIs, representing 4 programs that received an accreditation visit in the 2020/2021 cycle
- 2020/2021 cycle visiting team members (visiting team chairs, visiting team vice-chairs, program visitors, and general visitors)
- Student leadership at institutions that received visits in the 2020/2021 cycle

The global COVID-19 pandemic impacted the work of the AinA Committee in two distinct ways for this data-collection cycle:

1. Results were slow to return the CEAB Secretariat, and response rates were low. Anecdotally, we understand that resource redeployment to respond to the transition from in-person to on-line learning led some stakeholders to miss submission deadlines.
2. In May 2021, the Engineers Canada Board agreed with the CEAB's suggestion to defer the 2020/2021 accreditation cycle and granted a one-time, one-year accreditation cycle extension to all programs that received a favourable accreditation decision before June 5, 2020. Excluded from these motions were new programs that needed to be accredited in 2021 to benefit their first graduating class. As such, three new programs that underwent a virtual accreditation visit (and one existing program with a visit that had originally been scheduled for March 2020) were surveyed as the "HEIs post-visit" stakeholder group. This group was much smaller than anticipated, which impacted the overall dataset for 2021.

How to read the Accountability in Accreditation 2021 Summary Report

The 2021 Report is divided into two parts:

1. The Accountability in Accreditation 2021 Report: This Excel document contains a quantitative analysis of the findings of the stakeholder survey. The brief dashboard is included as Appendix B of this report. The full dashboard is available to CEAB members upon request.
2. The Accountability in Accreditation 2021 Summary Report: This document contains the AinA Committee's summary of the quantitative and qualitative findings of stakeholder surveys, and its recommended 'next steps' for each indicator where applicable.

The AinA Committee recommends that readers begin with the Excel document and use the Summary Report to augment their reading of the statistics reported in the dashboard.

There are several considerations the AinA Committee would like readers to keep in mind while reviewing the 2021 findings:

- It is important to note that stakeholders surveyed from the 2020/2021 accreditation cycle only represented four (4) visits to new programs. As such, the sample size was small for data collection from HEIs post-visit, visiting team chairs, visiting team vice-chairs, program visitors, general visitors, and students, which may mean that the data presented here is not fully representative of stakeholder impressions of the CEAB accreditation system.
- Initial thresholds for risk/concerning/achieving ratings were set to be deliberately sensitive; alterations may be required in the future. The AinA Committee is not recommending changes at this time but will review the issue once a full data set has been collected and analyzed. Moreover, due to the small sample size for this iteration of the report, one respondent was often sufficient to move an indicator into a concerning/risk category.
- As stakeholders monitor progress via the AinA reports they should be aware of the timescale required for changes within the accreditation system. Changes made to accreditation criteria/policy/procedures will likely not impact stakeholders for at least three to five years.
- In reviewing the survey results, the AinA Committee found no comments that were surprising to members. Rather, all issues identified by stakeholders have been expressed to the CEAB in different ways over time. As such, the AinA Committee feels that findings detailed in the Accountability in Accreditation 2021 Report validates the CEAB's current workplan.

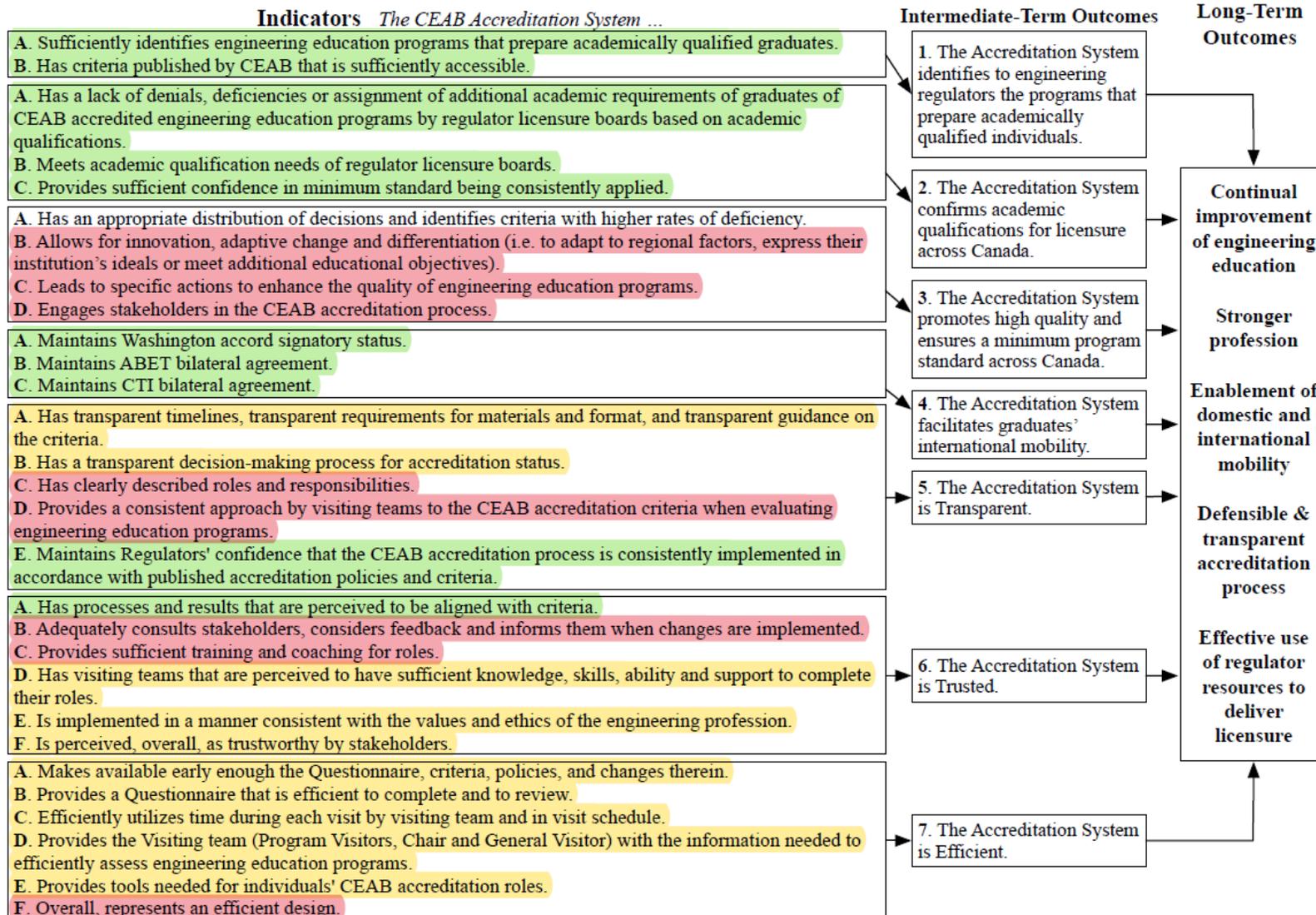
Next Steps

With regards to next steps, the AinA Committee has identified to the CEAB, the Policies and Procedures (P&P) Committee, and the CEAB Secretariat staff where follow-up should be considered to respond to the findings of the report. All three groups will review the findings of the report and incorporate necessary initiatives into their respective workplans for the coming year(s).

Data collection for the 2022 report began in June 2021 and will continue through March of 2022. Stakeholder groups who were not surveyed in 2021 due to timing issues (the Engineers Canada Board and CEAB members) will be included in the 2022 report, thresholds that were not set in 2021 will be reviewed as trends emerge in the data, and the dataset is expected to be more robust as the regular accreditation visit cycle resumes in 2021/2022. Moreover, the AinA Committee will meet later in 2021 to discuss the survey questions and thresholds, and to decide on any adjustments that need to be made for deployment in the 2023 data-collection cycle.

Summary of Indicators

Program Logic Model for Engineers Canada Accreditation System



Green: All measures are achieving
 Yellow: At least one measure is concerning, no risks
 Red: At least one measure is at risk

A program logic model (PLM), as presented above, is a graphical depiction of the connections between the activities and desired short-term and long-term outcomes of a program or service. PLM's identify plausible "chains" of causes and effects and usually include:

- the inputs required by the program (e.g. staff time)
- the expected immediate outputs arising from the program (e.g. documents produced)
- the desired outcomes (e.g. a trusted accreditation system)
- the related indicators (e.g. stakeholders are adequately consulted on proposed changes).

PLM's are often used in evaluation to demonstrate the underlying logic of a program and what evidence will be used to show achievement of desired outcomes. A PLM can also be used in a diagnostic capacity to identify where a program or service is not functioning optimally and to suggest options for improvement.

The PLM designed for the Engineers Canada accreditation system (above) shows the connections between the accreditation inputs (resources, activities) and outputs, as well as the indicators associated with the seven key outcomes. The PLM has also been updated to show which indicators are categorized as at risk, concerning, or achieving the goals of the accreditation system as a result of the 2021 measurement cycle. Indicators highlighted green indicate that no measures were classified as concerning or a risk; indicators highlighted yellow indicate that at least one measure was classified as concerning, but no risks were identified; and indicators highlighted red indicate that at least one measure was classified as a risk.

Conclusions and Recommendations

Though this data-collection cycle presented challenges due to the COVID-19 pandemic, which resulted in a smaller than expected data set, the Accountability in Accreditation Committee believes that the results detailed in this report are reasonable because the qualitative and quantitative data is reflective of messaging that stakeholders have shared with the CEAB in the past. However, before taking definitive action on several indicators, the AinA Committee feels more information is required to understand root-causes of issues and, as such, the majority of indicators will continue to be monitored until trends can be identified and plans to address them can be developed. Notwithstanding the small sample size, and because of the consistent messaging received from stakeholders to date, there are some actions that the AinA Committee feels would be appropriate to take at this time:

- The P&P Committee and CEAB Secretariat should undertake a review of the communication mechanisms in place to identify when and to whom information should be communicated in order to be the most effective. (Indicator 5.1b)
- Add to the visiting team chair training PowerPoint slide deck the following concept: program visitors are responsible for applying their discipline-specific knowledge to the criteria when assessing a program. (Indicator 5.3a)
- The P&P Committee should review the team chair training PowerPoint slide deck to ensure the steps in the CEAB accreditation decision-making process are clear. (Indicator 5.4a)
- The CEAB Secretariat should review and amend its existing communications to increase stakeholder understanding of the steps in the CEAB accreditation decision-making process. (Indicator 5.4b)

- The P&P Committee should consider developing briefing notes/flow charts to describe each stakeholders' role in the accreditation process. (Indicators 5.5a, 5.5b and 5.5c)
- Appraise visiting team chairs of the need to communicate with HEIs that each visit is an independent sampling of program activities with new volunteers, which means that the issues identified may be different from issues identified from sampling during preceding visits. As such, a high-level of consistency between visits is difficult to ensure. (Indicator 5.6)
- The CEAB Secretariat should seek ways to improve communications with HEIs on how their input on consultations was considered. (Indicator 6.3a)
- Appraise visiting team chairs that general visitors do not feel their feedback was adequately considered in the consultation process, nor did they feel adequately informed when change was implemented. (Indicator 6.3b)
- The P&P Committee should consider how to best utilize the February pre-visit meeting between program officials and team chairs to enhance training around how program officials can fulfill their role in the accreditation process. (Indicator 6.4)
- The P&P Committee should consider enhancements to the process for orienting new program visitors. (Indicator 6.6)
- The P&P Committee should consider enhancements to the visit team training process to improve consistency and clarity with respect to the visiting teams' approach to evaluating criterion 3.5.1.2d: non-academic counselling and guidance. (Indicator 6.8)
- The P&P Committee should consider improvements in communications around expectations for HEIs and the efficacy of the publication schedule. (Indicators 7.1, 7.2 and 7.3)
- The P&P Committee should consider ways to clarify CEAB documentation, specifically the Questionnaire and the tools required for HEIs to fulfill their role in the accreditation process. (Indicators 7.4 and 7.5, 7.10b)
- The CEAB as a whole should continue monitoring indicators related to the value of the CEAB accreditation process for HEIs with a view to understand if/how the benefits of accreditation justify the costs to both the profession and the HEIs. (Indicator 7.11)

Members of the AinA Committee would like to thank the stakeholders who participated in this first round of data collection. The Committee looks forward to working together to further refine the operations of the accreditation system.

Appendix A – Sample Feedback Forms

Feedback forms are distributed to stakeholders at specific times during the accreditation cycle. For a sample of the feedback forms, please visit the Engineers Canada website here:

- Regulators ([Sample survey](#))
- Visiting team members (each visitor receives a role-specific set of questions) ([Sample survey-team chair](#) [Sample survey-team vice-chair](#) [Sample survey-general visitor](#) [Sample survey-program visitor](#))
- CEAB Members ([Sample survey](#))
- Engineers Canada Board members ([Sample survey](#))
- Engineers Canada staff ([Sample survey](#))
- Institutions' deans or other officials (both after a visit and after a decision) ([Sample survey-post visit](#) [Sample survey-post decision](#))
- Student leadership at visited institutions ([Sample survey](#))

The data collected from these surveys is non-identifiable, except by the respondent's role, and provides valuable insight into the working of the accreditation system and how it may be improved.

Appendix B - Brief Dashboard of Indicators and Results

CEAB Accountability Dashboard (June 2020 to April 2021 Review)				
Outcome	Indicators: The CEAB accreditation System...	Results (Achieving Green = results included in annual evaluation report with comments available in appended form reports; Concerning Yellow = flagged for indepth discussion on meeting agenda of AinA, include comments in annual report, response required by AinA to CEAB for action; Risk Red = alert Accreditation Manager who will decide if to call a specific meeting of AinA or CEAB, present results and any comments for indepth discussion) (scan for identifying info)	Discussion (contextual considerations) <i>General:</i> It is important to note that stakeholders surveyed from the 2020/2021 accreditation cycle only represented three visits to new (single) programs. As such, the sample size was small which may mean that the data presented here is not fully representative of stakeholder impressions of the CEAB accreditation system. <i>Threshold considerations:</i> Initial thresholds for concerning/risk ratings were set to be deliberately sensitive; alterations may be required in the future. The Committee is not recommending changes at this time but will review the issue once a full data set has been collected and analyzed. Moreover, due to the small sample size for this iteration of the report, one respondent was often sufficient to move an indicator into a concerning/risk category.	Recommendations (Accountability in Accreditation Committee identify)
1. The Accreditation System identifies to engineering regulators the programs that prepare academically qualified individuals.	A. Sufficiently identifies engineering programs that prepare academically qualified graduates.	1.1 Achieving - All 4/4 responding regulators agree	Due to the small sample size, further monitoring is required.	Continue monitoring
		1.1 Achieving - All 3/3 general visitors agree	Due to the small sample size, further monitoring is required.	Continue monitoring
		1.1 Achieving - All 3/3 HEIs agree	Due to the small sample size, further monitoring is required.	Continue monitoring
		1.2 Achieving - CEAB has posted the list of accredited engineering programs.		No action required

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
	B. Has criteria published by CEAB that is sufficiently accessible.	1.3 Achieving - CEAB publishes criteria.		No action required
		1.4 Achieving - All 4/4 responding regulators report sufficient access.	Due to the small sample size, further monitoring is required.	Continue monitoring
		1.4 Achieving - All 3/3 general visitors report sufficient access.	Due to the small sample size, further monitoring is required.	Continue monitoring
		1.4 Achieving - All 3/3 HEI post-visit report sufficient access.	Due to the small sample size, further monitoring is required.	Continue monitoring
		1.4 Achieving - All 3/3 visiting team chairs report sufficient access.	Due to the small sample size, further monitoring is required.	Continue monitoring
		1.4 Achieving - All 3/3 visiting team vice-chairs report sufficient access.	Due to the small sample size, further monitoring is required.	Continue monitoring
		1.4 Achieving - All 4/4 Program Visitors report sufficient access.	Due to the small sample size, further monitoring is required.	Continue monitoring
		1.4 Achieving - All 4/4 Student leadership at HEI (via the Dean)	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
2. The Accreditation System confirms academic qualifications for licensure across Canada.	A. Has a lack of denials, deficiencies or assignment of additional academic requirements of graduates of CEAB accredited engineering programs by regulator licensure boards based on academic qualifications.	2.1 Achieving - None (4/4) of the responding regulators assigned additional academic requirements, identified deficiencies, or denied licensure to any recent CEAB graduates based on academic qualifications.	Due to the small sample size, further monitoring is required.	Continue monitoring
	B. Meets academic qualification needs of regulator licensure boards.	2.2 Achieving - For all (4/4) responding regulators the accreditation process met their needs for determining academic qualifications for licensure.	Due to the small sample size, further monitoring is required.	Continue monitoring
	C. Provides sufficient confidence in minimum standard being consistently applied.	2.3 Achieving - All (4/4) responding regulators had sufficient confidence in minimum standard consistency.	Due to the small sample size, further monitoring is required.	Continue monitoring
3. The Accreditation System promotes high quality and ensures a minimum	A. Has an appropriate distribution of decisions and identifies criteria with higher rates of deficiency.	3.1 Threshold TBD - Over the past cycle, the criteria that had deficits were ...		The Accountability in Accreditation Committee will wait for at least one more cycle of data to be collected before setting a threshold.
		3.2 Threshold TBD - Over the past cycle, the following criteria have the stated		The Accountability in Accreditation Committee will wait for at least one more cycle of data to be collected before setting a threshold.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
program standard across Canada.		number of concerns, weaknesses, and deficiencies...		
	B. Allows for innovation, adaptive change and differentiation (i.e. to adapt to regional factors, express their institution's ideals or meet additional educational objectives).	3.3 Risk (higher is less effective) - 33% (yes) of HEIs post-visit agreed that the CEAB accreditation process posed an obstacle to engineering education program innovation and adaptive change.	Due to the small sample size, further monitoring is required.	Continue monitoring
		3.3 Concerning (higher is less effective) - 12%(yes) of HEIs post-decision agreed that the CEAB accreditation process posed an obstacle to engineering education program innovation and adaptive change.	This result is consistent with messaging the CEAB has heard from HEIs in the past and, as such, there are several on-going initiatives in place to address HEI concerns (i.e., the development of Tandem, the review of required visit materials, discussions on curriculum input measures).	Continue monitoring
	3.4 Concerning - HEIs post-visit rate the extent the CEAB accreditation process allows for differentiation of your engineering education program as: 66% sufficiently allows; 33% partially allows; % does not allow.	Due to the small sample size, further monitoring is required.	Continue monitoring	

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
	C. Leads to specific actions to enhance the quality of engineering programs.	3.5 Risk - HEIs post-visit rate the extent that the CEAB accreditation process leads to specific actions to enhance the quality of the engineering education program: 33% yes; 33% partially; 33% no.	Due to the small sample size, further monitoring is required.	Continue monitoring
		3.5 Risk - HEIs post-decision rate the extent that the CEAB accreditation process leads to specific actions to enhance the quality of the engineering education program: 50% yes; 38% partially; 12% no.	While the members of the Committee are concerned about the results for this measure, not enough information was provided by respondents to understand how it can be addressed. The Committee welcomes further feedback from HEIs that responded 'no' to this question.	Continue monitoring, and encourage further comments from respondents in the future.
	D. Engages stakeholders in the CEAB accreditation process.	3.6a Achieving - 100% (yes) of Program Visitors indicated students had the opportunity to provide feedback on the engineering education program as part of the CEAB accreditation process;+E25	Due to the small sample size, further monitoring is required.	Continue monitoring
		3.6a Achieving - 100% (yes) of visiting team chairs indicated students (yes) had the opportunity to provide feedback on the engineering education program as part of the CEAB accreditation process;	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		3.6a Achieving - 100% (yes) of visiting team vice-chairs indicated students (yes) had the opportunity to provide feedback on the engineering education program as part of the CEAB accreditation process;	Due to the small sample size, further monitoring is required.	Continue monitoring
		3.6a Achieving - 80% (yes) of General Visitors indicated students (yes) had the opportunity to provide feedback on the engineering education program as part of the CEAB accreditation process;	Due to the small sample size, further monitoring is required.	Continue monitoring
		3.6b Achieving - 100% (yes) of student leadership at HEI indicated students had the opportunity to provide feedback on the engineering education program as part of the CEAB accreditation process;	Due to the small sample size, further monitoring is required.	Continue monitoring
		3.7a Risk - 66% of visiting team chairs indicated that (a) Deans, (b) Regulators, (c) Students, (d) external stakeholders of HEI including employers, (e) faculty, (f) staff including	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		<p>student services, (g) senior administration) were highly engaged, except for senior administrators</p> <p>Moderate: students, External stakeholders Not: Individuals from other faculties, External stakeholders</p>		
		<p>3.7a Concerning - 0% of visiting team vice-chairs indicated that (a) Deans, (b) Regulators, (c) Students, (d) external stakeholders of HEI including employers, (e) faculty, (f) staff including student services, (g) senior administration) were highly engaged, except for senior administrators</p>	<p>Respondents noted that the following stakeholders were highly engaged: deans, regulators, faculty.</p> <p>Respondents noted that the following stakeholders were extensively engaged: Deans, faculty</p> <p>Respondents noted that the following stakeholders were moderately engaged: Students, Staff, Senior admin, individuals from other faculties, external stakeholders.</p> <p>Respondents noted that no stakeholder groups were not engaged.</p> <p>The Committee feels the results of this question highlight the need to reconsider how data is collected and reported; while the measure is identified as a risk, the responses related to various stakeholder groups may be better considered if assessed separately.</p>	<p>Continue monitoring and review survey question/reporting for subsequent cycles.</p>
		<p>3.7b Risk - 0% of HEI's post-visit indicated that (a) Deans, (b) Regulators, (c) Students, (d)</p>	<p>Respondents noted that the following stakeholders were highly engaged: deans, regulators, faculty.</p>	<p>Continue monitoring and review survey question/reporting for subsequent cycles.</p>

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		external stakeholders of HEI including employers, (e) faculty, (f) staff including student services, (g) senior administration) were highly engaged, except for senior administrators	<p>Respondents noted that the following stakeholders were moderately engaged: Students, Staff, Senior admin, individuals from other faculties, external stakeholders.</p> <p>Respondents noted that the following stakeholders were not engaged: Individuals from other faculty, external stakeholders.</p> <p>The Committee feels the results of this question highlight the need to reconsider how data is collected and reported; while the measure is identified as a risk, the responses related to various stakeholder groups may be better considered if assessed separately.</p>	
		3.7c Achieving - student leadership at HEI indicated that students were extensively engaged (100%), moderately engaged (0%), not engaged (0%), unknown (0%) by the CEAB accreditation process.	Due to the small sample size, further monitoring is required.	Continue monitoring
		3.8 Threshold TBD - Three (3) regulators staff and volunteers (representing their regulator) went on visits (as observers or general visitors).		The Accountability in Accreditation Committee will wait for at least one more cycle of data to be collected before setting a threshold.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		<p>3.9 Threshold TBD - # of regulators staff and volunteers (representing their regulator) attended CEAB meetings. June 2020: 4 Sept 2020: 3 Feb 2021: 7</p>		<p>The Accountability in Accreditation Committee will wait for at least one more cycle of data to be collected before setting a threshold.</p>
		<p>3.10a Achieving - 100% of regulators report that representatives from their regulator who have engaged in the CEAB accreditation process (go on visits and/or attend CEAB meetings) have confidence in the process.</p>	<p>Due to the small sample size, further monitoring is required.</p>	<p>Continue monitoring</p>
		<p>3.10b Achieving - 100% of general visitors have confidence in the process.</p>	<p>Due to the small sample size, further monitoring is required.</p>	<p>Continue monitoring</p>
<p>4. The Accreditation System facilitates graduates' international mobility.</p>	<p>A.Maintains Washington accord signatory status.</p>	<p>4.1 Achieving - Engineers Canada is a signatory of the Washington Accord.</p>		<p>No action required</p>
	<p>B.Maintains ABET bilateral agreement.</p>	<p>4.2 Achieving - Engineers Canada has a bilateral agreement with ABET.</p>		<p>No action required</p>
	<p>C. Maintains CTI bilateral agreement.</p>	<p>4.3 Achieving - Engineers Canada has a bilateral agreement with CTI.</p>		<p>No action required</p>

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
5. The Accreditation System is Transparent.	A. Has transparent timelines, transparent requirements for materials and format, and transparent guidance on the criteria.	5.1 Achieving - HEIs post-visit rated CEAB accreditation process timelines to be clear 100% (yes),0% (partially), and 0% (no);	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.1a Achieving - Program Visitors rated CEAB accreditation process timelines to be clear 100% (yes), 0% (partially), and 0% (no);	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.1a Achieving - Visiting team chairs rated CEAB accreditation process timelines to be clear 100% (yes), 0% (partially), and 0% (no);	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.1a Achieving - Visiting team vice-chairs rated CEAB accreditation process timelines to be clear 100% (yes), 0% (partially), and 0% (no);	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.1a Achieving - General visitors rated CEAB accreditation process timelines to be clear 100% (yes), 0% (partially), and 0% (no);	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.1a Not measured for 2020/2021 - CEAB Board members rated CEAB accreditation process timelines to be clear		Plans are in place to survey this stakeholder group for the next report cycle.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		5.1b Concerning - EC Staff rated CEAB accreditation process timelines to be clear, based on their interactions with accreditation system stakeholders, clear 75% (yes), 25% (partially), and 0% (no).		The P&P and CEAB Secretariat should undertake a review of the communication mechanisms in place to identify when and to whom information should be communicated to be the most effective.
		5.2a Achieving - HEIs post-visit rated CEAB requirements for the materials HEIs prepare for the visiting team to be transparent: clear 100% (yes), 0% (partially), and 0% (no).	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.2a Concerning - Program Visitors rated CEAB requirements for the materials HEIs prepare for the visiting team to be transparent: clear 75% (yes), 25% (partially), and 0% (no).	The Committee notes that the Required Visit Materials Working Group's efforts related to these measures and will address concerns raised by stakeholders.	Continue monitoring
		5.2a Achieving - Visiting team chairs rated CEAB requirements for the materials HEIs prepare for the visiting team to be transparent: clear 100% (yes), 0% (partially), and 0% (no);	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		5.2a Concerning - Visiting team vice-chairs rated CEAB requirements for the materials HEIs prepare for the visiting team to be transparent: clear 33% (yes), 66% (partially), and 0% (no).	The Committee notes that the Required Visit Materials Working Group's efforts relate to these measures and will address concerns raised by stakeholders.	Continue monitoring
		5.2a Achieving - General visitors rated CEAB requirements for the materials HEIs prepare for the visiting team to be transparent: clear 100% (yes), 0% (partially), and 0% (no);	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.2a Not measured for 2020/2021 - CEAB Board members rated CEAB requirements for the materials HEIs prepare for the visiting team to be transparent		Plans are in place to survey this stakeholder group for the next report cycle.
		5.2b Concerning - EC Staff rated CEAB requirements for the materials HEIs prepare for the visiting team to be transparent: clear 50% (yes), 50% (partially), and 0% (no).	The Committee notes that the Required Visit Materials Working Group's efforts relate to these measures and will address concerns raised by stakeholders.	Continue monitoring
		5.3a Achieving - HEIs post-visit rated the criteria used in the CEAB accreditation process to be transparent: clear 100%	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		(yes), 0% (partially), and 0% (no).		
		5.3a Concerning - Program Visitors rated the criteria used in the CEAB accreditation process to be transparent: clear 75% (yes), 25% (partially), and 0% (no).	The Committee notes that one respondent indicated they were seeking discipline-specific criteria, which is not the intent of the CEAB accreditation system (to provide discipline-specific accreditation). This request demonstrates a possible area where training or communication is required to clarify the intent of the accreditation system.	Continue monitoring, and add to the team chair training PowerPoint slide deck the following concept: program visitors are responsible for applying their discipline-specific knowledge to the criteria when assessing a program.
		5.3a Achieving - Visiting team chairs rated the criteria used in the CEAB accreditation process to be transparent: clear 100% (yes), 0% (partially), and 0% (no);	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.3a Achieving - Visiting team vice-chairs rated the criteria used in the CEAB accreditation process to be transparent: clear 100% (yes), 0% (partially), and 0% (no).	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.3a Achieving - General visitors rated the criteria used in the CEAB accreditation process to be transparent: clear 100% (yes), 0% (partially), and 0% (no);	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		5.3a Not measured for 2020/2021 - CEAB Board members rated the criteria used in the CEAB accreditation process to be transparent		Plans are in place to survey this stakeholder group for the next report cycle.
		5.3b Concerning - EC Staff rated the criteria used in the CEAB accreditation process, based on their interactions with accreditation system stakeholders, to be transparent: clear 50% (yes), 50% (partially), and 0% (no).	The Committee notes that the respondents flagged issues of clarity, not transparency, in their comments on this question.	Continue monitoring.
	B. Has a transparent decision-making process for accreditation status.	5.4a Achieving - 100% of HEIs post-visit indicated that they could describe the steps in the CEAB decision-making process for accreditation status;	Due to the small sample size, further monitoring is required.	Continue monitoring
5.4a Achieving - 100% of HEIs post-decision indicated that they could describe the steps in the CEAB decision-making process for accreditation status;		Due to the small sample size, further monitoring is required.	Continue monitoring	
5.4a Concerning - 75% of Program Visitors indicated that they could describe the steps in the CEAB decision-making process for accreditation status;			The P&P should review the team chair training PowerPoint slide deck to ensure the steps in the CEAB decision-making process for accreditation status are clear.	

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		5.4a Achieving - 100% of Visiting team chairs indicated that they could describe the steps in the CEAB decision-making process for accreditation status;	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.4a Achieving - 100% of Visiting team vice-chairs indicated that they could describe the steps in the CEAB decision-making process for accreditation status;	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.4a Concerning - 66% of General Visitors indicated that they could describe the steps in the CEAB decision-making process for accreditation status;		The P&P should review the team chair training PowerPoint slide deck to ensure the steps in the CEAB decision-making process for accreditation status are clear.
		5.4a Not measured for 2020/2021 - CEAB Board members indicated that they could describe the steps in the CEAB decision-making process for accreditation status;		Plans are in place to survey this stakeholder group for the next report cycle.
		5.4b Concerning - 25% of EC Staff indicated that CEAB accreditation system stakeholders could describe the steps in the CEAB decision-making process for accreditation status;		The CEAB Secretariat should review and amend its existing communications to increase stakeholder understanding of the steps in the CEAB decision-making process for accreditation status.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
	C. Has clearly described roles and responsibilities.	<p>5.5a Risk - See matrix in F69 - L76. (E.g., If asked, <i>at least 80% of each group</i> (Regulators, HEIs post-visit, Program Visitors, Visiting Team chair, Visiting Team vice-chair, General Visitor, CEAB, EC Staff) could describe the roles and responsibilities in the CEAB accreditation process of the following groups (a) Deans or designated, (b) Program Leads (c) Visiting Team, (d) Regulators, (e) Students, (f) Canadian Engineering Accreditation Board (CEAB), (g) Engineers Canada Board except for Regulators where only 60% could describe the role of students)</p>	Due to the small sample size, further monitoring is required.	Continue monitoring, and the P&P should consider developing briefing notes/flow charts to describe each stakeholder's role in the accreditation process.
		<p>5.5b Risk - 25% of EC Staff felt that CEAB accreditation system stakeholders could clearly describe the roles and responsibilities of their and others' roles.</p>	Due to the small sample size, further monitoring is required.	Continue monitoring, and the P&P should consider developing briefing notes/flow charts to describe each stakeholder's role in the accreditation process.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
	D. Provides a consistent approach by visiting teams to the CEAB accreditation criteria when evaluating engineering programs.			
		5.5c Concerning - 50% of student leadership at HEIs indicated that their roles in the CEAB accreditation process were clearly described	Due to the small sample size, further monitoring is required.	Continue monitoring, and the P&P should consider developing briefing notes/flow charts to describe each stakeholder's role in the accreditation process.
		5.6 Achieving - HEIs post-visit rated the visiting team's approach to the criteria was rated consistent across programs on the visit (60% yes) and with previous visits (100% yes);	Due to the small sample size, further monitoring is required.	Continue monitoring
		5.6 Risk - HEIs post-decision rated the visiting team's approach to the criteria was rated consistent across programs on the visit (38% yes) and with previous visits (38% yes);	HEIs should be made aware that each visit is an independent sampling of program activities with new volunteers, which divorces it from the preceding visits to a certain degree. As such, a high-level of consistency between visits is difficult to ensure.	Continue monitoring, and appraise visiting team chairs of the current observations.
		5.6 Concerning - Program Visitors rated the visiting team's approach to the criteria was rated consistent across programs on the visit (75% yes) and with previous visits (50% yes);		Continue monitoring, and appraise visiting team chairs of the current observations.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		5.6 Concerning - Visiting team chairs rated the visiting team's approach to the criteria was rated consistent across programs on the visit (100% yes) and with previous visits (66% yes);		Continue monitoring, and appraise visiting team chairs of the current observations.
		5.6 Concerning - Visiting team vice-chairs rated the visiting team's approach to the criteria was rated consistent across programs on the visit (100% yes) and with previous visits (66% yes);		Continue monitoring, and appraise visiting team chairs of the current observations.
		5.6 Concerning - General Visitors rated the visiting team's approach to the criteria was rated consistent across programs on the visit (100% yes) and with previous visits (33% yes).		Continue monitoring, and appraise visiting team chairs of the current observations.
	E. Maintains Regulators' confidence that the CEAB accreditation process is consistently implemented in accordance with published	5.7 Achieving - All (4/4) responding regulators agree that the level of detail provided by the CEAB to regulators gives confidence that the CEAB accreditation process is consistently implemented in accordance with published accreditation policies and criteria.	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
	accreditation policies and criteria.			
6. The Accreditation System is Trusted.	A. Has processes and results that are perceived to be aligned with criteria.	6.1 Achieving - The accreditation process and results were considered aligned with the criteria by 100% (yes) and 0% (partially) of HEIs post-visit;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.1 Achieving - The accreditation process and results were considered aligned with the criteria by 100% (yes) of Program Visitors;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.1 Achieving - The accreditation process and results were considered aligned with the criteria by 100% (yes) of Visiting team chairs;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.1 Achieving - The accreditation process and results were considered aligned with the criteria by	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		100% (yes) of Visiting team vice-chairs;		
		6.1 Achieving - The accreditation process and results were considered aligned with the criteria by 100% (yes) of General Visitors.	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.2 Achieving - The accreditation process and results were considered aligned with the criteria by 87% (yes) and 13% (partially) of HEIs post-decision;	Due to the small sample size, further monitoring is required.	Continue monitoring
	B. Adequately consults stakeholders, considers feedback and informs them when changes are implemented.	6.3a Risk - When changes to accreditation criteria or procedures were considered, 25% of responding Regulators (a) felt consulted, (b) had the opportunity to provide feedback on proposals, (c) felt feedback was adequately considered, and (d) felt adequately informed when change was implemented.	The Committee notes that the new Engineers Canada consultation process has recently been implemented.	Continue monitoring, and appraise the CEAB of the current observations.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		6.3a Concerning - 50% of HEIs post-visit (a) felt consulted, (b) had the opportunity to provide feedback on proposals, (c) felt feedback was adequately considered, and (d) felt adequately informed when change was implemented.	The Committee notes that the new Engineers Canada consultation process has recently been implemented.	Continue monitoring, and the CEAB Secretariat should seek ways to improve communications with HEIs on how their input was considered.
		6.3a Concerning - 75% of HEIs post-decision (a) felt consulted, (b) had the opportunity to provide feedback on proposals, (c) felt feedback was adequately considered, and (d) felt adequately informed when change was implemented.	The Committee notes that the new Engineers Canada consultation process has recently been implemented.	Continue monitoring, and the CEAB Secretariat should seek ways to improve communications with HEIs on how their input was considered.
		6.3a Not measured for 2020/2021 - CEAB Board members (a) felt consulted, (b) had the opportunity to provide feedback on proposals, (c) felt feedback was adequately considered, and (d) felt adequately informed when change was implemented.		Plans are in place to survey this stakeholder group for the next report cycle.
		6.3b Achieving - 100% of Program Visitors (c) felt feedback was adequately considered, and (d) felt	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		adequately informed when change was implemented.		
		6.3b Achieving - 100% of Visiting Team chairs (c) felt feedback was adequately considered, and (d) felt adequately informed when change was implemented.	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.3b Achieving - 100% of Visiting Team vice-chairs (c) felt feedback was adequately considered, and (d) felt adequately informed when change was implemented.	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.3b Risk - 0% of General Visitors (c) felt feedback was adequately considered, and (d) felt adequately informed when change was implemented.	The Committee will reconsider the threshold for risk/concerning/achieving for this measure for a future data-collection cycle.	Continue monitoring, and appraise visiting team chairs of the current observations.
	C. Provides sufficient training and coaching for roles.	6.4 Risk - 0% of HEIs post-visit indicated they were sufficiently trained on how to complete their role in the accreditation process;		Continue monitoring, and the P&P should consider how to best utilize the February pre-visit meeting between program officials and team chairs to enhance training around how program officials can fulfill their role in the accreditation process.
		6.4 Achieving - 100% of Program Visitors indicated they were sufficiently trained	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		on how to complete their role in the accreditation process;		
		6.4 Achieving -100% of Visiting Team chairs indicated they were sufficiently trained on how to complete their role in the accreditation process;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.4 Achieving -100% of Visiting Team vice-chairs indicated they were sufficiently trained on how to complete their role in the accreditation process;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.4 Achieving -100% of General Visitors indicated they were sufficiently trained on how to complete their role in the accreditation process;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.4 Not measured for 2020/2021 - CEAB members indicated they were sufficiently trained on how to complete their role in the accreditation process;		Plans are in place to survey this stakeholder group for the next report cycle.
		6.5 Achieving - 100% of Program Visitors reported receiving sufficient coaching from the accreditation visiting	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations	
		team chair (a) 100% leading up to the visit (b) 100% On-site			
		6.5 Achieving - 100% of General Visitors reported receiving sufficient coaching from the accreditation visiting team chair (a) 100% leading up to the visit (b) 100% On-site	Due to the small sample size, further monitoring is required.	Continue monitoring	
		6.5 Achieving - 100% of Visiting Team vice-chairs reported receiving sufficient coaching from the accreditation visiting team chair (a) 100% leading up to the visit (b) 100% On-site	Due to the small sample size, further monitoring is required.	Continue monitoring	
		D. Has visiting teams that are perceived to have sufficient knowledge, skills, ability and support to complete their roles.	6.6 Achieving - 100% of HEIs post-visit felt that the visiting team had the skills, knowledge and ability to complete their role;	Due to the small sample size, further monitoring is required.	Continue monitoring
			6.6 Achieving - 100% of Program Visitors felt that the visiting team had the skills, knowledge and ability to complete their role;	Due to the small sample size, further monitoring is required.	Continue monitoring
			6.6 Achieving - 100% of Visiting Team chairs felt that the visiting team had the skills,	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		knowledge and ability to complete their role;		
		6.6 Concerning - 66% of Visiting Team vice-chairs felt that the visiting team had the skills, knowledge and ability to complete their role;	The Committee notes that the concerns of the visiting team vice-chairs were not reflected in the responses from the other visiting team members.	Continue monitoring, and the P&P should consider enhancements to the process for orienting new program visitors.
		6.6 Achieving - 100% of General Visitors felt that the visiting team had the skills, knowledge and ability to complete their role;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.7 Achieving - 100% of Visitor Team Chairs felt that EC Staff provide sufficient support in preparing and executing the visit.	Due to the small sample size, further monitoring is required.	Continue monitoring
	E. Is implemented in a manner consistent with the values and ethics of the engineering profession.	6.8 Concerning - 50% of Regulators indicated that the implementation of the CEAB accreditation process has been consistent with the values and ethics of the engineering profession;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.8 Achieving - 100% of HEIs post-visit indicated that the implementation of the CEAB accreditation process has been consistent with the values and	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		ethics of the engineering profession;		
		6.8 Concerning - 75% of HEIs post-decision indicated that the implementation of the CEAB accreditation process has been consistent with the values and ethics of the engineering profession;	The Committee notes that the comments from respondents related to visiting team members' assessment of student mental health services.	Continue monitoring, and the P&P should consider enhancements to the visit team training process to improve consistency and clarity with respect to the visiting teams' approach to evaluating criterion 3.5.1.2d: non-academic counselling and guidance.
		6.8 Concerning - 75% of Program Visitors indicated that the implementation of the CEAB accreditation process has been consistent with the values and ethics of the engineering profession;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.8 Achieving - 100% of Visiting Team chairs indicated that the implementation of the CEAB accreditation process has been consistent with the values and ethics of the engineering profession;	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		6.8 Achieving - 100% of Visiting Team vice-chairs indicated that the implementation of the CEAB accreditation process has been consistent with the values and ethics of the engineering profession;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.8 Achieving - 100% of General Visitors indicated that the implementation of the CEAB accreditation process has been consistent with the values and ethics of the engineering profession;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.8 Not measured for 2020/2021 - CEAB Board members indicated that the implementation of the CEAB accreditation process has been consistent with the values and ethics of the engineering profession;		Plans are in place to survey this stakeholder group for the next report cycle.
		6.8 Not measured for 2020/2021 - Engineers Canada Board members indicated that the implementation of the CEAB accreditation process has been consistent with the values and ethics of the engineering profession;		Plans are in place to survey this stakeholder group for the next report cycle.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
	F. Is perceived, overall, as trustworthy by stakeholders.	6.9 Achieving - 100% of Regulators (4/4) indicated that they trust the CEAB accreditation system's assessment of engineering programs;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.9 Achieving - 100% of HEIs post-visit indicated that they trust the CEAB accreditation system's assessment of engineering programs;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.9 Concerning - 50% of HEIs post-decision indicated that they trust the CEAB accreditation system's assessment of engineering programs;	The Committee notes that respondents raised concerns related to AUs in their comments. The issue of curriculum input measurement is currently being considered by the P&P.	Continue monitoring
		6.9 Concerning - 75% of Program Visitors indicated that they trust the CEAB accreditation system's assessment of engineering programs;	The Committee notes that respondents raised concerns related to AUs in their comments. The issue of curriculum input measurement is currently being considered by the P&P.	Continue monitoring
		6.9 Achieving - 100% of Visiting Team chairs indicated that they trust the CEAB accreditation system's assessment of engineering programs;	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		6.9 Concerning - 33% of Visiting Team vice-chairs indicated that they trust the CEAB accreditation system's assessment of engineering programs;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.9 Achieving - 100% of General Visitors indicated that they trust the CEAB accreditation system's assessment of engineering programs;	Due to the small sample size, further monitoring is required.	Continue monitoring
		6.9 Not measured for 2020/2021 - CEAB Board members indicated that they trust the CEAB accreditation system's assessment of engineering programs;		Plans are in place to survey this stakeholder group for the next report cycle.
		6.9 Not measured for 2020/2021 - Engineers Canada Board members indicated that they trust the CEAB accreditation system's assessment of engineering programs;		Plans are in place to survey this stakeholder group for the next report cycle.
7. The Accreditation System is Efficient.	A. Makes available early enough the Questionnaire, criteria, policies, and changes therein.	7.1 Concerning - 66% of HEIs post-visit indicated that the Questionnaire is made available early enough to allow for efficient data collection during the snapshot year;	The Committee notes that the criteria and supporting documents for an accreditation cycle are published in October each year, whereas the data-collection year starts one month earlier in September.	Continue monitoring, and the P&P should consider improvements in communications around expectations for HEIs and the efficacy of the publication schedule.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		7.2 Concerning - 66% of HEIs post-visit indicated that the CEAB Accreditation Criteria and Policies was made available early enough to allow for efficient data collection during the snapshot year;	The Committee notes that the criteria and supporting documents for an accreditation cycle are published in October each year, whereas the data-collection year starts one month earlier in September.	Continue monitoring, and the P&P should consider improvements in communications around expectations for HEIs and the efficacy of the publication schedule.
		7.3 Concerning - 66% of HEIs post-visit indicated that they were made aware of changes to CEAB accreditation criteria and procedures far enough in advance to allow for efficient data collection during the snapshot year.	The Committee notes that the criteria and supporting documents for an accreditation cycle are published in October each year, whereas the data-collection year starts one month earlier in September.	Continue monitoring, and the P&P should consider improvements in communications around expectations for HEIs and the efficacy of the publication schedule.
	B. Provides a Questionnaire that is efficient to complete and to review.	7.4 Concerning - 33% of HEIs post-visit indicated that the Questionnaire was efficient to complete based on instructions.	The Committee notes that the development of Tandem should improve user experience in completing the Questionnaire.	Continue monitoring as Tandem is implemented, and the P&P should consider ways to clarify CEAB documentation.
	7.5 Concerning - 50% of Program Visitors indicated that the Questionnaire submitted by the institution was efficient for visiting team members to review	The Committee notes that the development of Tandem should improve user experience in completing the Questionnaire.	Continue monitoring as Tandem is implemented, and the P&P should consider ways to clarify CEAB documentation.	
		7.5 Achieving - 100% of Visiting Team chairs indicated that the Questionnaire submitted by the institution	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		was efficient for visiting team members to <i>review</i>		
		7.5 Achieving - 100% of Visiting Team vice-chairs indicated that the Questionnaire submitted by the institution was efficient for visiting team members to <i>review</i>	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.5 Concerning - 66% of General Visitors indicated that the Questionnaire submitted by the institution was efficient for visiting team members to <i>review</i>	The Committee notes that the development of Tandem should improve user experience in completing the Questionnaire.	Continue monitoring as Tandem is implemented, and the P&P should consider ways to clarify CEAB documentation.
	C. Efficiently utilizes time during each visit by visiting team and in visit schedule.	7.6 Achieving - 100% of HEIs post-visit indicated that the visiting team members made efficient use of provided information and time on site	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.6 Concerning - 75% of Program Visitors indicated that the visiting team members made efficient use of provided information and time on site (85% yes; 15% partially);	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		7.6 Achieving - 100% of Visiting Team chairs indicated that the visiting team members made efficient use of provided information and time on site	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.6 Achieving - 100% of Visiting Team vice-chairs indicated that the visiting team members made efficient use of provided information and time on site	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.6 Achieving - 100% of General Visitors indicated that the visiting team members made efficient use of provided information and time on site	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.7 Achieving - 100% of HEIs post-visit indicated that the visit schedule include the right amount of time with the right people	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.7 Achieving - 100% of Program Visitors indicated that the visit schedule include the right amount of time with the right people	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.7 Achieving - 100% of Visiting Team chairs indicated that the visit schedule include	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		the right amount of time with the right people		
		7.7 Achieving - 100% of Visiting Team vice-chairs indicated that the visit schedule include the right amount of time with the right people	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.7 Concerning - 33% of General Visitors indicated that the visit schedule include the right amount of time with the right people	Due to the small sample size, further monitoring is required.	Continue monitoring
	D. Provides the Visiting team (Program Visitors, Chair and General Visitor) with the information needed to efficiently assess engineering programs.	7.8 Concerning - 75% of Program Visitors indicated that the visiting team was provided with the information they need to efficiently assess the engineering education program by the HEI	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.8 Achieving - 100% of Visiting Team chairs indicated that the visiting team was provided with the information they need to efficiently assess the engineering education programthe HEI	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		7.8 Concerning - 33% of Visiting Team vice-chairs indicated that the visiting team was provided with the information they need to efficiently assess the engineering education program <i>by the HEI</i>	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.8 Achieving - 100% of General Visitors indicated that the visiting team was provided with the information they need to efficiently assess the engineering education program <i>by the HEI</i>	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.9 Achieving - 100% of Program Visitors indicated that the visiting team was provided with the information they need to efficiently assess the degree program <i>by the CEAB Secretariat</i>	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.9 Achieving - 100% of Visiting Team chairs indicated that the visiting team was provided with the information they need to efficiently assess the degree program <i>by the CEAB Secretariat;</i>	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		7.9 Achieving - 100% of Visiting Team vice-chairs indicated that the visiting team was provided with the information they need to efficiently assess the degree program <i>by the CEAB Secretariat</i> ;	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.9 Achieving - 100% of General Visitors indicated that the visiting team was provided with the information they need to efficiently assess the degree program <i>by the CEAB Secretariat</i> .	Due to the small sample size, further monitoring is required.	Continue monitoring
	E. Provides tools needed for individuals' CEAB accreditation roles.	7.10a Achieving - 100% of Program Visitors indicated that they were provided with the tools they need for their accreditation role;	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.10a Achieving - 100% of Visiting Team chairs indicated that they were provided with the tools they need for their accreditation role;	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.10a Achieving - 100% of Visiting Team vice-chairs indicated that they were provided with the tools they need for their accreditation role;	Due to the small sample size, further monitoring is required.	Continue monitoring

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		7.10a Achieving - 100% of General Visitors indicated that they were provided with the tools they need for their accreditation role;	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.10a Not measured for 2020/2021 - CEAB Board members indicated that they were provided with the tools they need for their accreditation role;		Plans are in place to survey this stakeholder group for the next report cycle.
		7.10b Concerning - 66% of HEIs post-visit indicated that they were provided with the tools they need for their accreditation role;	The Committee notes that the development of Tandem should improve user experience in preparing for visits. Based on the comments submitted by respondents, the Committee recommends clarifying this question to indicate respondents should only consider their needs in relation to the tools provided by the CEAB for their accreditation role.	Continue monitoring as Tandem is implemented, and the P&P should consider ways to clarify CEAB documentation.
		7.10b Concerning - 75% of HEIs post-decision indicated that they were provided with the tools they need for their accreditation role.	The Committee notes that the development of Tandem should improve user experience in preparing for visits. Based on the comments submitted by respondents, the Committee recommends clarifying this question to indicate respondents should only consider their needs in relation to the tools provided by the CEAB for their accreditation role.	Continue monitoring as Tandem is implemented, and the P&P should consider ways to clarify CEAB documentation.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
	F. Overall, represents an efficient design.	7.11 Concerning - 25% of Regulators indicated that the CEAB accreditation process represents an efficient design, where the time (and resources) they invested was worthwhile (returned value);	The Committee notes that several CEAB initiatives are underway to address the issue of workload in relation to accreditation (i.e., Tandem’s implementation, the Required Visit Materials Working Group).	Continue monitoring with a view to understand if/how the benefits of accreditation justify the costs to both the profession and the HEIs.
		7.11 Concerning - 66% of HEIs post-visit indicated that the CEAB accreditation process represents an efficient design, where the time (and resources) they invested was worthwhile (returned value);	The Committee notes that several CEAB initiatives are underway to address the issue of workload in relation to accreditation (i.e., Tandem’s implementation, the Required Visit Materials Working Group).	Continue monitoring with a view to understand if/how the benefits of accreditation justify the costs to both the profession and the HEIs.
		7.11 Risk - 25% of HEIs post-decision indicated that the CEAB accreditation represents an efficient design, where the time (and resources) they invested was worthwhile (returned value);	The Committee notes that several CEAB initiatives are underway to address the issue of workload in relation to accreditation (i.e., Tandem’s implementation, the Required Visit Materials Working Group).	Continue monitoring with a view to understand if/how the benefits of accreditation justify the costs to both the profession and the HEIs.
		7.11 Risk - 75% of Program Visitors indicated that the CEAB accreditation represents an efficient design, where the time (and resources) they invested was worthwhile (returned value);	The Committee notes that several CEAB initiatives are underway to address the issue of workload in relation to accreditation (i.e., Tandem’s implementation, the Required Visit Materials Working Group).	Continue monitoring with a view to understand if/how the benefits of accreditation justify the costs to both the profession and the HEIs.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
		7.11 Achieving - 100% of Visiting Team chairs indicated that the CEAB accreditation represents an efficient design, where the time (and resources) they invested was worthwhile (returned value);	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.11 Concerning - 33% of Visiting Team vice-chairs indicated that the CEAB accreditation represents an efficient design, where the time (and resources) they invested was worthwhile (returned value);	The Committee notes that several CEAB initiatives are underway to address the issue of workload in relation to accreditation (i.e., Tandem's implementation, the Required Visit Materials Working Group).	Continue monitoring with a view to understand if/how the benefits of accreditation justify the costs to both the profession and the HEIs.
		7.11 Achieving - 80% of General Visitors indicated that the CEAB accreditation represents an efficient design, where the time (and resources) they invested was worthwhile (returned value);	Due to the small sample size, further monitoring is required.	Continue monitoring
		7.11 Not measured for 2020/2021 - CEAB Board members indicated that the CEAB accreditation represents an efficient design, where the time (and resources) they invested was worthwhile (returned value)		Plans are in place to survey this stakeholder group for the next report cycle.

Outcome	Indicators: The CEAB accreditation System...	Results	Discussion	Recommendations
Open Questions	A. Positive Outcomes of the accreditation process.	See summary in Appendix C		
	B. Negative Outcomes of the accreditation process.	See summary in Appendix C		
	C. Additional comments about the CEAB accreditation system	See summary in Appendix C		

Appendix C - Summary of the Accountability in Accreditation Survey Findings: 2020-2021

Outcome 1: The Accreditation System identifies to engineering regulators the programs that prepare academically qualified individuals.

All indicators and measures were reported by stakeholders to be 'achieving' the goal of the accreditation system to identify to engineering regulators the programs that prepare individuals who are academically qualified to enter the profession.

Outcome 2: The Accreditation System confirms academic qualifications for licensure across Canada.

All indicators and measures were reported by stakeholders to be 'achieving' the goal of the accreditation system to be able to confirm academic qualifications for licensure across Canada.

Outcome 3: The Accreditation System promotes high quality and ensures a minimum program standard across Canada.

Indicator 3.A: The CEAB accreditation system has an appropriate distribution of decisions and identifies criteria with higher rates of deficiency.

Qualitative data has been collected on this indicator (specifically the distribution of decisions and the number of concerns/weaknesses/deficiencies for each criterion), but additional study years will be required to identify trends in order to set thresholds for achieving/concern/risk. The AinA Committee will wait for at least one more cycle of data to be collected before setting a threshold.

Indicator 3.B: The CEAB accreditation system allows for innovation, adaptive change and differentiation (i.e. to adapt to regional factors, express their institution's ideals or meet additional educational objectives).

HEIs (both post-visit and post-decision) expressed concerns regarding the rigidity of the accreditation system, which they report limits innovation in program development and delivery. Some stakeholders specifically identified the Accreditation Unit system as a barrier to innovation in program delivery. These results are consistent with concerns expressed by HEIs to the CEAB in the past and, as such, there are several on-going CEAB workplan initiatives in place to address HEI concerns (i.e., the development of a web-based accreditation management system, "Tandem", the review of required visit materials, and discussions on curriculum input measures). The AinA Committee will continue to monitor this indicator as the results of CEAB initiatives are implemented to determine their impact and efficacy.

Indicator 3.C: The CEAB accreditation system leads to specific actions to enhance the quality of engineering programs.

While the majority of HEI respondents (both post-visit and post-decision) indicated that they found that CEAB accreditation has led to specific action to enhance the quality of the engineering program, a small number indicated it did not. Due to the sensitive nature of the thresholds set for this first data collection cycle, the indicator is classified as a risk to respond to the single program respondents who indicated they did not feel that accreditation led to enhancements in their programs. While the

members of the AinA Committee are concerned about the results for this measure, not enough information was provided by respondents to understand how it can be addressed. The AinA Committee welcomes further feedback from HEI respondents that responded 'no' to these questions. The AinA Committee will closely monitor the measures for this indicator in the future, and encourages respondents to provide additional information in the survey if they feel the accreditation system does not lead to improvements in their programs.

Indicator 3.D: The CEAB accreditation system engages stakeholders in the CEAB accreditation process. The measures for this indicator are designed to ask stakeholders to identify their perceptions of their own engagement, and the engagement of other stakeholders, in the CEAB accreditation process. The AinA Committee is concerned about a possible lack of engagement of stakeholders in the accreditation system that emerged in the survey results. Due to the small sample size for this data-collection cycle however, further monitoring is required to determine if the results are representative of stakeholders' perception of the accreditation system or if the thresholds for achieving/concern/risk require adjustments.

The AinA Committee wishes to further comment on the measures that asked visiting team chairs, visiting team vice-chairs and HEI respondents (post-visit) about the engagement levels of deans, regulators, students, external stakeholders of the HEI, faculty, staff (including student services) and senior HEI administration. Some stakeholders indicated that they perceived some groups to not be engaged in the accreditation process, which classified this indicator as a 'risk.' While the AinA Committee is concerned that some stakeholders are not engaged in the accreditation process, further monitoring is required to determine if the results relate to the small sample size or the way the question is reported/analyzed.

Outcome 4: The Accreditation System facilitates graduates' international mobility.

All indicators and measures were reported by stakeholders to be 'achieving' the goal of the accreditation system to facilitate graduates' international mobility.

Outcome 5: The Accreditation System is Transparent.

Indicator 5.A: The CEAB accreditation system has transparent timelines, transparent requirements for materials and format, and transparent guidance on the criteria.

The majority of measures for this indicator were classified as 'achieving,' but the AinA Committee notes that several were classified as 'concerning' for reasons related to the clarity of accreditation documents, the efficacy of communications, and gaps in stakeholder understanding of the purpose of accreditation. The AinA Committee notes that the Required Visit Materials Working Group's efforts related to this indicator will address several of the concerns raised by stakeholders. In addition, the AinA Committee is recommending that the P&P Committee undertake a review of some of the accreditation reporting and training materials to respond to specific concerns raised by stakeholders.

Indicator 5.B: The CEAB accreditation system has a transparent decision-making process for accreditation status.

The majority of measures for this indicator were classified as 'achieving,' but the AinA Committee notes that several were classified as 'concerning' for reasons related to stakeholder understanding of their role, and the role of others, in the accreditation system. The AinA Committee is recommending that the

P&P Committee undertake a review of its training materials to respond to specific concerns raised by stakeholders.

Indicator 5.C: The CEAB accreditation system has clearly described roles and responsibilities.

The measures for this indicator are designed to ask stakeholders identify their understanding of their role, and the role of other stakeholders, in the CEAB accreditation process. The AinA Committee is concerned about a possible lack of understanding that stakeholders have about the roles of each group in the accreditation system. Due to the small sample size for this data collection cycle however, further monitoring is required to determine if results are representative of the stakeholders' understanding of the accreditation system or if the thresholds for achieving/concern/risk require adjustments. The AinA Committee is recommending that the P&P Committee undertake a review of CEAB training materials to respond to specific concerns raised by stakeholders.

Indicator 5.D: The CEAB accreditation system provides a consistent approach by visiting teams to the CEAB accreditation criteria when evaluating engineering programs.

The AinA Committee notes that this indicator is classified as a risk because the majority of HEIs (post-decision) reported that there was a lack of consistency in the approaches taken by visiting teams across programs during a visit, and between visits over time. The AinA Committee is recommending that HEIs be made aware that each visit is an independent sampling of program activities with new volunteers, which divorces it from the preceding visits to a certain degree. As such, a high-level of consistency between visits is difficult to ensure. However, the AinA Committee would like to make visiting team chairs aware of the results of this indicator so they can strive to ensure consistency where possible.

Indicator 5.E: The CEAB accreditation system maintains regulators' confidence that the CEAB accreditation process is consistently implemented in accordance with published accreditation policies and criteria.

Regulators who responded to the question indicated that they have confidence in the accreditation system, and that they perceive the implementation of the CEAB accreditation to be consistent and in accordance with published policies and criteria.

Outcome 6: The Accreditation System is Trusted.

Indicator 6.A: The CEAB accreditation system has processes and results that are perceived to be aligned with criteria.

All measures were reported by stakeholders to be 'achieving' the goal of the accreditation system having process and results that are aligned with the criteria.

Indicator 6.B: The CEAB accreditation system adequately consults stakeholders, considers feedback and informs them when changes are implemented.

While program visitors, visiting team chairs, and visiting team vice-chairs felt their feedback on consultation topics was adequately considered and they were adequately informed when changes were implemented, the regulators, HEI respondents (both post-visit and post-decision), and general visitors all raised concerns about their participation in the consultation process. The AinA Committee notes that the new [Engineers Canada consultation process](#) has recently been implemented, and so will continue to monitor these measures to determine if the changes introduced by the new process address stakeholder concerns. In addition, the AinA Committee is recommending that the CEAB Secretariat seek ways to improve communications with all stakeholders around their input to the consultation process.

Indicator 6.C: The CEAB accreditation system provides sufficient training and coaching for roles.

The AinA Committee notes that this indicator has been classified as a risk because the HEI (post-visit) respondents noted that they were not sufficiently trained on how to complete their role in the accreditation process. All other surveyed stakeholders indicated they were sufficiently trained. The AinA Committee is recommending that the P&P Committee consider how to best utilize the February pre-visit meeting between program officials and team chairs to enhance training around how program officials can fulfill their role in the accreditation process.

Indicator 6.D: The CEAB accreditation system has visiting teams that are perceived to have sufficient knowledge, skills, ability and support to complete their roles.

The AinA Committee notes that this indicator has been classified as concerning because some visiting team vice-chair respondents indicated that the visiting teams were only moderately equipped with the skills, knowledge, and ability to complete their role. The AinA Committee further notes that the concerns of the visiting team vice-chairs were not reflected in the responses from the other visiting team members. Regardless, the AinA Committee is recommending that the P&P Committee consider enhancements to the process for orienting all visiting team members.

Indicator 6.E: The CEAB accreditation system is implemented in a manner consistent with the values and ethics of the engineering profession.

The AinA Committee is concerned about a perception that the accreditation system is not implemented in a manner that is consistent with the values and ethics of the engineering profession. Due to the small sample size for this data collection cycle however, further monitoring is required to determine if results are representative of stakeholders' perception of the accreditation system. Moreover, the AinA Committee notes that a comment from the HEI respondents (post-decision) related to the visiting team's assessment of non-academic counselling and guidance within their program and, as such, is recommending to the P&P Committee that it consider enhancements to the visit team training process to improve consistency and clarity with respect to the visiting teams' approach to the relevant criterion.

Indicator 6.F: The CEAB accreditation system is perceived, overall, as trustworthy by stakeholders.

The AinA Committee is concerned about the perception that the accreditation system is not trustworthy. The AinA Committee notes that several comments from the HEI respondents (post-decision) and program visitors flagged the Accreditation Unit system as the cause of this perception, and feels the P&P Committee's current work to explore the issue of curriculum input measurement has the potential to address these concerns in the future. Due to the small sample size for this data collection cycle, further monitoring is required to determine if results are representative of the stakeholders' perception of the accreditation system.

Outcome 7: The Accreditation System is Efficient.

Indicator 7.A: The CEAB accreditation system makes available early enough the Questionnaire, criteria, policies, and changes therein.

HEI respondents (post-visit) expressed concerns about the timelines for accessing the appropriate version of the Questionnaire, criteria, and policies. The AinA Committee notes that the criteria and supporting documents for an accreditation cycle are published in October each year, whereas the data-collection year for HEIs planning for an accreditation visit starts one month earlier, in September. As

such, the AinA Committee is recommending that the P&P Committee consider improvements in communications around expectations for HEIs and the publication schedule for the Questionnaire, criteria, and policy documents.

Indicator 7.B: The CEAB accreditation system provides a Questionnaire that is efficient to complete and to review.

HEI respondents (post-visit), program visitors, and general visitors expressed concerns regarding the efficacy of the Questionnaire document. The AinA Committee notes that the development of Tandem, Engineers Canada's on-line accreditation-support platform, should improve user experience in completing the Questionnaire. Regardless, the AinA Committee is recommending that the P&P Committee consider ways to clarify CEAB documentation.

Indicator 7.C: The CEAB accreditation system efficiently utilizes time during each visit by visiting team and in visit schedule.

Some program visitors expressed a concern that visiting team members did not make efficient use of the available information and time during the visit, while a majority of general visitors expressed a concern that the schedule did not include the right amount of time with the right people during the visit. In both cases, due to the small sample size for this data collection cycle, the AinA Committee feels that further monitoring is required to determine if these results are representative of stakeholders' perception of the accreditation system.

Indicator 7.D: The CEAB accreditation system provides the Visiting team (Program Visitors, Chair and General Visitor) with the information needed to efficiently assess engineering programs.

Program visitors and visiting team vice-chairs expressed a concern that the visiting team was not provided with the information needed to efficiently assess programs during an accreditation visit. Due to the small sample size for this data collection cycle, the AinA Committee feels that further monitoring is required to determine if these results are representative of stakeholders' perception of the accreditation system.

Indicator 7.E: The CEAB accreditation system provides tools needed for individuals' CEAB accreditation roles.

HEI respondents (both post-visit and post-decision) expressed a concern that they were not provided with the tools required to fulfill their role in the accreditation system. The AinA Committee notes that the development of Tandem, Engineers Canada's on-line accreditation support platform, should improve user experience in preparing for visits. Regardless, the AinA Committee recommends that the P&P Committee consider ways to clarify CEAB documentation.

The AinA Committee noted in the qualitative data collected for the measures for this indicator that respondents spoke to the tools prepared by their respective HEIs to support accreditation activities. As such, the AinA Committee will review the wording of this question for future data-collection cycles to make it clear that respondents should only consider the tools prepared and shared by the CEAB when responding.

Indicator 7.F: The CEAB accreditation system overall, represents an efficient design.

Regulators, HEI respondents (both post-visit and post-decision), program visitors, and visiting team vice-chairs all expressed varying degrees of concern for the efficacy of the accreditation system's overall design, specifically with regards to the time and resources dedicated to accreditation in relation to the perceived benefits. The AinA Committee notes that several CEAB initiatives are underway to address

the issue of workload in relation to accreditation (such as Tandem's implementation and the Required Visit Materials Working Group). The AinA Committee will closely monitor this indicator with a view to understanding how stakeholders perceive the benefits of accreditation in relation to the costs to both the profession and the HEIs.

Open Questions

At the conclusion of each stakeholder survey, three open-ended questions were asked. The following is a summary of the comments collected for each question:

Open Question 1: Please describe any significant POSITIVE outcomes of the CEAB accreditation process.

- Administrative benefit (time/resources) for regulators
- Reputational benefit for regulators
- Benefits graduates in the licensure process and with global mobility
- Self-study/peer-feedback contributes to quality
- Process is effective
- Identifies a minimum required level of educational preparation
- Ensures pan-Canadian quality
- Connects academia and industry
- Provides students with a voice in the programs

Open Question 2: Please describe any significant NEGATIVE outcomes of the CEAB accreditation process.

- Insufficient interaction with students to understand their perspectives
- The resource-intensive nature of the process is detrimental to the system
- Inconsistent feedback from visitors
- Uncertain if/how responses to team reports are used
- Accreditation Unit requirements limit innovation and pedagogical growth

Open Question 3: Please provide any additional comments or ideas you would like to share with us about the CEAB accreditation system, including but not limited to comments on visit documents such as the Questionnaire, the visit process, or schedule; advice provided by Engineers Canada staff or the visiting team chair; and this feedback process.

- The system requires more flexibility to accommodate stakeholders
- An on-line system would benefit the process
- Clearer roles for team members
- Accreditation is resource-intensive
- Hybrid virtual/in-person visits
- Better training for visiting team members
- Document submission requirements and process need to be streamlined
- Clarity on process (from the CEAB Secretariat) required