

**ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY**

**MINUTES OF THE**

**FULL BOARD MEETING of the BOARD OF GOVERNORS**

Held on April 28, 2026, at 5:45 p.m. in Room #W1028 at the Chatham Campus.

**Present:**

Ms. R. Anguiano Hurst  
Mr. A. Barron  
Mr. K. Corriveau  
Ms. P. Corro-Battagello  
Mr. C. Hotham – **Acting Chair**  
Ms. A. Jurak  
Ms. J. Piccinato – **Past Chair**  
Mr. A. Paniccia  
Ms. K. Ramsay  
Mr. M. Silvaggi – **President**  
Mr. A. Teshuba, virtually  
Mr. A. Weiler  
Ms. G. Wrye  
Ms. J. Yee, virtually

**Regrets:**

Mr. G. Fenn  
Mr. G. Rossi

**Also Present:**

Ms. K. Byrne – TSI, Incoming President  
Mr. J. Fairley – Senior Vice President, Communications, Advancement & External Affairs  
Mr. M. Jones – Senior Vice President, Finance, Administration & CFO  
Ms. J. Lehoux – Executive Director, President's Office & Corporate Secretary  
Ms. S. McLelland – Retirees' Association  
Mr. R. Nicoletti – Senior Vice President, International Relations & Student Services  
Mr. J. Parent – Observer  
Mr. S. Rawal – TSI, Outgoing President  
Mr. S. Sharma – TSI, Operations Manager  
Mr. J. Sirianni – Senior Vice President, Human Resources & Facilities Services  
Ms. L. Wakem – TSI, Incoming Vice President

Having a quorum of Governors in attendance either virtually or in person, the Notice of Meeting and the Agenda having been duly sent to all Board members, the meeting was declared regularly constituted. A copy of the Notice of Meeting/Agenda is attached as **Appendix 'A'**.

Mr. C. Hotham chaired the meeting and Ms. Lehoux was the recording Board Secretary.

The Acting Board Chair welcomed Thames Students Incorporated to provide the Board with their annual presentation.

Mr. Rawal noted that TSI's Annual Report was distributed with the Full Board documents. As per the Ministry's Policy Framework for Tuition and Ancillary Fees, Thames Students Incorporated (TSI) confirms its role in the compliance for ensuring that information is made available to the College community, including students and potential students, regarding the use of revenues from ancillary fees and other aspects of policy related ancillary fees.

2025-2026 Thames Students Incorporated (TSI) Executive:

- Suhas Rawal – President
- Kaitlynn Byrne – Vice President
- Roxana Aldan-Popa – Director
- Lindsay Wakem – Director
- Rogier Blondeel – Director
- Addyzzat Yusuf – Director

Incoming 2026-2027 Thames Students Incorporated (TSI) Executive:

- Kaitlynn Byrne – President
- Lindsay Wakem – Vice President
- Rogier Blondeel – Director
- Emma Ashton – Director
- Ahmed Khattab – Director
- Glory Grant-Samuel – Director

Mr. Rawal outlined some of TSI's activities and initiatives at the Chatham Campus over the 2025-2026 academic year; specifically:

Programming and Campus Life:

- Orientation Week activities.
- Bowl of Cream Free Ice Cream.
- Build A Bear.
- Beat The Winter Blues Fest.
- Monthly Director Events.
- Pie the Professor for United Way – raised over \$1,500.
- Stress Less Fest.
- Weekly intramurals.

Community Involvement:

- Trick or Eat Community Food Drive.
- Holiday Toy and Food Drive with more than 50 packages distributed to students.
- Chatham-Kent Health Alliance Breast Cancer Research – donated \$500.
- Buxton's Next Generation for Black History Month – donated \$200.
- Katelyn Bedard Bone Marrow Association – donated \$500.
- St. John Ambulance Therapy Dogs Unit – donated \$250.
- St. Clair College HealthPlex – donated \$15,000.
- Woodland Hills Golf Course – donated \$10,000.

## Partnerships:

- TSI partnered with the Centre For Academic Excellence (CAE) to organize many events throughout the year and worked with the Sexual Violence Prevention (SVP) Committee to host multiple events at the Chatham Campus
- TSI partnered with the Saints Students Athletic Association (SSAA) to support multiple sporting events.

Mr. Rawal concluded by thanking the Board of Governors and Senior Operations Group for their support.

A Governor inquired whether TSI's audited financial statements had any notes. Mr. Rawal confirmed that there were no notes or issues identified in their audited statements.

The Acting Board Chair thanked TSI for their presentation and for all of their efforts to make this past year enjoyable and successful for the students at the Chatham Campus.

The TSI Annual Report is attached to the minutes.

### **1.0 Adoption of the Agenda and Declaration of Conflict of Interest**

Hearing no declarations of conflict of interest and no changes to the agenda, it was

**RESOLVED THAT** the Board of Governors adopt the Full Board agenda as presented.

### **2.0 Approval of the Minutes of the Full Board meeting held on Tuesday March 31, 2026, in Windsor, ON**

Hearing no amendments, errors or omissions to the minutes, it was

**RESOLVED THAT** the Board of Governors approve the Full Board minutes of the March 31, 2026, meeting.

### **3.0 Constituent Reports**

#### Retirees' Association

Ms. McLelland provided a report regarding the following initiatives and activities on behalf of the Retirees' Association:

- The Retirees' Association Annual General Meeting is scheduled for April 29, 2026. Appreciation was expressed for the anticipated attendance of College leadership and for the support of K. Revait and the Parking team, who accommodated use of Parking Lot D for the event.
- An educational session was held on April 23, 2026, consisting of a free Executor Workshop/Wills and Estate Planning session at Greenlawn Memorial Funeral Home.
- The Out to Lunch Bunch monthly gathering is scheduled for May 14, 2026, at the Riverside Sportsmen's Club.

- Upcoming field trips and events include:
  - May 27, 2026 (tentative):
    - Morning visit to the Canadian Aviation Museum (confirmation pending).
    - Early lunch at Route 42 Diner.
    - Afternoon tour of AAR (Allen Aircraft Radio).
  - June 23, 2026:
    - Assumption Church tour, described as a significant archaeological site, organized by retiree Frank Perisinotti.
    - In the event of a funeral scheduling conflict, an exterior tour and walking tour of the Sandwich area will be offered.
  - December 12, 2026 (tentative):
    - Christmas Party at the St. Clair College Centre for the Arts in Windsor.
    - Date remains tentative pending confirmation of performance schedules.
  
- In partnership with Human Resources, the Retirees' Association will once again host Presentations for Future Retirees, addressing financial, psychological, and social aspects of retirement; May 13, 2026 at the Windsor Campus and May 14, 2026 at the Chatham Campus
  
- The Retirees' Association Executive will hold its monthly meeting in Chatham on June 17, 2026, at the Healthplex, with lunch to follow at Tru's Restaurant.
  
- Effective immediately, the Retirees' Association newsletter will be distributed electronically, with hard copies mailed only to individuals who have indicated that they do not have access to email, in order to reduce printing and postage costs.

#### **4.0 President's Report**

The Board Chair called on the President to provide his report to the Board.

President Silvaggi provided a verbal update to the Board on recent activities and emerging priorities. He advised that he recently attended the Colleges and Institutes Canada (CICan) Conference in Ottawa, which focused on the theme of *Building a Strong and Secure Canada*. The President noted that a more detailed written report on the conference outcomes would be provided to the Board at a future meeting. As an initial highlight, he reported that national defence and security were prominent areas of discussion throughout the conference, including federal policy considerations and opportunities for collaboration.

President Silvaggi advised that he had the opportunity to moderate a session titled *The Royal Canadian Navy: Strengthening Presence and Partnership*, featuring Commanding Officer Chris Elliott of HMCS Hunter. He noted that the conference demonstrated a growing recognition within the Canadian Armed Forces of the important role colleges play in workforce development, applied training and community engagement. Discussions emphasized opportunities to strengthen partnerships between postsecondary institutions and defence organizations, particularly in the areas of training delivery and labour force readiness. The President noted that St. Clair College is well positioned in this regard, given its existing relationships with HMCS Hunter and the Essex and Kent Scottish Regiment. He advised that further details and potential opportunities will be brought forward as discussions continue.

The President also provided a brief institutional update, advising that the College's annual staff professional development period typically occurs during May and June. He noted that upcoming professional development activities will place an emphasis on team-building

and organizational resilience, particularly in light of employment stability measures and the increased stress currently being experienced across the institution. The objective of this programming is to support staff well-being and foster collaboration across departments.

President Silvaggi further reported that St. Clair College has once again been recognized as national champions in the Esports category for *Call of Duty*, marking the fifth consecutive year of this achievement. He advised that the College's Esports teams competed at Full Sail University in Orlando, Florida. The President noted that the College's Esports facilities and programming have also generated informal interest from representatives of the Canadian Navy, suggesting potential future opportunities for collaboration.

Finally, the President reminded Governors of the upcoming Ford Innovation Showcase, scheduled for later that week. He advised that the event would feature student teams delivering short presentations on innovative and entrepreneurial ideas before an industry panel, using a format similar to a "Dragon's Den"-style pitch. The President highlighted that many past participants have gone on to secure employment with industry partners. He advised that this year's guest speaker will be Mr. Barry Zekelman and extended an invitation to Board members to attend the event, noting that it is open to the public and no formal RSVP is required.

The Board received the President's report for information.

## **5.0 Consent Agenda Items**

- 5.1 President's Community Engagement Report
- 5.2 Enhance Student Well-Being and Success Through the "Saints Experience" – Strengthen Academic and Career Readiness Success by Expanding Field of Study and Industry Work Placements: Percentage of graduates employed in their field of study within six months to one year after graduation.
- 5.3 Deliver Demand Driven Academic Programs That Respond to Current and Future Labour Market Needs – Prioritize Investment and Recruitment to In-Demand Academic Programs in Key Industries:
  - Investigate new programs that are aligned with government and labour market priorities.
  - Percentage of graduates securing jobs within six months of completing their program.
- 5.4 Expand Access to Online Learning by Meeting Students Where They Are – Grow the Enrolment of Adult Learners and Working Professionals Through the Design of Part-Time and Flexible Programs: Growth in Number of Students Enrolling in Part-Time and Flexible Courses and Programs.

**RESOLVED THAT** the Board of Governors receive and approve the contents of the March 31, 2026 Consent Agenda, as presented.

## 6.0 Approval Items

### 6.1 2026 Convocation Motion to Confer Diplomas, Certificates and Degrees

The Board of Governors were provided with a recommendation from College Administration for the conferring of Diplomas, Certificates and Degrees for the Fifty-Ninth Annual Convocation ceremonies.

After a brief discussion it was,

**RESOLVED THAT** the Board of Governors of St. Clair College hereby authorize the awarding of the appropriate Diploma, Certificate or Degree to the eligible students, as designated by the Registrar and recommended by Faculty, to be presented at each session of the Fifty-Ninth Annual Convocation of St. Clair College of Applied Arts and Technology.

## 7.0 New Business

The Acting Chair invited members to raise any items of new business.

- **2026 Windsor Pow Wow:** A Governor invited Board members to attend the annual Windsor Pow Wow, noting that it is a collaborative event hosted jointly with the University. The Governor advised that this year's Pow Wow will be held on Saturday, May 2, 2026 at the Toldo Lancer Centre, beginning at Noon and is open to the public at no cost. It was noted that the Pow Wow is an important cultural and community celebration and an opportunity for College engagement. By way of background, the Governor provided additional context for members unfamiliar with the event, explaining that Pow Wows are longstanding Indigenous cultural celebrations in North America. It was noted that, beginning approximately five years ago, the College partnered with the University to establish a large-scale, high-profile Pow Wow to better serve the region's Indigenous population. Highlights of the event include the Grand Entry, featuring approximately 80 Indigenous dancers accompanied by drummers and singers processing through the arena. Members were advised that additional information is available through the Pow Wow Windsor website.
- **Alumni of Distinction:** Board members were reminded of the upcoming Alumni of Distinction celebration, scheduled for Friday, May 8, 2026. It was noted that the event recognizes outstanding alumni for their professional achievements and community contributions. The following alumni will be honoured:
  - Jeff Denomme, Artist/Author – Graphic Design graduate.
  - Jennifer Jovanovski, CEO, John McGivney Centre – Nursing graduate.
  - Mark McGuire, Executive Director, Give and Go Sports Education – Business Administration graduate.
  - Jennifer Pestrin, Executive Director, Community Living Windsor – Developmental Services Worker graduate.
  - Nick White, Owner/COO, Handy Bros. Home Comfort – HVAC graduate.

- **PAC & Placement Reception:** Members were also reminded of an additional recognition event taking place earlier in the same week to acknowledge Program Advisory Committee members and employer partners who support student placements, recognizing their role in advancing student success and workforce readiness. Governors were encouraged to attend these events as schedule permits.

## **8.0 Date of the Next Meeting**

8.1 The next Board meeting is scheduled for Tuesday, May 26, 2026, in Windsor, ON.

The Full Board meeting adjourned at 6:08 p.m.

MISSION STATEMENT

Transforming lives and strengthening communities through high quality and accessible educational experiences that support career-readiness, innovation, and life-long learning.

**ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY**

**531<sup>ST</sup> FULL BOARD MEETING**

**of the**

**BOARD OF GOVERNORS**

**NOTICE OF MEETING**

**DATE:** Tuesday, April 28, 2026

**TIME:** 5:30 p.m. – Meeting

**PLACE:** Room W1028, Chatham Campus

**NOTE:** Dinner will be available for Board members, Senior Operations Group, Thames Students Incorporated and Constituents in Room W1056 at 5:00 p.m.

The Thames Students Incorporated (TSI) Annual Presentation to the Board will take place at 5:30 p.m., followed by the Full Board meeting.

**AGENDA**

1.0 ADOPTION OF THE AGENDA AND DECLARATION OF CONFLICT OF INTEREST

**2.0** APPROVAL OF THE MINUTES OF THE FULL BOARD MEETING HELD ON MARCH 31, 2026, IN WINDSOR, ON

3.0 CONSTITUENT REPORTS

4.0 PRESIDENT'S REPORT  
(Policy – Executive Limitations Communication & Counsel #2003-21)

**Information Item** – The President will provide a report to the Board apprising the Board of any new developments since the last meeting.

5.0 CONSENT AGENDA

**5.1** President's Community Engagement Report

**Information Item** – The President has provided a report to the Board apprising of any new community engagements since the last meeting, attached as Item #5.1.

**5.2** Enhance Student Well-Being and Success Through the “Saints Experience” – Strengthen Academic and Career Readiness Success by Expanding Field of Study and Industry Work Placements

**Information Item** – Administration has provided a report on Strategic Pillar #1 – St. Clair’s Student and Community Impact (Elevate St. Clair’s brand and reputation for community impact and student personal growth, well-being and academic success) – Percentage of graduates employed in their field of study within six months to one year after graduation, attached as Item #5.2.

**5.3** Deliver Demand Driven Academic Programs That Respond to Current and Future Labour Market Needs – Prioritize Investment and Recruitment to In-Demand Academic Programs in Key Industries

**Information Item** – Administration has provided a report on Strategic Pillar #2 – Academics That Build Rewarding Careers (Deliver the hands-on learning experiences, academic pathways and innovative teaching that enable long-term career success):

- Investigate new programs that are aligned with government and labour market priorities, attached as Item #5.3.
- Percentage of graduates securing jobs within six months of completing their program, attached as Item #5.3.

**5.4** Expand Access to Online Learning by Meeting Students Where They Are – Grow the Enrolment of Adult Learners and Working Professionals Through the Design of Part-Time and Flexible Programs

**Information Item** - Administration has provided a report on Strategic Pillar #2 – Academics That Build Rewarding Careers (Deliver the hands-on learning experiences, academic pathways and innovative teaching that enable long-term career success) – Growth in Number of Students Enrolling in Part-Time and Flexible Courses and Programs, attached as Item #5.4.

6.0 APPROVAL ITEMS

**6.1** 2026 Convocation Motion to Confer Diplomas, Certificates and Degrees

**Approval Item** – The motion to confer Diplomas, Certificates and Degrees to the Graduates of the 59<sup>th</sup> Annual Convocation Ceremonies will be presented to the Board, attached as Item #6.1.

7.0 NEW BUSINESS

8.0 DATE OF THE NEXT MEETING

- 8.1 The next meeting is scheduled for Tuesday, May 26, 2026, at the Windsor Campus.

## **PRESIDENT'S COMMUNITY ENGAGEMENT REPORT**

Meeting of the Board of Governors  
Tuesday, April 28, 2026

### **1. Enactus Student Success and National Qualification**

St. Clair College's Enactus teams achieved outstanding success at the recent regional Enactus competition, earning top honours among more than 2,000 students representing 29 colleges and universities. The interdisciplinary team, comprised of students from programs including marketing, robotics, nursing and social justice, secured first place in both the Desjardins Youth Empowerment Challenge and the Enactus Alumni Impact & Innovation Challenge, as well as second place in the Canadian Tire Environmental Sustainability Challenge.

One of the team's signature initiatives, Sparkerz, addresses early career awareness gaps among youth in the Windsor-Essex region through hands-on learning experiences delivered in partnership with the City of Windsor and local community centres. The project has engaged 25 student mentors, reached more than 190 youth and aligns with multiple United Nations Sustainable Development Goals.

The team also advanced the ReCharge Project, an environmental sustainability initiative focused on diverting hazardous e-waste from landfills by repurposing lithium-ion batteries from disposable vaping devices into functional portable power banks. The project combined applied research, engineering and student engagement to deliver measurable environmental and educational impact.

Based on these achievements, St. Clair College's Enactus team has qualified for the Enactus Canada National Competition, to be held May 6–8, 2026, in Montréal.



**2. Spring Open House Promotion**

On Wednesday, March 25, 2026, St. Clair College welcomed Dan MacDonald of AM800 CKLW to the Main Windsor campus to promote the College’s upcoming Spring Open House, taking place on Saturday, March 28, 2026, from 10:00 a.m. to 1:00 p.m. His onsite broadcast and engagement helped highlight the College’s programs, facilities and vibrant campus community to a broad regional audience.

Dan MacDonald is a St. Clair College Alumni of Distinction and continues to demonstrate his strong commitment to his alma mater. We are grateful for his ongoing support and advocacy, which plays a meaningful role in advancing the College’s profile and outreach efforts.



**3. NHL Hockey Innovation Competition**

On March 25, 2026, students from St. Clair College were recognized with a tied first-place finish in the NHL Hockey Innovation Competition, presented by the NHL, the NHL Players’ Association and SAP. This was the first time in the competition’s history that the top Innovator Award was shared.

The St. Clair College team — Sausha Goodhand, Elle Hebert, Airika Natyshak, and Aryanna Pierson — advanced to the final round and presented their proposal, “Reignite the Rink,” at Final Pitch Day in Ottawa. Their concept focused on modernizing aging hockey arenas through sustainable heat-recovery systems, modular multi-use spaces, and a digital platform designed to support year-round community use.

This national recognition highlights the strength of applied learning at St. Clair College and the ability of our students to develop innovative, industry-relevant solutions to complex real-world challenges.

*Way to go, Saints!*



**4. Chamber of Commerce Recognition**

President Michael Silvaggi attended the Mayor’s Stat of the City Luncheon, hosted by the Windsor-Essex Regional Chamber of Commerce on April 8, 2025. During the event, the Chamber took the opportunity to present President Silvaggi with a Chamber of Commerce award recognizing St. Clair College as a Legacy Member, acknowledging the College’s longstanding partnership, leadership and contributions to the Chamber and the regional community.



**5. Fireside Chat**

On April 9, 2026, President Silvaggi and members of the Senior Team attended a Fireside Chat event held at the Everest Convention Centre in Chatham, featuring Chatham-Kent Mayor Darren Canniff and Chief Administrative Officer Michael Duben. President Silvaggi was invited to bring greetings on behalf of St. Clair College and to formally introduce the Mayor and CAO, reinforcing the College's strong relationship with municipal leadership and its ongoing engagement across the Chatham-Kent region.



6. Athletic Awards Banquet

The 57<sup>th</sup> Annual St. Clair College Athletic Awards Banquet took place at the St. Clair College Centre For The Arts on Thursday, April 9, 2026. The College would like to congratulate and recognize the award winners and all of our amazing athletes. Your hard work, dedication and outstanding performances continue to inspire us all. Way to go, Saints!



## 7. FIRST Robotics Competition and Provincial Recognition

On Friday, April 10, 2026, St. Clair College hosted the FIRST Robotics Competition on campus, welcoming secondary-school students, educators and volunteers from across the region to celebrate innovation, teamwork and STEM education. President Michael Silvaggi attended the event and brought greetings on behalf of the College, reaffirming St. Clair College’s commitment to experiential learning, youth engagement and pathways into skilled trades, engineering, and technology careers.

During the same competition cycle, St. Clair College was also recognized provincially by FIRST Robotics Canada. At the FIRST Ontario Provincial Championship, held April 16–19, 2026 at the Niagara Falls Convention Centre, the College was presented with an Educational Partner Award, acknowledging its ongoing support, leadership and partnership with the FIRST Robotics program. The award was formally announced during the championship weekend and accepted on behalf of the College by Al Douglas, in recognition of the College’s long-standing service and contribution to STEM education across Ontario.

The FIRST Ontario Provincial Championship brought together robotics teams from across the province in a high-profile, multi-day event focused on technical excellence, problem-solving and workforce-relevant skills, further highlighting the College’s role as a committed educational partner within the broader STEM ecosystem.



**8. Guidance Counsellor Forum**

On Tuesday, April 14, 2026, St. Clair College hosted a Guidance Counsellor Forum on campus, welcoming approximately 60 guidance counsellors from across the Windsor-Essex and Chatham-Kent regions. The forum provided an opportunity to strengthen relationships with secondary-school partners and to share information about College programs, facilities and student pathways.

President Michael Silvaggi welcomed participants during the networking breakfast, emphasizing the College’s commitment to collaboration with guidance professionals and their important role in supporting student transitions to postsecondary education. The agenda also included a recruitment presentation and guided campus tours, allowing attendees to explore key academic areas, including Health Sciences and Skilled Trades and Engineering.



**9. Potential Partnership – AAR**

On Wednesday, April 15, 2026, President Silvaggi participated in a site visit to AAR, a major aviation maintenance, repair and overhaul facility located at the Windsor International Airport. The visit included a tour of the aircraft maintenance hangar and a meeting with senior regional leadership, including Brian Loomer, Regional Vice-President and Mark Galvin, CEO of Windsor International Airport (YQG). At the time of the visit, multiple large commercial aircraft from major carriers were undergoing scheduled heavy maintenance, illustrating the scale and continuous nature of operations.

President Silvaggi described the visit as informative and valuable in understanding both the operational scale of the aviation sector and the constraints related to aviation-focused academic programming. Follow-up information has been requested from AAR, and any future partnership opportunities will be evaluated based on feasibility, funding considerations, and alignment with the College’s strategic priorities.



**10. 2026 Warden’s State of the County Luncheon**

On Thursday, April 16, 2026, President Michael Silvaggi, along with members of the College’s Senior Team, attended the 2026 Warden’s State of the County Luncheon, hosted by the Windsor-Essex Regional Chamber of Commerce at the Cociaro Club of Windsor. The annual luncheon brings together regional business leaders, municipal officials and community stakeholders to hear the State of the County address from the County of Essex Warden and Town of Leamington Mayor, Hilda MacDonald.

In her address, Warden MacDonald highlighted Essex County’s regional progress, infrastructure investments, economic resilience and long-term strategic priorities, including major transformational projects shaping the region’s future. The event provided an important forum for regional dialogue and collaboration, reinforcing the College’s ongoing engagement with municipal leadership and its role as a partner in workforce development, economic growth and community sustainability across Windsor-Essex.



**11. SRC/TSI Changeover Banquet**

On Friday, April 17, 2026, the SRC and TSI held a joint Changeover Banquet at the St. Clair College Centre for the Arts. A great time was had by all. The outgoing and incoming SRC and TSI Executive are as follows:

<b>SRC:</b>	<b><u>Outgoing</u></b>	<b><u>Incoming</u></b>
<b>President</b>	Pratham Singh Benipal	Ali Hadwan
<b>Vice President, Student Affairs</b>	Ali Hadwan (South) Souravdeep Singh (Downtown)	Nanza Bedi
<b>TSI:</b>	<b><u>Outgoing</u></b>	<b><u>Incoming</u></b>
<b>President</b>	Suhas Rawal	Kaitlynn Byrne
<b>Vice President</b>	Kaitlynn Byrne	Lindsay Wakem

We are looking forward to another great year working with the SRC and TSI in 2026-27!





**TO: BOARD OF GOVERNORS**

**FROM: MICHAEL SILVAGGI, PRESIDENT**

**DATE: APRIL 28, 2026**

**RE: STRATEGIC DIRECTIONS UPDATE (2025 – 2026) – ST. CLAIR’S STUDENT AND COMMUNITY IMPACT – ENHANCE STUDENT WELL-BEING AND SUCCESS THROUGH THE “SAINTS EXPERIENCE”**

**SECTOR: MONICA STALEY LIANG, SENIOR VICE PRESIDENT, ACADEMIC AND CAREER SUPPORTS**

**AIM:**

To provide the Board of Governors with an update on the Strategic Directions (2025 – 2026). This update pertains to Pillar #1 – St. Clair’s Student and Community Impact – Elevate St. Clair’s brand and reputation for community impact and student personal growth, well-being and academic success. Specific details include the following:

Goal	Initiative	Measure	Target
Enhance student well-being and success through the “Saints Experience”.	Strengthen academic and career readiness success by expanding field of study and industry work placements.	Percentage of graduates employed in their field of study within six months to one year after graduation.	April 2026

**BACKGROUND:**

**Experiential Learning and Career Services (ELCS)** continues to undertake comprehensive needs assessments through surveys and structured feedback from students, faculty and employers to gain a deeper understanding of current experiential learning opportunities and evolving workforce needs. Existing placement opportunities are systematically documented and assessed using the InPlace platform. The insights derived from this work will inform targeted strategies to strengthen partnerships with industry and expand experiential learning opportunities across all programs at St. Clair College.

**Experiential Learning and Career Services (ELCS)** supports curriculum-based work-integrated learning and co-curricular learning opportunities, in addition to delivering comprehensive career services designed to enhance students' employability skills and career readiness.

Career services are available to both domestic and international students, as well as St. Clair College alumni, across all Windsor and Chatham campuses, and are delivered through a combination of in-person and virtual formats. Career Services Officers provide individualized support through weekly walk-in hours at the Genesis Experiential Learning and Career Centre on the Main Windsor Campus, offering assistance with résumé development, job search strategies, co-op/placement support and interview coaching. These services are also accessible by appointment and through virtual consultations.

In addition to these services, ELCS has significantly enhanced its social media presence to more effectively communicate available services and upcoming opportunities. The team has also collaborated with faculty to develop customized workshops tailored to the specific needs of students, based on program-level feedback. Workshop topics include interview skills, professional networking, LinkedIn profile creation and résumé writing. ELCS has developed a monthly calendar of events that is distributed to all program coordinators, encouraging them to share the offerings with their students.

Moving into 2026, ELCS has further expanded its outreach by working closely with the Student Representative Council (SRC) to enhance awareness and accessibility of services. This collaboration has included the delivery of workshops tailored to direct student feedback, as well as the introduction of “Lunch and Learn “sessions, where students are provided with sponsored lunches by the SRC in conjunction with participation in these educational events.

**Career Services (Experiential Learning and Career Services)**

<b>Support Type</b>	<b>April 1, 2024 to Jan. 30, 2025</b>	<b>April 1, 2025 to Jan. 30, 2026</b>
Class Presentations/ Workshops	1,007	840
Job Search Support	188	127
Résumé Support	441	426
Interview Coaching	81	82
Mock Interviews	306	150
<b>Total Students Impacted</b>	<b>2,023</b>	<b>1,625</b>

Since the transition to **InPlace**, a comprehensive placement management platform, ELCS has integrated a range of employer and industry data systems, along with an internal job board. The platform currently supports **1,919 recruiter contacts**, representing an increase of more than 400 new employers since its implementation last year.

ELCS continues to support targeted job postings for specific programs, which helps reduce résumé saturation and improve job posting visibility for students with relevant skills and qualifications. The recent decline in the number of job postings reflects broader economic conditions within the Windsor-Essex region. Despite these challenges, ELCS remains proactive in its outreach efforts, to identify new opportunities while maintaining strong communication with existing partners to explore current and emerging job opportunities.

Career Central Job Board	April 1, 2024 to Jan. 30, 2025	April 1, 2025 to Jan. 30, 2026
Job Postings	813	471

Over the past year, more than **100** employers participated in Career Fairs and industry engagement events organized by ELCS. To support student preparedness and maximize the value of these opportunities, ELCS hosted **Career Fair Readiness** workshops ahead of selected events. Throughout the year, ELCS also facilitated a variety of employer and industry engagement events, including:

- Health Care Career Fair (February 12, 2025)
- Education and Community Support Career Fair (February 26, 2025)
- Electrical Industry Day (March 5, 2025)
- Engineering and Skilled Trades Career Fair (March 5, 2025)
- Business and IT Career Fair (March 19, 2025)
- Landscape and Greenhouse Career Fair (March 26, 2025)
- Chatham Campus Career Fair (April 1, 2025)
- Part-Time Job Fair (November 13, 2025)
- First Responders Career Fair (January 28, 2026)

Nearing the end of 2025 and moving into 2026, workshops have been, and will continue to be, focused on the development of essential employability skills. Key areas of emphasis include professional communication, behavioural-based interviewing techniques, interview preparation, effective résumé and cover letter development, the strategic use of online platforms for professional networking, and preparing for successful virtual interviews.

In response to the evolving economic landscape and a decline in international enrolment, ELCS has realigned its objectives and service delivery to strengthen student marketability and deepen connections between students and employers. This strategic shift places enhanced emphasis on career readiness while expanding engagement with local employers to support employment opportunities within students' respective fields of study. As part of this realignment, workshops and presentations are intentionally tailored to address topics that directly support career-related success and workforce preparedness.

- **The Presenter's Toolkit Workshop Series** - Covers scripting, designing and delivering presentations.

These initiatives align with the College's strategic direction by providing students with opportunities to develop strong soft skills, thereby enhancing their career readiness and overall professional development.

Upcoming events include the Engineering and Skilled Trades Career Fair (March 4, 2026), Business and Information Technology Career Fair (March 25, 2026), and the Ford Innovation Showcase (May 1, 2026).

## **Strengthening Community Partnerships**

The ELCS has continued to focus on strengthening community partnerships to enhance the College's visibility within the broader community and support potential pathways to attract new student enrolment through active participation in community-based initiatives.

ELCS has collaborated with the **Women's Enterprise Skills Training of Windsor Inc. (WEST)**, a community organization dedicated to helping women and newcomers overcome barriers to employment. Through this partnership, ELCS has provided unpaid voluntary placement opportunities for WEST clients, assisting them in acquiring valuable real-world administrative experience to support their employment readiness. In addition, ELCS delivered five workshops focused on effective networking and job search strategies. The ELCS team has supported five cohorts as part of this initiative, held on April 25, 2025; May 1, 2025; July 5, 2025; August 19, 2025; and November 25, 2025. This collaboration reflects the College's ongoing commitment to community engagement, workforce development and inclusive access to employment-related learning opportunities.

The ELCS team has collaborated with **Windsor Regional Hospital's Undergraduate Nursing Employee (UNE)** program, which provides part-time employment opportunities to nursing students while they complete their studies. As part of this partnership, on-site interviews were conducted in the Genesis Centre on designated dates, resulting in 24 of 40 interviewed students successfully securing employment. This initiative supports students' early workforce integration while strengthening connections with a key regional healthcare employer.

ELCS has also partnered with the **Greater Essex County District School Board on the Project SEARCH program**. This unique school-to-work training initiative empowers youth with disabilities to achieve their employment goals by preparing them for jobs in the local labor market. Through this partnership, Project SEARCH participants have been placed throughout the College for job shadowing and experiential learning opportunities, providing exposure to a range of workplace environments.

As a result of the College's participation in this program, several students have subsequently enrolled in St. Clair College's Community Integration through Co-operative Education (CICE) program. This collaboration has contributed to increased awareness of the College's inclusive education pathways and demonstrates St. Clair College's ongoing commitment to accessibility, workforce inclusion and community-based partnerships.

Students across several programs participated in international learning experiences as an integral component of their academic studies. These opportunities allowed students to engage directly with industry and community partners, enhancing both their academic and real-world skills.

In January 2026, students from the Paramedic, Dental Hygiene and Pharmacy Technician programs travelled to Guatemala where they provided essential preventative healthcare services to an underserved community. This experience enabled students to apply their technical skills in a practical setting while developing critical awareness and building meaningful relationships within a new community.

In March 2026, nine students from the Early Childhood Education program travelled to Italy to gain insight into international education practices. The experiences focused on Italian education systems and the Finnish Organizational Model (MOF), including observation of pre-school classrooms with an emphasis on inclusion, social-emotional development and respect for each child's individuality.

In addition to international experiences, St. Clair College provides students with opportunities to engage with industry partners through events and competitions designed to enhance the student experience.

The Rise Above Community Health Conference, held annually each September, provides students with the opportunity to learn from and engage with leaders from the healthcare and community sectors.

On March 25, 2026, students from the Advertising and Marketing Communications Management program competed in the National Hockey League Innovation Challenge in Ottawa and presented a marketing proposal, "Reignite the Rink". Their concept focused on modernizing aging hockey arenas through sustainable heat recovery systems, modular multi use spaces and a digital platform designed to support year-round community use. Our students tied for first place. This national recognition highlights the strength of applied learning at St. Clair College and the ability of our students to develop innovative, industry relevant solutions to complex real-world challenges.

The Ford Innovation Showcase, scheduled for May 1, 2026, will offer students the opportunity to present innovative products, processes or designs to industry leaders and stakeholders.

The Skills Ontario Competition provides students with the opportunity to compete against peers from across Ontario in a range of skilled trades-related projects, allowing them to demonstrate technical proficiency, problem-solving abilities and industry-aligned competencies.

The Enactus Club is heading to Montréal in May 2026, after earning two first-place finishes and one second-place finish at the 2026 Enactus Canada Central Regional Exposition in Toronto, held in March 2026. The regional competition brought together 29 colleges and universities from across central Canada to showcase student-led entrepreneurship and innovation.

All of these experiences reflect St. Clair College's strategic commitment to providing students with exceptional learning opportunities utilizing various platforms to support their career readiness and academic success.

The following table highlights the percentage of graduates employed in their field of study within six months to one year after graduation.

<b>Percentage of Graduates Employed in their Field of Study within Six Month to One Year After Graduation</b>				
<b>All (%)</b>	<b>Domestic Only (%)</b>	<b>Domestic Only No Prep Programs (%)</b>	<b>Official Comparator (%)</b>	<b>Official Comparator Description</b>
52.7	62.9	65.5	76.6	Strategic Mandate Agreement 4 – Domestic graduates not attending school full-time with a full-time job in a related field within six months of graduation.

**RECOMMENDATION:**

**IT IS RECOMMENDED THAT** the Board of Governors receive this update on Pillar #1 – St. Clair’s Student and Community Impact – Percentage of graduates employed in their field of study within six months to one year after graduation, as information.



**TO: BOARD OF GOVERNORS**

**FROM: MICHAEL SILVAGGI, PRESIDENT**

**DATE: APRIL 28, 2026**

**RE: STRATEGIC DIRECTIONS UPDATE (2025 – 2026) – ACADEMICS THAT BUILD REWARDING CAREERS – DELIVER DEMAND DRIVEN ACADEMIC PROGRAMS THAT RESPOND TO CURRENT AND FUTURE LABOUR MARKET NEEDS**

**SECTOR: MONICA STALEY LIANG, SENIOR VICE PRESIDENT, ACADEMIC AND CAREER SUPPORTS**

**AIM:**

To provide the Board of Governors with an update on the Strategic Directions (2025 – 2026). This update pertains to Pillar #2 – Academics That Build Rewarding Careers – Deliver the hands-on learning experiences, academic pathways, and innovative teaching that enables long-term career success. Specific details include the following:

<b>Goal</b>	<b>Initiative</b>	<b>Measure</b>	<b>Target</b>
Deliver demand driven academic programs that respond to current and future labour market needs.	Prioritize investment and recruitment to in-demand academic programs in key industries.	Investigate new programs that are aligned with government and labour market priorities.	April 2026
		Percentage of graduates securing jobs within six months of completing their program.	

**BACKGROUND:**

**New Program Development:** The Centre for Academic Excellence continues to collaborate with Chairs and Faculty from each School to develop new programs that are aligned with industry and labour market needs.

The following tables highlight programs approved up to March 2026 and programs currently in development. There is a renewed focus on micro-credentials in areas of industry that require upgrading within their workforce.

<b>Approved Programs for Development as of March 2026</b>			
	<b>Program Title</b>	<b>Credential</b>	<b>Comments</b>
1	Paramedicine	Degree (Three Year)	BOG approved.
2	Bachelor of Applied Computing	Degree (Three Year)	BOG approved.
3	Accommodations and Human Rights Management	Ontario College Graduate Certificate	BOG approved.
4	Addictions and Mental Health	Diploma	OntarioLearn program being developed through Continuing Education.

<b>Program Proposals Being Investigated</b>			
	<b>Program Title</b>	<b>Credential</b>	<b>Comments</b>
1	Data Science Program	Graduate Certificate	Generative and Agentic Artificial Intelligence Graduate Certificate. Internal consultations and document revisions are ongoing to ensure alignment with academic and industry requirements.
2	Radiation Technologist (X-ray Technician)	Advanced Diploma	Developing programs with Windsor Regional Hospital to meet urgent shortage of X-ray technicians.
3	Cisco Networking Academy Partnership	Training Centre	The institution has established a partnership with Cisco to become a Cisco Certified Instructor Training Centre.
4	Mechanical Technician – CAD/CAM – Fast Track	Diploma	Transitioning to a three-semester program.
5	Sheet Metal Worker (Apprenticeship)	Certificate	Approved Training Delivery Agent status received in February 2026.
6	Supply Chain Logistics	Diploma	The 2-year Supply Chain Management (SCM) program integrates industry-focused coursework with experiential learning to prepare graduates for immediate workforce entry.
7	Workplace Wellness and Health Promotion	Graduate Certificate	Opportunity for credential stacking for Fitness and Health Promotion and Business Administration – Human Resources graduates.

8	Applied Data Analytics for Working Professionals	Micro-credential	The program provides flexible, short-term upskilling opportunities to build foundational data literacy. Learners will be able to analyze datasets, generate insights and effectively communicate findings to support business and organizational decisions.
9	Teacher Additional Qualification (AQ)	Micro-credential Ontario College of Teachers (OCT) Courses	Teacher AQ courses provide qualification and professional development opportunities for both new and experienced educators to teach different grades/specialties.
10	Electric Drive Vehicle Technician	Micro-credential	Aligned micro-credential for industry needs.
11	Greenhouse Technician	Micro-credential	Aligned micro-credential for industry needs.
12	Robotics Repair	Micro-credential	Proposal as cost-savings program for industry and millwrights.
13	Welding	Micro-credential	Micro-credential for quality control in welding for industry needs.
14	International Educated Nurses	Micro-credential	Providing clinical education to 400 internationally trained nurses required by the College of Nurses of Ontario.

<b>Micro-Credentials Currently Offered through Part-Time Studies</b>			
	<b>Program Title</b>	<b>Credential</b>	<b>Comments</b>
1	Healing Arts Radiation Protection (HARP)	Micro-credential	Upgrading for dental assistants.
2	Phlebotomy for Healthcare Professionals	Micro-credential	Aligned with increased scope for many in healthcare sector.
3	Sterile Field and Septic Environment	Micro-credential	

The following table highlights the percentage of graduates securing jobs within six months of completing their program.

<b>Percentage of Graduates Securing Jobs within Six Months of Completing their Program</b>				
<b>All (%)</b>	<b>Domestic Only (%)</b>	<b>Domestic Only No Prep Programs (%)</b>	<b>Official Comparator (%)</b>	<b>Official Comparator Description</b>

76.3	82.5	83.0	84.1	Key Performance Indicators – Domestic graduates not attending school full-time with a job within six months of graduation.
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**RECOMMENDATION:**

**IT IS RECOMMENDED THAT** the Board of Governors receive this update on Pillar #2 – Academics That Build Rewarding Careers – 1) Investigate new programs that are aligned with government and labour market priorities; and 2) Percentage of graduates securing jobs within six months of completing their program, as information.



**TO: BOARD OF GOVERNORS**

**FROM: MICHAEL SILVAGGI, PRESIDENT**

**DATE: APRIL 28, 2026**

**RE: STRATEGIC DIRECTIONS UPDATE (2025 – 2026) – ACADEMICS THAT BUILD REWARDING CAREERS – GROW THE ENROLMENT OF ADULT LEARNERS AND WORKING PROFESSIONALS THROUGH THE DESIGN OF PART-TIME AND FLEXIBLE PROGRAMS.**

**SECTOR: RALPH NICOLETTI, SENIOR VICE PRESIDENT, INTERNATIONAL RELATIONS AND STUDENT SERVICES**

**AIM:**

To provide the Board of Governors with an update on the Strategic Directions (2025– 2026). This update pertains to Strategic Pillar #2 – Academics That Build Rewarding Careers (Deliver the hands-on learning experiences, academic pathways and innovative teaching that enable long-term career success), to grow the enrolment of adult learners and working professionals through the design of part-time and flexible programs.

<b>Goal</b>	<b>Objective</b>	<b>Measure</b>	<b>Target</b>
Expand access to online learning by meeting students where they are.	Grow the enrolment of adult learners and working professionals through the design of part-time and flexible programs.	Growth in number of students enrolling in part-time and flexible courses and programs.	April Annually.

**BACKGROUND:**

The current financial struggles faced by Ontario colleges, and specifically St. Clair College, require realignment of resources and focus, as new revenue opportunities are investigated.

Continuing Education and Corporate Training need to play a critical role in expanding access to “Academics That Build Rewarding Careers” by meeting adult learners and working professionals where they are. This will be achieved through the intentional design and delivery of part-time, flexible, online and hybrid programming that aligns with the realities of adult schedules. Flexible learning models may include evening, weekend and asynchronous study options that fit around work and life commitments.

The primary outcome of this work is measurable growth in enrolment among adult learners in flexible learning pathways, alongside increased access to career-relevant credentials that support immediate and long-term employment opportunities.

Currently, our brand is well recognized and we provide training to Ford Motor Company and Unifor National. The 2025-26 financial results will show continued growth in Corporate Training revenue from just over \$500,000 during 2022-23 to over \$1,400,000. The team will continue to nurture and develop programs and upskilling to meet the needs of our industry partners.

However, with the overall decrease in student enrolment, the focus of Continuing Education will shift from supporting postsecondary programs to providing more options for adult learners and working professionals by designing part-time and flexible programs. In order to accomplish this, the following activities will be implemented by August 31, 2026:

- Conduct market research to identify opportunities that are relevant to our industry partners both locally and provincially.
- The team will develop and send out a survey to industry partners, in an effort to understand upskilling, training or program needs.
- The team will be focused on continued relationship building and increasing program offerings, that align with industry needs.
- Once the needs are determined, we will develop relevant, flexible courses and programs to fill the needs. These may be online, in person or asynchronous – to complete at one's own pace.
- A scorecard will be developed reflecting relevant metrics such as the number of cold calls, new courses developed/available, number of students registered and net income as an example. This will be shared with SOG on a monthly basis.
- Short, flexible programs such as the following will be available during the evening, weekends or online to meet needs:
  - Micro-credentials – short training programs that focus on specific skills required by employers. Usually less than 500 hours in duration.
  - Career and Professional Certificates – for individuals already working but wanting to gain formal credentials or skills in their field. These can be employer or individual driven courses and programs.
  - Employer/College Partnerships – Program Models that are employer driven upskilling or reskilling based on industry needs or changes such as Battery Manufacturing Certificate or the Quality Assurance and Management Certificate programs.
  - Ontario Learn – providing flexible start dates and entry points with self-paced courses. We will continue to promote Ontario Learn online courses.

## **RECOMMENDATION:**

**IT IS RECOMMENDED THAT** the Board of Governors receive this update on Strategic Pillar #3 – A Talented and Accountable Organization, regarding the commitment to strengthen talent development and accountability performance, as information.



**TO: BOARD OF GOVERNORS**

**FROM: MICHAEL SILVAGGI, PRESIDENT**

**DATE: APRIL 28, 2026**

**RE: 2026 CONVOCATION CONFERRING OF DIPLOMAS, CERTIFICATES AND DEGREES**

**SECTOR: ALL – SENIOR OPERATIONS GROUP**

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**AIM:**

To provide the Board of Governors with a recommendation from College Administration for the conferring of Diplomas, Certificates and Degrees for the Fifty-Ninth Annual Convocation Ceremonies.

**BACKGROUND:**

College Administration annually provides the Board of Governors with a motion to authorize the conferring of the appropriate Diplomas, Certificates and Degrees to eligible students.

**RECOMMENDATION:**

**IT IS RECOMMENDED THAT** the Board of Governors of St. Clair College of Applied Arts and Technology hereby authorize the awarding of the appropriate Diploma, Certificate or Degree to the eligible students, as designated by the Registrar and recommended by Faculty, to be presented at each session of the Fifty-Ninth Annual Convocation of St. Clair College of Applied Arts and Technology.