

ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

MINUTES OF THE

FULL BOARD MEETING of the BOARD OF GOVERNORS

Held on October 24, 2024, at 5:30 p.m. in the President's Board Room #342,
Windsor Campus.

Ms. R. Anguiano Hurst
Mr. A. Barron
Mr. W. Beck
Ms. P. Corro-Battagello
Mr. G. Fenn
Mr. C. Hotham, **Vice Chair**
Mr. M. Palumbo
Mr. J. Parent
Ms. J. Piccinato, **Past Chair**
Mr. A. Provost
Mr. G. Rossi, **Chair**, virtually
Mr. M. Silvaggi, **President**
Mr. A. Teshuba
Ms. M. Watters, virtually
Ms. G. Wrye
Ms. J. Yee

Regrets:

Ms. S. Sasseville

Also Present:

Ms. K. Adams, Board Secretary
Mr. J. Fairley, Senior Vice President, Communications, Advancement
& External Affairs
Mr. R. Garton, Manager, Communications & Public Relations
Mr. M. Jones, Senior Vice President, Finance, Administration & Chief
Financial Officer
Mr. R. Langill, Observer, Retirees' Association
Ms. J. Lehoux, Executive Director, President's Office & Corporate
Secretary
Mr. R. Nicoletti, Senior Vice President, International Relations & Student
Services
Ms. K. Parrinello, Observer, Support Staff
Ms. L. Prendi, Executive Director, Centre for Academic Excellence,
Quality Assurance and Accountability
Mr. R. Seguin, Senior Advisor, President's Office
Mr. J. Sirianni, Senior Vice President, Human Resources & Facilities
Services

Ms. M. Staley Liang, Senior Vice President, Academic & Career
Supports
Mr. R. Vatish, SRC 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. Hotham chaired the meeting and Ms. Adams was the recording Board Secretary.

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, September 24, 2024, 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 September 24, 2024
meeting.

3.0 Constituent Reports

Retirees' Association

Mr. Langill reported the following initiatives and activities on behalf of the Retirees' Association:

Mr. Langill introduced himself and noted that Mr. Rorai sent his regrets.

- On Friday, June 28, 2024, members of the Retirees' Association and their guests participated in the Macassa Bay Cruise on the Detroit River. Guests were able to view the progress of the construction on the new Gordie Howe Bridge from the Detroit River.
- On July 10, 2024, the Retirees travelled to the Huron County Playhouse in Grand Bend for a production of Jersey Boys – The Story of Frankie Valli and The Four Seasons. Following the performance, the group dined at MacPherson's Restaurant in Port Franks.
- The Archive Committee of the Retirees Association provided displays at the Western Ontario Institute of Technology (WOIT) Reunion held on Saturday, July 6, 2024. The Retirees' Association thanked Mr. Fairley for inviting the Retirees' to participate in the event.

- The Annual Fall Social was held on Wednesday, September 4, 2024, at Paul and Bev Chortos' farm, located in Kingsville. An afternoon of camaraderie and great food was had by all.
- On Wednesday, October 30, 2024, a luncheon is planned at Wolfhead Distillery and Restaurant. All are welcome to attend and there is no pre-registration required.
- On Wednesday, December 4, 2024, the Retirees' are hosting a holiday luncheon at the Links of Kent Golf Club and Event Centre, in Chatham.
- On Saturday, December 14, 2024, the Retirees' will be attending the annual holiday dinner and show at the St. Clair College Centre for the Arts. The performance is presented by the students in the College's Music Theatre Performance program.

Support Staff

Ms. Parrinello reported the following initiatives and activities on behalf of the Support Staff:

- On Tuesday, July 30, 2024, the new Local 137 Executive Committee met to discuss ideas to further engage its members.
- On Wednesday, September 18, 2024, elections were held for the remaining Executive Committee positions.
- The full-time Support Staff Collective Agreement will expire in August 2025. Members were encouraged to provide any items that they would like to be brought forward at the pre-bargaining conference being held in December.
- On Thursday, October 17, 2024, Local 137 held a social event at Griff's Cavern, in SRC's Student Commons. Members were invited to meet the new Local 137 Executive team in a fun and casual atmosphere. Food and beverages were provided and a raffle was held to win union swag.

Student Representative Council (SRC)

Mr. Vatish reported the following initiatives and activities on behalf of the SRC:

- The SRC has completed their hiring process for the 2024-2025 academic year with the addition of two new SRC Directors.
- On October 10, 2024, the SRC held a Special Resolutions Meeting where the new By-laws were approved.
- The SRC was a sponsor of St. Clair College's "Rise Above" Health Conference. Members of the SRC Executive also participated in the event at an information table.

- The SRC, in collaboration with the Saints Student Athletic Association (SSAA), St. Clair College and the Alumni Association, donated \$5,000 to the Suicide Awareness Walk that was kicked off at the College's SportsPlex on Sunday, September 29, 2024. Mr. Vatish alongside President Silvaggi, Ms. Belinda Bulhoes, President, Alumni Association and Mr. George Karatzias, President, SSAA, presented Ms. Nicole Sbrocca, CEO, Canadian Mental Health Association Windsor-Essex County, with the donation.
- The SRC held it's first, Class Representative meeting on Thursday, October 3, 2024, and it was a great success. The SRC expressed gratitude to all attendees and extended their appreciation for the opportunity for students to interact with the Senior Operations Group (SOG). The Class Reps were provided with information and the annual meeting schedule.
- On Wednesday, September 25, 2024, the SRC held a Tote Bag Painting event at the North York campus. The team at the Ace Acumen campuses continues to enhance student life through engaging initiatives.
- The SRC Executive continues to initiate programming for the Fall 2024 semester to encourage student engagement:
 - Vengeance Van (Rage Room) – students release stress in a fun and safe event.
 - Bob Ross Boba Tea – students could express their creativity through painting while sipping bubble tea.
 - Halloween Paint and Sip – offering students crisp, fall apple cider while painting.
 - Dirty Bingo with Sabin is scheduled for Thursday, October 24, 2024.
 - Dialloween Headphone Disco is scheduled for Thursday, October 31, 2024 – a unique event for students combining Diwali and Halloween.
 - Polaroid and Drop – students were encouraged to grab a polaroid, snap a fun Polaroid picture and drop a suggestion or feedback.
 - SRC Directors will be leading future initiatives for World Mental Health Day and Breast Cancer Awareness.

4.0 President's Report

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

Mr. Silvaggi noted that the President's Report was included in the Full Board agenda documents. He outlined the events and initiatives that have occurred since the last Board meeting:

- On Wednesday, September 18, 2024, the PSI/Police Foundations Society completed their first Street Cleanup of the Fall 2024 semester, as part of the City of Windsor's "Rose City Clean Sweep" program.
- The Fall Academic Excellence Awards were held on Wednesday, September 25, 2024, at St. Clair College Centre for the Arts.

- President Silvaggi attended Brentwood Recovery Home's 60th Anniversary celebration on Friday, September 27, 2024. St. Clair College and the Alumni Association donated \$100,000 toward the establishment of a therapeutic Zen Garden on Brentwood's Dougall Avenue property. Students and faculty in the College's Landscape Horticulture program were instrumental in the design of the project. Lakeshore Landscaping will be completing the project, which is expected to be ready for use in Summer 2025. Once completed, the Landscape Horticulture students will assist with its maintenance.
- On Friday, September 27, 2024, President Silvaggi participated in the 22nd Annual Face to Face Campaign to benefit the Hospice of Windsor and Essex County. The Hospice Face to Face campaign has raised over \$1.6 million in support for the Fairley Family Transportation program, which provides rides for Hospice patients and their families, across our community.
- The annual Suicide Awareness Walk was held on Sunday, September 29, 2024. The walk kicked off at the St. Clair College SportsPlex and proceeded to the Herb Grey Parkway Trail. All funds raised will support programs at the Canadian Mental Health Association (CMHA) in Windsor and raise awareness, reduce stigma and support those impacted by suicide. St. Clair College in collaboration with the SRC, SSAA and the Alumni Association, presented the CMHA with a cheque for \$5,000.
- On Tuesday, September 24, 2024, the College held a Parent Information Night at the Windsor Campus. The event was a resounding success and received high marks for attendance.
- The second annual "Rise Above Health Conference" was held on Saturday, September 28, 2024, in the Student Life Centre. The event featured several guest speakers, breakout sessions and provided opportunities for industry partners and students from the College's Health Sciences and Nursing programs to interact.
- On Monday, September 30, 2024, St. Clair College recognized the National Day for Truth and Reconciliation. Staff and students wore orange to recognize that Every Child Matters.
- St. Clair College held its Fall sessions of the 57th Annual Convocation ceremonies in Windsor on Tuesday, October 1, 2024, in Chatham on Thursday, October 3, 2024, and Wednesday, October 9, 2024, in Toronto.
- The St. Clair College Men's Golf team won its first ever OCAA Men's Team Gold Medal, in the final round of the OCAA Championship being hosted by Georgian College, on Wednesday, October 2, 2024. The gold medal also qualified the St. Clair Men's team to compete at the 2024 Canadian Collegiate Athletic Association (CCAA) Golf National Championships.
- St. Clair College was once again proud to sponsor the International Day of the Girl Breakfast, presented by Build a Dream. The event was held on Thursday, October 10, 2024, at the St. Clair College Centre for the Arts and featured Dr. Karamjeet Dhillon, Director of Research and Innovation, as a guest speaker.

- On Friday, October 11, 2024, St. Clair College, in collaboration with our partner Women's Enterprise Skills Training Inc. (WEST), hosted the funding announcement by the Ministry of Children, Community and Social Services' Women's Economic Security Program (WESP). The Honourable Andrew Dowie, MPP for Windsor-Tecumseh, delivered the announcement at the event.
- Staff and students enrolled in the second year of the Early Childhood Education (ECE) program travelled to Urbania, Italy from October 5 – 14, 2024, to learn about the MOF Method (Finnish Organizational Model) in the Urbania State School System.
- The St. Clair College Women's Softball team won a National Bronze Medal on Sunday, October 13, 2024, at the Canadian Collegiate Softball Association Championship. The Women's Softball team entered the OCAA Provincial Championships, hosted by Durham College, as the #3 seed.
- Kevin Corriveau, the long-time head coach of St. Clair College's golf program, has been named the CCAA Golf Coach of the Year for the second consecutive year. This honour reflects Mr. Corriveau's continued success and influence in collegiate golf as he led the Saints golf teams to further success.
- The St. Clair College Women's Softball team brought home the bronze medal at the OCAA Provincial Championship. Four of the players from the Saints Women's Softball team were recognized at the annual OCAA League Awards.
- The St. Clair College Men's Baseball team brought home its fourth consecutive gold medal at the OCAA Provincial Championships on Saturday, October 19, 2024.
- On October 16, 2024, President Silvaggi and Mr. Fairley attended the Windsor Police Service's special badging ceremony. The ceremony included seven recent graduates from St. Clair College as they became sworn officers in the City of Windsor and Town of Amherstburg.
- Transition to Betterness (T2B), in collaboration with St. Clair College's Esthetician and Hair Styling programs, with the support of the Stephanie and Barry Zekelman Foundation, have created the T2B Mobile Spa. The pilot project provides compassionate care to palliative patients through hairdressing and aesthetic services. The collaboration enhances our students' skills while providing dignity and comfort to the patients during a difficult journey.
- Faculty and students in their second year of the Paramedic program have established the Paramedic Peer Mentorship program, to provide guidance and support to first-year students through the program. The Paramedic program can be overwhelming while managing studies and clinical placements. The Peer Mentors assist with coursework, offering study tips and organizing review sessions, while improving communication skills for both mentors and mentees.
- President Silvaggi noted that current College News can be found on the College's website at <https://www.stclaircollege.ca/news> and encouraged the Board to visit the website when they have the opportunity.

- As previously noted, the Collective Agreement for Ontario college faculty expired on Monday, September 30, 2024. The Collective Bargaining process is ongoing. The Faculty Union recently voted 79% in favour of a strike, with 76% participation of eligible voters. College Administration continues to prepare contingency plans inclusive of all operations, to ensure all outcomes are being met. President Silvaggi noted that the contingency plans will be shared with the College's faculty union for feedback, as St. Clair College has been fortunate and continues to have a good working relationship with the faculty union. In addition, contingency plans will be shared with the student leaders, and the union executive will be invited to the next student breakfast so that they may answer any questions that may arise.
- On Friday, October 4, 2024, Immigration, Refugees and Citizenship Canada (IRCC) announced significant updates to the eligibility criteria for Canada's Post Graduate Work Permit (PGWP). The changes are part of the reforms aimed at addressing national labour shortages and managing the flow of international students. IRCC released a list of labour market programs of alignment, based on federal priorities. The changes will come into effect on November 1, 2024.

The Classification of Instructional Programs (CIP) Index is used to classify post-secondary education programs according to field of study in Canada. Of the 128 programs that St. Clair College offers, 42 were identified as eligible. Included on the list are some of the College's oversubscribed programs in Health Sciences and excluded are programs with provincial and regional priorities, that are areas of strength for the College.

A working group has been established to advocate on behalf of the Ontario colleges as the CIP codes are very narrowly focused, and in some instances, there are inconsistencies and errors.

College Administration has met with Andrew Dowie, MPP Windsor-Tecumseh and presented him with a letter to gain his support for some of the College's programs that have been excluded. For example, the Electromechanical Engineering Technology – Robotics program has been excluded. This is a STEM program that significantly supports industry in our community.

College Administration and the other Ontario colleges have also advocated with Minister Piccini and Minister Quinn. IRCC has met with the Ministry and have allowed the creation of a working group to review the CIP codes and develop a realignment of some programs using program mapping and learning outcomes. This is imperative as some programs meet the priorities of the federal and provincial governments and the labour market and are excluded because they do not meet the narrow parameters of the CIP codes.

The federal government is willing to amend and add, based on provincial support. Colleges must review and be strategic regarding the programs being put forward to ensure the programs align with employer and labour market needs.

This review is moving quickly as the outcomes can significantly affect future enrolment. Proposed programs and amendments to CIP codes must be submitted by November 30, 2024.

A Governor inquired, when speaking of employer needs, if this was referencing regional and provincial needs, or federal needs.

President Silvaggi noted that this has not been clarified but is hopeful that regional needs will be considered. He noted that the Committee of Presidents (COP) have communicated that it is critical for colleges to tie programs to provincial needs as these priorities will be brought forward at the federal level.

A Governor inquired as to the hospitality sector and if local employers have learned that the culinary and hospitality programs have not been included in the federal labour market needs.

President Silvaggi noted that there has been advocacy on behalf of the travel and tourism and hospitality industries from employers located in regions that heavily rely on these programs.

A Governor inquired if there has been direct advocacy with the federal government from different associations.

President Silvaggi responded that Colleges Ontario has reached out and communicated directly with Minister Miller. The establishment of the working committee and the review of the CIP classification to align with provincial needs is critical in the advocacy with the federal government.

President Silvaggi noted that students who are currently studying in Canada or who have obtained their study permit prior to November 1, 2024, will not be impacted. However, this does not guarantee a PGWP. Graduates must apply upon successful completion of their program and must provide proof of recent English proficiency.

President Silvaggi will keep the Board informed as more information becomes available.

The President's report is attached to the minutes as Item #4.0.

The President also noted that the media report was sent out electronically and is attached for information.

5.0 Consent Agenda

The Vice Chair noted the following items that have been provided on the Consent Agenda:

5.1 Increase Enrolment – Maintain Domestic Enrolment.

5.2 Increase Corporate Training – Enhance our Reputation as a Training Centre for the Workforce of our Community.

5.3 Brand Identification – Continuation of New Brand “Rise Above the Ordinary” Initiatives.

5.4 Development of Human Resources – Staff Wellness.

RESOLVED THAT the Board of Governors receive and approve the contents of the October 22, 2024 Consent Agenda, as presented.

6.0 Monitoring Reports

6.1 Financial Monitoring Update

The Vice Chair called upon Mr. M. Jones for this item. Mr. Jones reviewed the information contained in the Financial Monitoring Report for the six-months ended September 30, 2024.

Mr. Jones highlighted the following from the report:

- The net surplus at September 30, 2024 of \$17 million, represents a decrease of \$917,911 from the net surplus noted for the 2023 comparative period of \$13.9 million. This variance is primarily due to Salaries and Benefits and Non-Salary Expenditures.

Revenues

Ministry Operating Grants are trending below the original budget at 47% and have decreased over the 2023 comparative period by \$888,000. This decrease can mostly be attributed to higher international student enrolment, resulting in an increase in the International Student Recovery.

- Total Tuition Revenue is trending above the original budget at 52% and has increased \$11.7 million as a result of the following:
 - An increase in International Tuition Revenue of \$3.9 million, due to a higher Winter 2024 semester revenue deferral being realized for the current year and higher enrolment for the Spring 2024 semester.
 - An increase in PCPP Tuition Revenue of \$7.3 million over the comparative period due to higher enrolment at Ace Acumen for Spring 2024.
- Total Other Income is trending above the original budget projection at 62% and has increased over the 2023 comparative period by \$2.3 million, primarily due to the following:
 - An increase in Interest Income of \$1.1 million due to investments in GICs at legacy higher interest rates.

- An increase in PCPP Fee for Service of \$1.4 million, as a result of higher enrolment at Ace Acumen for the Spring semester.

Expenditures

- Total Salaries and Benefits are trending above the original budget projection at 49% and have increased over the comparative period by \$1 million primarily due to Bill 124 salary increases, additional staffing and one-time compensation adjustments.
- Total Non-Salary expenses are trending above the original budget projection at 50% and have increased over the 2023 comparative period by \$13.3 million. This can primarily be attributed to the following:
 - An increase in Contracted Educational Services as a result of higher enrolment from students attending the Toronto Campuses and flowing the applicable funds to Ace Acumen.
 - An increase in Contracted Services Other as a result of higher agent commissions to recruit the growth in international student enrolment.
 - An increase in Equipment Maintenance and Repairs due to higher costs for IT software licenses and enhancements to the College's academic loading software.
 - An increase in Insurance due to higher international student insurance fees as a result of higher PCPP and international student enrolment.
 - An increase in Student Assistance Scholarships due to timing of scholarships being applied to students' accounts and increased scholarships to international students.

Ancillary Operations

The Ancillary Operations surplus of \$453,260 is trending above the original budget projection of \$427,585 and has improved by \$97,874 over the 2023 comparative period. This is primarily due to improvements from Varsity Sports and Sports Park operations.

A Governor inquired as interest rates are expected to decrease, if there is a certain target or point when the College may start exploring higher risk investments.

Mr. Jones responded that the College's fund are not actively managed in bonds or stocks. The funds are held by the College's Foundation and are invested in endowments and long-term investments, as per Ministry directives, which are very conservative. Based on the Bank of Canada's forecast, the College has maximized the extent of the available funds at the higher interest rates available at the time. However, the College also requires access to cash flow for operations.

After a brief discussion it was

RESOLVED THAT the Board of Governors receive the Financial Monitoring Update for the six months ended September 30, 2024, for Information.

7.0 Approval Items

7.1 Micro-credentials

The Vice Chair called upon President Silvaggi for this item. President Silvaggi introduced Dr. Lindi Prendi, Executive Director, Centre for Academic Excellence, Quality Assurance and Accountability. He noted that the report providing the general overview of current Micro-credentials offered through Continuing Education and Corporate Training at St. Clair College was included in the Full Board Agenda package and highlighted the following:

- Micro-credentials are rapid training programs offered by post-secondary educational institutions that provide students with the opportunity to obtain in-demand knowledge and skills that are relevant to industry and the skills that employers require.
- There are currently four Micro-credentials that are offered through Continuing Education and Corporate Training, that require approval so that they may be eligible for OSAP funding. These micro-credentials include:
 1. Backflow Prevention Certificate.
 2. Canada's Ozone Layer Protection Awareness Program.
 3. Sterile Field and Aseptic Environment.
 4. Dental Radiology.
- The above Micro-credentials allow the College flexibility to be offered only when needed and the curriculum has been developed from existing programs. As a result, the financial impact is minimal.
- Micro-credentials also enhance the College's community engagement and industry participation while increasing student enrolment.

A Governor inquired how the programs included were chosen for approval.

President Silvaggi noted that micro-credentials are most often identified by industry need. The micro-credentials are being offered as requests have come from industry, through College Program Advisory Committees (PAC). While the micro-credentials are not necessarily included in the program mapping for post-secondary programs, upon successful completion of the credential, the micro-credential increases the skills of the student.

After a brief discussion it was,

RESOLVED THAT the Board of Governors approve the following four Micro-credentials:

1. Backflow Prevention Certificate.
2. Canada's Ozone Layer Protection Awareness Program.
3. Sterile Field and Aseptic Environment.
4. Dental Radiology.

8.0 By-law and Policy Review

8.1 Board By-laws

The Vice Chair spoke to this item noting that the Board By-laws were reviewed by the McTague Law Firm. There were minor amendments made to the By-laws, which are outlined in track changes in the attached document.

President Silvaggi noted that specific to the Governor inquiry regarding By-law 22: Quorum, where the by-law speaks to "Two-thirds (2/3) of the total Board membership (voting members) shall form a quorum at any meeting of the Board of Governors (11 for membership of 16 or 17)", this consists of 18 members where the Past Chair is a non-voting member. In this situation, Ms. Piccinato has been extended as the LGIC appointment for a one-year term and as such is a voting member.

A Governor inquired about By-law 22: Quorum. Item #22.1, Quorum is defined as two-thirds of the total Board membership (voting members) 2/3 and notes that this is 11 for membership of 16 or 17.

The Governor noted that the number of Board members including the Past Chair totals 18 and inquired whether the By-law should be amended to reflect this? It was noted that the Past Board Chair is not a voting member and would then not be included in the Quorum. Ms. Piccinato was extended for the 2024-2025 academic year as an LGIC appointment. In 2025-2026, she will assume the role of Past Chair for one additional year.

Following further discussion, it was determined that the Board By-laws would be taken back for further review by legal.

A Governor inquired once the Board By-laws have been reviewed and brought forward, will the Board approve the By-laws as a whole and all revisions be accepted and updated?

President Silvaggi affirmatively indicated that all revisions will be accepted, and all dates amended.

9.0 New Business

President Silvaggi noted that return travel arrangements from the Higher Education Summit on Tuesday, November 26, 2024, may require an amendment to the date of the next Board meeting. This item will be discussed at the next Board Agenda Planning meeting and further details will be provided to the Board.

10.0 Date of the Next Meeting

10.1 The next Board meeting is currently scheduled for Tuesday, November 26, 2024.

The Full Board meeting adjourned at 6:35 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

519th FULL BOARD MEETING

of the

BOARD OF GOVERNORS

NOTICE OF MEETING

DATE: Tuesday, October 22, 2024

TIME: 5:30 p.m.

PLACE: President's Board Room #A3315E

NOTE: Dinner will be available for the Board, SOG and constituents at 5:00 p.m.

A tour of the new Patti France Welcome Centre will be provided prior to dinner, for all those who would like to participate. Please meet in the President's Office at 4:30 p.m.

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 SEPTEMBER 24, 2024, 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 Increase Enrolment – Maintain Domestic Enrolment

Information Item – Administration has provided a report on Strategic Direction #2 – Students (Retention, Graduation Rate and Success) – Maintain postsecondary full-time enrolment within existing corridor, attached as Item #5.1.

- 5.2 Increase Corporate Training – Enhance our Reputation as a Training Centre for the Workforce of our Community

Information Item – Administration has provided a report on Strategic Direction #3 – Community Engagement (Leadership, Communication and Partnership) – Excluding PCPP, increase entrepreneurial (non-public) revenue by 3% (15% over 5 years), attached as Item #5.2.

- 5.3 Brand Identification – Continuation of New Brand “Rise Above the Ordinary” Initiatives

Information Item – Administration has provided a report on Strategic Direction #3 – Community Engagement (Leadership, Communication and Partnership) – The number of actions taken to increase brand awareness, attached as Item #5.3.

- 5.4 Development of Human Resources – Staff Wellness

Information Item – Administration has provided a report on Strategic Direction #4 – Human Resources (Staff Development, Efficiency, Effectiveness and Wellness) – Continue to promote staff collaboration and engagement through monthly or quarterly activities, attached as Item #5.4.

6.0 MONITORING REPORTS

- 6.1 Financial Monitoring Update

Information Item – An update has been provided to the Board regarding Actual to Budget: April 1, 2024 – September 30, 2024, attached as Item #6.1.

7.0 APPROVAL ITEMS

- 7.1 Micro-credentials

Approval Item – Administration has provided the request for implementation of Micro-credentials, attached as Item #7.1, for approval.

8.0 BY-LAW AND POLICY REVIEW

- 8.1 Board By-laws

Approval Item – The Board will review the Board By-laws for 1st reading, attached as Item #8.1.

9.0 NEW BUSINESS

10.0 DATE OF THE NEXT MEETING

- 10.1 The next meeting is scheduled for Tuesday, November 26, 2024, at the Windsor Campus.

PRESIDENT'S REPORT

Meeting of the Board of Governors
Full Board – October 22, 2024

1. PSI/Police Foundations Society

The PSI/Police Foundations Society completed their first Street Cleanup of the school year on Wednesday, September 18, 2024, as part of the City of Windsor's "Rose City Clean Sweep Program". A few years back, the Society adopted Cabana Road between Northway Avenue and Dougall Avenue. More than twenty (20) students and staff picked up garbage and recyclable items on City property including curbs and boulevards on both sides of the street.

A heartfelt thank you goes out to the PSI/Police Foundations Society...*way to go, Saints!*



RISE ABOVE THE ORDINARY

2. Fall 2024 Academic Excellence Awards Banquet

On Wednesday, September 25, 2023, the College honoured many of our exceptional Saints at the Fall Academic Excellence Awards. These awards recognize two outstanding graduates from each program: one for academic excellence and one for a remarkable blend of academics and leadership. On behalf of the entire College, President Silvaggi and Board Chair Garry Rossi, congratulated all of our award winners and wished them success and happiness in the years to come.



3. Brentwood 60th Anniversary

The Brentwood Recovery Home has been helping people overcome addiction for 60 years. The collective efforts of staff and volunteers got a boost during anniversary celebrations held on Friday, September 27, 2024, thanks to a contribution from St. Clair College and its Alumni Association, who donated \$100,000 toward the establishment of a therapeutic horticultural landscaping on Brentwood's Dougall Avenue property. The new Zen Garden will be integrated into Brentwood programs and services as a way of augmenting addictions treatment and promoting healing.

Not only did the College provide the funds required to help complete the landscaping, students and faculty in the Landscape Horticulture Program were also instrumental in the design of the project. Students in the program were challenged to create exciting landscape designs that incorporated form, function, and therapeutic elements to promote peace, tranquility and healing. The student concepts were reviewed by Brentwood staff, clients, and alumni, who incorporated the best elements from all designs into a final concept.

"A beautiful organization with a beautiful purpose needs a beautiful atmosphere, so the College's expertise in landscaping seemed to be a perfect gift to recognize Brentwood's 60 years of service to the community," said St. Clair President Michael Silvaggi. "The design ideas of our Landscape Horticulture faculty and students, coupled with the financial backing of our administration and Alumni Association, will, I hope, create grounds that will further enhance the recuperative and restorative environment of the recovery home."

The therapeutic landscape project will be completed by Lakeshore Landscaping and is expected to be ready to use by Summer 2025.

The full story, written by Rich Garton, can be found on the College's website under "College News".



Stakeholders and community leaders gather to cut the ribbon for the Zen Garden landscape project at Brentwood Recovery Home in Windsor, Ont. on Sept. 27, 2024. (Rich Garton/St. Clair College)

4. Hospice Face-To-Face Campaign

On Friday, September 27, 2024, President Silvaggi participated in the 22nd Annual Face to Face Campaign to benefit the Hospice of Windsor and Essex County. The Hospice Face-to-Face Campaign has raised over \$1.6 million in support for the Fairley Family Transportation Program which provides rides for Hospice patients and families across our community.

In 2022, the G.E.N.I.E. Program (Granting Exceptional N' Impactful Experiences) was added. This program offers the opportunity for patients receiving Hospice care, whether in Hospice Residences, or in their own home, to request special trips or outings. Thanks to the County of Essex and Essex-Windsor EMS, Hospice is able to provide safe and accessible rides to patients who want to attend one last family reunion, or spend a few hours at a local park, or even visit their family home one last time – creating a memorable experience for them and their loved ones.

The 2024 Face to Face Campaign was dedicated to the memory of one of Hospice's most dedicated and passionate Hospice Ambassadors, Dr. Jamie Henderson. For many years, Jamie had been one of the Honourary Co-Chairs of the Face-to-Face Campaign, but his support went far beyond this event, truly personifying the compassion, kindness, and gratitude for which Hospice is known.

Every dollar donated to the Face-to-Face campaign goes directly towards supporting Hospice patients and their families in our community.



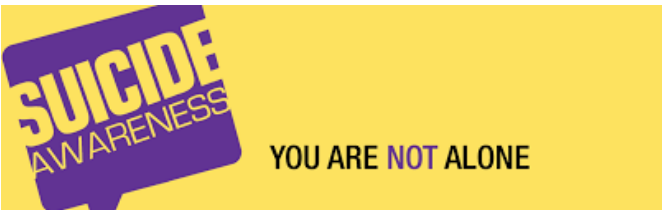
5. Suicide Awareness Walk

The annual Suicide Awareness Walk took place on Sunday, September 29, 2024 at the St. Clair College SportsPlex. The annual event raises awareness, reduces stigma and supports those impacted by suicide in the community.

All funds raised support programs at the Canadian Mental Health Association (CMHA) in Windsor. The 2- and 5-kilometer walk started at the College’s SportsPlex then proceeded through the trails around the Herb Grey Parkway. St. Clair College, the Student Representative Council (SRC), the St. Clair Student Athletic Association (SSAA) and the Alumni Association were pleased to present the CMHA with a cheque for \$5,000.

This day is a chance for everyone to join in promoting awareness about suicide: those impacted by a suicide attempt or loss, family and friends, schools, organizations and community members.

Always remember, you are **NOT** alone.



6. College Events

- **Parent Information Night:** The College held a Parent Information Night on Tuesday, September 24, 2024 from 5:00 to 7:00 p.m. The event was a resounding success with many parents and their children in attendance. A big “thank you” to the staff who participated, to all of the parents who attended and to our future Saints!



RISE ABOVE THE ORDINARY

- **Rise Above Health Conference:** The 2nd annual Rise Above Health Conference took place on Saturday, September 28, 2024 from 8:00 a.m. to 4:00 p.m. The conference is an interdisciplinary event which unites industry partners and students from our Health Sciences and Nursing programs. There were several guest speakers during the morning part of the conference with breakout sessions in the afternoon. Once again this year, the event was very well attended.



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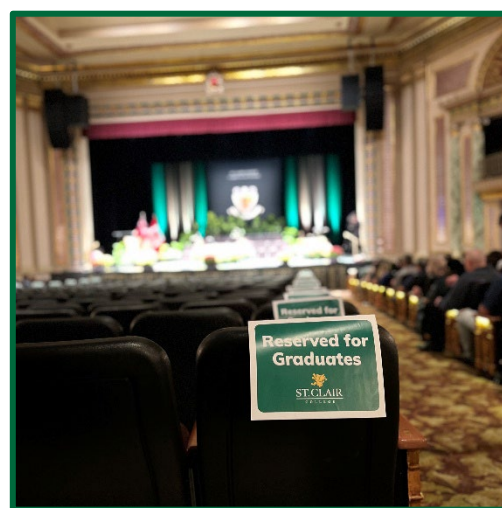
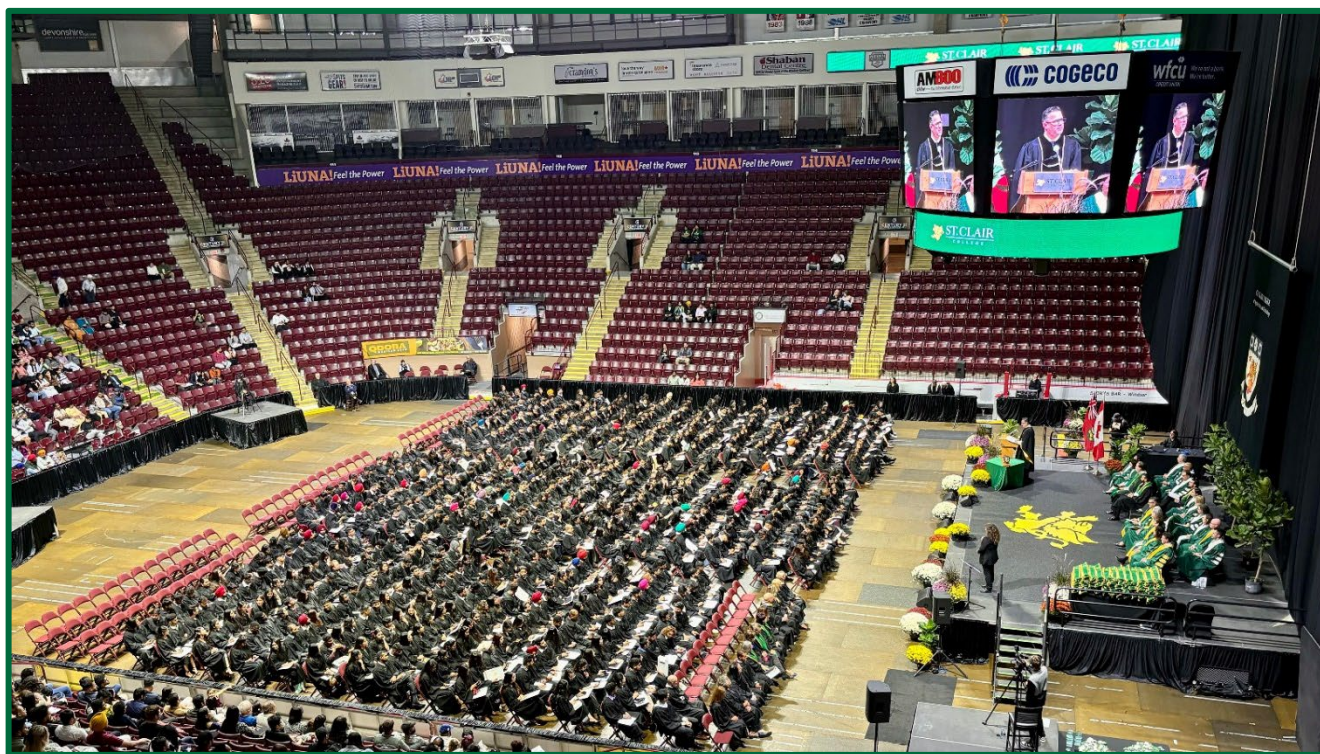
7. National Day for Truth & Reconciliation

St. Clair College recognized the National Day for Truth and Reconciliation on Monday, September 30, 2024 by wearing orange to recognize that every child matters. National Day for Truth and Reconciliation, originally and still colloquially known as Orange Shirt Day – is a Canadian holiday to recognize the legacy of the Canadian Indian residential school system. Orange Shirt Day was first established as an observance in 2013, as part of an effort to promote awareness and education of the residential school system and its impact on Indigenous communities for over a century. The impact of the residential school system has been recognized as a cultural genocide and continues to this day. The use of an orange shirt as a symbol was inspired by the accounts of Phyllis Jack Webstad, whose personal clothing—including a new orange shirt—was taken from her during her first day of residential schooling and never returned. The orange shirt is thus used as a symbol of the forced assimilation of Indigenous children that the residential school system enforced.



8. Fall 2024 Convocation Sessions

The 57th Annual Convocation ceremonies took place in Windsor at the WFCU Centre on Tuesday, October 1, 2024 (2 sessions), in Chatham at the Capitol Theatre on Thursday, October 3, 2024 (1 session) and in Toronto at the Meridian Arts Centre on Wednesday, October 9, 2024 (2 sessions). It is an honour to celebrate our students who have successfully completed their programs. We wish all of our new graduates the best in their future endeavours. Congratulations, Class of 2024!



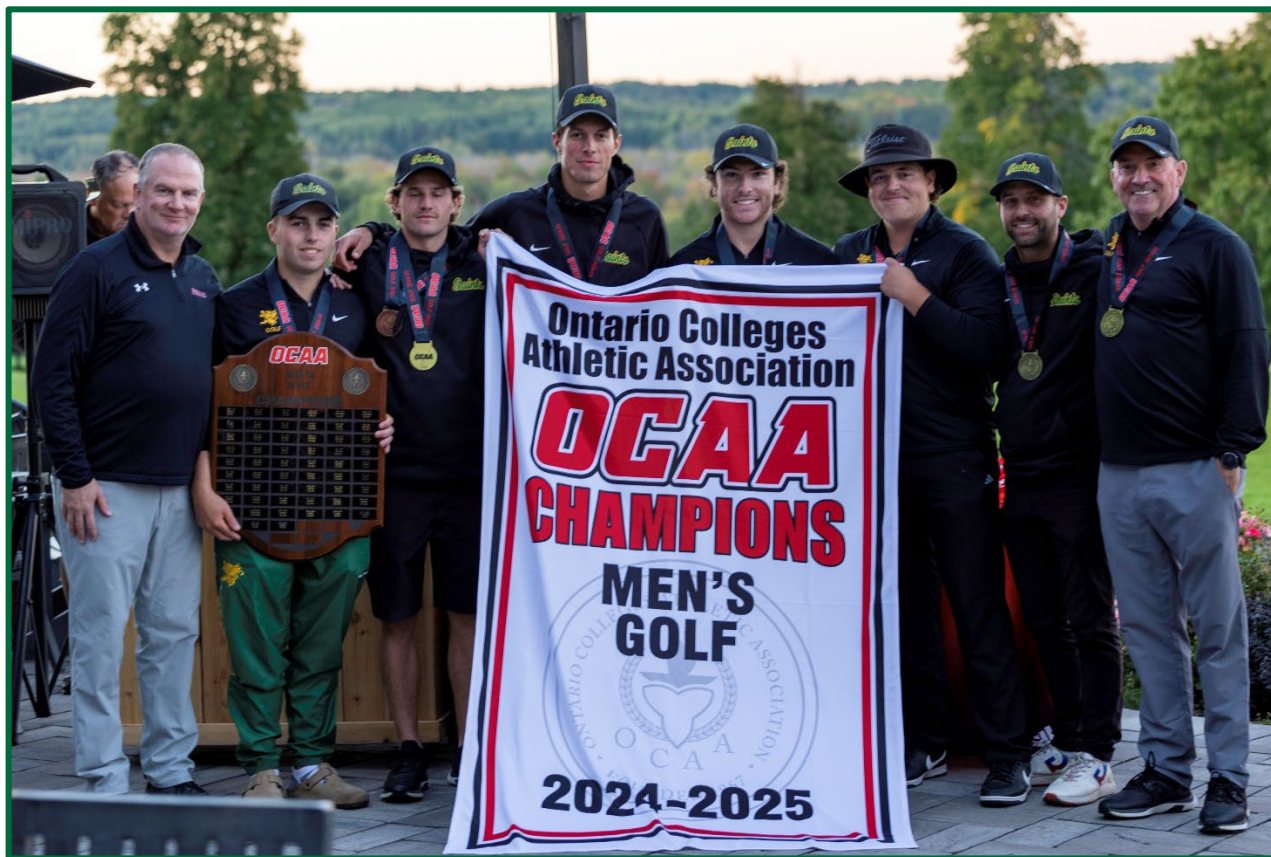
Congrats Class of 2024!

9. Men's Golf Team Win First Ever Gold Team Medal in History

The St. Clair College Men's golf team had a huge day on Wednesday, October 2, 2024 in the final round of the OCAA Championship being hosted by Georgian College at the Barrie Country Club. The Saints made a big comeback from third place after Round Two to win their first ever OCAA Men's Team Gold Medal in school history.

The men had a three-day total of 920 (56 over par) on a very challenging and tough golf course. The Saints were sitting in third place after round two 7 strokes back of Humber and 6 strokes behind Fanshawe but came out on fire on Wednesday to steal the gold medal and pass both teams. The Saints are coached by head coach Kevin Corriveau and assistant coaches David Byrne and Chris Meloche.

The St. Clair Men's team have qualified to compete at the 2024 Canadian Collegiate Athletic Association (CCAA) Golf National Championships presented by PING. The event takes place at the Red Crest Golf Club in King City, ON from October 15 – 18, 2024.



RISE
ABOVE
THE ORDINARY

10. International Day of the Girl

St. Clair College was once again proud to sponsor the International Day of the Girl Breakfast presented by Build A Dream. This was the fifth annual stakeholder breakfast and was held at the St. Clair College Centre For The Arts on Thursday, October 10, 2024. The College's Director of Research and Innovation, Karamjeet Dhillon, was a guest speaker. The event offered participants the opportunity to connect and network with some of the most influential people in the community. A keynote address was given by Manjit Minhas, the co-founder and co-owner of the Minhas Brewery, Distillery and Winery, and a Dragon on the hit TV show Dragons' Den on CBC.



11. Women's Economic Security Program (WESP) Announcement

St. Clair College played host on Friday, October 11, 2024 to assist our partners at the Women's Enterprise Skills Training Inc. (WEST) for a funding announcement by the Ministry of Children, Community and Social Services' Women's Economic Security Program (WESP). The Honourable Andrew Dowie, MPP for Windsor-Tecumseh was on hand to lead the announcement.

As noted by President Silvaggi during the announcement, "The opportunity for local under-employed and immigrant females to study at St. Clair College under the supervision and mentorship of Women's Enterprise Skills Training, has proven to be the key to personal and economic advancement." President Silvaggi also asked MPP Dowie to please pass along St. Clair's thanks to Minister Parsa for the province's continued support of what the College considers – what the community considers – to be one the single-most beneficial and life-changing educational programs that has ever existed in Windsor-Essex.

President Silvaggi also pledged the College's continued support for WEST in that "so long as WEST has clients who want to study, we'll have a place for them."



12. ECE Trip To Italy

Several second year Early Childhood Education (ECE) students and staff members travelled to Urbania, Italy from October 5 – 14, 2024 to learn about the MOF Method (Finnish Organizational Model) in the Urbania State School System as they are the national leader of this education method in Italy. The group spent six (6) days in Urbania and two (2) days in Rome. This was an amazing opportunity for our students, and they are grateful for the experience.



13. St. Clair Women's Softball Win National Bronze

The St. Clair College Women's Softball team won a National Bronze Medal on Sunday, October 13, 2024 at the Canadian Collegiate Softball Association Championship finishing the weekend with a 4-1 record. The Saints finished pool play with a 3-0 record after beating Humber Polytechnic (Etobicoke) 8-6 Saturday afternoon but fell to them later that evening in the semi-finals by a score of 7-5. St. Clair bested the University of Western Ontario (London) 11-1 in the bronze game Sunday morning. The 8-team championship was hosted by the University of Ottawa at Carp Fairground in Carp, ON and the Saints continued a streak of four straight national medals including back-to-back titles in 2022 and 2023.

The Saints are the #3 seed at the OCAA Provincial Championship and begin play in Oshawa on Thursday, October 17, 2024 with a quarterfinal game against #6 Sheridan College (Brampton). The event will be hosted by Durham College at their campus.



TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: OCTOBER 22, 2024

RE: STRATEGIC DIRECTIONS UPDATE: STUDENTS (RETENTION, GRADUATION RATE AND SUCCESS) – MAINTAIN DOMESTIC ENROLMENT

**SECTOR: COMMUNICATIONS, ADVANCEMENT AND EXTERNAL AFFAIRS
JOHN FAIRLEY, SENIOR VICE PRESIDENT**

AIM:

To provide the Board of Governors with an update on the Strategic Directions (2024-2025). This update pertains to Strategic Direction #2 Students (Retention, Graduation Rate and Success) – Increase Enrolment. Specific details include the following:

Goal	Objective	Measure	Target
Increase Enrolment	Maintain domestic enrolment.	Maintain post-secondary full-time enrolment within the existing corridor.	Annually

BACKGROUND:

Enrolment-based Funding provides grants based on historical enrolments. It is intended to provide a level of stability and predictability that allows colleges to engage in multi-year planning. Colleges entered the corridor model for Enrolment-based Funding for domestic students in 2019-2020. The Ministry of Colleges and Universities (MCU) allocates the Core Operating Grant (Enrolment-based Envelope) based on enrolment through the corridor mechanism.

A college's Full-Time Equivalent (FTE) enrolment is converted into Weighted Funding Units (WFU), which are established from the Ministry's evaluation of each academic program's duration, cost and complexity of delivery. Colleges receive an unchanged share of funding provided their enrolment remains within a specific range (the corridor), represented by WFU and calculated on a three-year average, two-year slip.

The Ministry established each college's respective corridor mid-point. From the mid-point, the ceiling allows for a 3% increase (+3%) and a 7% decrease (-7%). St. Clair College's enrolment corridor details are as follows:

Fiscal Year	Ceiling +3%	Midpoint	Floor -7%	FTE Actual	WFU Actual	WFU Corridor
2016-17	-	-	-	8,105.69	10,350.83	10,522.75
2017-18	-	-	-	7,716.99	10,009.24	10,542.09
2018-19	-	-	-	7,502.19	9,813.22	10,471.31
2019-20	10,595.77	10,287.16	9,567.06	7,375.22	9,712.14	10,287.16
2020-21	10,595.77	10,287.16	9,567.06	6,932.67	9,019.61	10,057.76
2021-22	10,595.77	10,287.16	9,567.06	6,902.50	9,150.04	9,844.87
2022-23	10,595.77	10,287.16	9,567.06	6,799.53	8,989.91	9,745.83
2023-24	10,595.77	10,287.16	9,567.06	6,956.37	9,085.96	9,524.78
2024-25	10,595.77	10,287.16	9,567.06	-	-	9,284.03

Based on the above results, a funding decrease of \$63,890 occurred for 2023-2024 as we have fallen below the corridor floor. An additional funding decrease of \$354,632 is anticipated in 2024-2025 due to the continued decline below the corridor floor.

At our Day 10 Ministry enrolment number in September, we had increased domestic enrolment year over year by 9% (7,594 from 6,966), which was 5% higher than our budget projection.

To increase our domestic enrolment in 2024-2025 and beyond, initiatives included the following:

1. Emphasizing College Branding: Promoting the College's brand in all local marketing efforts, sponsorships, events and community partnerships in Chatham-Kent and Windsor-Essex. We continue to build a strong and recognizable brand to attract more students.
2. K-12 Engagement: College recruiters scheduled visits to local high schools throughout Windsor-Essex, Chatham-Kent and Lambton-Middlesex counties during the academic year. The department and faculty provided group tours and presentations, as well as tailored events to individual audiences (guidance counselors, faculty and administrators), with a focus on Science, Technology, Engineering and Math (STEM) programs and Specialist High Skills Major (SHSM) programs. These activities created awareness regarding programs offered at St. Clair College and introduced influencers to our beautiful campus, which encourages them to recommend the College to their college bound students.

Students from Grades 7 – 12 had the opportunity to explore, discover and experience the College's programs and facilities through College events, tours and other activities. To date, over 21,974 students have participated in at least one College activity.

We have conducted activities and tours for various schools in our catchment area in Grades 7-12:

- Grade 7/8 with 6 recruitment activities and 4054 students participating.
- Grade 9/10 with 18 recruitment activities and 4619 students participating.
- Grade 11 with 35 recruitment activities with 6003 students participating.
- Grade 12 with 84 recruitment activities with 7298 students participating.

We have conducted four Guidance Counsellor Forums and two Professional Development Teacher Training Sessions.

- Parent/Influencer Information Nights: In collaboration with the College's academic schools, Registrar's Office and Student Services, Marketing and Recruitment held two Parent Information Nights on April 17, 2024, and September 24, 2024. Over 300 parents with college bound students attended the event, which featured a presentation outlining key dates in the application cycle, instructions on how to apply to the College and campus tours led by each school. All parents in attendance received a \$150 OCAS voucher to apply to St. Clair College. The Parent Information events were successful and will be scheduled in future recruitment cycles.
3. Industry and Community Partnerships: Collaborating with industry and community partners for joint recruiting efforts is an excellent way to showcase the benefits of a St. Clair College education. These partnerships can provide insights, resources and connections to high school students, parents and influencers.
 4. Data-Driven Marketing: Research data on programs and student demographics is essential to shaping targeted marketing campaigns in the region. This approach ensures that our efforts are aligned with the interests and needs of potential students.
 5. Retention Analysis: Working with the Retention Committee to analyze and understand student retention rates is crucial. Identifying the factors contributing to retention and developing plans to improve it will help maintain enrolled students.
 6. New Opportunities: The College Senior Operations Group and Administration work to identify new opportunities and programs to attract domestic students. Adapting to changing educational and market trends is key to sustained enrollment growth.
 7. Community Engagement: The College continues to engage with local community groups that haven't traditionally prioritized a college education to identify and remove barriers. To date we have hosted many tours and activity events for such groups that can raise awareness and make post-secondary education more accessible.

Community Outreach with WEST, MH100, Try-A-Trade Event, Multicultural Council and others:

- Elementary with 5 tours or activities with 596 attending.
 - Secondary with 4 tours or activities with 110 attending.
 - Adult with 54 tours or activities with 9,262 attending.
8. Entrance Scholarships: The College partners with community groups and associations to provide entrance scholarships and bursaries for high school students who participate in various events and competitions. Some of the annual opportunities for entrance scholarships are the First Robotics competition and the Special Olympics Polar Plunge

The College's Marketing and Recruitment Department is taking a comprehensive approach to increase domestic enrollment, ranging from marketing and outreach to partnerships and data-driven decision-making. Success in these efforts and our adaptability will be key to achieving enrollment goals for the upcoming academic year.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board of Governors receive this update on Strategic Direction #2 Students (Retention, Graduation Rate and Success) as it pertains to increasing enrolment, for information.



TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: OCTOBER 22, 2024

**RE: STRATEGIC DIRECTIONS UPDATE – COMMUNITY ENGAGEMENT
(LEADERSHIP, COMMUNICATION AND PARTNERSHIP) –
INCREASE CORPORATE TRAINING**

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

AIM:

To provide the Board of Governors with an update on the Strategic Directions (2024–2025). This update pertains to Strategic Direction #3 – Community Engagement (Leadership, Communication and Partnership) – Increase Corporate Training, in an effort to enhance our reputation as a training centre for the workforce of our community. Specific details include the following:

Goal	Objective	Measure	Target
Increase Corporate Training.	Enhance our reputation as a training centre for the workforce of our community.	Excluding PCPP, increase entrepreneurial (non-public) revenue by 3% (15% over 5 years).	Annually

BACKGROUND:

St. Clair College's Corporate and Professional Training division extends the College's programs and training services to business and industry. This division specializes in providing the kind of learning and training that is required by companies who view employee skill enhancement and education as a business tool, to maintain their competitive edge in the global marketplace. St. Clair College's Corporate and Professional Training programs are custom designed to fit industry's specific needs, delivering affordable, results-oriented training, both nationally and internationally.

Corporate Training revenue increased 33.8 % during 2023-2024 from the previous year and 21% above the 2015-2016 base year level. We continue to add clients/employers and new initiatives each year. St. Clair College was meeting its strategic objectives of increasing corporate training, averaging a 38% increase over the 2016-2020 years.

The current year's revenue is projected to surpass the 2023-2024 level and finish above the base year level (2015-2016).

Year	Revenue	Increase
2015-2016	\$625,489	Base Year
2016-2017	\$840,458	34 % Increase from Base Year
2017-2018	\$950,260	52% Increase from Base Year
2018-2019	\$887,178	42% Increase from Base Year
2019-2020	\$775,913	24% Increase from Base Year
2020-2021	\$429,763	31% Decrease from Base Year
2021-2022	\$476,044	24% Decrease from Base Year
2022-2023	\$565,656	9.5% Decrease from Base Year
2023-2024	\$756,959	21% Increase from Base Year
2024-2025	\$443,499	April 1, 2024 to September 30, 2024

St. Clair College continues to deliver customized corporate and professional training for several key local and global businesses, including Erie Shores Health Care, Essex-Windsor EMS, Can Art Aluminum Extrusion, City of Windsor, General Motors – Oshawa Assembly, Hiram Walker, Magna, Mahle Filter Systems, NextStar Energy and Women's Enterprise Skills Training of Windsor (WEST).

While there have been several additional Corporate Training clients/employers, a new training project worth noting was a customized Construction Techniques program delivered on-site at Walpole Island and customized upskilling contracts for the Unifor Labour Action Centre. This includes 24 students currently enrolled in the Battery Manufacturing Certificate Program.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board of Governors receive this update on Strategic Direction #3 – Community Engagement (Leadership, Communication and Partnership) – Increase Corporate Training, in an effort to enhance our reputation as a training centre for the workforce of our community, for information.



TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: OCTOBER 22, 2024

**RE: STRATEGIC DIRECTIONS UPDATE – COMMUNITY ENGAGEMENT
(LEADERSHIP, COMMUNICATION AND PARTNERSHIP) – BRAND
IDENTIFICATION**

**SECTOR: COMMUNICATIONS, ADVANCEMENT AND EXTERNAL AFFAIRS
JOHN FAIRLEY, SENIOR VICE PRESIDENT**

AIM:

To provide the Board of Governors with an update on the Strategic Directions (2023-2024). This update is related to Strategic Direction #3 – Community Engagement (Leadership, Communication and Partnership) regarding brand identification and the continuation of the new brand “Rise Above the Ordinary” initiatives. Specific details include the following:

Goal	Objective	Measure	Target
Brand Identification	Continuation of new brand “Rise Above the Ordinary” initiatives.	Number of actions taken to increase brand awareness.	Annually

BACKGROUND:

St. Clair College’s 2024-2025 Rise Above the Ordinary marketing and branding initiatives are focused on display and on-line advertising. The College continues its partnership with Douglas Marketing Group (DMG) as our agency of record.

Our long-standing taglines: “Start Here Go Anywhere”, “Rise Above the Ordinary”, “The World Needs You – See Beyond Today”, “Take Flight”, “Saints Nation” and “Saints Strong” continue. We also continue the Chatham domestic effort with “Get Further Closer to Home” which challenges local residents to consider our local campus.

Saints Athletics Success

The continued success in recruiting, coaching and the performance of the varsity athletes and Esports teams of our St. Clair College's Saints Varsity programs, has significantly elevated the College's strategic direction to become a "destination" College. The "Saints Nation" identity has gained widespread popularity, promoted actively by student groups and through the marketing of varsity sports. These events draw the community to our campuses, offering them the chance to appreciate the campus beautification initiatives and explore the College's cutting-edge facilities. The recruitment of varsity athletes, both locally and across the province, has played an important role in enhancing our overall domestic enrolment strategy.

2024-2025 Marketing Calendar

The following is a year at a glance of our marketing calendar with key dates of various campaigns. To ensure the College's messaging is not competing with multiple campaigns in the same market at the same time, the marketing calendar has been updated to consider additional recruitment initiatives and events as noted below.

<u>Oct – Dec</u>	<u>January– Feb</u>	<u>Feb – Mar</u>	<u>Mar – Sep</u>	
St. Clair College Value Propositions Continuing Education Discover Day Parent Information Night Fall Open House School Specific Ads January Open Programs (program specific SEM) Corporate and Professional Training	Apply Today (school specific and Value Proposition) Equal Consideration	Spring Open House Apply Today (school specific and Value Proposition)	Apply Today (at risk programs) Confirm and Tuition Payments (starting March) Come to the Campus, Leave as a Student (Quickie Admit)	Refresh Recruitment Cycle

Online Strategy

For various campaigns, data is collected from online College recruitment and branding initiatives to gain insight into student preferences.

April 1, 2024 – September 15, 2024 (Globally)

Note: This reflects the two online campaign periods.

The previous reporting period and the beginning of the 2024 fiscal year had St. Clair College running on a breadth of digital and social media platforms to reach target audiences at multiple touchpoints throughout their online consumer journey:

- Pre-Roll Video.
- Programmatic Digital Display.
- Facebook/Instagram.
- Snapchat.
- TikTok.
- SEM.

As part of the online media reporting and analysis process that is completed by DMG on a monthly and quarterly basis, key learnings were identified and resulted in consolidating media placement across top performing tactics.

Although all campaigns were performing well, there were additional optimization and findings:

- While Facebook/Instagram are viable platforms for reaching our teacher influencer audience (ages 35-54), they are not directly reaching our primary target audiences, high school seniors and college intenders.
- Snapchat's functionality does not actively prompt users to visit the section where ads are displayed.
- The media budget is too modest to spread across all platforms noted above.

Multiple media tactics were deployed from April 1, 2024 – September 15, 2024. DMG recommended consolidating the media tactics and budget to the Google Performance Max platform.

In doing so, Programmatic, META, TikTok and Snapchat were shifted to Google SEM, Display and Preroll Video (including YouTube).

The shift also supports an evergreen campaign that allows for more streamlined changes in ad versions to support program specific messaging in SEM.

Tactic	Impressions	Clicks on Ads	Click Through Rate
Programmatic Behavioural (April 2024 - May 2024)	727,202	7,188	0.98
Facebook Instagram (April 2024 - May 2024)	420,426	2,866	0.68
TikTok/Snapchat (April 2024 - May 2024)	1,189,269	20,753	1.74
Google SEM(April 2024 – September 15 2024)	625,492	209,293	33.46
Google Display (as of June 2024)	2,608,269	33,646	1.29
Preroll Videos (as of June 2024)	1,844,773	24,558	1.33

Additionally, as included in the report, a split of the campaign creative based on the stage of the recruitment cycle was implemented. Early decision making and value propositions conveyed “Why St. Clair” were directed to discoverstclaircollege.ca while final decisions leveraged using the SEM tactic and driving to the program page on stclaircollege.ca.

Key Takeaways:

1. **Broader Reach vs. Deeper Engagement:** While discoverstclaircollege.ca was more successful in attracting users, [StClairCollege.ca](https://stclaircollege.ca) excelled in engaging them. This points

to a potential need to balance outreach strategies with efforts to increase user engagement.

2. **Referral Success:** [StClairCollege.ca](https://www.stclaircollege.ca)'s success with referral traffic indicates strong partnerships and content distribution strategies.
3. **Optimizing Display Ads:** The lower engagement from display ads on [discoverstclaircollege.ca](https://www.discoverstclaircollege.ca) suggests that there is room for improvement in targeting or content alignment to enhance user interaction post-click.

Recommendations:

- **DiscoverStClairCollege.ca:** Focus on optimizing display ads to better align with the audience's interests and needs and explore strategies to convert high-traffic sources into more engaged users through A/B testing and content refinement.
- **StClairCollege.ca:** Build on successful referral strategies and consider expanding these efforts to further enhance engagement. Also, explore ways to scale paid search campaigns while maintaining high engagement quality. Enhance the content strategy on program pages to provide a more compelling and engaging user experience, potentially leading to higher conversions.

Traditional Media

1. Radio

- Bell Media: AM800, 93.9 FM, 88.7 FM commercials and sponsorships.
- Blackburn Radio: commercials and sponsorships in Windsor-Essex and Chatham-Kent.
- Wallaceburg 99.1 FM commercials and sponsorships.
- Amherstburg 107.9 FM commercials and sponsorships.

2. Newspapers – Community, National, Online and Trade Publications

Windsor Star, Chatham Daily News, Essex Free Press / The Drive / Biz X/ Windsor Life / Neighbours LaSalle / Southpoint Sun (Leamington)/ Wallaceburg Courier/ OSCA / Skills Ontario / WE Manufacture / Perspective (Globe and Mail) / Toronto Star / National Post / Harrow News (new this year) / Macleans

3. Billboard

- Year-round contracts were purchased, securing key locations throughout Windsor and Wallaceburg.

4. Television

- CTV, CBC, YourTV (Cogeco Cable) commercials and sponsorships.

Website Traffic

The Website traffic and number of sessions has continued to increase since the implementation of the digital recruitment strategy in 2019. Overall, there were 51,473 users on the site between April 1, 2024 – September 15, 2024.

- This reporting cycle is based on the new Google reporting platform which provides the data in new data points.
- The bounce rate of discoverstclaircollege.ca is at 73.32% (A *bounce* is a single-page session on your site. In analytics, a bounce is calculated specifically when a user opens a single page on your site and then exits without triggering any other requests to the analytics server during that session).

Updates to discoverstclaircollege.ca, have been minimal and focused on revising the homepage, as well as updates to the school specific pages. Recognizing the need to update pages, Marketing has been working with St. Clair College to build pages that have an on and off state. For example, the Open House Registration Page has been developed to stay up yearlong with registration turning on and off, while dates for upcoming open houses will be posted along with other ways to learn more about the College.

Top 5 Pages on Discover St. Clair College Microsite	Event Count	Views
Recruitment - St. Clair College	26,455	68,010
Fall Open House 2023 - St. Clair College	19,534	53,026
Fall Open House - St. Clair College	18,966	21,658
Home - Discover St. Clair College	14,884	82,303
Spring Open House 2024 - St. Clair College	10,976	30,133

This represents traffic from April 1, 2024- September 15, 2024

Total Users = 51,614 (unique counts).
Form Submissions = 202.

The new Google analytics platform has provided significant learnings that can support the advancement of campaign recommendations.

Numbers By Engagement:

Event Title	Total Actions
page_view	104,457
session_start	67,442
first_visit	50,688
user_engagement	24,313
scroll	22,693
video_progress	12,780
video_start	9,714
form_start	2,295
click	1,259
video_complete	1,136
form_submit	202
view_search_results	183
file_download	2

The data above supports:

- Video continues to be the best way to showcase the College and its assets.
- Virtual tours high engagement rate and they are a go-to for prospective students year-over-year.

Data shows **more shifting in metrics with a split focus of traffic being sent to discoverstclaircollege.ca as well as stclaircollege.ca** for the period of April 1, 2024 – September 15, 2024, however in reviewing the larger picture for the full year, the Toronto metrics are higher.

Note: “Not Set” is due to privacy filters of the data that is brought through the browsers.

Based on these findings, further discussion around greater opportunities for potential catchment areas for key programs is recommended.

City	Active users
Toronto	10,684
Windsor	6,846
(not set)	6,701
London	3,073
Brampton	969
Ottawa	956
Montreal	945
Hamilton	703
Mississauga	697
Chatham	634
Kingsville	526
Vaughan	468
Kitchener	425
Oakville	419

Of the traffic coming to stclaircollege.ca site, below is the devices which are used:

- Mobile: Increase from 54.1% to 75.1%.
- Desktop: Decrease from 38.8% to 18.9%.
- Tablet: Decrease from 7.8% to 6.1%.

With the continued shift to mobile traffic and the lion’s share being consumed inside this medium, we will need to shift our focus solely to a mobile-first experience for both the student base and presentations of concepts and designs. This strategic shift to mobile-first will ensure that you are resonating all designs to your target demographics preferred medium.

The College continues to engage the services of a community partner to provide Search Engine Optimization (SEO) and Search Engine Marketing (SEM), to further the process of improving the quality and quantity of website traffic and internet marketing.

Non-Traditional Marketing

Ongoing and new branding initiatives:

- Ongoing campus beautification initiatives.
- Replacement as needed for any damaged College banners on campus and in Downtown Windsor.
- Social Media use of hashtags #saintsnation #stclaircollege, #riseabovetheordinary #saintsnation #saintsstrong.
- Increasing engagement on all social platforms.
- Working with the Alumni Association to use funding to support cross promotion and community presence at local events.
- Branding in Alumni Association, SRC, SSAA and TSI social media platforms of Facebook, Instagram, and Twitter.
- Community engagement with Saints Athletics in partnerships and hosting of tournaments and games at the Sports Park, SportsPlex and HealthPlex.
- Event Partnerships and Sponsorships (Open Streets Windsor, Windsor International Film Festival (WIFF), Ruthven Apple Festival, Chatham Crowfest, Esports Varsity Team, Essex Region Conservation Authority (ERCA), Art in the Park, Fight Like Mason Foundation, First Robotics, Canadian Mental Health Association, Leamington 150 Anniversary Celebration, Transition to Betterness (T2B), Impact Wrestling Brentwood Recovery Home, and Chamber of Commerce Business Excellence Awards (BEA) sponsorships (in both Windsor and Chatham).
- Partnerships with our student groups SSAA, SRC and TSI.
- Partnerships with Windsor Tennis Management and local charity groups at the Zekelman Tennis Centre.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board of Governors receive this update on Strategic Direction #3 – Community Engagement (Leadership, Communication and Partnership) regarding brand identification and the continuation of the new brand “Rise Above the Ordinary” initiatives, for information.

TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: OCTOBER 22, 2024

RE: STRATEGIC DIRECTIONS UPDATE – HUMAN RESOURCES (STAFF DEVELOPMENT, EFFICIENCY, EFFECTIVENESS AND WELLNESS) – DEVELOPMENT OF HUMAN RESOURCES – STAFF WELLNESS

SECTOR: HUMAN RESOURCES AND FACILITIES SERVICES – JOE SIRIANNI, SENIOR VICE PRESIDENT

AIM:

To provide the Board of Governors with an update on the Strategic Directions (2024–2025). This update is related to Strategic Direction #4 – Human Resources (Staff Development, Efficiency, Effectiveness and Wellness) regarding the commitment to promote staff collaboration and engagement through monthly or quarterly activities.

Goal	Objective	Measure	Target
Development of Human Resources	Staff wellness.	Continue to promote staff collaboration and engagement through monthly or quarterly activities.	October, Annually

BACKGROUND:

The College, recognizing that staff wellness is critical to the wellbeing of employees, created both the Staff Engagement and Staff Wellness Committees. In 2023, the Staff Engagement Committee was merged into the Staff Wellness Committee to ensure effective communication and delivery of events and activities. The Staff Wellness Committee is comprised of representatives from faculty, support staff and administration.

The Staff Wellness Committee's mandate is to foster staff relationships, facilitate networking, recognition, engagement and to promote a work environment that encourages healthy lifestyle choices, decreases the risk of illness and disease, addresses our employees' physical and mental health and general well-being among St. Clair College staff.

Staff Wellness Committee

The Staff Wellness Committee initiates staff collaboration and engagement activities.

2024-2025 Staff Appreciation initiatives include:

- 2024 Staff Appreciation Day was held on June 14, 2024, in the Classic Gym. Brunch was provided while the College welcomed new employees, celebrated 25-year award recipients and provided best wishes to our retirees.
- The Welcome Back BBQ was held on August 26, 2024.
- St. Clair College Staff Cares – Welcome back to campus initiative during the week of September 3, 2024. This included the following:
 - Tuesday, September 3, 2024 – Staff were welcomed back to campus. Assorted k-cups of coffees, teas and latte were provided. K-cups and supplies were refreshed all week. St. Clair College Staff Cares (SCCSC) poster containing note: “Sip, sip, Hooray, Thanks a ‘latte’ for all you do!”
 - Wednesday, September 4, 2024 – “Excel” brand gum packs. SCCSC poster containing note: “Thanks for your involvement, commitment, encouragement and employment.”
 - Thursday, September 5, 2024 – Granola Bars and Hydration/Electrolyte drink mix. SCCSC poster containing note: “For all you give, for all you do, this morning’s treat is just for you! Water you waiting for, come get some hydration at our station”.
 - Friday, September 6, 2024 – Small candy treat packs. SCCSC poster containing note: Just a **skittle** something to brighten the start of the school year! Hope your year is **bursting** with happiness! Let’s take a break and **choco**-count how **crisp** and **smart** our St. Clair College staff is!!

In addition, the Staff Wellness Committee developed monthly themes based on Health Canada’s calendar of health promotion days, which were highlighted by health organizations to emphasize overall wellness.

During the last eight months, emails were circulated with information to create awareness and promote the monthly theme. Activities were structured to maintain engagement and reinforce the themes. These wellness topics included:

- Emotional Wellness.
- Intellectual Wellness.
- Environmental Wellness.
- Spiritual Wellness.
- Physical Wellness.
- Social Wellness.
- Financial Wellness.
- Occupational Wellness.

Initiatives included:

- Virtual yoga (monthly).
- Chair Yoga and Guided Meditation sessions (monthly).
- Canadian Blood Services Donor Event.
- Staff beach volleyball was offered during the summer months.
- An indoor walking path/map as part of the iMove initiative.
- Choose to Improve Program lead by the health centre, an eight-week program of healthy living.
- Bike Workshop: Bike Safety in Windsor and on Campus by Bike Windsor-Essex.
- Herb Gray Parkway Walk/Run Group.
- Outdoor group fitness with Pete Soulliere; staff badminton, basketball, volleyball and pickleball.
- Staff fitness activities are offered year-round, aqua fitness commenced in October.
- Wellness SCC Strong Survey.
- Monthly Wellness email distribution on the Eight Dimensions of Wellness.
- Bell “Let’s Talk” “toolkit” promotion on mental health and mental health resources.
- April 22, 2024 – Earth Day communication and resources.
- Downtown Core Partnership initiatives with community partners.
- Promotion of Nutrition Month in March, offering resources through Windsor-Essex County Health Unit (WECHU).
- 2023 Healthy Workplace Awards (Platinum) for Organizational Social Responsibility, Health and Safety and Mental Health Promotion.
- SCC Cares tree decorating, Wednesday, November 22, coffee, tea and treats.
- 30-day Meal Prep Challenge through Family Services Employee Assistance Program (FSEAP).
- St. Clair College Most Wanted Recipe contest- \$100 gift card to Williams Food Equipment.
- Lunch and learns on various health topics offered through FSEAP:
 - April 23, 2024- “Steps to increase your assertiveness.”
 - May 29, 2024- “Healthy Eating on the move.”
 - June 20, 2024- “How to Work Better with Almost Anyone.”
- Staff Golf Tournament at Woodland Hills June 26, 2024
- The Wellness Committee sponsored \$250 towards an athletic scholarship.
- Upcoming Lunch and Learns:
 - October 29, 2024- Fitting Fitness into Your Busy Day.”
 - November 25, 2024- “Humour in the Workplace.”

The Committee continues to meet and develop new ideas to promote employee wellness and positive collaboration. Based on the results of the SCC Strong Wellness Survey, SCC staff have really enjoyed physical fitness activities and would like us to continue with these offerings.

Additionally, in 2024, the Human Resources Department provided various opportunities for the development of our staff through our Professional Development offerings. These wellness offerings included:

- Building Trust and Confidence.
- Effective Listening Skills.
- Emotional Intelligence.
- Healthy Eating Food Demo and Lesson.
- Mental Health Transformations.
- Out of the Office and Into the Garden.

These sessions were offered on both a virtual platform and in person. They were highly attended and in many cases, reached maximum capacity thus requiring additional sessions to be delivered for our staff. Overall positive feedback was received and as a result, we are planning similar initiatives for the upcoming year.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board of Governors receive this update on Strategic Direction #4 – Human Resources (Staff Development, Efficiency, Effectiveness and Wellness) regarding the commitment to promote staff collaboration and engagement through monthly or quarterly activities, for information.

TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: OCTOBER 22, 2024

**RE: FINANCIAL MONITORING REPORT
FINANCIAL RESULTS FOR THE SIX MONTHS ENDED SEPTEMBER 30, 2024**

**SECTOR: FINANCE
MARC JONES, SENIOR VICE PRESIDENT, FINANCE,
ADMINISTRATION AND CHIEF FINANCIAL OFFICER**

AIM:

To provide the Board with a report on the financial results for the six months ended September 30, 2024.

BACKGROUND:

It is the practice of St. Clair College to review its expenditure and revenue patterns to ensure that the financial plan is being achieved. Administration continues to enhance its reporting on these patterns. To this end, Administration communicated to the Board of Governors that regular financial reports would be provided.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board of Governors receive the Financial Monitoring Report for the six months ended September 30, 2024, as information.

SUMMARY OF REVENUES AND EXPENDITURES (Schedule 1)

The net surplus at September 30, 2024 of \$17,152,570 is a decrease of \$917,911 from the net surplus noted for the 2023 comparative period of \$18,070,481. The variance is primarily due to Salaries and Benefits and Non-Salary Expenditures.

REVENUE (Schedule 2)

The following highlights the major changes in revenue compared to the original budget projections and the 2023 comparative period:

- MCU Operating Grants are trending below the original budget projection at 47% and have decreased over the 2023 comparative period by \$888,179 or 4%. The decrease is due to the following:
 - Increase in the International Student Recovery due to increased international student and PCPP enrolment; and,
 - Timing related to delayed funding for the Accessibility, Municipal Tax and Nursing Enrolment Expansion grants.

SMA3 Performance based funding was implemented in 2020-21. The College's proportion of Enrolment Envelope to Differentiation Envelope funding has shifted from a notional 45% and 55% (2023-24) to 40% and 60% (2024-25) respectively. However, beginning in 2024-25, within the total 60% Differentiation Envelope, MCU linked a proportion of 25% to metric performance (at risk funding), and will flow the remaining 35% on the basis of data collection, evaluation, and publication of results.

- Contract Income is trending below the original budget projection at 46% and has decreased over the 2023 comparative period by \$95,241 or 2%. The decrease is due to the prior year containing wrap-up funding related to the accelerated Personal Support Worker program.

Contract Income is established based on agreements with the Ministry and other partners. The College anticipates being below its budget projections. In most cases, shortfalls in Contract Income will be mostly offset by a decrease in expenditures.

- Total Tuition revenue is trending above the original budget projection at 52% and has increased over the 2023 comparative period by \$11,716,054 or 15% due to the following:
 - Increase in International Tuition revenue of \$3,940,495 over the comparative period due to a higher Winter semester revenue deferral being realized for the current year and higher enrolment for the Spring semester.
 - Increase in PCPP Tuition revenue of \$7,342,858 over the comparative period due to higher enrolment at Ace Acumen for the Spring semester.

- Total “Other” income is trending above the original budget projection at 62% and has increased over the 2023 comparative period by \$2,388,106 or 6% due to the following:
 - Increase in Interest Income of \$1,141,291 due to investments in GICs at legacy higher interest rates.
 - Increase in PCPP Fee-for-Service of \$1,467,731 due to higher enrolment at Ace Acumen for the Spring semester.

EXPENDITURES (Schedule 3)

The following highlights the major changes in expenditures compared to the original budget projections and the 2023 comparative period:

- Total Salaries & Benefits are trending above the original budget projection at 49% and have increased over the 2023 comparative period by \$1,018,187 or 2%. The increase is primarily due to Bill 124 salary increases, additional staffing, and one-time compensation adjustments.
- Total Non-Salary expenditures are trending above the original budget projection at 50% and have increased over the 2023 comparative period by \$13,375,850 or 18%. The increase is due to the following:
 - Increase in Contracted Educational Services as a result of higher enrolment from students attending the Toronto Campuses, and flowing the applicable funds to Ace Acumen.
 - Increase in Contracted Services Other as a result of higher agent commissions to recruit international student enrolment.
 - Increase in Equipment Maintenance and Repairs due to higher costs for IT software licenses and enhancements to the College’s academic loading software.
 - Increase in Equipment Rentals due to increased lease costs and additional machines.
 - Increase in Insurance due to higher international student insurance fees as a result of higher PCPP and international student enrolment.
 - Increase in Student Assistance Scholarships due to timing of scholarships being applied to students’ accounts, and increased scholarships to international students.

Many expenditures are cyclical and follow the timing associated with the academic year.

ANCILLARY OPERATIONS (Schedule 4 & 4B)

- The Ancillary Operations surplus of \$453,260 is trending above the original budget projection of \$427,585 and has improved by \$97,874 over the 2023 comparative period. This is primarily due to improvements from Varsity Sports and Sports Park operations due to new and enhanced student ancillary fees, which is mostly offset from a decrease at the St. Clair College Centre for the Arts due to the expiry of the New Canadians food services contract.

SCHEDULE 1

ST. CLAIR COLLEGE
SUMMARY OF REVENUES AND EXPENDITURES
FOR THE SIX MONTHS ENDED SEPTEMBER 30, 2024

	A	B	A - B	
	MCU BUDGET (12 months)	ACTUAL (6 months)	ACTUAL PRIOR YEAR (6 months)	VARIANCE (6 months)
<u>REVENUE</u>				
MCU Operating Grants	42,203,484	19,664,258	20,552,437	(888,179)
Contract Income	9,293,297	4,247,292	4,342,533	(95,241)
Tuition	172,720,152	89,004,399	77,288,345	11,716,054
Other	66,722,254	41,563,940	39,175,834	2,388,106
Total Operating	290,939,187	154,479,889	141,359,149	13,120,740
Total Ancillary	13,267,578	6,274,455	5,840,434	434,021
TOTAL REVENUE	304,206,765	160,754,344	147,199,583	13,554,761
<u>EXPENDITURES</u>				
Salary & Benefits	103,060,408	50,489,647	49,471,460	1,018,187
Non-Salary	175,212,778	87,290,932	73,915,082	13,375,850
Ancillary	12,839,993	5,821,195	5,742,560	78,635
TOTAL EXPENDITURES	291,113,179	143,601,774	129,129,102	14,472,672
Total Net Surplus / (Deficit)	\$13,093,586	\$17,152,570	\$18,070,481	(917,911)

SCHEDULE 2

ST. CLAIR COLLEGE
REVENUES
FOR THE SIX MONTHS ENDED SEPTEMBER 30, 2024

	A	B	A - B	
	MCU	ACTUAL	ACTUAL	
	BUDGET	ACTUAL	PRIOR YEAR	VARIANCE
	(12 months)	(6 months)	(6 months)	(6 months)
REVENUE				
Enrolment Based Envelope: see note 1	12,471,033	6,046,878	7,409,886	(1,363,008)
Differentiation Envelope: see note 2	32,260,308	16,420,457	15,063,323	1,357,134
Special Purpose / Other Grants: see note 3	(2,527,857)	(2,803,077)	(1,920,772)	(882,305)
Total MCU Operating Grants	42,203,484	19,664,258	20,552,437	(888,179)
Apprenticeship	5,122,502	2,602,771	2,117,650	485,121
Literacy & Basic Skills	1,380,172	690,078	690,078	-
School College Work Initiative	2,060,033	453,567	574,823	(121,256)
Other: see note 4	730,590	500,876	959,982	(459,106)
Total Contract Income	9,293,297	4,247,292	4,342,533	(95,241)
Post Secondary - Domestic	24,900,908	7,661,927	7,397,488	264,439
Post Secondary - International	67,492,599	37,872,030	33,931,535	3,940,495
Post Secondary - PCPP	78,623,145	41,860,839	34,517,981	7,342,858
Continuing Education	1,703,500	1,609,603	1,441,341	168,262
Total Tuition	172,720,152	89,004,399	77,288,345	11,716,054
Interest Income	15,500,000	7,750,003	6,608,712	1,141,291
Contract Training	490,000	443,499	273,298	170,201
International Projects	130,000	25,938	162,539	(136,601)
PCPP Fee-for-Service	26,217,812	18,338,438	16,870,707	1,467,731
Other: see note 5	1,276,838	1,835,283	2,314,530	(479,247)
Divisional Income	17,701,500	9,988,639	9,902,169	86,470
Amortization DCC	5,406,104	3,182,140	3,043,879	138,261
Total Other	66,722,254	41,563,940	39,175,834	2,388,106
Total Revenue Before Ancillary	290,939,187	154,479,889	141,359,149	13,120,740
Ancillary Revenue (Schedule 4)	13,267,578	6,274,455	5,840,434	434,021
Total Revenues	\$304,206,765	\$160,754,344	\$147,199,583	\$13,554,761

SCHEDULE 3

ST. CLAIR COLLEGE
EXPENDITURES
FOR THE SIX MONTHS ENDED SEPTEMBER 30, 2024

	A	B	A - B	
	MCU	ACTUAL		
	BUDGET	ACTUAL	PRIOR YEAR	
	(12 months)	(6 months)	(6 months)	
			VARIANCE	
			(6 months)	
<u>SALARY & BENEFITS</u>				
Administrative : Full-Time	9,642,958	5,049,688	4,463,910	585,778
Administrative : Part-Time	1,809,318	996,595	1,446,573	(449,978)
Faculty: Full-Time	37,163,436	17,769,006	17,861,503	(92,497)
Faculty : Part-Time	15,379,080	6,361,964	5,982,466	379,498
Support : Full-Time	16,078,040	7,651,412	7,553,271	98,141
Support : Part-Time	4,612,830	3,224,303	3,010,111	214,192
Fringe Benefits	18,374,746	9,436,679	9,153,626	283,053
Total Salary & Benefits	103,060,408	50,489,647	49,471,460	1,018,187
<u>NON-SALARY</u>				
Advertising	2,660,531	1,667,165	1,699,565	(32,400)
Contracted Cleaning Services	3,850,730	1,440,365	1,914,640	(474,275)
Contracted Educational Services	81,999,316	43,148,949	35,209,118	7,939,831
Contracted Services Other	17,917,308	7,962,652	7,026,029	936,623
Equipment Maintenance & Repairs	4,662,531	2,579,524	1,763,810	815,714
Equipment Rentals	3,360,108	2,347,326	2,038,509	308,817
Instructional Supplies	7,257,875	3,900,832	3,776,787	124,045
Insurance	7,315,882	4,775,990	3,842,786	933,204
Janitorial & Maintenance Supplies	749,930	340,655	339,449	1,206
Memberships & Dues	830,072	538,200	394,943	143,257
Municipal Taxes	733,629	780,126	652,760	127,366
Office Supplies	1,133,204	478,767	419,012	59,755
Premise Rental	3,160,027	1,763,192	1,511,847	251,345
Professional Development	713,372	232,366	228,465	3,901
Security Services	2,937,500	1,350,146	1,162,508	187,638
Stipends & Allowances	612,450	297,437	248,490	48,947
Student Assistance 30% Tuition	1,750,000	962,502	395,754	566,748
Travel	1,324,953	429,044	392,985	36,059
Utilities	4,700,000	2,020,887	1,830,503	190,384
Other: see note 6	12,144,660	3,397,029	2,483,168	913,861
Amortization	15,398,700	6,877,778	6,583,954	293,824
Total Non-Salary	175,212,778	87,290,932	73,915,082	13,375,850
Total Operating Expenses	278,273,186	137,780,579	123,386,542	14,394,037
Ancillary Expenses (Schedule 4)	12,839,993	5,821,195	5,742,560	78,635
Total Expenditures	\$291,113,179	\$143,601,774	\$129,129,102	\$14,472,672

SCHEDULE 4

**ST. CLAIR COLLEGE
ANCILLARY OPERATIONS
FOR THE SIX MONTHS ENDED SEPTEMBER 30, 2024**

	A	B	A - B	
MCU		ACTUAL		
BUDGET	ACTUAL	PRIOR YEAR	VARIANCE	
<u>(12 months)</u>	<u>(6 months)</u>	<u>(6 months)</u>	<u>(6 months)</u>	
<u>Revenue</u>				
Beverage & Cafeteria	79,000	53,453	34,259	19,194
Bookstore - Windsor & Chatham	135,000	25,200	19,127	6,073
Senior Advisor Special Events	179,000	147,539	98,958	48,581
Lockers Administration	42,000	41,010	40,965	45
Parking Lots	2,300,000	725,881	610,616	115,265
Residence - Windsor	3,705,778	1,188,557	1,091,291	97,266
St. Clair College Centre for the Arts	4,451,800	2,244,788	2,856,906	(612,118)
Varsity Sports	1,700,000	1,137,465	640,901	496,564
Sports Park	200,000	188,089	-	188,089
Woodland Hills Golf Course	475,000	522,473	447,411	75,062
	13,267,578	6,274,455	5,840,434	434,021
<u>Expenditures</u>				
Bookstore - Windsor & Chatham	-	2,370	-	2,370
Senior Advisor Special Events	130,000	58,427	27,781	30,646
Lockers Administration	6,737	-	6,518	(6,518)
Parking Lots	1,884,261	685,107	630,626	54,481
Residence - Windsor	2,424,712	1,024,413	1,051,623	(27,210)
Residence - Chatham	141,695	44,577	65,211	(20,634)
Residence - GEM	48,740	92,560	8,978	83,582
Residence - La Residence	-	126,000	-	126,000
St. Clair College Centre for the Arts	4,210,922	2,212,512	2,350,107	(137,595)
Varsity Sports	2,880,726	1,137,465	1,118,348	19,117
Sports Park	735,000	188,089	138,483	49,606
Woodland Hills Golf Course	377,200	249,675	344,885	(95,210)
	12,839,993	5,821,195	5,742,560	78,635
Total Net Surplus / (Deficit)	\$427,585	\$453,260	\$97,874	\$355,386

ST. CLAIR COLLEGE
ANCILLARY OPERATIONS: SURPLUS / (DEFICIT)
FOR THE SIX MONTHS ENDED SEPTEMBER 30, 2024

SCHEDULE 4B

	MCU BUDGET (12 months)	ACTUAL (6 months)	ACTUAL PRIOR YEAR (6 months)
Beverage & Cafeteria: Revenue	79,000	53,453	34,259
Bookstore - Windsor & Chatham: Revenue	135,000	25,200	19,127
Bookstore - Windsor & Chatham: Expenditures	-	2,370	-
	135,000	22,830	19,127
Lockers Administration: Revenue	42,000	41,010	40,965
Lockers Administration: Expenditures	6,737	-	6,518
	35,263	41,010	34,447
Senior Advisor Special Events: Revenue	179,000	147,539	98,958
Senior Advisor Special Events: Expenditures	130,000	58,427	27,781
	49,000	89,112	71,177
Parking Lots: Revenue	2,300,000	725,881	610,616
Parking Lots: Expenditures	1,884,261	685,107	630,626
	415,739	40,774	(20,010)
Residence - Windsor: Revenue	3,705,778	1,188,557	1,091,291
Residence - Windsor: Expenditures	2,424,712	1,024,413	1,051,623
	1,281,066	164,144	39,668
Residence - Chatham: Expenditures	141,695	44,577	65,211
Residence - GEM: Expenditures	48,740	92,560	8,978
Residence - La Residence: Expenditures	-	126,000	-
St. Clair College Centre for the Arts: Revenue	4,451,800	2,244,788	2,856,906
St. Clair College Centre for the Arts: Expenditures	4,210,922	2,212,512	2,350,107
	240,878	32,276	506,799
Varsity Sports: Revenue	1,700,000	1,137,465	640,901
Varsity Sports: Expenditures	2,880,726	1,137,465	1,118,348
	(1,180,726)	-	(477,447)
Sports Park: Revenue	200,000	188,089	-
Sports Park: Expenditures	735,000	188,089	138,483
	(535,000)	-	(138,483)
Woodland Hills Golf Course: Revenue	475,000	522,473	447,411
Woodland Hills Golf Course: Expenditures	377,200	249,675	344,885
	97,800	272,798	102,526
Total Revenue	13,267,578	6,274,455	5,840,434
Total Expenditures	12,839,993	5,821,195	5,742,560
Total Net Surplus / (Deficit)	\$427,585	\$453,260	\$97,874

Notes: Revenues & Expenditures

Note 1 **REVENUE: Enrolment Based Envelope**
Core Operating Grant

Note 2 **REVENUE: Differentiation Envelope**
Performance Funding

Note 3 **REVENUE: Special Purpose/Other Grants**
Accessibility Funding
Clinical Education / Nursing Expansion
Collaborative Nursing
International Student Recovery
Mental Health Worker and Services
Municipal Taxes

Note 4 **REVENUE: Other**
Access and Inclusion
Better Jobs Ontario
Campus Safety
Indigenous Student Success Fund
Interpreters
WSIB

Note 5 **REVENUE: Other**
Administration Fees
Apprenticeship Classroom Fees
Credit Transfer Fees
In-Service Teacher Training
Diploma Certificate Replacement
Gain/Loss on Sale of Assets
Grade Appeals
Graduation Fees
Miscellaneous Income
Transcript Fee
Unrestricted Donations

Note 6 **EXPENDITURES: Other**
Audit Fees
Bad Debt
Bank Charges
Building Repairs & Maintenance
Capital Non-Depreciable
College Employer Council
Field Studies
Food Service
Grounds Maintenance
Learning Resource Material
Long-Term Debt Interest
Postage
Professional Fees
Staff Employment
Student Scholarships Other
Telephone
Vehicle Expenses

TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: OCTOBER 22, 2024

RE: PROGRAM APPROVAL – MICRO-CREDENTIALS

SECTOR: ACADEMIC EXCELLENCE, QUALITY ASSURANCE AND ACCOUNTABILITY
LINDITA PRENDI, EXECUTIVE DIRECTOR

AIM:

To provide an overview and obtain Board of Governors approval of the micro-credentials offered through St. Clair College's Continuing Education and Corporate Training services.

BACKGROUND:

Micro-credentials are rapid training programs offered by post-secondary educational institutions across the province that assist students in obtaining the skills that employers require. Micro-credentials offer St. Clair College students the opportunity to obtain in-demand knowledge and skills employers need, in a streamlined format.

Micro-credentials provide the opportunity for the labour market to retrain and upgrade skills to find new employment. Upon successful completion of the requirements, micro-credentials can be recognized in the form of a digital badge.

BENEFITS:

Micro-credentials:

- Take less time to complete than degrees or diplomas.
- May be completed online and may include on-the-job training.
- Designed with input from industry to develop the skills that match employer needs.

CURRENT MICRO-CREDENTIAL DESCRIPTION:

There are four micro-credentials that are being offered through Continuing Education and Corporate Training. College Administration is seeking Board approval so that they may be eligible for OSAP funding. These micro-credentials include:

1. Backflow Prevention Certification.
2. Canada's Ozone Layer Protection Awareness Program.
3. Sterile Field and Aseptic Environment.
4. Dental Radiology.

ALIGNS WITH ST. CLAIR COLLEGE'S STRATEGIC PLANNING GOALS:

Micro-credential concepts are consistent with the following College Strategic Goals:

1. Increase enrolment – by creating more opportunities for students to advance their knowledge in specific fields of study.
2. Increase Corporate Training – this will directly impact the amount of Corporate Training opportunities.
3. Community engagement – by creating opportunities to work directly with local companies to identify and develop specific skillsets that are in high demand.

LABOUR MARKET RESEARCH:

The global pandemic has accelerated the digital transformation of post-secondary learning amid historic shifts in Canada's labour market. Micro-credentials, short duration, targeted learning for skills and competency development, are fast becoming a key route to ensuring that those wishing to upskill or reskill can quickly learn and fill new jobs.

FINANCIAL IMPACT:

The curriculum for the micro-credentials has been created from existing programs or provided by industry partners, therefore having a very small financial impact on initial development.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board approves the following micro-credentials:

1. Backflow Prevention Certification.
2. Canada's Ozone Layer Protection Awareness Program.
3. Sterile Field and Aseptic Environment.
4. Dental Radiology.



TO: BOARD OF GOVERNORS
FROM: MICHAEL SILVAGGI, PRESIDENT
DATE: OCTOBER 22, 2024
RE: BOARD BY-LAW REVIEW
SECTOR: ALL SECTORS

AIM:

To provide the Board of Governors with an updated copy of the Board By-laws for first reading and approval.

BACKGROUND:

Following discussion at the April Board meeting, the Board By-laws and Policies were provided to McTague Law Firm LLP, to be reviewed from a legal perspective. McTague reviewed the documents and provided recommendations, included in the attached document for the Board's review.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board of Governors approve the first reading of the updated Board By-laws.



ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

Board of Governors

OPERATING BY-LAWS

A By-law Relating Generally to the Conduct of the Affairs of
St. Clair College of Applied Arts and Technology.

Approved by: Board of Governors

Supersedes: November 24, 1998

Revised: December 2002
November 11, 2003
February 3, 2004
March 9, 2004
June 4, 2004
June 2011
May 2012
September 2012
September 4, 2013
October 2013
June 2015
March 2016
May 2018
May 2019
September 2022
April 2023
June 2023

[2677244/1]



**ST. CLAIR COLLEGE BOARD OF GOVERNORS
OPERATING BY-LAW**

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**BOARD OF GOVERNORS
BY-LAWS**

Policy Title:	Name	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-laws	By-law No: 1
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: February 22, 2022
Mandatory Review Date:	February 23, 2027	

Name

The name of the College shall be "St. Clair College of Applied Arts and Technology."

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Head Office	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 2
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: February 22, 2022
Mandatory Review Date:	February 23, 2027	

Head Office

The Head Office of the College shall be located at 2000 Talbot Road West, Windsor, Ontario, N9A 6S4 or at such other place as the members of the Board may from time to time determine by resolution.

[2677244/1]



BOARD OF GOVERNORS BY-LAWS

Policy Title:	Seal	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 3
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: February 22, 2022
Mandatory Review Date:	February 23, 2027	

Seal

The seal, an impression whereof is stamped in the margin hereof, shall be the corporate seal of the College.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Definitions	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 4
Effective Date:	November 24, 1998	Page: 1 of 2
Supersedes:	N/A	Last Review Date: February 22, 2022
Mandatory Review Date:	February 23, 2027	

Definitions

In this By-law,

- (a) "Board" means the Board of Governors of St. Clair College of Applied Arts and Technology acting as a board of directors;
- (b) "Corporation" means the corporation incorporated under the name "The Board of Governors of St. Clair College of Applied Arts and Technology";
- (c) "College" means the institution maintained, conducted and governed by the Minister with the advice and assistance of the Board under the name "The St. Clair College of Applied Arts and Technology";
- (d) "Minister" means the Minister of Colleges and Universities (MCU);
- (e) "External members" means twelve (12) voting members of the Board none of whom is a full-time employee or spouse of a full-time employee of the Corporation, as defined by the Family Law Act.
- (f) "Internal members" means, where the relevant staff or student group has chosen to exercise an option for membership on the Board, four (4) voting members of the Board, including: one (1) student, one (1) academic staff member, one (1) administrative staff member, and one (1) support staff member, each of whom shall be elected by the relevant constituent group, in accordance with this By-law pursuant to O. Reg. 34/03;
- (g) "Advisory College Council" means the Council mandated under the Ministry of Colleges and Universities Minister's Binding Policy Directive – Governance and Accountability Framework. The purpose of this Council is to provide advice to the College President as outlined in the terms of reference;

[2677244/1]

- (h) "Program Advisory Committee" means a committee assigned to a College program of instruction or cluster of related programs whose structure, terms of reference and procedures are determined in this By-law;
- (i) "Chair" means a Chairperson of the Board or any committee thereof, as the case may be;
- (j) All other definitions and expressions contained in Section 1 of the definitions in Ontario Regulation 34/03, are hereby adopted and used with the same meanings;
- (k) "Regulation" means Ontario Colleges of Applied Arts and Technology Act 2002, Regulation 34/03;
- (l) "LGIC" means Lieutenant Governor in Council established under Regulation 34/03 and referenced in the Colleges of Applied Arts and Technology Policy Framework.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Governance	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 5
Effective Date:	April 26, 2022	Page: 1 of 1
Supersedes:	June 25, 2019	Last Review Date: April 26, 2022
Mandatory Review Date:	April 27, 2027	

Governance

- 5.1 The affairs of the College shall be governed by a Board which shall consist of persons elected and appointed Governors of the College in accordance with the provisions of the Ontario Colleges of Applied Arts and Technology Act, 2002 and Regulation 34/03 appended hereto as Appendix "A".
- 5.2 Unless otherwise changed by law or by By-law, the Board shall be composed of ~~seventeen~~ eighteen (18) members appointed or elected in accordance with this By-law and Regulation 34/03 plus the President and the Past Chair. -
- Twelve (12) external members shall be appointed to the Board and approved by the Lieutenant Governor in Council/Order in Council (LGIC/OIC). (Note: 1/3 of the membership (4) is selected by the LGIC, 2/3 (8) are selected by the St. Clair College Board of Governors).
- 5.3 One (1) Academic staff representative, duly elected in accordance with election procedures established by the Board.
- 5.4 One (1) Administrative staff representative, duly elected in accordance with election procedures established by the Board.
- 5.6 One (1) Support Staff representative, duly elected in accordance with election procedures established by the Board.
- 5.7 One (1) Student Representative to be appointed following a selection process to be established by the Board. The eligible candidates to be selected from the duly elected Student Representatives.
- 5.8 The President of the College shall be a voting member of the Board.
- 5.9 No internal Board member may be elected a member of the Board unless in accordance with election procedures (Appendix E) established and approved by Board By-law and included in the operational procedure of the College.

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[2677244/1]

5.10 The past Chair will act as ex-officio, non-voting member of the Board for a period of two years.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Term of Office	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 6
Effective Date:	February 22, 2022	Page: 1 of 1
Supersedes:	November 24, 1998	Last Review Date: February 22, 2022
Mandatory Review Date:	February 23, 2027	

Term of Office

The term of office of a Governor shall be as prescribed by Ontario Regulation 34/03. Incumbent Governors approaching the completion of their first three-year term, unless term otherwise noted, must declare their intention to continue serving on the Board, in writing and submit the Self-Reflection Form (Appendix G) to the Board Chair for consideration. Other factors for consideration for re-appointment will include meeting attendance, participation, compliance with Board By-laws and Board Policies, and behaviour consistent with the Code of Conduct policy.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Eligibility for Membership	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 7
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: April 26, 2022
Mandatory Review Date:	April 27, 2027	

Eligibility for Membership

- 7.1 Eligibility for Board members appointed under Section 5.3 as an external member shall be as prescribed by Ontario Regulation 34/03.
- 7.2 Board members appointed under section 5.4, 5.5 and 5.6 shall be full-time employees of the College.
- 7.3 Board members appointed under Section 5.7 shall be students enrolled in a full-time program leading to a St. Clair College Certificate, Diploma, or Applied Degree recognized by the Ministry of Colleges and Universities (MCU).
- 7.4 As per the Ontario Not-for-profit Corporations Act 2010 (ONCA), a Governor must be an individual who:
- Is eighteen or more years of age;
 - Is not an undischarged bankrupt;
 - Has not been found under the *Substitute Decisions Act, 1992*, or under the *Mental Health Act* to be incapable of managing property;
 - has not been found to be incapable by any court in Canada or elsewhere; and
 - has not been declared an ineligible individual under the *Income Tax Act* (Canada).
- 7.5 Each Governor will attest to hold office before or within 10 days after election or appointment as per ONCA requirements.
- Attestations will be maintained by the Board Secretary.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Vacancies	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 8
Effective Date:	June 25, 2019	Page: 1 of 1
Supersedes:	September 25, 2012	Last Review Date: April 26, 2022
Mandatory Review Date:	April 27, 2027	

Vacancies

8.1 Vacancies for members appointed under Section 5.3 shall be determined and filled in accordance with
 | ~~Ontario~~ Regulation 34/03.

8.2 Board member vacancies under Governance sections 5.4, 5.5, 5.6 and 5.7 shall be determined and filled
 | in accordance with Board By-law established to elect new members and in accordance with ~~Ontario~~
 Regulation 34/03.

[2677244/1]

**BOARD OF GOVERNORS
BY-LAWS**

Policy Title:	Board Officers	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 9
Effective Date:	May 22, 2018	Page: 1 of 1
Supersedes:	September 25, 2012	Last Review Date: June 28, 2022
Mandatory Review Date:	June 22, 2027	

Board Officers

9.1 The Board shall have the following officers as elected or appointed by the Board:

- a) a Chair;
- b) a Vice Chair;
- c) a President;
- d) a Corporate Secretary;
- e) a Treasurer; and
- f) such other officers as the members of the Board may determine from time to time by resolution as elected or appointed in accordance with this By-law.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Election of Chair and Vice Chair	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 10
Effective Date:	January 25, 2022	Page: 1 of 1
Supersedes:	May 22, 2018	Last Review Date: June 28, 2022
Mandatory Review Date:	June 22, 2027	

Election of Chair and Vice Chair

- 10.1 Eligibility to serve as Chair or Vice Chair is open to external members, who have successfully completed their Certificate of Good Governance. Eligibility to serve as Board Chair also requires successful completion of the Certificate of Advanced Good Governance.
- 10.2 Board elections of the Chair and Vice Chair shall take place annually at the Board meeting in June or as soon thereafter as possible. The vote shall be by secret ballot by all voting members of the Board in attendance.
- 10.3 The current Chair, if ineligible for re-election, shall act as Chairperson of the process to elect the officers. If the current Chair is standing for re-election, or in the Chair's absence, the Corporate Secretary shall act as Chairperson of the officer election process.
- 10.4 Officers shall serve a one-year term commencing annually on September 1. Officers are eligible for re-election, except that there shall be a limit of two (2) consecutive one-year terms of office for Chair.

[2677244/1]

**BOARD OF GOVERNORS
BY-LAWS**

Policy Title:	Duties of the Chair	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 11
Effective Date:	January 25, 2022	Page: 1 of 1
Supersedes:	November 24, 1998	Last Review Date: June 28, 2022
Mandatory Review Date:	June 22, 2027	

Duties of the Chair

The Chair shall:

- 11.1 Preside at meetings of the Board in accordance with the By-law;
- 11.2 Together with the Corporate Secretary, Treasurer or other Board officers appointed for the purpose, sign all By-laws of the College;
- 11.3 Sign such contracts, documents or instruments in writing as require the signature of the Chair;
- 11.4 Have such other powers and duties as may from time to time be assigned by the Board, or as are incidental to the office of the Chair;
- 11.5 Act generally as public spokesperson for the Board;
- 11.6 Shall be an ex-officio member of all standing committees; and
- 11.7 Ensure that Board governance is conducted in accordance with Board policies duly approved by the Board.
- 11.8 The outgoing Board Chair will act as a mentor in an advisory capacity for one year, immediately following the completion of their term, at the request of the Board.

[2677244/1]



BOARD OF GOVERNORS BY-LAWS

Policy Title:	Duties of the Vice Chair	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 12
Effective Date:	May 28, 2013	Page: 1 of 1
Supersedes:	November 24, 1998	Last Review Date: June 28, 2022
Mandatory Review Date:	June 22, 2027	

Duties of the Vice Chair

- 12.1 The Vice Chair shall have such powers and perform such duties as may be assigned by the Board;
- 12.2 The Vice Chair will act as Chair in the absence of the Chair with full power and authority; and
- 12.3 The Vice Chair shall be the Chair of the Naming Committee.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	The President	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 13
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: October 25, 2022
Mandatory Review Date:	October 26, 2027	

The President

- 13.1 The Board shall appoint a President, whose terms and conditions of employment shall be confirmed in a written contract with the Board no later than thirty (30) days following the appointment of the President.
- 13.2 The President shall have full authority to manage and direct the business and affairs of the College and to employ and discharge agents and employees of the College.
- 13.3 The President shall report to and be under the direction of the Board, shall conform to all lawful orders given by the Board, shall sit on such committees directed by the Board and shall at all reasonable times, provide the Board all information they may require regarding the affairs of the College.
- 13.4 In the event that the President is unable to perform the duties of the position due to illness or extended leave over 30 days, the Board shall approve the appointment of the person or persons delegated the authority of the President.
- 13.5 The President shall not have authority to conduct a review or investigation, or effect a legal settlement, of any matter involving the College that directly or indirectly involves or is related to the President, or the conduct of the President, without the prior approval of the Board. In the event a claim, complaint, action, grievance, lawsuit or other legal proceeding is made against the President (arising out of the discharge of his duties as President of the College), the President shall forthwith notify the Board of the existence of the matter.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Treasurer	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 14
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: October 25, 2022
Mandatory Review Date:	October 26, 2027	

Treasurer

- 14.1 The Treasurer shall be appointed yearly at the first meeting in the calendar year and approved by the Board of Governors. The Treasurer shall be a signing officer of the Corporation.
- 14.2 The Treasurer shall ensure that the College keeps full and accurate account of all receipts and disbursements of the Corporation in proper books of account and that the College ensures that all moneys or other valuable effects in the name and to the credit of the Corporation are deposited in such banks as may from time to time be designated by the Board of Governors.
- 14.3 A Chair of the Audit Committee, appointed by the Board of Governors will work with the Treasurer, who is a member of the Committee, to ensure that the College distribute the funds of the Corporation under the direction of the Board of Governors, and that the College renders an account of all transactions to the Board of Governors as and when required.
- 14.4 The Treasurer shall ensure that the College cooperates with its auditors during any audit of the accounts and shall also perform such other duties as directed by the Board.
- 14.5 The Treasurer may be the chair of the Audit Committee.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Corporate Secretary	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 15
Effective Date:	June 25, 2013	Page: 1 of 1
Supersedes:	November 24, 1998	Last Review Date: October 25, 2022
Mandatory Review Date:	October 26, 2027	

Corporate Secretary

The senior person responsible for the administrative duties in the Office of the President will serve as Corporate Secretary.

Whereas the Chair of the Board is responsible for the integrity of the Board process, the Corporate Secretary is responsible for the integrity of the Board documents. The Corporate Secretary ensures that Board procedures are both followed and regularly reviewed. All Governors should have access to the advice and services of the Corporate Secretary and should recognize that the Chair is entitled to the strong support of the Corporate Secretary in ensuring the effective functioning of the Board.

The Corporate Secretary shall be the custodian of the corporate seal of the College and all books, papers, legal and financial records, correspondence, contracts and other documents belonging to the College, which the Corporate Secretary shall publicly disclose only when duly authorized to do so by a resolution of the Board or as required by law.

Specific issues include the following:

- a) The Corporate Secretary will serve as the recording secretary for all In-Camera meetings of the Board. In the absence of the Corporate Secretary, the Board Secretary or a member of the Board will serve as recording secretary at the discretion of the Board Chair.
- b) In the absence of both the Chair and the Vice Chair, the Corporate Secretary shall call the Board meeting to order provided there is quorum and shall serve as Chair while the Board elects a Temporary Chair.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Secretary to the Board	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 16
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: October 25, 2022
Mandatory Review Date:	October 26, 2027	

Secretary to the Board

The Secretary shall be appointed by the office of the President and reports directly to the Corporate Secretary. The Secretary to the Board shall give notice of all meetings pertaining to the Board and related committees and shall keep a full and accurate record of all respective proceedings.

The title “Board Secretary” shall be listed under the attendees list, and in the body of the minutes, the term, “Recording Board Secretary” shall be used for clarification and audit purposes.

The Secretary shall also perform other duties as may from time to time be determined by the Board of Governors and/or the President.

The Secretary will be selected in an interview process that will include the Corporate Secretary, and the Chair and Vice Chair. The Corporate Secretary will serve in the role of Hiring Manager during the selection process.



BOARD OF GOVERNORS BY-LAWS

Policy Title:	Board Officer Vacancies	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 17
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: February 28, 2023
Mandatory Review Date:	February 22, 2028	

Board Office Vacancies

- 17.1 Should the Office of the Chair or the Vice Chair become vacant for any reason, the members of the Board may appoint a member to fill such vacancy from among eligible members.
- 17.2 If the Office of the President becomes vacant for any reason, the members of the Board shall appoint the eligible person to fill such vacancy on an interim basis, by resolution, until such time as a permanent appointment has been made.
- 17.3 If the Office of any other Board officer shall become vacant for any reason, the members of the Board may appoint a person to fill such vacancy by resolution.

[2677244/1]



BOARD OF GOVERNORS BY-LAWS

Policy Title:	Delegation of Duties of Board Officers	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 18
Effective Date:	June 28, 2022	Page: 1 of 1
Supersedes:	November 24, 1998	Last Review Date: February 28, 2023
Mandatory Review Date:	February 22, 2028	

1. Delegation of Duties of Board Officers

In the absence of or inability to act of the Chair, the Vice Chair or any other Board officer or for any other reason that the members of the Board may deem sufficient, the Board may delegate by resolution all or any of the powers of such officer to any other eligible person or to any member of the Board for such period of time that the Board deems appropriate.

2. Duties of the Past Chair

To support succession planning of the Board, the immediate Past Chair will serve as an ex-officio non-voting member of St. Clair College Board of Governors. The Past Chair must have completed their Board term in order to be eligible for this role. The Past Chair will oversee special projects as delegated by the Board and performs other duties as assigned for a maximum of two years.

[2677244/1]



BOARD OF GOVERNORS BY-LAWS

Policy Title:	Removal of a Board Member	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 19
Effective Date:	January 17, 2015	Page: 1 of 1
Supersedes:	November 24, 1998	Last Review Date: May 23, 2023
Mandatory Review Date:	May 23, 2028	

Removal of a Board Member

- 19.1 Any member of the Board, other than the President, who fails to attend 75% of the regular monthly meetings of the Board (In-Camera/Full Board) in a 12-month period (7 of 9 scheduled meetings), without having been granted a leave of absence from the Board, may be removed as a member by the Board by resolution and upon such removal the said member's position on the Board shall be deemed vacant.

"Scheduled meeting of the Board" shall mean the regularly scheduled nine (9) monthly meetings (In-Camera/Full Board) within a 12-month period.

"Leave of absence" shall mean a leave which is requested by a member of the Board for a specified period of time and granted by resolution at the discretion of the Board at an in-camera meeting of the Board of Governors.

- 19.2 In addition to remedies available to the Board to terminate a Board member due to absence, by resolution, the Chair and the Vice Chair may be removed from their respective offices if they are absent for two (2) consecutive meetings of the Board, without having been granted a leave of absence from the Board.
- 19.3 The process for the declaration of any vacancy referred to in sections 19.1 and/or 19.2 shall be initiated by Board motion and returnable at the next regularly scheduled meeting of the Board for decision by the Board.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Remuneration of Governors	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 20
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: February 28, 2023
Mandatory Review Date:	February 22, 2028	

Remuneration of Governors

Members of the Board shall serve without remuneration and no member of the Board shall directly or indirectly receive any gain from the member's position. However, a member of the Board may be reimbursed for reasonable expenses incurred by the member in the performance of Board duties further to Board approval in accordance with section 10 of Regulation 34/03.

[2677244/1]

BOARD OF GOVERNORS BY-LAWS

Policy Title:	Board Meetings	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 21
Effective Date:	May 24, 2022	Page: 1 of 2
Supersedes:	March 29, 2016	Last Review Date: March 28, 2023
Mandatory Review Date:	March 28, 2028	

Board Meetings

- 21.1 Meetings of the members of the Board shall normally be scheduled on a monthly basis, from September to June each year at the College or elsewhere as the Board may determine and on such day as the Board shall appoint. A copy of any resolution of the Board fixing the place and time of the regular meeting schedule, once approved, shall be provided to every Board member and no further notice shall be required.
- 21.2 Annual General Meeting of the members of the Board shall be held at the College or elsewhere, as the Board may determine and on such day as the Board shall appoint. At every annual meeting or at such other meeting as the Board may determine, in addition to any other business that may be transacted, reports of members of the Board, the year-end financial statement and the report of the auditors shall be presented and the auditor shall be appointed or confirmed for the ensuing year. The members of the Board may consider and transact any business, either special or general, without any notice therefore at any meeting of the Board.
- 21.3 Annual or any other general or special meeting of the members of the Board may be called by the Chair, the Vice Chair, the President or by the Secretary to the Board on the direction of the Chair, the Vice Chair, the President or any five members at the Head Office of the College or elsewhere in Ontario and on such day and at such time as that person or persons shall determine and the purpose of the meeting shall be disclosed in the notice of meeting.
- 21.4 Notice of the date, time and place of each meeting of the Board, other than meetings set out in Article 21.1, shall be given to each member not less than forty-eight (48) hours (exclusive of any part of a Non-Business Day) before the time when the meeting is to be held. Where every member of the Board is in attendance and provides consent the notice period may be waived.
- 21.5 If all members of the Board present or participating in a meeting consent, a member of the Board may participate in a meeting of the Board or of a committee of the Board by means of such telephone, electronic or other communications facilities as permit all persons participating in the meeting to communicate with each other simultaneously and instantaneously. A member of the Board

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participating in such a meeting by such means is deemed to be present at the meeting. A maximum of 20% of Board meetings may be attended through virtual means.

- 21.6 A governor present at a meeting is deemed to have consented to any resolution passed, unless:
- Their dissent is recorded in the minutes;
 - They request that their dissent be entered into the minutes;
 - They give their dissent to the secretary of the meeting before it ends; or
 - They submit their dissent immediately after the meeting ends.
- 21.7 If a governor votes or consents to a resolution, they are not entitled to enter a dissent.
- 21.8 If a governor is not present at a meeting, the governor is deemed to have consented to any resolution or action at that meeting *unless* they dissent within seven (7) days of becoming aware of the resolution.
- 21.9 Subject to section 21.7 all meetings of the Board shall be held in public. All matters of a confidential nature, pursuant to the criteria set out in section 21.5, shall be considered by the Board *In-Camera* unless the Board, by majority vote, resolves to consider a specific confidential matter in a public session.
- 21.10 Matters of a confidential nature which shall be considered by the Board in closed (In-Camera) session shall include, but not be limited to:
- a) all matters pertaining to the College President's terms of employment, including selection, evaluation, contract terms and termination;
 - b) all matters pertaining to the terms of employment of any individual employee including, but not limited to, disciplinary matters;
 - c) all matters in litigation, threatened litigation or potential litigation affecting the College;
 - d) the receipt of advice, whether written or oral, that is subject to solicitor-client privilege including all communications for the purpose of pending, threatened or contemplated litigation affecting the College;
 - e) the sale, transfer, gifting, exchange, lease, expropriation, mortgaging, or encumbering of real property by or in favour of the College,
 - f) all matters pertaining to the security of persons and property relating to the College;
 - g) all matters pertaining to the specific terms of labour relations issues including, but not limited to, collective bargaining;
 - h) any matter of a personal nature involving an individual, unless such individual requests, and the Board agrees, that that part of the meeting may be open to the public, in accordance with subsection 5(7) of Ontario Regulation 34/03;
 - i) all matters comprising information that is prohibited from disclosure by law, including, but not limited to, the Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c.F.3 and the Personal Information Protection and Electronic Documents Act, S.C. 2000, c.5;

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- j) any other matters which, in the opinion of a majority of the Board, the public disclosure thereof would be prejudicial to or jeopardize the strategic interests of the College or its students.
- k) all consideration of whether a specific item should be discussed In-Camera.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Quorum	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 22
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: March 28, 2023
Mandatory Review Date:	March 28, 2028	

Quorum

22.1 Two thirds (2/3) of the total Board membership (voting members) shall form a quorum at any meeting of the Board of Governors (11 for membership of 16 or 17).

22.2 A quorum of any Committee of the Board shall be a majority of the members of the Committee.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Notice of Meeting	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 23
Effective Date:	March 28, 2023	Page: 1 of 2
Supersedes:	November 24, 2001	Last Review Date: March 28, 2023
Mandatory Review Date:	March 28, 2028	

Notice of Meeting

- 23.1 The Board shall, by resolution, appoint a day or days to be named for regular meetings in any month or months and shall send a copy of such resolution to each member of the Board and shall post a copy or copies prominently in the College premises for the view of the public, all of which shall constitute "prior notice" to members of the Board and to the public of meetings of the Board.
- 23.2 Any notice may be given by the Corporation to any member of the Board or Corporation either personally, by telephone, fax, text, email, courier or by mail, addressed to the last known address of such member appearing on the books of the Corporation.
- 23.3 Accidental omission to give notice to any member of the Corporation or of the Board entitled to notice shall not invalidate any resolution passed or proceedings taken at such meeting.
- 23.4 Notice of any meeting may be dispensed with if all members of the Corporation or the Board or any Committee thereof are present or if those absent consent in writing (either before or after the meeting) to the meeting being held in their absence; a member of the Corporation or the Board or any Committee thereof may at any time, waive notice of any such meeting and may ratify and approve any and all proceedings taken.
- 23.5 Notice of any regular meeting of the Board or any Committee thereof shall be given at least three (3) days before it is held.
- 23.6 Notice of any special meeting of the Board or any Committee thereof shall be given at least one (1) day before it is held.
- 23.7 Notice of any meeting of the members of the Corporation shall be given at least seven (7) days before it is held.
- 23.8 Any Committee thereof may appoint a day or days to be named for regular meetings in any month or months and of such regular meeting no notice need be sent.

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23.9 The statutory declaration of the Secretary to the Board that notice has been given pursuant to this By-law shall be sufficient and conclusive evidence of the giving of such notice.

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**BOARD OF GOVERNORS
BY-LAWS**

Policy Title:	Voting	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 24
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: April 25, 2023
Mandatory Review Date:	April 25, 2028	

Voting

Questions arising at any meeting of the members of the Board shall be decided by a majority vote of those members including the Chair present and eligible to vote. In the case of an equality of votes the motion shall be declared defeated by the Chair. All votes at any such meeting shall be taken by ballot if so demanded by any member of the Board present but if such demand is not made the vote shall be taken by a show of hands.

A declaration by the Chair of the meeting that a resolution has been carried and an entry to that effect in the minutes shall be admissible in evidence as prima facie proof of the fact without proof of the number or proportion of votes recorded in favour of or against such resolution.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Powers	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 25
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: April 25, 2023
Mandatory Review Date:	April 25, 2028	

Powers

- 25.1 The Board shall administer the affairs of the College in all things and make or cause to be made for the College in its name any kind of contract which the College may lawfully enter into and, save as hereinafter provided, generally may exercise all such powers and do all such other acts and things as the College is authorized to exercise and do, as provided by any applicable statute or law and as prescribed by Regulation.
- 25.2 The Board shall not,
- a) acquire by purchase, lease, deed, contract, grant or devise; or
 - b) sell, grant, convey, mortgage, pledge, lease or otherwise dispose of any real property or any part thereof, or any interest therein, without the written approval of the Minister.
- 25.3 The Board shall not,
- a) approve an annual budget prepared in respect of a fiscal year of a college that would provide for an accumulated deficit at the end of such fiscal year; or
 - b) make any expenditures that are not within the financial limits set by the annual budget, without the written approval of the Minister in accordance with section 9(2) of O. Reg. 34/03.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Policies	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 26
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: April 25, 2023
Mandatory Review Date:	April 25, 2028	

Policies

The Board shall have the power to set policies as provided by legislation and corresponding regulations. Within these limits and subject to the binding policy directives of the Minister, and subject to the Terms and Conditions of Employment for College Staff, the Board shall establish policy to guide the President in operating the college.

The President and the College Administration will establish Administrative Procedures within the parameters defined by Board Policy.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Indemnities to Governors	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 27
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: May 23, 2023
Mandatory Review Date:	May 23, 2028	

Indemnities to Governors

Every member of the Board and the heirs, executors and administrators, and estate and effects, respectively, of every member of the Board shall from time to time and at all times, be indemnified and saved harmless, out coverage provided by the College, from and against:

- a) All costs, charges, expenses and judgments whatsoever which such member of the Board sustains or incurs in or about any action, suit or proceeding which is brought, commenced or prosecuted against that member for or in respect of any act, deed, matter or thing whatsoever made, done or permitted by that member in or about the execution of the office of that member, and
- b) All other costs, charges and expenses which that member sustains or incurs in or about or in relation to the affairs thereof, except such costs, charges or expenses as are occasioned by the willful neglect or default of that member or the failure of a member to act in good faith with a view towards the best interest of the College.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Protection of Governors, Officers and Employees	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 28
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: May 23, 2023
Mandatory Review Date:	May 23, 2028	

Protection of Governors, Officers and Employees

- 28.1 No member of the Board or officer or employee of the College shall be liable for the acts, receipts, neglects or defaults of any other member of the Board or officer or employee of the College or for joining in any receipt or act for conformity or for any loss, damage or expense happening to the College through the insufficiency or deficiency of title to any property acquired by the College or for or on behalf of the College or for the insufficiency or deficiency of any security in or upon which any of the moneys of or belonging to the College shall be placed out or invested or for any loss or damage arising from the bankruptcy, insolvency or tortious act of any person, firm or corporation with whom or which any moneys, securities or effects shall be lodged or deposited or for any other loss, damage or misfortune whatever which may happen in the execution of duties of the office or trust of that member or in relation thereto unless the same shall happen by or through the wrongful and willful act or neglect or default of that member.
- 28.2 The members of the Board of the College shall not be under any duty or responsibility or respect of any contract, act or transaction whether or not submitted to and authorized or approved by the Board in accordance with the provisions of Section 31 Execution of Documents.
- 28.3 Subject to the provisions of Conflict of Interest rules if any member of the Board or officer or employee of the College shall be employed by or shall perform services for the College otherwise than as a member of the Board or officer or employee of the College or shall be a member of a firm or a shareholder, director or officer of a company which is employed by or performs services for the College the fact of that person being a member of the Board or officer or employee of the College shall not disentitle such person or such firm or company, as the case may be, from receiving proper remuneration for such services.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Conflict of Interest	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 29
Effective Date:	November 24, 1998	Page: 1 of 2
Supersedes:	N/A	Last Review Date: May 23, 2023
Mandatory Review Date:	May 23, 2028	

Conflict of Interest

- 29.1 Every member of the Board or any Committee thereof who has a conflict of interest in any matter under consideration by the College is required to declare the nature of such conflict to the Chair or Vice Chair as soon as said member is aware of the conflict and prior to discussion of such matter at any meeting of the members of the Board or Committee thereof and shall refrain from discussing and voting thereon.
- 29.2 The obligations of Board members shall be prescribed by the Ministry Binding Policy Directive on Conflicts of Interest.
- 29.3 Secretary to the Board and/or Corporate Secretary shall record in the Minutes of the College, the nature of any conflict of interest so declared on the part of any member of the Board.
- 29.4 a) For purposes of Sub-Sections (1) and (2), conflict of interest normally relates, but is not limited, to a direct pecuniary interest of the member, either personally or through a member's family.
- b) Direct pecuniary interest shall be interpreted as an individual interest rather than one that is common to a class of persons, including situations where a member or a member's immediate family could benefit personally from a decision while a larger group of people could not.
- c) Immediate family shall be interpreted to include the spouse, parents or children of a member.
- 29.5 A member of the Board or any Committee thereof
- a) shall not use information obtained as a result of the member's appointment for personal benefit,
- b) shall not divulge confidential information obtained as a result of the member's appointment unless legally required to do so, and

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c) shall declare any conflict of interest at the earliest opportunity.

29.6 An undeclared conflict of interest may be identified by a majority vote of the Board in which the member who is the subject of the motion shall not vote.

29.7 Where a Board member fails to comply with this section and/or the Minister's Binding Policy Directive on Conflict of Interest, unless the member's failure is the result of a bona fide error in judgment, the Board shall:

- a) issue a verbal reprimand; or;
- b) issue a written reprimand; and/or;
- c) request that the Board member resign; and/or;
- d) remove the Board member and declare the member's position vacant.

29.8 Removal of a Board member shall be initiated on the basis of Board motion and returnable at the next regularly scheduled meeting of the Board and determined on the basis of a three quarters ($\frac{3}{4}$) majority of the Board, in which the member found to have been in conflict shall not vote.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Disclosure of Interests in Contracts	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 30
Effective Date:	November 24, 1998	Page: 1 of 2
Supersedes:	N/A	Last Review Date: May 23, 2023
Mandatory Review Date:	May 23, 2028	

Disclosure of Interests in Contracts

- 30.1 Without limiting the generality of Section 29, every member with a proposed contract or a contract with the College shall declare said interest at a meeting of the members of the Board as required by Ministry Binding Policy Directives and any applicable statute or law.
- 30.2 In the case of a proposed contract, the declaration required by this Section shall be made at the meeting of the members of the Board at which the question of entering into the contract is first taken into consideration or, if the said member of the Board is not at the said meeting, at the next meeting of the members of the Board held after that member becomes so interested.
- 30.3 In a case where the member of the Board becomes interested in a contract after it is made, the declarations shall be made at the first meeting of the members of the Board held after that member becomes so interested.
- 30.4 For the purposes of this section, a general notice given to the members of the Board of the College by a member of the Board to the effect that said member is a shareholder of or otherwise interested in any other company, or is a member of a specified firm and is to be regarded as interested in any contract made with such other company or firm, shall be deemed to be a sufficient declaration of interest in relation to a contract so made, but no such notice is effective unless it is given at a meeting of the members of the Board or the said member takes reasonable steps to ensure that it is brought up and read at the next meeting of the members of the Board after it is given.
- 30.5 If a member of the Board has made a declaration of said member's interest in a proposed contract or a contract with the College in compliance with this section and has neither taken part in the discussion nor voted in respect of the contract, that member is not accountable to the College or to any of the Board members or creditors for any profit realized from the contract, and the contract is not voidable by reason only of that member holding that office or of the fiduciary relationship established thereby.

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30.6 Notwithstanding anything in this section, a member of the Board is not accountable to the College or to any of the other members of the Board or creditors for any profit realized from such contract and the contract is not by reason only of said member's interest therein voidable if it is confirmed by a majority of the votes cast at a general meeting of the members of the Board duly called for that purpose and if said member's interest in the contract is declared in the notice calling the meeting.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Execution of Documents	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 31
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: May 23, 2023
Mandatory Review Date:	May 23, 2028	

Execution of Documents

- 31.1 Deeds, transfers, licenses, contracts and engagements on behalf of the College shall be signed by any two of the Chair, the Vice Chair, the President and Treasurer or by any two members of the Board if authorized by the Board to do so, and the Corporate Secretary or any member of the Board may affix the seal of the College to such instruments as require the same.
- 31.2 Contracts in the ordinary course of the College's operations may be entered into on behalf of the College by the Chair, the Vice Chair, the President or Treasurer or by any other person authorized by the Board.
- 31.3 Any two of the Chair, the Vice Chair, the President and the Treasurer or any two members of the Board if authorized by the Board, may transfer any and all shares, bonds or other securities from time to time standing in the name of the College in its individual or any other capacity or as trustee or otherwise and may accept in the name and on behalf of the College transfers of shares, bonds or other securities from time to time transferred to the College, and the Corporate Secretary or any member of the Board may affix the corporate seal to any such transfers or acceptances of transfer, and make, execute and deliver under the corporate seal any and all instruments in writing necessary or proper for such purposes, including the appointment of an Attorney or Attorneys to make or accept transfers of shares, bonds or other securities on the books of any company or corporation.
- 31.4 Notwithstanding any provisions to the contrary contained herein, the Board may, by resolution, delegate to any person or persons the right to execute instruments, agreements, contracts, obligations or other similar documents of the College and prescribe policies and procedures relating to the above delegation of duties and responsibilities.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Cheques	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 32
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: May 23, 2023
Mandatory Review Date:	May 23, 2028	

Cheques

All cheques, bills of exchange, or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the College shall be signed by such officer or officers, agent or agents of the College and in such manner as shall from time to time be determined by resolution of the Board and any one of such officers or agents may alone endorse notes and drafts for collection on account of the College through its bankers, and endorse notes and cheques for deposit with the College's bankers for the credit of the College, or the same may be endorsed "for collection" or "for deposit" with the bankers of the College by using the College's rubber stamp for the purpose. Any one of such officers or agents so appointed may arrange, settle, balance and certify all books and accounts between the College and the College's bankers and may receive all paid cheques and vouchers and sign all the bank's forms or settlement for balances and release or verification slips.

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**BOARD OF GOVERNORS
BY-LAWS**

Policy Title:	Deposit of Securities for Safekeeping	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 33
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: May 23, 2023
Mandatory Review Date:	May 23, 2028	

Deposits of Securities for Safekeeping

The securities of the College shall be deposited for safekeeping with one or more bankers, trust companies or other financial institutions to be selected by the Board. Any and all securities so deposited may be withdrawn, from time to time, only upon the written order of the College signed by such officer or officers, agent or agents of the College, and in such manner, as shall from time to time be determined by resolution of the Board and such authority may be general or confined to specific instances. The institution which may be so selected as custodian by the Board shall be fully protected in acting in accordance with the directions of the Board and shall in no event be liable for the due application of the securities so withdrawn from deposit or the proceeds thereof.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Borrowing	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 34
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: June 27, 2023
Mandatory Review Date:	June 27, 2028	

Borrowing

The Board may:

- a) borrow money on the credit of the College; or
- b) issue, sell or pledge securities of the College; or
- c) charge, mortgage, hypothecate or pledge all or any of the personal property of the College, including book debts, rights, powers, franchises and undertakings to secure any securities or any money borrowed, or other debts,, or any other obligation or liability of the College.

The Board may authorize any member of the Board, officer or employee of the College or any other person to make arrangements with reference to the moneys borrowed or to be borrowed as aforesaid and as to the terms and conditions of the loan thereof, and as to the securities to be given therefore, with power to vary or modify such arrangements, terms and conditions and to give such additional securities for any moneys borrowed or remaining due by the College as the members of the Board may authorize and generally to manage, transact and settle the borrowing of money by the College.

34.1 The Board shall ensure that borrowing and lending transactions comply with the Financial Administration Act appended hereto as Appendix "B".

[2677244/1]



**BOARD OF GOVERNORS
BY-LAWS**

Policy Title:	Books and Records	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 35
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: June 27, 2023
Mandatory Review Date:	June 27, 2028	

Books and Borrowing

- 35.1 The Board shall see that all necessary books and records of the College required by the By-law of the College or by any applicable statute or law are regularly and properly kept.
- 35.2 Minutes of Proceedings which accurately reflect the proceedings of the Board shall be made available to the public and shall be posted to the College Internet web site within 30 days of approval by the Board.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Auditors	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 36
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: June 27, 2023
Mandatory Review Date:	June 27, 2028	

Auditors

Auditors licensed under the Public Accountancy Act shall be recommended by the Audit and Finance Committee and approved annually by the Board of Governors. The auditors shall make an annual audit of such part or all of the books of the Corporation as the Board or the members may direct and shall report to the Audit and Finance Committee of the Board (which shall constitute itself for this purpose as a meeting of the members of the Corporation) following the end of each fiscal year.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Financial Year	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 37
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: June 27, 2023
Mandatory Review Date:	June 27, 2028	

Financial Year

Unless otherwise prescribed by Regulation, the financial year of the College shall end on the thirty-first (31st) day of March.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Committees	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 38
Effective Date:	March 29, 2016	Page: 1 of 1
Supersedes:	November 24, 1998	Last Review Date: June 27, 2023
Mandatory Review Date:	June 27, 2028	

- 38.1 The Board shall appoint an Audit Committee. Membership shall be established by resolution on or before the September meeting of the Board in each calendar year in accordance with policy adopted by the Board.
- 38.2 There shall be a Committee of the Whole, comprised of all current members of the Board, which shall meet regularly as determined by the Chair of the Board. The Committee of the Whole shall meet to receive information and reports on matters of interest to the College, to informally discuss such matters without being bound by strict rules of procedure for debate and to prepare such reports of its proceedings as the Committee of the Whole considers appropriate. The Committee of the Whole shall not have any final decision-making authority but shall be limited to making a report of its deliberations, which may include recommendations, to the Board.
- 38.3 The Board shall elect and maintain, an Executive Committee whose members shall include not fewer than three (3) Board members including the Chair, Vice Chair and College President and may delegate to the Executive Committee any powers of the Board subject to the restrictions, if any, imposed by the Board. The Executive Committee shall exercise its delegated authority in matters of urgency or when it is not otherwise reasonably feasible to convene a full Board meeting, such as during the summer months of June, July and August. Minutes of all meetings of the Executive Committee shall be presented at the next regularly scheduled meeting or in-camera meeting of the Board, as the case may be.
- 38.4 The Board shall ensure that an Advisory College Council is established and whose structure, composition, terms of reference and procedures are determined by this By-law appended hereto as Appendix "C".
- 38.5 The Board shall ensure that a Program Advisory Committee for each program of instruction or cluster of related programs offered at the College is established and that the structure, terms of reference and procedures are determined by this By-law appended hereto as Appendix "D".

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Other Committees of the Board	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 39
Effective Date:	March 28, 2018	Page: 1 of 1
Supersedes:	November 24, 1998	Last Review Date: June 27, 2023
Mandatory Review Date:	June 27, 2028	

- 39.1 The Board may from time to time appoint Committees consisting of such persons as the Board may appoint to act in an advisory capacity. Membership on Board Committees shall not be limited to Board members only but in all cases a majority of Committee members must be members of the Board. The members of such Committees shall hold office at the pleasure of the Board and the Chair and the President shall be ex officio members of each such Committee.
- 39.2 The Board may fill any vacancies occurring from time to time in such committees and may dissolve and/or re-appoint any such committee.
- 39.3 Minutes of the proceedings of any such Committee shall be kept in a book or books for that purpose, which shall be open for inspection by any member of the Board. The minutes of all meetings of the Board of Governors shall be presented at the next meeting of the members of the Board and confirmed over the signature of the Chair.

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BOARD OF GOVERNORS BY-LAWS

Policy Title:	Adjournment	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 40
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: June 27, 2023
Mandatory Review Date:	June 27, 2028	

Any meetings of the members of the Board or a Committee thereof may be adjourned to any time, and from time to time, and such business may be transacted at said adjourned meeting as might have been transacted at the ordinary meeting from which such adjournment takes place. No notice shall be required of any such adjournment. Such adjournment may be made notwithstanding the absence of quorum.

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**BOARD OF GOVERNORS
BY-LAWS**

Policy Title:	Amendments	Area of Responsibility: Board of Governors
Policy Section:	Board of Governors By-law	By-law No: 41
Effective Date:	November 24, 1998	Page: 1 of 1
Supersedes:	N/A	Last Review Date: June 27, 2023
Mandatory Review Date:	June 27, 2028	

The By-law may be amended or repealed at a regular meeting of the Board by an affirmative vote of not less than two-thirds of the Board members present and eligible to vote PROVIDED THAT a notice of motion of the proposed amendment or repeal is brought before the Board at a regular meeting, after which the motion shall be presented at the next regular meeting of the Board, to be read, discussed and voted upon.

[2677244/1]



BOARD OF GOVERNORS BY-LAWS

This By-law supersedes and repeals all previous By-laws.

Enacted by the Board of Governors and sealed with the Corporate seal this

_____ Day of _____, _____.

Chair

Or

Corporate Secretary

[2677244/1]

St. Clair College In The News

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St. Clair College's men's baseball sit in first place undefeated in OCAA league play



CTVNewsWindsor.ca - Sept. 22, 2024

The St. Clair College Saints were in Oshawa over the weekend as they faced Durham College.

The Saints won two games via mercy on Saturday afternoon, finishing with scores of 14-1 and 10-0 over the Lords.

The two victories place the Saints in first place in OCAA league play at 8-0.

Despite some rain and a delay, St. Clair brought in six runs in the first inning of the first game. The game was delayed another 15 minutes in the second inning.

Durham scored their single run in the fourth inning.

St. Clair added five more tallies to the board in the second inning and another three in the fifth.

Rowan Glasgow from LaSalle was 3-for-3 with a walk after adding two runs scored and two RBIs for the Saints.

Brock Whitson of Chatham threw five innings, giving up one run on two hits, striking out eight batters for his third win of the season.

Brady Knelsen of Leamington was the starter for game two, throwing a 5-inning shutout. Knelsen posted his third win of the season, giving up four hits and struck out six.

Kanaan Gale, also from Leamington, had two hits and two RBIs in the shutout.

St. Clair hosts Fanshawe College in London next in a doubleheader at Tecumseh's Lacasse Park on Thursday.

St. Clair College golf teams succeed in Welland



St. Clair's golf team sits third in Canada. (Source: St. Clair College)

CTVNewsWindsor.ca - Sept. 22, 2024

The St. Clair College golf teams were successful at the Niagara Knights Invitational tournament on Friday.

It took place in Welland at the Cardinal Lakes Golf Club.

The women's team tied for first place, alongside the Humber Hawks, shooting a total of 156, or 12 over par. Alyssa Cowling tied for second individually, scoring three over par 75. Teammate Justine Gorham shot an 81.

On the men's side, the team also tied for first place with Humber. The men shot a total of 300, also 12 over par.

Steven Hill led scoring for the Saints. He had an even par 72, landing himself in third place in individual standings.

Others on the men's team with notable scores include Spencer Higgenbottom with a three over 75, Cale Marontate with a four over 76 and Simon Moir with a five over 77.

St. Clair's golf team is ranked third in the country.

The Saints hit the course again on Monday in Barrie, taking part in the Georgian College Invitational at Heritage Hills Golf Club.

Praised for his 'personality, energy and foresight'; remembering the former president of St. Clair College

CTV Windsor - Sept. 23, 2024

The former president of St. Clair College credited with the architectural expansion of the school has passed away.

Current and former alumni and staff are now remembering Dr. John Strasser for his personality, energy and foresight.

In 2015 Strasser spoke with CTV News just days before his retirement as president of St. Clair. "It's all about serving the students... I think what we've accomplished... and the team we have I'm very pleased leaving, very content leaving."

From his first day on the job in 2000 to the last in 2015, he's being remembered for his legacy - a sprawling campus with a growing student body.

Vice President of St. Clair John Fairley says that his impact will leave a lasting mark, "he changed the brand of St. Clair College as a destination college in the 15 years that he was here."

Fairley described Strasser as a complex engineer, who was also successful in sales – crediting the purchase of the old Cleary Convention Centre to Strasser and calling it 'one of the jewels of the college.'

Strasser is also credited for the creation and launch of the Ford Centre of Manufacturing Excellence, the mediaplex, the healthplex, the sportsplex, a new residence, and a school of skilled-trades among others.

"The remarkable growth of St. Clair College during the second half of its half-century of existence can be attributed, in large part, to Dr. John Strasser's personality, energy and foresight," said President Michael Silvaggi.

Originally from Nova Scotia, Strasser came to leadership at St. Clair in Windsor with the college enrollment at a modest 5,200 students. Upon his retirement the college boasted more than 8,300 students - a number which continues to grow today.

Dr. Strasser passed away in Nova Scotia with his wife Gayle by his side on Sept. 14 - he was 79 years old.

Thames Campus Enrolment on the Rise

CKXS - September 23, 2024



Thames Campus, St Clair College. Photo credit: Robyn Brady.

More students are hitting the books at Thames Campus in Chatham this fall.

Officials with St Clair College have released this year's enrolment numbers, and while overall numbers are holding steady, officials say there has been a significant increase at the Chatham campus and in the number of domestic students.

In all, there are 12,235 full-time students studying at St. Clair College's Windsor and Chatham campuses. 4,641 of those students are international, meaning the ratio is 62 per cent domestic and 38 per cent international. Another 3,526 students are enrolled at GTA-based Ace Acumen Academy.

The Chatham campus has seen a large enrolment jump of 29 per cent, with 1,382 full-time students. Officials say the increase is being driven by strong uptake in PSW, Practical Nursing, Powerline Technician, Police Foundations and Developmental Service Worker programs.

Domestic student enrolment has gone up by nine per cent, with 628 more Canadian-born students enrolling in programs at St. Clair than in the Fall 2023 semester. Total domestic enrolment for Fall 2024 is 7,594, marking the first time since 2018 that domestic numbers have reached that threshold.

Obit: John Strasser brought 'transformational' leadership to St. Clair College

Windsor Star - Sep 24, 2024



'Personality, energy, foresight' — St. Clair College then-president John Strasser is shown in front of the future space of the college's fashion design program in the Ford Centre for Excellence at the south Windsor main campus on April 17, 2013. PHOTO

St. Clair College's longest-serving presidents — and one of its most transformative — is being remembered as a sometimes-brash educational leader who built a legacy.

John Strasser, the Windsor-based college's fifth president who served from 2000 to 2015, passed away September 14 at the age of 79 at Cape Breton Regional Hospital in his home province of Nova Scotia.

"The remarkable growth of St. Clair College during the second half of its half-century of existence can be attributed, in large part, to Dr. John Strasser's personality, energy and foresight," said current president Michael Silvaggi.

"This is evident in concrete form — literally — when one considers the architectural expansion of the school that occurred under his presidency."

An engineer by trade, Strasser had a vision and deal-making skills to leave a legacy that is the foundation of the current campus. He also was instrumental in creating St. Clair's footprint in downtown Windsor when the college secured the Cleary Convention Centre and converted it into the St. Clair College Centre for the Arts.



Art of the deal — Former St. Clair College president John Strasser and City of Windsor mayor Eddie Francis shake hands on June 15, 2006, after reaching a tentative deal that would see the college take over the city's downtown Cleary International Centre. The agreement at the time included a 25-year provision that would see the facility returned to the city if the college no longer wanted to operate it as an education centre.

Among other projects Strasser was instrumental in bringing to life: the SportsPlex in Windsor; HealthPlex in Chatham; downtown MediaPlex and student centre; the Toldo Centre for Applied Health Sciences and the Centre for Construction Innovation and Production.

During Strasser's tenure, St. Clair saw enrolment nearly double from 4,500 to just shy of 9,000 students.

"It was all of that development that has allowed St. Clair College to expand its enrolment — and enhance its academic offerings — so substantially in recent years," Silvaggi said.

Strasser arrived on campus determined that St. Clair wouldn't be known as just the other post-secondary institution in Windsor, said John Fairley, St. Clair's senior vice-president of communications.



Strasser visits the cast of Oklahoma at the St. Clair Centre for the Arts on April 22, 2015. The entire cast put a southern smile on the outgoing president by offering 'Oklahoma-stye' best wishes on his pending retirement. PHOTO BY JASON KRYK /Windsor Star

"He had the engineer's mindset of wanting to build something that was better and to leave the college in a better place than when he arrived," Fairley told the Star.

He wanted to make sure St. Clair College got noticed

Strasser was "a very complex person," Fairley added, describing the college leader's love of the challenge of negotiating a deal and his 'black-and-white approach' that revealed a competitive side. That approach created some turbulence but also brought accomplishments.

"When he walked in a room, you knew he wasn't going to be a wallflower," Fairley said. "He loved politics and the games that went with it. He knew how to work the phone and get in contact with the right people.

"He wanted to make sure St. Clair College got noticed."

Strasser had more than academics in mind in how to achieve that status. He was a passionate supporter of Saints' athletics and adding sporting facilities that were second-to-none in the city.



The infamous Hanson brothers from the 1977 movie “Slapshot” rough up St. Clair College president John Strasser on March 27, 2003, during a promotion for a fundraising event for the St.Clair College’s hockey team.

“He had an absolute true passion about academics and athletics and how the experiences of travel and working together to achieve something could benefit young people,” said Ron Seguin, senior advisor to the president.

“He also believed it was a way to attract students to come to St. Clair.”

Strasser had a vision of creating an American-style sports complex on campus, said Seguin. They toured some U.S. colleges for ideas and today many of those ideas have come to fruition under Strasser and his presidential successors Patti France and Silvaggi.

“He opened the doors for our expanded facilities,” said Seguin, who oversaw athletics as part of his role during Strasser’s early tenure.

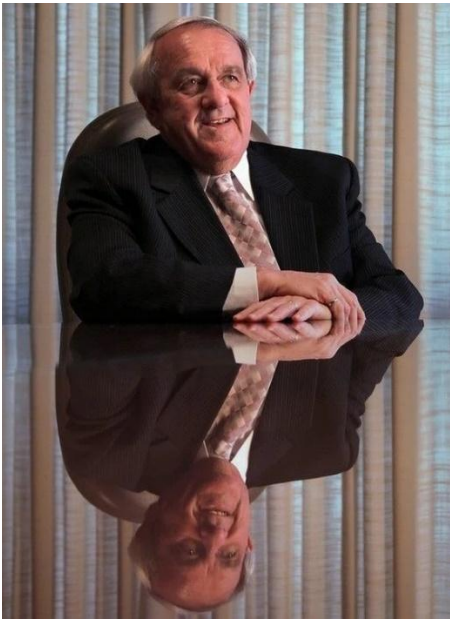
“We now draw students from 10 provinces and 15 countries who are playing sports here. Our athletic programs and facilities have made us a destination college for students who would never have come here before.”

Strasser is survived by his wife Gayle, sons Andrew (Amy) and Kirby, three grandchildren and three in-laws.

Cremation has taken place and a celebration of life will be scheduled for later.



President John Strasser speaks at the first St. Clair College convocation at the St. Clair Centre for the Arts in Windsor on June 12, 2013.



St. Clair College president John Strasser is shown June 5, 2014, when he announced his plans to retire.



St. Clair College president Patti France and retired president John Strasser look out at the new Dr. John A. Strasser Student Life Centre following a ground-breaking ceremony at St. Clair College’s main campus on Aug. 18, 2016.



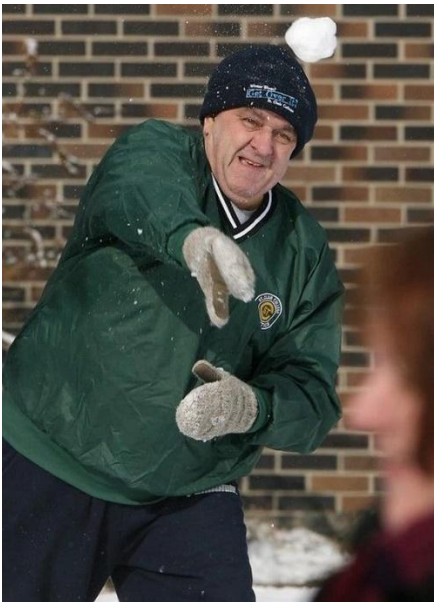
John Strasser is joined by wife Gayle and son Kirby Strasser at the Herb Gray Harmony Award celebration at Ciociaro Club of Windsor on April 23, 2015. He was that year’s Multicultural Council Harmony Award winner.
Photo by Nick Brancaccio /Windsor Star



Tony Orlando gets a kiss from Strasser after the entertainment legend’s tribute to former Big 8 music director Rosalie Trombley at St. Clair College for the Arts on June 14, 2011. Photo by Nick Brancaccio /The Windsor Star



St. Clair College president John Strasser dresses up in LaSalle on Dec. 21, 2009, to be an Olympic torch relay bearer leading up to the 2010 Winter Olympics being hosted by Vancouver. Photo by Scott Webster /Windsor Star



Helping boost spirits during the winter blues season, St. Clair College president John Strasser takes action during a campus snowball fight on Jan. 30, 2007, as part of a winter festival that also featured marshmallow roasting, tug-of-war and other winter activities.

WECSHOF profile: Serviss turned St. Clair hockey program into dominant force

Windsor Star - Sep 24, 2024



Jerry Serviss turned the St. Clair hockey program into a powerhouse and is now headed to the Windsor/Essex County Sports Hall of Fame. PHOTO BY NICK BRANCACCIO /Windsor Star

Editor's note: This is the second in a series of profiles for the 42nd Windsor/Essex County Sports Hall of Fame Class of 2024, which will inducted on Oct. 5 at the Ciociaro Club at 5:30 p.m.

More than six decades ago, the hockey road brought Jerry Serviss to Windsor.

The place Serviss has called home for so long will honour him with a spot in the Windsor/Essex County Sports Hall of Fame's Class of 2024 in the builders category.

"A lot of my friends are going to be there and it's going to be a good day," the 87-year-old Serviss said.

A native of Moose Jaw, Sask., Serviss' playing rights were owned by the Toronto Maple Leafs.

He was sent to Rochester's camp and then to Chicoutimi, but did not speak French. So, he was moved to Cornwall and the following year was sent to Sudbury.

However, Serviss said the coach did not want him there because he heard about his recent marriage. He was headed to Nashville when Jean-Paul Lamirande, who was coaching the Windsor Bulldogs, told him to stop in Windsor.

"I came to Windsor, got a job and was training and playing hockey," Serviss said. "It was a real good fit. This town's really been good."

He spent seven seasons with the Bulldogs and won back-to-back Ontario Hockey Association Senior titles and an Allan Cup in 1962-63.

"I felt really good about it," Serviss said of the decision to stay in Windsor. "I've met a lot of good guys and this is a good town."

After his playing days, Ted Lindsay brought him on to play for the Detroit Red Wings Oldtimers.

“I played because I loved to play hockey and not because I needed to be a professional hockey,” Serviss said.

He got into coaching with the Riverside Regents and coached the Windsor Spitfires when the club played in the Southern Ontario Junior Hockey League as well as a season in the International Hockey League with Flint, but he returned to Windsor.

Jack Costello, who established a hockey team at St. Clair College in 1967, asked Serviss to take on the coaching duties with the St. Clair Saints in 1975.

In his first season, Serviss guided the team to a 20-0 record and the Ontario Colleges Athletic Association championship. The team then took home the Ontario conference’s first-ever gold medal at the national championship. Serviss would lead the Saints to three OCAA titles and six podium finishes while compiling a record of 100-24 behind the bench.

“There’s a lot of good hockey players in this area,” Serviss said.

Serviss was inducted into the Canadian Collegiate Athletic Association hall of fame in 2023. He was also named Windsor/Essex County Sports Persons of the Years (WESPY) male legacy winner in 2019, an OCAA hall of fame inductee in 2005 as well as St. Clair hall of fame inductee in the same year.

“I felt really good about it,” Serviss said of being notified he was headed to the WECSHOF this year. “How can anyone ask for anything better than that.”

The 42nd WECSHOF induction ceremony is set for Oct. 5 at the Ciociaro Club. Tickets for the event are available at Nantais Athletic Inc., Riverside Physiotherapy Clinic and online at www.wecshof.com

New Canadians celebrate inclusivity in Chatham

Penticton Herald – Chatham Voice – September 25, 2024

"For me, becoming a Canadian citizen means having a home instead of a tent, feeling safe instead of fear, being a Canadian citizen instead of a Syrian refugee. Here, I have rights and responsibilities, the right to life, freedom and peace. Everyone looked at me as a single mother, but I was an army for myself and my children. They are now here in their home, Canada, and I am happy for them. Thank you, Canada."

Those were the emotional words of Midia Suliaman, one of 48 people to become Canadian citizens at a citizenship ceremony held at the Capitol Theatre in Chatham on Sept. 17.

Suliaman, who fled the war in Syria with her two children in tow, spent eight years in a refugee camp in Iraq before coming to Canada. Four years ago, she made her way to Southwestern Ontario and now calls Windsor home.

She was reunited with her son Ibrahim Ezouli here, who at age 15, was moved on from Iraq to Austria. They didn't see each other for six years but with the help of immigration officials the family came together once again.

Today, Suliaman, 45, her daughter Lilav Ezouli, 19, and Ibrahim, now 26, are living and thriving in their new home.

Surrounded by smiling friends, the trio was among those from 18 countries who took the oath. Against a backdrop of the Maple Leaf blowing in the wind, the new Canadians beamed as they made their way to the stage to accept the document cementing them as Canadian citizens.

The group then sang O' Canada and heard a video message from Prime Minister Justin Trudeau welcoming them as "equals."

Wassana and Jack Khanraksa are two Chatham-Kent residents who took the oath. The mother and son moved to Erieau from Thailand in 2016 and eight years later they are now Canadians.

"I'm so excited and I feel wonderful," said Wassana, now married to long-time C-K resident John Ducedre. Jack, who is an electrical engineering technician student at St. Clair College, said taking the oath has made him "feel a part of Canada."

"Now I can travel anywhere," he said.

Tracy Callaghan, executive director of Adult Language and Learning, commended Canada's newest citizens for their efforts.

"Most people do not choose their citizenship but are instead born into it," Callaghan told the gathering. "You have all made a choice to become Canadian citizens through hard work and sacrifice. Welcome to Chatham-Kent, welcome to Canada, and remember, the best is yet to come."

Callaghan, who also chairs the Local Immigration Partnership, said that in 2016, Chatham-Kent was designated as Canada's first "welcoming community" by Immigration, Refugees and Citizenship Canada.

"This recognition celebrates our community's commitment to inclusivity and to our appreciation for the cultural mosaic of Chatham-Kent and Canada," Callaghan explained.

Canada's truth and reconciliation journey with its First Nations people was also shared with the new citizens. Along with a video, the crowd heard words from Walpole Island First Nation band member Allen Deleary, who works as Caldwell First Nation's chief administrator.

"It is with open arms that I welcome you to the territories of our people," Deleary said. "It is with love and kindness that we welcome you here. We are all the collective people of this earth, of this creation." Deleary urged the group to "take the time" to learn the history of Turtle Island.

"Each of you as newcomers, you certainly know where you come from," he said. "And you know where you're at and where you're going."

Looking to become a police officer? Windsor police holding information session



Windsor Police Service headquarters in Windsor, Ont. on Thursday, Mar. 23, 2023.

CTVNewsWindsor.ca - Sept. 25, 2024

The Windsor Police Service is holding an information session soon and are calling on everyone who would like to join the police force.

On Oct. 3 at 5 p.m., all who are interested are invited to St. Clair College's Windsor Campus.

The event is completely free, but space is limited. Anyone who is interested is asked to register ahead of time.

Following the information session, a physical PREP test will take place at 6 p.m. That is optional attendance.

More than \$100,000 donated to Brentwood Recovery Home on 60th anniversary



Rendering of what the garden will look like once completed. (Source: Brentwood Recovery Home)

CTVNewsWindsor.ca - Sept. 27, 2024

Over \$100,000 has been donated to Brentwood Recovery Home on its 60th anniversary from St. Clair College and Windsor Rona+ stores.

The money will be used to open a therapeutic horticultural landscape for people dealing with addiction.

According to the home, a partnership began with St. Clair College more than one year ago as students from the Landscape Design and Horticulture program created designs promoting peace, tranquility and healing.

The concepts were then looked at by Brentwood clients, alumni and staff. They took the best elements from each design, compiling it into a final concept.

A partnership was also formed with Windsor Rona+ stores as it committed to building greenhouses and raised garden beds for the home. The greenhouses and gardens were finished earlier this month.

“Brentwood has been helping people find recovery for six decades,” said Elizabeth Dulmage, executive director of Brentwood.

“This was achieved in part through the generous support of our clients, staff and alumni, both past and present. Brentwood could not have achieved 60 years of impact in the community without the support of our donors, community partners and all levels of government.”

Dulmage continued, expressing her gratitude for the collaboration with St. Clair College and Rona+, making the project possible.

The full Therapeutic Landscape project is expected to be finished by summer of 2025.

St. Clair students flock to job fair, with hundreds of applications



St. Clair College Students attend the second annual part-time Job Fair at the Student Life Centre at the Main Windsor South campus on Sept. 25, 2024. (

CTV Windsor - Sept. 28, 2024

Students looking for work while they study had an opportunity to scope out the local employment scene on Wednesday when St. Clair College held its second annual part time job fair.

Fifteen prospective employers set up their booths at the Student Life Centre on September 25, and received applications from more than 500 students.

"A handful of these employers have multitudes of opportunities," said Cody Brown, a Career Services Officer at St. Clair College.

"The cost of tuition can be high. You have living expenses, especially for anyone who's not a local student," Brown said. "The ability to give them job opportunities, to get a part-time job while they're studying, giving them the opportunity to get a little bit of a bankroll to help carry them through, is a great benefit to our students."

There were many on campus opportunities like tutoring, and research, and not only were there opportunities there at the school, but also external employers looking for workers. Many employers were looking to fill as many as 20 or 30 available positions.

"They're always looking for a large number of people, and that's why they've been a great partner for a lot of our events," said Brown.

Brentwood Recovery Home marks 60 years in the community with \$100,000 donation

AM800 CKLW - September 29, 2024



Officials participate in a ribbon cutting ceremony at Brentwood Recovery Home to mark the start of a therapeutic horticultural landscape. Friday Sept. 27,

A milestone anniversary for Brentwood Recovery Home.

Brentwood marked 60 years in the community on Friday with the announcement of a significant donation that will be used to open a therapeutic horticultural landscape for people dealing with addiction.

Over \$100,000 has been donated by a generous donor, St. Clair College and Windsor Rona+ stores.

The home's executive director Elizabeth Dulmage says the therapeutic landscape will be integrated into Brentwood programs and services as a way of augmenting treatment and promoting healing.

"We know that one of the things that can help in the treatment and recovery from addictions is horticulture, is being in the garden, is being in the dirt, is watching things grow as you nourish and care for them."

She says Brentwood programs have continued to evolve over the 60 years.

"We really have preserved the legacy of the program that Father Paul [Charbonneau] started 60 years ago, and have added things that we now have knowledge about that we know also help people in their recovery journey get healthy, experience their spirituality in a different way and this will very much be part of that."



Greenhouses and raised garden beds as seen at Brentwood Recovery Home on Friday Sept. 27, 2024

The partnership with St. Clair College began more than a year ago when students from the Landscape Design and Horticulture program were tasked with creating designs promoting peace, tranquility and healing.

Student concepts were assessed by Brentwood clients, alumni and staff, with the best elements from each design compiled into a final concept.

A partnership was also formed with Windsor Rona+ stores as it committed to building greenhouses and raised garden beds for the home. The greenhouses and gardens were finished earlier this month.

Dulmage expects phase 1 of construction to begin next week.

"The first phase will be construction of a berm along Dougall Road, and some trees and plants planted that will create some privacy for our people on program, right? And not just the privacy piece of it, but the energy of it, of growing living things and taking care of them, that's part of it too."



Rendering of what the garden will look like once completed Brentwood Recovery Home
The full Therapeutic Landscape project, constructed by Lake Shore Landscaping, is expected to be finished by summer of 2025.

After losing her first love to suicide, this Windsor woman wants people to know there is life after death

CTV News Windsor - Sept. 29, 2024

Two and a half years after losing her best friend and first love to suicide, Brooke Ford shared her story of grief and resilience at the CMHA Windsor-Essex Suicide Awareness Walk on Sunday.

The annual event raises awareness, reduces stigma, and supports those impacted by suicide in the community.

"To some people, 'suicide' is simply the name of a hot sauce at a local restaurant. It stings physically but the word has no meaning other than that," said Ford. "But to most of us here today, it is a reminder of the worst day of our lives."

For Ford, that day was June 3, 2022, when her "best friend and first love" of more than four years, Justin, died by suicide.

He had just turned 24 years old.

"He loved snowmobiling, video games, and eating pizza. He had a huge heart with lots of compassion for others," she said. "Unfortunately, he struggled with mental health for the last year of his life and, ultimately, took his own life."

Justin's death devastated many of his loved ones, including Ford.

Speaking during a ceremony at the CMHA Windsor-Essex Suicide Awareness Walk inside the St. Clair College SportsPlex, Ford recalled being unable to work, becoming severely depressed, and gaining more than 50 pounds.

"I lost every ounce of who I thought I was," she said.

According to the World Health Organization, someone dies by suicide every 40 seconds.

When asked how national statistics compare with local numbers in Windsor-Essex, CMHA official Kim Willis said the data is "on par."



The annual CMHA Suicide Awareness walk raises awareness, reduces stigma, and supports those impacted by suicide in the community. (Sanjay Maru/CTV News Windsor)

"With 4,000 Canadians dying by suicide every year, that equates to about 12 individuals every day," said Willis. "So, it is significant. It's the second leading cause of death for young people."

Despite ongoing education and awareness efforts, Willis said stigma surrounding mental health and addictions persists, especially among "certain generations and certain ethnicities."

"It's very frowned upon and is still seen as a weakness for certain demographics," said Willis. "So we just keep putting it out there and doing our job when it comes to education and awareness that mental health is health ... Yes, there is still stigma. But we do feel like in Windsor-Essex, we're moving that needle."

As she carries Justin's memory in her heart, Ford said she shared his story to ensure his death has a positive impact.

In Jan. 2023, Ford joined a grief therapy program with the Canadian Mental Health Association where she was able to disclose the "trauma, guilt, fear, and grief" she had been carrying for the six months since Justin's death.

"That year, I lost over 55 pounds, found a new love for running and the gym, became a mental health counsellor for kids and youth in our community, and discovered a new love for life and adventure," said Ford.

In 2024, Ford welcomed a new love into her life. The two are expecting a child together.

"I am standing here today to show you there is life after death — even when it feels like there won't be," said Ford during her speech.

"Life moves fast, too fast sometimes, but that's why days like today are so important."

As part of the annual CMHA event, participants walked two or five kilometres and took pledges to raise funds for the CMHA.



Brooke Ford shared her story of grief and resilience at the CMHA Windsor-Essex Suicide Awareness Walk on Sunday, September 29, 2024 (Sanjay Maru/CTV News Windsor)



St. Clair golfers Alyssa Cowling (left) and Justine Gorham (right).

St. Clair golf teams set to compete in OCAA Championships

Blackburn News -September 29, 2024

St. Clair College's men's and women's golf teams are both hoping to be crowned OCAA Champions this week.

The provincial championship is happening from Sept. 29 to Oct. 2 at the Barrie Country Club.

Sunday was a practice day for both teams with three rounds of golf scheduled for the next three days.

Representing the men's team will be Spencer Higginbottom, Simon Moir, Steven Hill, Cale Maronate, and Owen Lavery. All five will be able to play each round with the top four scores being taken daily.

The women's team consists of Alyssa Cowling and Justine Gorham. Each women's team can have three people play daily with the top two scores counting per round, however, St. Clair will run with just Cowling and Gorham.

The winners on both sides will qualify for the CCAA Championship being hosted by Humber College at RedCrest Golf Club from Oct. 14-18.

Brentwood Recovery Home plans healing garden with \$100,000 in donations

BLACKBURN NEWS - SEPTEMBER 30, 2024

Between St. Clair College and Rona+ stores in Windsor, Brentwood Recovery Home received \$100,000 in donations to create a healing space for those seeking addiction treatment.

Brentwood started working with the college's Landscape Design and Horticulture program over a year ago to design an outdoor space that promotes peace, tranquillity, and healing.

Brentwood clients, alumni, and staff judged the student submissions, taking the best elements from the designs to incorporate into a final concept. Lake Shore Landscaping created the final rendering of the project.

The therapeutic landscape project should open by the end of next summer.

At the same time, Brentwood started working with RONA to build greenhouses and raised beds for Brentwood. Staff at RONA helped build those earlier this month.



(Photo of Friday's announcement courtesy of Brentwood Recovery Home)

The RONA project was funded through donations to its annual Home Sweet Home campaign last year.

Both projects were announced on Friday and help mark Brentwood's 60th anniversary this year.

St. Clair College golf teams remain in medal contention at OCAA Championships



St. Clair Saints golfers. (Source: St. Clair College)

CTV NewsWindsor.ca - Oct. 1, 2024

St. Clair College's golf teams are still in medal contention, despite dropping in the leaderboards on Tuesday at the Ontario Colleges Athletic Association (OCAA) Championships.

As they head into the final round, the men's team is sitting in the bronze medal position with a score of 623. The team is just seven strokes behind the gold medal.

Humber sits atop the standings with 616 and Fanshawe follows in second with a score of 617.

Individually, Spencer Higginbottom had a rough day on the course after leading individual standings in the first round. He remains in the bronze medal position, five strokes behind first.

On the women's side, Alyssa Cowling shot a 16 over par 88 and sits in fifth place. She is five strokes out of first on a "very tight leaderboard", according to St. Clair College.

Humber is also in first for the women's team standings by 21 strokes over the Saints. St. Clair has a 17 stroke lead for the silver medal.

The championships are taking place at the Barrie Country Club, a par 72 course. The tournament will finish on Wednesday, weather permitting.

Why we can't get enough of viral baby hippo 'Moo Deng', according to a Windsor, Ont. psychologist

CTV News Windsor - Oct. 1, 2024

Baby hippo, Moo Deng, has become a [viral sensation](#), with her adorable photos and videos flooding social media and even earning a skit on Saturday Night Live.

But why are people so captivated by her?

CTV News spoke with [Dr. Andrea Dinardo](#), a Windsor-based psychologist and St. Clair College instructor, to break down the psychological reasons behind the worldwide obsession.

"The first time I saw her, I instantly melted," Dinardo said.

"You just stop, and you just be there with her."



Dr. Andrea Dinardo, a Windsor-based psychologist, sat down with CTV Windsor's Travis Fortnum on Oct. 1, 2024. (Travis Fortnum/CTV News Windsor)

According to Dinardo, our fascination with Moo Deng goes beyond just cuteness. It taps into a universal human instinct.

"Babies and animals are universal," she explained.

"In a world that we're having all this information come to us. This is material that everybody can relate to."

Why 'irresistibly cute' is more than just a phrase

Dinardo explained that there's actual science behind our reaction to baby animals like Moo Deng. When we see something adorable, our brains release oxytocin.

"It is evolutionary," she said. "What it does is it creates oxytocin – which is actually called the cuddle hormone. We are built to nurture and protect because that's exactly what leads to survival of the species. We don't have to think about it. It's just... We want to hold that baby hippo."

Dinardo also noted that in today's often negative news environment, people are hungry for something positive to focus on.

"We all need this flood of positivity."

Through her decades-long career in psychology, Dinardo has focused on positivity.

In a time when negative stories dominate the news cycle, videos like those of Moo Deng offer a welcome break.

Dinardo believes they're more than just a feel-good distraction — they actually help us manage stress and pressure.

“There’s no thinking, there’s no words. Nothing is required but to be instantly in the moment,” she said.

Dinardo, who encourages her students to focus on positive moments in their own lives, sees Moo Deng’s viral success as a perfect example of how even a brief encounter with uplifting content can have a big impact.

“If anybody is looking for a takeaway from this interview, share positive images,” Dinardo said.



Two-month-old baby hippo Moo Deng walks at the Khao Kheow Open Zoo in Chonburi province, Thailand, Thursday, Sept. 19, 2024. (AP Photo/Sakchai Lalit)

College faculty set to hold strike vote to back demands

CKNX NEWS TODAY - OCTOBER 2, 2024

Faculty at Ontario colleges will participate in a strike vote later this month to back their union's demands over job security and workload.

The OPSEU/SEFPO College Faculty Bargaining Team says the Ontario Labour Relations Board will conduct the strike vote starting at noon on October 15 and ending at 3 p.m. on October 17.

"For months, we have highlighted the need to modernize our contracts to meet today's student and faculty needs," said Acting Chair of the College Faculty Bargaining Team Michelle Arbour. "Quality education isn't supported by reducing student evaluation time or advancing narrow concepts of teaching, which exclude supporting students outside the classroom."

The union said faculty only have 5 minutes and 24 seconds a week to evaluate each student. That ceiling hasn't changed since 1985. On top of that, only a quarter of members get that much time.

"Any student or parent can tell you that quality education starts and ends with the frontline faculty training to prepare them for entering the labour force," said President JP Hornick. "We're fighting for a better college system because we know firsthand that student and faculty futures depend on each other."

The union entered contract negotiations with the College Employer Council last July. Its proposals have been on the table since September 10, but the bargaining team says the council has proposed concessions.

Arbour noted the colleges are experiencing historic profits. System-wide, the surplus has grown to \$1-billion this year on top of \$1.3-billion in provincial investment.

"Those funds should be readily invested in quality education," she said. "Instead, we're seeing precarity on the rise as partial-load faculty hiring outpaces full-time faculty hiring," she said. "Three-quarters of teachers, counsellors, and librarians working in Ontario colleges are on short-term contracts with little to no benefits for job security and no redress for workload concerns."

Arbour accused colleges of "rapidly expanding a corporate, for-profit model of education on the backs of the most precarious workers and students."

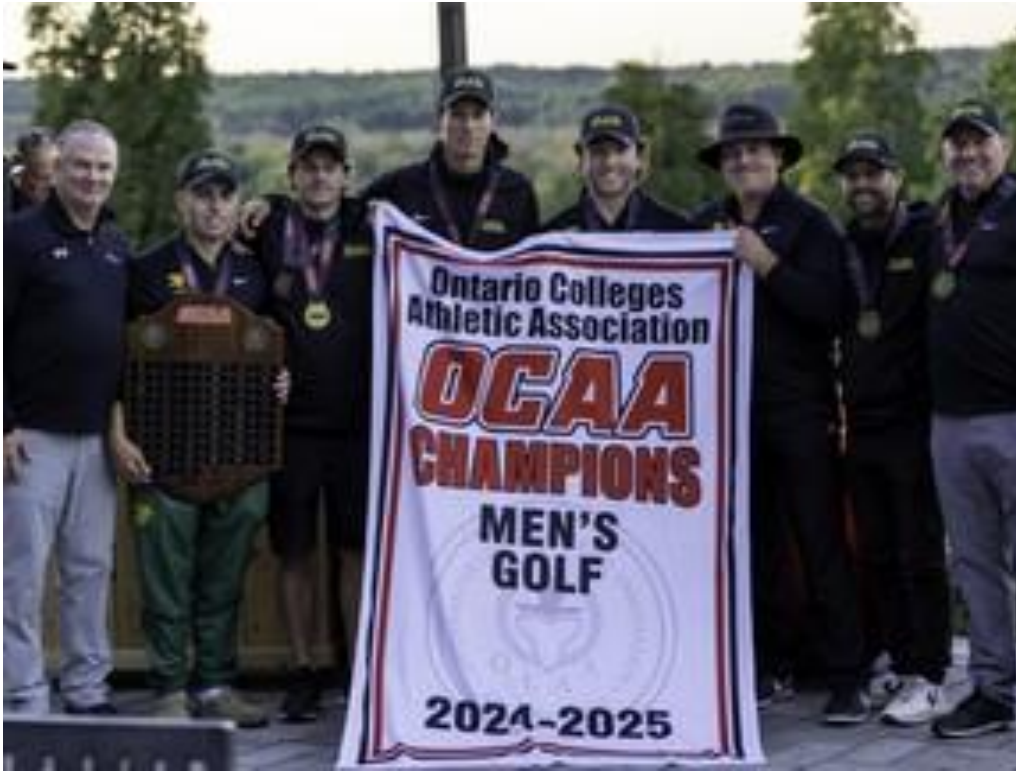
"Our proposals invest in hands-on, job-ready education that trains Ontario's future," she added.

Faculty have long complained about workload, and a report from the Workload Task Force, mandated by Arbitrator William Kaplan in 2022, confirmed their concerns. It said, "all modes of instruction delivery have resulted in workload increases," while partial-load faculty are performing duties outside of their contracts, and counsellors and librarians report unpaid overtime.

The College Faculty Bargaining Team plans to release the results after members cast their ballots.

Saints capture first-ever OCAA men's golf title with Higginbottom grabbing individual bronze

Windsor Star - Oct 03, 2024



From left, Jay Shewfelt, Simon Moir, Spencer Higginbottom, Steve Hill, Cale Marontate, Owen Laverty, David Byrne and Kevin Corriveau celebrate the first-ever OCAA men's golf championship for the St. Clair Saints at the Barrie County Club. (PHOTO COURTESY - DYLAN DICK/GEORGIAN COLLEGE)

It was another historic first for the St. Clair Saints.

For the first time in school history, the Saints captured the Ontario Colleges Athletic Association men's golf team championship in a sport that was first introduced at the provincial level in 1967.

"I'm confident in my players, but golf is a tough sport," said Saints' head coach Kevin Corriveau, who is in his 23rd season. "Some days you have it and some days you don't."

"There are peaks and valleys, but they did a great job."

The Saints erased a seven-shot deficit to vault from third and into the gold-medal spot on the final day of competition on Wednesday at the Barrie Country Club.

"I knew we would be competitive," said Corriveau, who guided the team to its first Division I medal since 2008 last year with a bronze-medal finish. "I was confident in a medal."

St. Clair also produced its first individual medalist since 2008 as well with Spencer Higginbottom, who had the lead after the opening round, taking individual bronze with a three-day total of 11-over par 227.

"He had a chance to win, which is all you ask for going into the last round, but I'm excited for him," Corriveau said. "A great athlete and a competitive one."

Higginbottom closed with a final round of four-over 76 to finish with a three-day total of 227, which was two-shots back of top spot. Higginbottom saw his St. Clair teammates rise to the occasion on Wednesday. First-year golfer Cale Marontate had his best round of the tournament with an even-par 72. Steven Hill, who is in his first season with the team, shot a two-under par 70. Simon Moir and Owen Laverty each closed with an eight-over par 80 score.

That left the Saints with a team total of 56-over par 920. It gave the squad a five-shot victory over Humber and Fanshawe, who tied for second place.

Aside from Higginbottom's medal, Hill finished tied for fifth place overall with a 13-over par 229 total while Marontate was one-shot back in seventh place.

Meanwhile, the duo of Alyssa Cowling and Justine Gorham put the Saints back on the podium on the women's side with a silver-medal performance win the team competition.

"We don't have a third (player) to count, so with the top two scoring, it puts on a little extra pressure," said Corriveau, who also gave credit to assistant coaches Chris Meloche and David Byrne.

St. Clair finished with a total of 506, which left the team 35 shots back of champion Humber, but 25 shots ahead of host Georgian, which took third. It marked the fourth year in a row that the Saints secured the silver medal.

Cowling had three-day total of 31-over par 27 to finish fifth overall. Gorham placed sixth with a total of 43-over par 259.

"I'm excited for the OCAA because (the championship) was competitive," Corriveau said. "We saw some good teams and great players and just happy (the three medals) happened."

The St. Clair men's team, along with Cowling or Gotham, now advance to the Canadian Collegiate Athletic Association National Golf Championship, which will take place Oct. 15-18 in King City.



St. Clair men's golf team wins gold at OCAA Championships

Blackburn News - October 3, 2024

It's a first for St. Clair College.

Its men's golf team came from behind in third place at the OCAA golf championship to win their first-ever tournament gold medal.

The men had a three-day total of 920 (56 over par) on a challenging course at the Barrie Country Club. Georgian College hosted the event.

The Saints were in third place after round two, seven strokes back of Humber and six strokes behind Fanshawe. On Wednesday, the team pulled ahead.

Spencer Higginbottom of Lakeshore led the Saints over three days, shooting 11 over 227. He finished in solo third place in a field of 50 golfers and won the bronze medal.

Steven Hill, also of Lakeshore, shot a 2-under 70, while Harrow's Cale Marontate had his best round of the tournament, shooting an even-par 72.

The other team members were Simon Moir of London and Owen Laverty of Whitby.

Higginbottom, Hill, and Cowling qualified for the 2025 Golf Ontario Amateur Championship. Higginbottom and Hill were also named to the OCAA Men's All-Star Team.

The St. Clair's men's team qualified to compete at the 2024 Canadian Collegiate Athletic Association Golf National Championships in King City from October 15 to October 18.

The women's team won the silver medal.

Alyssa Cowling of Oldcastle finished in fifth place, while Amherstburg's Justine Gorham finished in sixth.

Essex-Windsor EMS not likely to meet all high-acuity response time targets in 2024, but improving

Essex Free Press - Oct 4, 2024

Essex County Council received and approved the 2025 Land Ambulance Response Time Performance Plan for Essex-Windsor EMS during the September 18 meeting.

The report highlighted that in 2024, EWEMS will likely not meet response times for Canadian Triage and Acuity Scale (CTAS) 1 – where there is a threat to life or limb and imminent risk of deterioration – and CTAS 2 – where there is potential threat to life, limb, or function requiring rapid medical interventions.

Improvements – or at the very least no regression – are, however, noted from 2023, Justin Lammers, Essex-Windsor EMS Chief, told County Council.

“These advancements are due to efforts, such as reduced off-load delays at hospitals, ambulance service enhancements, and innovative initiatives – like community paramedicine and the Community Assessment Triage Team,” Lammers said.

“Despite these positive trends, challenges are anticipated as flu season approaches, which historically strain both EMS and the healthcare system as a whole.”

At this time, Essex-Windsor EMS was not requesting changes to the current response time targets and recommended that the current response time targets remain.

This annual report is required under the Ambulance Act, requiring the County of Essex to set target times for urgent responses, categorized by the CTAS, which sets six and eight-minute response times for Sudden Cardiac Arrest and CTAS 1 patients, respectively.

CTAS 2-5 are determined locally.

In it, EWEMS is to respond to:

- Sudden Cardiac Arrests in six-minutes 55% of the time. It reached 59%.
- CTAS 1 in eight-minutes 75% of the time. It reached 70%, which was up 1% from 2023.
- CTAS 2 in 10-minutes 90% of the time. It reached 82%, up 2% from 2023.
- CTAS 3 in 12-minutes 90% of the time. It reached 91%, up from 88% last year.
- CTAS 4 in 14-minutes 90% of the time. It reached 94%, up 2% from 2023.
- CTAS 5 in 14-minutes 90% of the time. It reached 94%, up 1% from last year.

The Report to County Council noted that this year’s response time data was taken up to September 10 of this year.

Any changes to deployment are benchmarked based on the set targets and historical performance, while remaining open to adjustments as the service evolves.

Efforts to strategize with hospital leadership to reduce off-load delays are ongoing, Lammers added.

The 2024 EMS Master Plan will be finalized in November, Lammers noted. This document will include optimal deployment strategies in both resource allocation and future expansion, it notes in the Report to County Council.

Additional priorities will include expanding the Community Assessment Triage Team (CATT) team, ongoing paramedic recruitment, collaborating with St. Clair College to support paramedic education, and improving workplace morale.

In Answering Tecumseh Deputy Mayor Joe Bachetti's question on CTAS 2 being a challenging area and things that can be done in strategizing with health system partners to leverage alternate models of care, Lammers noted CTAS 3-5 are typically low acuity response.

EMS does try to work with partners and hospitals to divert from the emergency department.

CTAS 2 would never be diverted from the emergency department, CTAS 4 and 5 are areas focused on where they can be diverted and not necessarily taking up a bed at the hospital.

"That is what our Community Assessment Triage Team does successfully, about a 60% deferral rate."

Bachetti asked if urgent care clinics were open later if CTAS 4 and 5 patients could use those clinics on their own, allowing ambulances to be available for CTAS 1 and 2 cases.

Lammers noted that members of the public being responsible about using 911 only when it is an emergency and getting to an urgent care clinic on their own would be of benefit. So too would be if ambulances could transport to an urgent care clinic once 911 is called. This, however, is a small number of calls, he added, compared to the CTAS 1-3.

Essex Mayor Sherry Bondy liked keeping the response targets the same, so data can be easier compared from one year to the next.

In addition, County Council provided 2025 pre-budget stretcher procurement approval to proceed with the ordering of 42 PowerPro XT stretchers, for \$1,336,482.

Of that total, \$1,073,934 will be funded from EMS equipment reserves. In addition, \$262,548 will be funded through the 2025 Budget, around half of which the City of Windsor will cover.

Lammers noted they will reach the end of their life cycle by then end of next year.

These stretchers – along with the Striker PowerPro system – aids in the safe loading and unloading for both patients and paramedics, Lammers explained.

Essex-Windsor EMS currently operates a fleet of 42 ambulances, all equipped with Stryker PowerPro XT Stretchers.

He recommended pre-ordering the PowerPro XT, remaining with the current equipment EMS has, as they are slated to be discontinued. Ordering the newer model would cost an additional \$310,658.

CAO Sandra Zwiers noted that Pelee Island and the City also contribute to EMS reserves.

Windsor baseball fans riding high as Tigers continue playoff push



The team celebrating Wednesday, Oct. 2, after advancing to the ALDS for the first time since 2014.

CTV News Windsor - Oct. 5, 2024

The Detroit Tigers are continuing their postseason push after sweeping the Houston Astros in the Wild Card Series — and the excitement is palpable across the Windsor-Essex region.

Saturday afternoon's game against the Cleveland Guardians will mark the Tigers' first appearance in the American League Division Series (ALDS) in 10 years.

Across the river from Detroit, it's no secret Windsor has a dedicated fan base.

"It's a huge Tigers town," said Tristan Bouchat, associate head coach of the St. Clair College men's baseball team. "Kind of like with the Red Wings or the Lions — everybody here loves the Tigers."

Bouchat, who grew up in Windsor, is actually a fan of the Atlanta Braves. Still, he's happy to support Detroit — and he likes their chances.

"You don't see runs like this often," Bouchat said. "You see Cinderella teams make the playoffs as the eighth seed, but not a team that was so far out so late in the season."

Bouchat said the boys on the Saints baseball team are inspired by what the Tigers have accomplished.

"It shows you don't have to have all the skill, but if you come together as a team, come together as one, work hard, and outwork the other teams, you can go far," he said.

The excitement building behind the team among casual fans is undeniable — and the bandwagon is filling up fast.

Sports stores across Windsor-Essex say Tigers gear is flying off the shelves.

When Bob Reaume, owner of Bob Reaume Sports, spoke with CTV News, his store's phone was ringing off the hook.

"Another person just called about a Tigers jersey," he said. "Demand has really spiked."

The Tigers start their best-of-five series against the Guardians in Cleveland at 1:08 p.m. on Saturday.

Bouchat believes they have a shot at making it to the World Series, but he advises fans to enjoy the unexpected ride.

"The biggest thing for all the fans is just to embrace the moment," he said. "It's been ten years since the Tigers have been in the playoffs. They're not just here to be a cute story. They're here to win."

Enrolment up at Thames Campus

Chatham Voice - October 7, 2024



It's been a good fall so far at St. Clair College's Thames Campus, as enrolment numbers are up.

Overall, the college is holding fairly steady with fall enrolment numbers, but officials said there were "significant" increases in Chatham, along with an influx of domestic students.

The largest enrolment spikes are in nursing, personal support, early childhood education, HVAC and electrical techniques and robotics sectors, according to school officials.

Chatham has seen an enrolment jump of 29 per cent, with 1,382 full-time students studying at that campus. The big increase is being driven by strong uptake in PSW, practical nursing, powerline technician, police foundations, and developmental service worker programs.

"Despite the recent announcements of federal restrictions on immigration, our international student enrolment remained very stable. Thanks to having many service supports in place for these global visitors, our visa allocations were largely untouched. We're also very excited by the large increase in enrolment at our Chatham campus, made up of both domestic and international students," college president Michael Silvaggi said in a media release.

Migration Fest To Receive \$25K From St. Clair Alumni

Kingsville Times - October 8, 2024



&



The Jack Miner Migratory Bird Foundation is pleased to announce St. Clair College Alumni Association's 5-year event sponsorship of Jack Miner's Migration Festival totalling \$25,000.

This new funding support will enhance the Sanctuary's ability to deliver one of Windsor-Essex's most beloved free family-friendly annual festivals, Migration Festival, which serves as a celebration of migration, heritage, nature conservation, and famous pioneer naturalist, Jack Miner.

This year's 2024 festival events, taking place on Saturday, October 19, 2024, and Sunday, October 20, 2024, at the Jack Miner Migratory Bird Sanctuary in Kingsville, ON (332/360 Road 3 W, Kingsville) include:

- Tours of Historic Buildings;
- Nature-Themed Crafts, Activities, and Scavenger Hunts;
- Retriever Demos put on by the Essex Hunting Retriever Club;
- Artist Vendors Market (15+ vendors) hosted by Arts Society of Kingsville (ASK);
- Birds of Prey shows delivered by The Canadian Raptor Conservancy featuring eagles, owls, and hawks;
- 15+ Weekend Food, Goods, and Crafts Vendors;
- Straw Maze;
- Trout Pond;
- Food Trucks, 5+ Local Breweries, Live Music (Sat, 12PM -10PM);
- Annual Pancake Breakfast (Sun);
- Annual Car Show (Sun);
- Other Off-Site Events and Activities Hosted by the Town of Kingsville.

We're honoured to partner with the St. Clair College Alumni Association on Migration Festival, an event that attracts WindsorEssex families and countless others who live beyond the boundaries of our county," says Matthew Olewski, Executive Director of the foundation.

"Their sponsorship of this event demonstrates support for rural communities, in particular one whose identity is entwined with the legacy of Jack Miner."

Discover historical exhibits in the Jack Miner Museum and homestead, walk 5 kms of trails in Kennedy Woods, explore interactive children's activities in the Jack Miner Learning Centre, and soak in the rich history of the Sanctuary by walking our new self-guided tour!

The Jack Miner Migratory Bird Foundation invites everyone to come out and enjoy a weekend of fall season family fun! All donations go to the Foundation, a local registered non-profit, to pursue its mandate: A dedication to the conservation legacy of Jack Miner offering a sanctuary for migratory birds in a natural, educational, heritage environment for the benefit and enjoyment of current and future generations.

Former Y open for foreign students

The Chatham Voice - October 9, 2024



Mahik Uppal and Lynn O'Brien are seen in front of one of La Residence Chatham's student lounges. The former YMCA on King Street in Chatham is home to 160 international students studying at St. Clair College.

After being repurposed into housing for international students, Chatham's former YMCA has a fresh start.

Leased by St. Clair College from the Everlast Group, run by developer Victor Boutin, La Residence Chatham is now home to 160 students from around the world.

Completed in August, the building opened in September, according to Lynn O'Brien, property manager for Boutin Management.

O'Brien, who is responsible for assigning rooms, has nothing but praise for the new tenants.

"They're wonderful young people," said O'Brien. "Very gracious, very polite. The cultural diversity is amazing and it's wonderful to see."

Most of the apartments are two levels, with a kitchen and living area on the main floor. Stairs lead to an upper loft which includes two bedrooms, each with a window, as well as a shower room and a bathroom. The building is co-ed but roommates must be of the same gender. All told, there's space for 200 students.

Ron Sequin, a senior advisor to St. Clair College president Michael Silvaggi, said La Residence Chatham is a great location for students.

According to Sequin, the new residence is safe, stylish and clean, with its close proximity to the police station, shops and restaurants in the core.

"Students love being downtown," he said. "They prefer to be near stores and restaurants and it's turned into a wonderful, vibrant location. Their parents feel good about it when their kids come to Chatham."

All told, St. Clair College has 16,700 students enrolled at its Chatham, Toronto and Windsor campuses. That includes 4,400 international students altogether, with 500 among the 1,300 students attending the Chatham site.

Boutin purchased the old YMCA eight years ago with plans to develop it. However, the project, completed in three phases, was sidelined by the pandemic and took longer than expected.

The all-white interior is built with cement blocks and features an epoxy floor. The revamped structure also includes two study rooms, a laundry room, two meeting rooms and a space that may eventually become a cafeteria or coffee shop.

One of the unique features of La Residence Chatham is a flood-protection wall on three sides of the building.

La Residence Chatham is the second student residence operated by Boutin Management. The company owns La Residence Ridgetown and leases it to the University of Guelph/Ridgetown Campus to house students.

The company operates five properties in Chatham-Kent including the Boardwalk on King Street in Chatham.

The developer said he's pleased with the project.

"I'm very happy with it," Boutin said. "We've got some nice kids there."

Dragons' Den Star And Partnerships Highlight Day Of The Girl Breakfast

WindsoriteDOTca News - Wednesday October 9th, 2024,



Photos: Build A Dream 2023

Building dreams, a familiar Windsor organization is Celebrating the International Day of the Girl.

Helping girls and gender-diverse individuals reach their limitless potential, national non-profit **Build a Dream** has something special planned. On Thursday, October 10th from 8:00to 11:00am at St. Clair Centre for the Arts (located at 201 Riverside Drive West,) the organization will host its fifth annual International Day of the Girl Breakfast. As one of their signature events, this breakfast reinforces Build a Dream's mission to empower underrepresented groups in sectors where diversity is still a challenge. The event will bring together community leaders, industry influencers, and change makers to discuss the unique barriers women and gender-diverse individuals face in their career journeys.

The gathering also underscores the tangible community impact of Build a Dream's programs and partnerships. It promises to be a first-hand account of why workplace diversity matters.

The highlight of the breakfast will be a keynote address from renowned speaker, Manjit Minhas, who will share her own insight.

"Manjit Minhas was chosen as the keynote speaker because her journey of resilience, determination and entrepreneurship aligns with our core values," said Build a Dream's Manager of Public Affairs, Stacey Noronha. "As a successful entrepreneur and long-time Dragon on CBC's Dragons' Den, she has overcome significant challenges navigating her way in spaces that lacked both racial and gender diversity. She embodies the spirit of our **#TakeYourSpace campaign** and will undoubtedly inspire our audience."

Like Build a Dream, Minhas challenges workplace gender norms and has done so in the male-dominated brewing industry. Transitioning from petroleum engineering student to successful businesswoman, her journey mirrors the organization's commitment to breaking down barriers for women and creating opportunities for them to thrive.

"Just as [Minhas'] career showcases the power of diversity and perseverance, Build a Dream focuses on opening doors for women in fields where they have been historically underrepresented," added Noronha. "We both believe in creating environments where women can thrive and her story complements the mission we are so passionate about — empowering the next generation to pursue their dreams without limitations."

As a direct result of the organization's initiatives, career paths in skilled trades and STEAM (science, technology, engineering, arts, and math) have become more accessible to young women and gender diverse individuals. By demystifying these traditionally male-dominated sectors, the organization has fueled significant growth in skilled trades such as carpentry, electrical work and millwrighting, while also driving participation in STEAM fields like engineering and technology.

Given this success, it's something Build A Dream wants to expand on further.

“While these sectors have seen a noticeable increase in female participation, we still see gaps in fields like advanced manufacturing and construction,” said Build a Dream’s President and Founder, Nour Hachem. “We’re working to develop new partnerships that will allow us to further support women as they enter the workforce with our career support services and mentorship programs.”

The Day of the Girl breakfast also serves as a platform to celebrate the contributions of key partners whose support has been instrumental to the organization’s mission. St. Clair College, NextStar Energy, ENWIN Utilities, Unifor Local 444, NFP and WeTech Alliance are all set to be recognized for championing diversity in their respective industries.

“Our partnerships in Windsor-Essex have grown tremendously over the past five years, with increased engagement from local industries, educational institutions and community organizations,” said Hachem. “Partners like St. Clair College and Enbridge have been influential in expanding opportunities for young women in non-traditional fields. These partnerships have allowed us to provide better access to resources, mentorship, career exploration and training programs. They’ve directly impacted local families by offering girls the tools they need to explore and pursue fulfilling careers in skilled trades, STEAM and other underrepresented fields. The ripple effect is clear: we’re seeing more interest from young women in these sectors as well as a growing support network for them.”



In 2024, these partnerships helped Build a Dream launch several new initiatives. This includes the national You’re Hired! Roadshow, which connects job seekers with employers in skilled trades and STEAM and the Dream & Build conference, which focuses on career development, retention and advancement for women in the trades. Additionally, the Introduction to Millwrighting program, launched in partnership with the Millwright Regional Council last spring, has seen significant success.

In turn, it’s allowed more women the opportunity to join the highly skilled millwright community. “Our second cohort was just launched in Windsor this month, with the third one set to begin in November in conjunction with Bruce Power in Tiverton, Ontario,” added Hachem. “The impact of these initiatives has been substantial as we directly help young women enter industries in which they’ve traditionally been underrepresented. We plan to continue working with our partners to scale these programs nationally with a focus on engaging more regions and industries as we grow.”

Looking further ahead, Build A Dream has ambitious plans for 2025. The You’re Hired! Roadshow will expand across Canada along with their Dream & Build Conference, providing more spaces for women to network, connect and grow in their fields. The organization’s mentorship and networking programs will also be scaled up and new apprenticeship-style training opportunities will be created.

Benefitting everyone, it’ll provide more young women with real entry points into a range of careers.

“The most important reason to introduce girls to fields they may not have had a chance to pursue or explore is to ensure that every girl has the opportunity to realize her full potential, regardless of societal expectations or barriers,” said Nour Hachem. “By introducing girls to careers in fields like skilled trades and STEAM, we empower them with the knowledge and confidence to pursue fulfilling, well-paying jobs. In the short term, this helps address immediate talent gaps in industries facing labour shortages. In the long term, this contributes to the development of a diverse, innovative workforce that benefits from a wider range of perspectives, driving progress and economic growth for all.”

Though this year’s Day of the Girl Breakfast is sold out, those interested in supporting Build a Dream’s mission can contribute through donations, partnerships or volunteer opportunities. Every contribution plays a vital role in expanding programs and creating opportunities for young women and diverse individuals across Canada.

“I would love for people to know that beyond our events and programs, Build a Dream is part of a larger movement that aims to create opportunities for individuals to reach their true potential,” said Stacey Noronha. “We are working to shift mindsets, change narratives and create a future where every girl and gender-diverse individual can pursue their dream career without limitation. The work we do is not just about getting women into jobs; it’s about helping women live a life where they reach their full potential in an inclusive, equitable future which makes the world a better place for everyone.”

For more information on Build a Dream and their programs, those interested can visit their [website](#).

Former Windsor firefighter George Copeland dead at 64



Former Windsor firefighter George Copeland, who was severely injured in a 2007 fire truck rollover collision, has died at the age of 64. (Source: Conroy Copeland)

CTV News Windsor - Oct. 13, 2024

A former Windsor firefighter who stayed active in the community despite being paralyzed in a fire truck rollover nearly two decades ago has died.

George Copeland joined Windsor Fire and Rescue Services with the class of 1993.

He suffered a spinal cord injury when the fire truck he was driving crashed near the Ambassador Bridge in 2007.

Three other firefighters were injured in the crash but returned to work after a few months.

Since the accident, Copeland used a wheelchair for mobility.

“He was well-respected among his peers as a firefighter and acting captain for Windsor Fire,” said deputy fire chief Jamie Waffle in a statement.

In 2015, Copeland was inducted into the Ontario Colleges Athletic Association Hall of Fame, recognized as one of Ontario’s best college basketball players in the 1980s.

He was named a provincial all-star in each of the three seasons he played for the St. Clair College men’s basketball team, scoring 1,676 career points — the sixth highest in the school’s history.

His best season came in 1983-84, when he averaged 18.5 points per game, scoring 443 points.

According to St. Clair’s website, Copeland was named student-athlete of the year and was quickly inducted into St. Clair’s Hall of Fame after graduation.

Conroy Copeland said his brother remained “an active member and influence in the Windsor community” well after the accident.

“He was always giving back, and we’re proud of the wonderful impact he made. It was a large source of joy for him to work with others,” said Conroy in a statement to CTV News.

George Copeland was 64 years old.

Province announces \$1.24-million investment for WESP training

AM800 CKLW - October 14, 2024



The Ontario government announced they are investing up to \$1.24-million over three years through the Women's Economic Security Program to provide skilled trades training for low-income women in Windsor. Oct. 11, 2024.

A large investment through the Women's Economic Security Program (WESP).

The Ontario government announced they are investing up to \$1.24-million over three years to the program to provide skilled trades training for low-income women in Windsor.

This investment will support the Industrial Mechanic Millwright CNC Pre-Apprenticeship Program for Women delivered by Women's Enterprise Skills Training of Windsor in partnership with St. Clair College - with the most popular skilled trade being welding.

The Women's Economic Security Program offers training in four streams including skilled trades, entrepreneurship, information technology, and general employment.

Andrew Dowie, MPP for Windsor-Tecumseh, says this helps create real career opportunities.

"There are careers waiting for each of these students, I can tell you that for a fact. Industry tells me all the time they are so short people, and they are looking for those that really have the confidence in their abilities, and that's exactly what they're going to get here as part of this program."

Rose Anguiano Hurst, Executive Director of Women's Enterprise Skills Training of Windsor, says 400 women have used this program, showcasing its success.

"We like to say a big part of what we do, the success is based on partnerships. So we have the partnership with the college, the partnership with labour, and the partnership with industry. We couldn't do this, and have this success, this longevity of success without these strong partners."

Hurst says this offers new opportunities for women.

"Instead of looking at traditional workplaces - banking, retail, hospitality - this fit the needs for so many. It not only fit the needs for the learners as women who need to earn and make money, and survive, but it also helps meet the needs of local industry when we always here about the skilled trade shortages."

The training programs also include additional supports such as providing meals throughout the training day, transportation to and from training, and support finding child care.

Through the program women who have experienced or are at risk of intimate partner violence, can also access wraparound supports, including referrals to mental health and well-being supports, counselling, housing, and legal support.

Loved ones remember former Windsor firefighter, college basketball star who died over the weekend

George Copeland died on Saturday at the age of 64

CBC News · Oct 15, 2024



Head and shoulders shot of George in what appears to be an open concept home with a kitchen counter on one side of him in the background and a living room sofa on the other.

George Copeland was inducted into the Ontario Colleges Athletic Association Hall of Fame in 2015. (Tony Doucette/CBC)

Friends and family members of a former Windsor firefighter and college basketball star, who died over the long weekend at the age of 64, say they'll remember him as a positive, larger-than-life personality who greeted adversity with acceptance.

George Copeland died of complications related to a spinal cord injury he sustained in 2007, when the fire truck he was driving flipped on its side near the approach to the Ambassador Bridge, his older brother said.

Copeland was both strong-willed and inspirational, Conroy Copeland told CBC.

"I will always remember him as that strong fighter throughout his injury and for the things that we did together prior to his injury," Conroy said.

"He was an incredible person. That is for sure."

Star college basketball player

Copeland was inducted into the Ontario Colleges Athletic Association (OCAA) Hall of Fame in 2015 in recognition of his three seasons with St. Clair College from 1981 to '84.

He scored 1,676 career points, was voted an OCAA all-star three times and was named the St. Clair team MVP in his final two seasons, according to St. Clair's website.

He averaged 18.5 points per game in the 1983-84 season, was named student athlete of the year at St. Clair College and was inducted into St. Clair's Hall of Fame after graduation.

He joined the fire department in the early 1990s, according to Steve LaForet, the fire chief for the City of Windsor.

He had an infectious personality and was always in a good mood, LaForet said.

"I don't think there's anybody that worked with George that didn't like working with George," he said.

"He lit up a room."

Michael Stroud, a captain with Windsor Fire and Rescue who was a member of the honour guard with Copeland, said he had a big, boisterous laugh and was always teasing the new recruits.

"He always wanted the new guy to have his tea and toast ready," Stroud said.

George Copeland to be inducted into Ontario athletic hall of fame

"But, you know, in a fun loving way."

Stroud recalled the March 2007 day of Copeland's accident as "a weird day" when the weather fluctuated from sunny to snowy.

"They hit some ice, and it was a real fluke, freak accident," he said.

Copeland suffered a spinal cord injury and required the use of a wheelchair afterwards.

'He was a fighter'

He told CBC in 2015 that it was an adjustment, but he had accepted the changes the accident had brought to his life.

"My motto is, 'Live the day' because, like I said, you don't know what's going to happen tomorrow," he said in that interview.

Stroud recalled Copeland "was just so upbeat" in the aftermath of the accident.

"He was a fighter. He fought through it. He was always happy. He was always smiling. I don't know how he did it," he said.

Conroy said he'll remember his brother as a person who was always there for him whenever he needed help.

"I miss him already every day," he said.

"He was a wonderful individual, and he was a pillar in the community for sure."



woman in skilled trades © Can Stock Photo / monkeybusiness

Provincial funding to empower low-income women in skilled trades training

BLACKBURN NEWS - OCTOBER 15, 2024

Over the next three years, up to \$1.24-million will flow from the Ontario government to the Women's Economic Security Program, also known as WEST.

The funding will support low-income women who want a career in the skilled trades. WEST, partnered with St. Clair College, offers the Industrial Mechanic Millwright CNC Pre-Apprenticeship Program.

"The Women's Economic Security Program empowers women to achieve financial independence by breaking down barriers to career training opportunities," said Associate Minister of Women's Social and Economic Opportunity Charmaine Williams.

WEST offers skilled trades, entrepreneurship, information technology, and general employment training. The programs include additional support by providing meals throughout the training day, transportation to training and help finding child care. Those who have experienced intimate partner violence can get referrals to mental health and well-being support, housing, and legal support.

"Together, with the support of the Ontario government, this program is transforming lives by removing barriers and creating pathways for women to enter the skilled trades," said WEST executive director Rose Anguiano Hurst. "The Industrial Mechanic Millwright CNC Pre-Apprenticeship Program for Women not only opens doors to economic empowerment but also addresses the growing demands of the local labour market. By equipping women with the necessary skills and opportunities, this life-changing program is fostering greater gender diversity in traditionally male-dominated industries, creating a more inclusive workforce, and driving sustainable economic growth."

A total of 25 programs across the province will share up to \$26.7-million over three years. The investment is part of Ontario's four-year action plan to prevent and address gender-based violence.

Funding to help women in Windsor get jobs



The Welcome to Windsor sign on Riverside Drive in Windsor, Ont., on Sunday, May 3, 2020. CTVNewsWindsor.ca Oct. 15, 2024

Investments are being made to help women in Windsor get jobs.

Women's Enterprise Skills Training of Windsor in partnership with St. Clair College will get \$1.24 million over three years, to provide skilled trades training for low-income women.

"I'm proud to see our government's continued support for women's economic security through this investment in partnership with Women's Enterprise Skills Training of Windsor and St. Clair College," said Windsor-Tecumseh MPP Andrew Dowie. "The Industrial Mechanic Millright CNC Pre-Apprenticeship Program for Women is a tremendous opportunity for women to build both their career and their independence in an incredible line of work."

The goal of money from the provincial government is to, "Provide career training opportunities for women, helping them gain the skills, knowledge, and experience they need to find a job, start a business and achieve financial independence," read a statement.

Women interested in the program can visit [Ontario.ca/women](https://ontario.ca/women).

St. Clair College golfers competing in CCAA Golf National Championship



The St. Clair College women's and men's golf teams are in King Township, Ont. Oct. 15, 2024, to take part in the 2024 CCAA Golf National Championships being hosted by Humber College.

CTVNewsWindsor.ca - Oct. 15, 2024

Both the women's and men's golf teams from St. Clair College are in King Township this week to take part in the 2024 CCAA Golf National Championship.

Being held by Humber College, the practice round took place Monday with the first of four scheduled rounds starting Tuesday at Red Crest Golf Club.

"I am very thankful and excited to once again have the opportunity to be here representing our college, our community and the OCAA at this level with both our teams. They are a wonderful group of student athletes, and I am very proud of not only their efforts in our sport of golf but more importantly, their character as people and student athletes," said Head Coach Kevin Corriveau.

This will be the second time in a row that the St. Clair men's team have qualified for Nationals since 2008.

There are 11 teams competing from across Canada — five men play for each team with the top four scores counting each day.

The Saints men finished in fourth place at last year's Nationals. The men's team includes Spencer Higginbottom from Lakeshore, Tecumseh Vista, Steven Hill from Lakeshore, St. Anne's, Simon Moir from St. Thomas Aquinas in London, Cale Marontate from Harrow, Kingsville, and Owen Laverty from Whitby, Brooklin.

Alyssa Cowling from Oldcastle, Villanova and Justine Gorham from Amherstburg, L'Essor, will be taking part in the women's event which is an individual and conference competition.

The Saints golf team is ranked 3rd in Canada heading into the Championships.

Body slam! Windsor hosts first showdown in Maple Leaf Wrestling revival

Windsor Star - Oct 15, 2024



Wrestler Josh "The Walking Weapon" Alexander hoists Dan Pizzano, aka El Reverso at the Border City Wrestling gym in Windsor on Tuesday, October 15, 2024. Both will compete in the upcoming MLP Forged in Excellence event in Windsor. Photo by Dan Janisse /Windsor Star

An upcoming professional wrestling event in Windsor promises a raucous showdown that's as Canadian as maple syrup and poutine.

Following his departure from his role as president of TNA Wrestling earlier this year, Windsor-born promoter Scott D'Amore is resurrecting the Canadian wrestling giant, Maple Leaf Wrestling.

Under a new, but similar name, Maple Leaf Pro Wrestling's comeback will begin at a debut live show, Forged in Excellence, hosted at St. Clair College in Windsor, showcasing what is being billed as some of the world's top pro wrestlers.

"I think it's long overdue for Canada to have its own premier wrestling company that gets showcased on a worldwide market," said D'Amore.

"A Canadian-based promotion company that focuses on giving opportunities to Canadians to showcase their talents with some of the very best from around the world, is certainly needed, because it's so hard for Canadians to get opportunities."

Founded in 1930, Maple Leaf Wrestling made a name for itself drawing thousands of fans to events at famed venues like Toronto's Maple Leaf Gardens. Under the guidance of founder Jack Corcoran, and later John and Frank Tunney, it thrived for decades.

"It's such an important historic brand," said D'Amore.

“When Maple Leaf Wrestling started in the early 1930s, Maple Leaf Gardens quickly became one of the premier venues for wrestling. Multiple times a month, sometimes as often as weekly, it featured all of the biggest stars from wrestling around the world.”

However, the Canadian promotion company folded soon after it was acquired by Vince McMahon and the American World Wrestling Federation promotion in 1984.

Nearly four decades later, Maple Leaf makes its big return, bringing about 40 to 50 pros from Canada and around the world into the ring, said D’Amore, including two-time world champion Josh Alexander, current X-Division title holder Mike Bailey, and Gisele Shaw.

St. Clair College graduate Bhupinder Gujjar, who trained in India under former WWE world champion The Great Khali, and who has since competed on the TNA Wrestling roster, is also slated for the upcoming showdown.

D’Amore chose Windsor as the location for the debut event to highlight the city’s rich wrestling scene on the world stage. Through Border City Wrestling, the Windsor native has been a key player in bringing major talent to Windsor over the years, including Edge, Bret Hart, Mick Foley and, in 1998, Dwayne (The Rock) Johnson.

“Windsor, historically, is such an unbelievable wrestling town,” D’Amore said.

“I think this is an opportunity to showcase what Windsor is to wrestling fans around the world. We started to develop a reputation that Windsor is considered one of the places that has the best wrestling fans, the loudest wrestling fans, a place where the buildings are always full, the crowds are always loud.”

Forged in Excellence Tickets

Tickets for the two-day showdown at St. Clair College on Oct. 19 and 20 are available at mlpwrestling.com. General admission for both nights is \$43, while a single-day ticket is \$32. Front and second-row tickets are sold out.

For those unable to attend in person, the event will be broadcast live on Triller TV. A link to the streaming service is available on the Maple Leaf Wrestling [website](#).



St. Clair College men's golf coach Kevin Corriveau. Image courtesy St. Clair College Athletics.

St. Clair College golf coach takes top national recognition

Blackburn News - October 16, 2024

The golf coach at St. Clair College is being honoured for guiding the team to historic heights.

The Canadian Collegiate Athletics Association (CCAA) named Kevin Corriveau its Coach of the Year for the second straight year, at the National Golf Championship banquet held Tuesday night in King City.

"As a multiple winner of this award, Coach Corriveau's yearly dedication and passion for collegiate golf is evident both on and off the course," said CCAA Golf Governor Bob Murray. "He has coached the Saints men's and women's teams to success this year and grown the sport collegiately in his conference and on the national scene."

Corriveau coaches both the men's and women's squads. The Saints' men's team won its first ever gold medal at this year's OCAA Championships. The women's team picked up a silver medal.

"Kevin is an outstanding coach but an even better person," said St. Clair College Co-Athletic Coordinator Jay Shewfelt. "His influence on the program and the broader community is unmatched. He continues to strive for success both on and off the course."

Corriveau's achievements this year were not limited to Windsor-Essex links. He also guided Team Canada to a silver medal at the 2024 FISU World University Golf Championships in Finland, Canada's best finish in ten years.

Off the course, Corriveau is heavily involved in helping new players develop their game skills, volunteering at clinics and junior golf camps. He is also a certified referee with Golf Ontario.