

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

**MINUTES OF THE**

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

Held virtually on May 25, 2021 at 5:30 p.m., in Windsor, ON

**Present:**

Mr. K. Beaudoin  
Mr. W. Beck  
Ms. T. Bendo  
Ms. M. DeSchutter  
Ms. P. France, **President**  
Ms. N. Jammu-Taylor, **Chair**  
Ms. R. Khosla  
Ms. J. Piccinato  
Mr. A. Provost  
Mr. R. Renaud  
Mr. G. Rossi  
Mr. C. Seguin  
Mr. E. Sovran, **Vice Chair**  
Mr. A. Teshuba  
Ms. M. Watters  
Ms. T. Wonsch

**Regrets:**

Mr. J. Parent

**Also Present:**

Ms. K. Adams, Board Secretary  
Mr. M. Beale, President, SSAA  
Mr. E.P. Chant, Editor, SAINT, Student Newspaper  
Mr. J. Fairley, Vice President, College Communications & Community Relations  
Ms. C. Gatto, Director, College Recreational Services  
Mr. W. Habash, Vice President, Academic  
Mr. B. Jones, Retirees' Association Observer  
Mr. M. Jones, Vice President, Finance & Chief Financial Officer  
Ms. S. McLelland, Retirees' Association Observer  
Mr. R. Nicoletti, Executive Director, President's Office, Corporate Secretary & Ministry Compliancy  
Ms. K. Parrinello, Support Staff Observer  
Mr. C. Pyne, Manager, Institutional Data and Enterprise Analytics  
Mr. R. Seguin, Vice President, International Relations, Training & Campus Development  
Mr. S. Sharma, President, SRC  
Mr. J. Sirianni, Vice President, Human Resources, Safety & Facilities Management  
Mr. G. Vratsidis, Faculty Observer

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'**.

Ms. N. Jammu-Taylor 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 April 27, 2021 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 April 27, 2021 meeting.

### **3.0 Saints Student Athletic Association Annual Report**

The Board Chair welcomed Mr. Michael Beale to provide the Board with the Saints Student Athletic Association annual presentation.

- Mr. Beale noted that the Saints Student Athletic Association (SSAA) became incorporated in February 2020 and that this was the first fiscal year of incorporation. This allowed the Board the opportunity to add three new positions: Director of Varsity, Director of Sport and Treasurer.
- As a result of COVID-19, there was no Varsity season for the 2020-2021 academic year but the Board is hopeful and looking forward to 2021-2022.
- The College, SSAA and SRC celebrated the opening of the new Sports Park with a ribbon-cutting ceremony held on November 17, 2020, offering a state-of-the-art stadium for football and soccer, indoor tennis centre and softball diamond.
- The SSAA Board was diligent throughout the year, battling the many challenges brought on by COVID-19 and being adaptable to best serve students in the safest ways possible through the following events and initiatives:
  - Mental Health Initiatives.
  - Student Engagement.
  - Saints Sports Talk – Board members interviewed Varsity coaches and athletes.

- In-Person Sporting Events:
  - Golf Tournament at Woodland Hills Golf Course.
  - Soccer and Football Kick-Off.
  - Speed Dribbling Basketball.
  - Serve Accuracy Volleyball.
  - Tennis Tournament at the Zeckleman Tennis Centre.

2021-2022 Saints Student Athletic Association:

Michael Beale, President  
 Sydney Shewell, VP of Varsity  
 Swapnil Ahmed, VP of Intramurals  
 Christian Seguin, Treasurer  
 Rya Cowan, Director of Marketing and Promotion  
 Drew Howson, Director of Marketing  
 Directors of Sport: Luula Ali, Peyton Huston, Matteo Palumbo, Jalen Harmon and Javonte Mitchell  
 Directors of Varsity: Jaclyn French, Ashley Brill and Kersten Mary-Skilton

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

The President took the opportunity to personally thank Mr. Michael Beale and Ms. Sydney Shewell for their participation in the monthly Student Executive meetings. She noted that they have been invaluable in providing the Senior Operations Group with the student voice as we work through the pandemic. She thanked Mr. Beale, Ms. Gatto and the team for their dedication and working to engage the students.

The Board Chair also thanked the SSAA for their support of the students and acknowledged Ms. C. Gatto, Director, College Recreational Services for her virtual attendance at the meeting.

The SSAA Annual Report Power Point Presentation is attached to the minutes as Item #3.0.

#### **4.0 Constituent Reports**

##### **Retirees' Association**

The Board Chair welcomed Ms. S. McLelland, incoming President of the Retirees' Association, to the meeting.

Mr. B. Jones reported the following on behalf of the Retirees' Association:

- The Retirees' Association Annual General Meeting was held virtually on May 5, 2021:
  - President France provided a comprehensive College update for the retirees.
  - The election for three executive positions was held at the AGM and the elected officials are Ms. Sue McLelland, President, Ms. Kelly Bevan, Vice President and Mr. Dolph Barsanti, Treasurer.
  - Mr. Pat Hallahan will be leaving the Retirees' Association Executive and was recognized for his many years of service in various positions.
  - Committee Chairs will be appointed at the upcoming Executive meeting.

- A suggestion was made that the Retirees' Association's financial statements be distributed in the newsletter prior to the 2022 AGM.
- The Retirees' Association will continue to provide virtual access for future meetings, allowing all members who cannot attend in-person to participate.
- All retirees are invited to submit dessert recipes via email through the month of June with a prize draw for four of the submissions. These recipes may be used in the future to create a recipe book fundraiser.
- A suggestion was made to have a College Campus Tour as part of the 2022 AGM, with a bus to transport all participants between sites.
- A Retirees' Executive orientation will be held on June 1, 2021.

### **Student Representative Council (SRC)**

The Board Chair welcomed Mr. Shubham Sharma, new SRC President, to the meeting.

Mr. S. Sharma reported the following activities and initiatives:

- The new SRC Executive has begun its term and continues to provide programming for the Spring/Summer semester with some adjustments for the reduced student numbers.
- Griff's Grab and Go has moved to the Student Life Centre because of ongoing construction in the College cafeteria and will continue to provide beverages and food for staff and students on campus. All other food services remain suspended until further notice.
- The SRC has partnered with St. Clair College's Alumni Association and Shala Yoga and Meditation Studio to offer twice weekly yoga classes. Students, staff, retirees and alumni are welcome to attend.
- The SRC will be soon be launching its new website, including an online store. Through the website, the SRC online virtual platform will continue to host online events for students.
- The SRC will continue to collaborate with the College's Student Services Department, TSI and Canadian Mental Health Association (CMHA) to align their efforts towards strategies for supports and enhanced services for students.
- Food Frenzy Friday continues with the SRC featuring a local food service or restaurant that offers take-out or delivery. Each Friday, a Board member shares their meal experience on the SRC's social media channels.
- A call for applications for Class Representatives has been distributed for the Spring semester. The deadline for applications is Tuesday, June 1, 2021.
- The new SRC Board will complete their training May 25 – May 27, 2021. The training introduces the new Board members to SRC staff and allows for brainstorming sessions to develop their leadership roles.

- Some of the upcoming activities include:
  - On June 1, 2021 SRC President and College President France will be raising the Pride flag.
  - On June 2, 2021, the SRC is partnering with eight other Ontario colleges to present “An Evening With Jonathan Van Ness”, a host on the television show Queer Eye.
  - Career Services workshops.
  - Training for upcoming Grade and Academic Conduct appeals.

Mr. Sharma thanked the Board of Governors, Senior Operations Group, SSAA and TSI for welcoming the new SRC Board.

### **Support Staff**

Ms. K. Parrinello reported the following on behalf of the Support Staff:

- OPSEU Local 137 and the College hosted a fundraiser dinner for support staff member Ms. Vicky Downes on Wednesday, May 19 and Thursday, May 20. St. Clair College.Centre for the Arts prepared chicken with pasta dinners for pick-up. Local 137 also provided a \$500 donation to the fundraiser.

### **Faculty**

Mr. G. Vrantsidis noted that there was nothing to report on behalf of the Faculty at this time.

## **5.0 President’s Report**

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

Ms. France noted that the President’s Report was distributed by email and has been posted to the Board portal. She outlined the events and initiatives that have occurred since the last Board meeting:

- The President and Board Chair participated in a meeting with the Office of the Auditor General of Ontario (OAGO) on Monday, May 17, 2021. As was mentioned at the April Board meeting, the OAGO is meeting with every college President and Board Chair. This meeting was a “Value for Money” audit that is conducted regularly by the OAGO in areas that relate to provincial government programs. The OAGO is currently conducting A “Value for Money” audit with the colleges and Private Career Colleges in Ontario. The College was also informed at the meeting that St. Clair is one of four colleges selected for an in-depth audit, with a prioritized preliminary information request containing more than 45 items.
- With a focus on the concerns surrounding mental health as a result of the pandemic, the President wanted to make the Board aware of an initiative being funded by the Ministry of Health. Breaking Free Online (BFO) is an evidence-based wellbeing and recovery support program. BFO is an online tool which is augmented by a supporting smartphone app. It is around the clock support for our students with substance abuse issues. St. Clair College is currently promoting this online support mechanism that assists clients in self-managing a broad spectrum of substances.

- The virtual site visit as part of the Quality Audit has been scheduled for June 15 – June 17, 2021 and the agenda is being finalized. College administration has prepared a presentation as a training tool to educate the Senior Operations Group, the Associate Vice Presidents and all interview participants on the CQAAP Audit process and the College's Self-Study submission.
- The total enrolment for Spring 2021 has reached 7,595, an increase of 972 students over Spring 2020 and record enrolment for the Spring semester. This can be primarily attributed to the College's efforts to increase semester one enrolment. Spring 2020 fell significantly short from semester one enrolment projections as a result of the pandemic.
- There are currently twelve international students completing their quarantine requirements. The arrival protocol continues to be suspended for countries where the Federal government has suspended flights and has now been extended to June 21, 2021. Colleges have also been notified that the 7-10 day testing is no longer required as the federal government's mandated testing protocol is sufficient.

The President also held a meeting with the Ministry at which she explained her concerns surrounding the extension in the suspension of flights. This is resulting in a bottleneck as students enrolled in Winter 2021, Spring 2021 and Fall 2020 have not yet all been able to travel to Canada. There are not enough accommodations in the Windsor area to follow the current SOP, in a centralized location. The MCU was very understanding and supportive of the President's concerns. College administration is currently working on revising the current SOP to add capacity, which will be submitted to the Ministry for approval.

- The 30<sup>th</sup> Anniversary of the Business Excellence Awards was held virtually on Thursday, May 20, 2021. President France announced the winner of the Large Company of the Year Award, which was sponsored by St. Clair College and was awarded to Cavalier Tools.
- President France provided a presentation at the Retirees' Association's Annual General Meeting, held virtually on Wednesday, May 5, 2021. The presentation provided an update on the College's activities over the past year. The President also thanked the outgoing members of the Retirees' Association Executive, including President Kathy Dupuis. She also welcomed the incoming members of the Executive, including new President Sue McLelland.
- The Chatham-Kent Chamber of Commerce held the Mayor's Annual Address virtually on Wednesday, May 19, 2021. St. Clair College was the lead sponsor of the event and President France provided the introduction for Mayor Canniff.
- The demolition of the homes located on Cabana Road at the entrance to the Windsor campus has provided an unobstructed view of the College's beautiful Windsor campus. Further improvements to enhance the Cabana Road entrance to the College.

The President's report is attached to the minutes as Item #5.0.

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

## 6.0 Consent Agenda

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

- 6.1 Academic – Review of Quality Requirements. Gap Identification and Draft Self Study.
- 6.2 St. Clair College Annual Update on Sexual Violence Reports and Sexual Violence Prevention Committee Initiatives.
- 6.3 2019 – 2020 Key Performance Indicator (KPI) Results

A Board member requested Item #6.3: 2019 – 2020 Key Performance Indicator (KPI) Results be pulled from the Consent Agenda, for discussion.

**RESOLVED THAT** the Board of Governors receive and approve the contents of the May 25, 2021 Consent Agenda, as amended.

### 6.3 2019-2020 Key Performance Indicator (KPI) Results

The President noted that this will likely be the final year to receive the Key Performance Indicator (KPI) results in this format. As previously mentioned, the Ministry of Colleges and Universities has halted the collection of KPI data for Student Satisfaction. The Ministry is no longer collecting this data through a centralized forum but will be collecting data to report individually to colleges through their Strategic Mandate Agreement 3 (SMA3). As each institution has their own SMA3 with varying percentages and metrics, the Ministry will no longer be sharing the data or providing a comparison of the Ontario colleges, as has been done historically.

The College will be provided with St. Clair College data only and moving forward we will be measured against our own metrics in the SMA3. The President noted that once the annual SMA3 results have been released, each college may have the opportunity to see how other institutions are performing and some colleges may share similar metrics.

The College is now transitioning from KPIs to SMA3 and the Student Engagement Survey.

The President called upon Mr. C. Pyne, Manager, Institutional Data and Enterprise Analytics, to speak to this item. Mr. Pyne provided a PowerPoint presentation and highlighted the following:

- The results of the 2019-2020 KPI were just recently released by the Ministry.
- Mr. Pyne noted that there were originally five mandated KPIs. The current model has transitioned to four KPIs and excludes Student Satisfaction:
  - Employer Satisfaction
  - Graduate Satisfaction
  - Graduate Employment Rate

- Graduation Rate
- Data is collected through three mechanisms:
  - Graduate Satisfaction and Graduate Employment Rate are gathered by a phone survey.
  - Employer Satisfaction Survey is also completed by phone.
  - Graduation Rate is a calculation that is based on data that is submitted by the colleges throughout the year.
- Mr. Pyne outlined the following 2019-2020 KPI results:
  - 2019-2020 Summary Results including a comparison of the provincial and St. Clair College's results in the four mandated categories.
  - Mr. Pyne noted that the graph for each of the above results outlines an eleven-year trend for both the province and St. Clair College, while the chart provides a ranking for the current year for each of the Ontario colleges.

Graduate Satisfaction – St. Clair College is ranked 14<sup>th</sup> of the 24 colleges. Mr. Pyne noted that while there were 5,700 students that graduated from the College in the applicable year, there was just under 500 graduates who participated in the survey, representing only 8% of the graduate population. This survey question excludes both international and full-time post-secondary students.

Graduate Employment has also declined without an explanation, other than employment rates are cyclical in nature.

Graduation Rate, the College and the province are holding steady for this KPI. Mr. Pyne noted that the dip in Graduation Rate in 2013 was the result of a data error.

Employer Satisfaction – While this KPI has improved year over year, it remains a concern with respect to data collection. The results show seven colleges that have achieved 100%. When reviewing the data set, there are no more than 16 participants for each of these colleges and in most there are single digit participants.

St. Clair College had ten participants, of those, nine results were positive ratings and one neutral rating. Neutral ratings are not calculated and as a result the College received 90%.

- Mr. Pyne outlined the programs that were included in the employer survey, noting that there was a mix of Chatham and Windsor Campus programs. As international students are not included in the survey, there are no results for the College's partner campuses in Toronto.
- KPI Rates by Quartile for a Five-Year trend, from 2016 where we were in the second quartile in all categories. While rates by quartile have both improved and declined, provincial trends also must be considered, as well as sample size and who was included in the sample.

Mr. Pyne's PowerPoint presentation is attached as Item #6.3.



## 7.0 By-Law and Policy Review

### 7.1 Policy 2003-24: Partnerships – 2<sup>nd</sup> Reading

After a brief discussion, it was,

**RESOLVED THAT** the Board of Governors approve the 2<sup>nd</sup> reading of Policy 2003-24: Partnerships, as presented.

### 7.2 Policy 2003-25: Delegation to the President – 1<sup>st</sup> Reading

After a brief discussion, it was,

**RESOLVED THAT** the Board of Governors approve the 2<sup>nd</sup> reading of Policy 2003-25: Delegation to the President, as presented.

### 7.3 Policy 2003-26: President's Job Description – 1<sup>st</sup> Reading

After a brief discussion, it was,

**RESOLVED THAT** the Board of Governors approve the 1<sup>st</sup> reading of Policy 2003-26: President's Job Description, as presented.

## 8.0 Date of the Next Meeting

8.1 The next meeting is scheduled for Tuesday, June 22, 2021.

The Full Board meeting adjourned at 6:15 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**

**491<sup>st</sup> FULL BOARD MEETING**

**of the**

**BOARD OF GOVERNORS**

**NOTICE OF MEETING**

**DATE:** Tuesday, May 25, 2021

**TIME:** 5:30 p.m. – Meeting

**NOTE:** This meeting will be held virtually with the meeting invitation forthcoming.

**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 APRIL 27, 2021 IN WINDSOR, ON
- 3.0 SAINTS STUDENT ATHLETIC ASSOCIATION (SSAA) ANNUAL PRESENTATION TO THE BOARD
- 4.0 CONSTITUENT REPORTS
- 5.0 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.

## 6.0 CONSENT AGENDA

### 6.1 Academic – Review of Quality Requirements, Gap Identification and Draft Self Study

**Information Item** – Administration has provided a report on Strategic Direction #1 – Academic Excellence:

A. Gaps identified and resolved.

B. All College policies to be reviewed and revised as required and the creation of an enhanced process to ensure annual review, attached as Item #6.1.

### 6.2 St. Clair College Annual Update on Sexual Violence Reports and Sexual Violence Prevention Committee Initiatives

**Information Item** – Administration has provided the Annual Update on Sexual Violence Reports and Sexual Violence Prevention Committee Initiatives, attached as Item #6.2.

### 6.3 2019-2020 Key Performance Indicator (KPI) Results

**Information Item** – Administration has provided the 2019-2020 Key Performance Indicator (KPI) Results, attached as Item #6.3.

## 7.0 BY-LAW AND POLICY REVIEW

### 7.1 Policy 2003-24: Partnerships – 2<sup>nd</sup> Reading

**Approval Item** – The Board will review policy 2003-24 for 2<sup>nd</sup> reading, attached as Item #7.1.

### 7.2 Policy 2003-25: Delegation to the President – 1<sup>st</sup> Reading

**Approval Item** – The Board will review policy 2003-25 for 1<sup>st</sup> reading, attached as Item #7.2.

### 7.3 Policy 2003-26: President's Job Description

**Approval Item** – The Board will review policy 2003-26 for 1<sup>st</sup> reading, attached as Item #7.3.

## 8.0 DATE OF THE NEXT MEETING

### 8.1 The next meeting is scheduled for Tuesday, June 22, 2021 at the Windsor Campus.



**TO: BOARD OF GOVERNORS**

**FROM: PATRICIA FRANCE, PRESIDENT**

**DATE: MAY 25, 2021**

**RE: STRATEGIC DIRECTION UPDATE: ACADEMIC EXCELLENCE –  
REVIEW OF QUALITY AUDIT REQUIREMENTS, GAP IDENTIFICATION  
AND DRAFT SELF-STUDY**

**SECTOR: FINANCE SECTOR - MARC JONES, VICE PRESIDENT & CHIEF  
FINANCIAL OFFICER**

**PRESIDENT'S SECTOR - LINDITA PRENDI, EXECUTIVE DIRECTOR,  
CENTRE FOR ACADEMIC EXCELLENCE**

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**AIM:**

To provide the Board with an update on Strategic Directions (2021 – 2022). This update pertains to Strategic Direction #1 – Academic Excellence, regarding the review of Quality Audit requirements, gap identification and draft Self Study.

<b>Goal</b>	<b>Objective</b>	<b>Measures</b>	<b>Target</b>
Academic	Review of Quality Audit requirements, gap identification and draft Self Study.	Gaps identified and resolved.	June 2021
		All College policies to be reviewed and revised as required and the creation of an enhanced process to ensure annual review.	June 2021

**BACKGROUND:**

Preparations for the CQAAP Self-Study started in September 2019 and the CAE conducted a thorough review of quality assurance policies, processes and practices from across the College. The review revealed that Quality Assurance is part of St. Clair's culture and it is a natural part of daily operations, which resulted in a strong Self-Study submission.

As with any quality assurance process there is always room for improvement, and in addition to numerous advancements, there were a few gaps identified. The CAE prepared a gap analysis for the QA Panel. Each gap was carefully evaluated and actions were taken to resolve them. Initially, each Sector presented to the QA Panel current QA systems employed in their sector. This exercise provided key information for addressing identified gaps.

The College's Self-Study was finalized and submitted to the Auditors on April 1, 2021 (in advance of the April 6, 2021 submission date to account for the Easter holiday). The 154-page Self-Study was shipped to each auditor and included a USB key containing all associated documents and 1,008 evidence documents. A virtual Site Visit has been scheduled for June 15 – 17, 2021. The agenda and schedule for the virtual Site Visit are in the process of being finalized.

The majority of identified gaps have already been addressed as summarized in **Table 1** (attached). Any gaps that required a longer-term solution were presented in the self-study as affirmations. **Table 2** (attached) presents a summary of affirmations and proposed corrective actions.

The "Quality Assurance Review of College Policies" – Policy #5.2, requires all established College policies, including academic policies, to be reviewed and monitored regularly. The policy imposes a mandatory review of each College policy at least once every five years.

The Finance Sector is designated as the official keeper of all College policies. The Administrative Assistant to the Vice President (VP) Finance and CFO is responsible for maintaining a Policy Tracking Sheet (Appendix A). This document lists all College policies along with the date each policy is due for review. The following process occurs during a policy review:

- When a policy becomes due for review, the Administrative Assistant to the VP, Finance and CFO notifies the incumbent identified on the policy's Area of Responsibility section. This person is always the Sector Head of the sector to which the policy belongs.
- The Sector Head or their designate is responsible to implement a consultation process with the appropriate stakeholders. This process involves a review and analysis of the policy to ensure currency and efficacy.
- If the policy requires no changes, the Sector Head reports back to the Senior Operations Group (SOG) that no changes are required in the Policy. If approved by SOG, the policy review date is reset, and no communication is sent to the College Community.
- When the review of the policy produces changes, the Sector Head or designate will update the policy with the changes and prepare a rationale for those changes.
- For all academic policies, the proposed policies are approved by the Quality Assurance Panel. In emergency situations (ie. COVID), this may occur after the policy changes are formally approved by the Senior Operations Group.

- All policy modifications are presented to the Senior Operations Group by the Sector Head.
- All policies are reviewed at both Coordinators Meetings and at Advisory College Council meetings.
- Once approved, the SOG Recording Secretary provides the Administrative Assistant to the VP, Finance and CFO with the formal approval and copies the Sector Head.
- The Sector Head is responsible to supply the approved policy to the Administrative Assistant to the VP, Finance and CFO who posts it on the College Intranet and resets the review date.
- The Administrative Assistant to the VP, Finance and CFO then sends out an email communication to all staff informing them of the changes.

The Senior Operations Group reviewed and approved all required College policies prior to the Self Study Report submission date of April 6, 2021. Please find the Policy Tracking Sheet attached (**Table 3**) as of March 31, 2021.

**RECOMMENDATION:**

IT IS RECOMMENDED THAT the Board of Governors receive this update on Strategic Direction #1 – Academic Excellence, regarding the review of Quality Audit requirements, gap identification and draft Self Study, as information.

**Table 1 – Summary of Gap Analysis and Designed Solutions**

Item	Standard/ Requirement	Potential Gap	Resolution
1.	<b>R 1.2</b> Ensures that there are established mechanisms for new program development.	Practical application of the Academic Program Development process was adjusted from the processes given in the last audit. This was necessitated due to a number of factors in order to allow for being nimble in new program development while ensuring quality of programming was maintained.	<ul style="list-style-type: none"> <li>- In 2020 two phases were combined in one phase to reduce the time required to move from program idea to launch. This has allowed the College to better respond to community needs. Nevertheless, the process retains the solid principles of quality necessary to build and launch academic programs that are valuable to students, employers and the community.</li> <li>- External Research option was added.</li> <li>- Program Proposal template was also modified:               <ul style="list-style-type: none"> <li>o area for CPAC comments</li> <li>o area for a second sign off by SOG</li> <li>o area for each department to sign off that they read and made comments on program proposal.</li> </ul> </li> <li>- The revised process was presented at SOG and QA Panel. All protocols and flow diagrams were revised as well.</li> <li>- The new process will be monitored and adjusted as needed to allow for high flexibility and robustness.</li> </ul>
2.	<b>R 1.6</b> Has mechanisms for managing and communicating changes to programs and/or courses to keep them current and relevant with industry, provincial standards and professional body requirements.	Changes to academic programs occur in strict timelines. However, in some instances communication of timelines and changes needed to be more explicit.	<ul style="list-style-type: none"> <li>- College Planning Calendar is made available to all College community.</li> <li>- Versions of curriculum posted on website.</li> <li>- Pre/co-requisites posted on website.</li> <li>- Updated VLOs posted on program's Webpage</li> </ul>
3.	<b>R 1.7</b> Manages program maintenance records arising from program lifecycle QA processes.	A variety of repositories are maintained for records and documents arising from program's lifecycle. However, some of repositories had limitations to access from different stakeholders.	Repository that provide access to program records: <ul style="list-style-type: none"> <li>- Share Point site for Annual Reviews is now linked to Action Item database.</li> <li>- Action Items Database provides access to all action items and supporting documentation.</li> <li>- AI and SIS reporting systems have been improved to provide better access to information (i.e. course outline system)</li> <li>- QA Audit site</li> </ul>

4.	<p><b>R 5.2</b> Ensures that established academic policies and procedures are reviewed and monitored regularly and consistently.</p>	<ul style="list-style-type: none"> <li>- Some inconsistencies were identified with regards to policy reviews and updates (i.e. expired review date).</li> <li>- In some instances, there was a need to reevaluate policies to define their scope and clarify content.</li> <li>- A few policies were combined to avoid redundancies.</li> </ul>	<ul style="list-style-type: none"> <li>- Policy Tracking Sheet was created.</li> <li>- Monthly Policy Review Schedule updates are provided to all Sector Heads.</li> <li>- Policy Review added as a Standing Item on the QA Panel Agenda.</li> <li>- Currently all policies are up to date and following the review schedule. Also, it was made clear who is responsible for communicating policy changes to all stakeholders.</li> <li>- Through the process of tracking and updating College policy and the numerous committees, departments, and groups, the College is confident that all policies and procedures are reviewed and monitored regularly and consistently.</li> </ul>
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**Table 2 – Summary of Affirmations and Corrective Measures**

**Affirmation 1**

It was concluded that the pilot project for program sustainability was a successful learning experience and has led to a useful evaluation tool. However, as the College System has moved to SMA3 and new funding accountability models, we have taken the opportunity to align our process with these new models. However, we recognize the need to communicate and increase awareness of the new sustainability tool and how it impacts individual programs within SMA3. We also recognize the need to develop a stricter schedule for the PSMS process. The uncertainty surrounding SMA3 and the COVID pandemic has intermittently stalled the process and made it difficult to get through a cycle of programs every year.

Requirement#	Areas of Improvement (Affirmations)	Corrective Measures
1.2	Implement Sustainability Model	<ul style="list-style-type: none"> <li>• Communicate/increase awareness of the new sustainability tool.</li> <li>• Develop better process check points.</li> <li>• Attach due dates to check points.</li> <li>• Add dates to the College Planning Calendar.</li> </ul>

**Affirmation 2**

We currently link CLOs, EESs and assessments and document them in course outlines and program mapping. One area that we plan to improve is providing further clarity to the course outline by expanding and verifying the links between learning activities, course learning outcomes, EESs and assessment in each program of study.

Requirement#	Areas of Improvement (Affirmation)	Corrective Measures
2.3	Enhance documentation of links between T&L activities with other components of program’s curriculum.	<ul style="list-style-type: none"> <li>• Conduct an inventory of learning activities in course outlines</li> <li>• Research information on best-documentation practices</li> <li>• Identify feasible solutions for implementation and communication</li> </ul>

**Affirmation 3**

Although, our self-assessment revealed that the College meets this standard and its requirements, we feel that there is room for improvement. We currently have a place in course outlines to identify capstone/EL/WIL opportunities. As part of a pilot project a number of course outlines were revised to incorporate tagging of capstone and experiential learning opportunities. The plan is to expand this to all course outlines in all credentials offered at the College.

Requirement #	Areas of Improvement	Corrective Measures
4.4	Enhance documentation of Capstone/EL/WIL in program’s curriculum.	<ul style="list-style-type: none"> <li>• Complete the tagging of EL/Capstone/WIL assessment in the course outlines.</li> <li>• Investigate effective reporting practices for decision making in providing more opportunities for students.</li> </ul>

**Affirmation 4**

During this reflection, the formalization and approval of faculty handbook and orientation materials given to students each year to ensure adherence to College policies. As part of our efforts for continuous improvements in quality assurance processes and practices, one aspect that the College will work on is to implement a more rigorous review and approval mechanism for program specific handbooks and guides.

Requirement #	Area for Improvement (Affirmations)	Corrective Measures
5.7	Review and revisions of program specific handbooks and guides.	<ul style="list-style-type: none"><li>• Design a system to monitor revisions and updates to departmental guidelines and handbooks.</li><li>• Develop a formal time frame and process for review of Departmental Handbooks and orientation materials.</li></ul>

\*No affirmations were submitted for Standards 3 and 6.

**Table 3 - Policy Tracking Sheet as at March 31, 2021**

<b>Policy #</b>	<b>Policy Title</b>	<b>Effective Date</b>	<b>Supersedes Date</b>	<b>Last Review Date</b>	<b>Mandatory Review Date</b>
1.1.2	CALENDAR OF EVENTS	3/11/2021	11/6/2015	3/11/2021	3/10/2026
1.1.4	COLLEGE PROGRAM ADVISORY COMMITTEES	3/25/2021	11/5/2020	3/25/2021	3/24/2026
1.1.5	FIELD TRIP/STUDENT ACADEMIC TRAVEL	3/14/2019	11/15/2006	3/14/2019	3/12/2024
1.1.6	RECORDS HOLD (ENCUMBRANCE)	3/11/2021	3/29/1994	3/11/2021	3/10/2026
1.1.7	CONFIDENTIALITY OF STUDENT RECORDS	12/10/2020	2/18/2016	12/10/2020	12/9/2025
1.1.8	SALE OF STUDENT WORK	2/11/2021	1/1/2005	2/11/2021	2/10/2026
1.1.9	STUDENT-PURCHASED EDUCATIONAL MATERIALS	2/11/2021	1/1/2005	2/11/2021	2/10/2026
1.1.10	STUDENT PLACEMENT PROCEDURE	2/11/2021	8/28/2012	2/11/2021	2/10/2026
1.1.11	ACADEMIC FREEDOM	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.1.12	USE OF ELECTRONIC DEVICES	6/11/2020	9/2/2014	6/11/2020	6/10/2025
1.1.14	ONLINE AND DISTANCE EDUCATION	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.1.15	E-LEARNING QUALITY ASSURANCE STANDARDS AND PROCEDURE	2/11/2021	2/18/2016	2/11/2021	2/10/2026
1.1.16	LEARNING MANAGEMENT SYSTEM	3/11/2021	8/27/2015	3/11/2021	3/10/2026
1.1.17	CAPSTONE ASSESSMENT OF STUDENT LEARNING	5/6/2016	NEW	5/6/2016	5/5/2021
1.1.18	EXPERIENTIAL LEARNING	11/5/2020	7/25/2019	11/5/2020	11/4/2025
1.1.19	USE OF DIGITAL LEARNING RESOURCES FOR INSTRUCTIONAL AND ASSESSMENT PURPOSES	9/3/2020	NEW	9/3/2020	9/2/2025
1.2.1	ADMISSIONS	3/11/2021	1/14/2016	3/11/2021	3/10/2026
1.3.1	CLASSIFICATIONS - FACULTY	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.3.4	FACULTY ACADEMIC / PROFESSIONAL CREDENTIAL REQUIREMENTS FOR DEGREES	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.3.5	TEACHING FACULTY EVALUATION AND PROFESSIONAL DEVELOPMENT	9/22/2016	5/19/2016	9/22/2016	9/21/2021
1.3.6	FACULTY RETRAINING PROCEDURE	3/11/2021	1/1/2005	3/11/2021	3/10/2026
1.3.9	BUILDING A LEARNING CENTRED COMMUNITY	3/11/2021	3/10/2016	3/11/2021	3/10/2026
1.3.11	STUDENT FEEDBACK	8/25/2016	2/18/2016	8/25/2016	8/24/2021
1.3.13	EXAMINATION REGULATIONS	7/30/2020	2/18/2016	7/30/2020	7/29/2025
1.3.14	QUALITY LEARNING ENVIRONMENT POLICY	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.4.1	ACADEMIC HONOUR ROLL	7/14/2016	4/7/2011	7/14/2016	7/13/2021
1.4.2	ACADEMIC GRADE APPEAL POLICY	4/12/2016	2/18/2016	4/12/2016	4/11/2021
1.4.4	GRADE POINT SYSTEM	11/21/2016	9/19/2013	11/21/2016	11/20/2021
1.4.5	GRADING AND ASSESSMENT REPORTING	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.4.6	ACADEMIC ASSESSMENT POLICY	10/20/2016	1/14/2016	10/20/2016	10/19/2021
1.4.7	COURSE CREDIT AND COVID 19 PROTOCOL	4/1/2020	NEW	4/1/2020	3/31/2025
1.5.1	ACADEMIC STANDING	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.5.2	GRADUATION AWARDS	11/12/2020	10/3/2019	11/12/2020	11/11/2025
1.5.4	ISSUING HONORARY CERTIFICATES, DIPLOMAS OR DEGREES TO DECEASED STUDENTS	10/1/2020	1/26/2017	10/1/2020	9/30/2025
1.5.5	ISSUING HONORARY CERTIFICATES, DIPLOMAS OR DEGREES	11/5/2020	NEW	11/5/2020	11/4/2025
1.5.6	STUDENT OVERALL STANDING	3/11/2021	3/3/2016	3/11/2021	3/10/2026
1.5.7	PROGRAM PROGRESSION AND GRADUATION REQUIREMENTS	5/3/2018	11/3/2016	5/3/2018	5/2/2023
1.6.1	ACADEMIC CREDIT	2/11/2021	2/15/1995	2/11/2021	2/10/2026
1.6.2	ACADEMIC PROGRAM QUALITY ASSURANCE REVIEWS	8/18/2016	2/18/2016	8/18/2016	8/17/2021
1.6.3	QUALITY ASSURANCE ACCOUNTABILITY AUDIT	3/11/2021	2/4/2021	3/11/2021	3/10/2026
1.6.5	CO-OPERATIVE EDUCATION	2/11/2021	1/1/2005	2/11/2021	2/10/2026
1.6.6	COURSE CHANGES (DROP/ADD)	2/11/2021	1/1/2005	2/11/2021	2/10/2026

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1.6.9	TRANSFER CREDIT FOR PREVIOUS ACADEMIC STUDIES	3/11/2021	12/23/2020	3/11/2021	3/10/2026
1.6.10	EXTENDED STUDENT ABSENCE	2/11/2021	1/1/2005	2/11/2021	2/10/2026
1.6.11	ACADEMIC CREDIT FOR PREVIOUS WORK AND LIFE EXPERIENCES (PLAR)	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.6.12	STUDENT ATTENDANCE	3/21/2019	9/2/2014	3/21/2019	3/19/2024
1.6.15	TUTORIAL COURSES	3/4/2021	11/21/2016	3/4/2021	3/3/2026
1.6.17	WITHDRAWAL FROM PROGRAMS/COURSES AND REFUNDS	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.6.18	WITHDRAWAL FROM POST-SECONDARY PROGRAMS PROCEDURE	3/11/2021	3/29/1994	3/11/2021	3/10/2026
1.6.19	COURSE OUTLINE REQUIREMENTS AND APPROVAL PROCESS	3/15/2021	10/20/2016	3/15/2021	3/14/2026
1.6.21	COLLEGE CREDENTIALS	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.6.22	ARTICULATION, CREDENTIAL RECOGNITION, CREDIT TRANSFER AND PLAR in DEGREE PROGRAMS	3/11/2021	2/18/2016	3/11/2021	3/10/2026
1.6.23	COLLEGE PROGRAM ASSESSMENT COMMITTEE	11/17/2016	8/27/2015	11/17/2016	11/16/2021
1.6.24	ACADEMIC PROGRAM DEVELOPMENT	8/25/2016	8/27/2015	8/25/2016	8/24/2021
1.6.25	ACADEMIC PROGRAM MODIFICATION	3/11/2021	8/27/2015	3/11/2021	3/10/2026
1.6.26	SUSTAINABILITY REVIEW OF ACADEMIC PROGRAMS	5/19/2016	8/27/2015	5/19/2016	5/18/2021
1.6.27	GENERAL EDUCATION AT ST. CLAIR COLLEGE	3/11/2021	8/27/2015	3/11/2021	3/10/2026
1.6.28	PREREQUISITES AND COREQUISITES	3/18/2021	8/18/2016	3/18/2021	3/17/2026
1.6.29	MICRO-CREDENTIALS	7/30/2020	NEW	7/30/2020	7/29/2025
2.1	ACCESS TO EDUCATION	2/11/2021	3/4/1993	2/11/2021	2/10/2026
2.2	ACCESSIBILITY POLICY	3/25/2021	1/1/2014	3/25/2021	3/24/2026
2.3	COLLEGE CREST USES	7/23/2020	3/26/1985	7/23/2020	7/22/2025
2.4	COLLEGE MISSION STATEMENT	7/23/2020	1/1/2005	7/23/2020	7/22/2025
2.5	COLLEGE SCHEDULE OF HOURS	7/23/2020	2/24/1995	7/23/2020	7/22/2025
2.6	COLLEGE VALUES	7/23/2020	2/15/1995	7/23/2020	7/22/2025
2.7	COMMERCIAL SALES AND ACTIVITIES ON CAMPUS	7/23/2020	9/1/2004	7/23/2020	7/22/2025
2.8	NAMING OPPORTUNITIES FOR COLLEGE PROPERTY	11/17/2016	3/1/2010	11/17/2016	11/16/2021
2.9	FACILITIES RENTAL PROCEDURES / POLICIES	2/18/2021	2/7/2019	2/18/2021	2/17/2026
2.10	MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS	8/6/2020	9/29/1998	8/6/2020	8/5/2025
2.12	PROFESSIONAL SERVICES	12/10/2020	1/31/1995	12/10/2020	12/9/2025
2.13	SCHEDULING	7/30/2020	10/10/2019	7/30/2020	7/29/2025
2.14	SPACE PROCEDURE	2/4/2021	10/1/2015	2/4/2021	2/3/2026
2.15	QUALITY ASSURANCE PANEL	3/11/2021	8/25/2016	3/11/2021	3/10/2026
2.16	FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT	3/11/2021	2/18/2016	3/11/2021	3/10/2026
2.17	QUALITY ASSURANCE REVIEW OF COLLEGE POLICIES	7/23/2020	8/27/2015	7/23/2020	7/22/2025
2.18	PARKING ON COLLEGE GROUNDS	2/15/2018	NEW	2/15/2018	2/14/2023
3.1	HEALTH & SAFETY POLICY	8/6/2020	9/1/2019	8/6/2020	8/5/2025
3.2	HEALTH & SAFETY DISCIPLINE POLICY	8/20/2020	2/7/2019	8/20/2020	8/19/2025
3.3	INCIDENT REPORTING AND INVESTIGATION PROCEDURE	6/4/2020	10/25/2018	6/4/2020	6/3/2025
3.4	BLOOD AND BODILY FLUID SPILLS	6/4/2020	7/14/2011	6/4/2020	6/3/2025
3.5	WHMIS PROGRAM (WORKPLACE HAZARDOUS MATERIALS INFORMATION SYSTEM)	5/14/2020	6/9/2016	5/14/2020	5/13/2025

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3.6	ROLES AND RESPONSIBILITIES FOR ALL WORKPLACE PARTIES	5/14/2020	11/8/2018	5/14/2020	5/13/2025
3.7	HAZARD REPORTING	8/6/2020	7/16/2013	8/6/2020	8/5/2025
3.8	EMERGENCY EYEWASH & SHOWER STATION	5/14/2020	7/14/2011	5/14/2020	5/13/2025
3.9	VIDEO SURVEILLANCE	2/4/2021	9/22/2011	2/4/2021	2/3/2026
3.10	WORKPLACE HAZARD ASSESSMENTS	9/3/2020	3/31/2011	9/3/2020	9/2/2025
3.11	PERSONAL PROTECTIVE EQUIPMENT (PPE)	5/14/2020	9/2/2014	5/14/2020	5/13/2025
3.12	WORKPLACE SAFETY INSPECTION PROTOCOL	10/1/2020	12/1/2016	10/1/2020	9/30/2025
3.13	WORK REFUSAL PROCEDURE	5/14/2020	12/6/2018	5/14/2020	5/13/2025
3.14	PROVISION OF FIRST AID, CPR and AED	9/3/2020	10/14/2010	9/3/2020	9/2/2025
3.15	SMOKING, ALCOHOL AND SUBSTANCE USE POLICY	8/6/2020	10/4/2018	8/6/2020	8/5/2025
3.16	HEALTH & SAFETY LEGAL REQUIREMENTS	10/1/2020	9/1/2016	10/1/2020	9/30/2025
3.17	WORKPLACE VIOLENCE PREVENTION AND REPORTING	2/4/2021	6/10/2010	2/4/2021	2/3/2026
3.18	FOOTWEAR POLICY	8/6/2020	5/14/2013	8/6/2020	8/5/2025
3.19	WORKER WELLBEING	11/5/2020	10/4/2016	11/5/2020	11/4/2025
3.20	HEALTHY FOOD POLICY	8/20/2020	7/14/2011	8/20/2020	8/19/2025
3.21	EMPLOYEE FITNESS POLICY	11/5/2020	7/14/2011	11/5/2020	11/4/2025
3.22	INFECTION CONTROL POLICY – HIV, HEPATITIS B AND C – INFECTED EMPLOYEES AND STUDENTS	8/20/2020	7/14/2011	8/20/2020	8/19/2025
3.23	BIKE FRIENDLY WORKPLACE POLICY	11/5/2020	6/19/2012	11/5/2020	11/4/2025
3.24	OCCUPATIONAL HEALTH AND SAFETY ORIENTATION AND TRAINING PROCEDURE	8/6/2020	8/16/2012	8/6/2020	8/5/2025
3.25	CONTRACTOR MANAGEMENT PROGRAM	1/22/2021	7/24/2012	1/22/2021	1/21/2026
3.26	WSIB RETURN TO WORK/ TEMPORARY MODIFIED WORK PROGRAM	10/1/2020	9/1/2016	10/1/2020	9/30/2025
3.27	WORKPLACE MENTAL WELLBEING POLICY	8/20/2020	5/14/2013	8/20/2020	8/19/2025
3.28	CARDIOVASCULAR AND RESPIRATORY HEALTH MANAGEMENT	11/5/2020	5/14/2013	11/5/2020	11/4/2025
3.29	SLIPS, TRIPS AND FALLS PREVENTION	10/1/2020	8/22/2013	10/1/2020	9/30/2025
3.30	TAKE YOUR KIDS TO WORK DAY	11/5/2020	10/24/2016	11/5/2020	11/4/2025
3.31	PROCEDURES FOR DEALING WITH STUDENT BEHAVIOURAL CONCERNS	10/15/2020	3/21/2019	10/15/2020	10/14/2025
3.32	EQUIPMENT PURCHASE, DONATIONS AND/OR MODIFICATIONS - SAFETY REVIEW	1/22/2021	3/14/2014	1/22/2021	1/21/2026
3.33	HOT WORK	8/20/2020	1/1/2014	8/20/2020	8/19/2025
3.34	SEXUAL ASSAULT AND SEXUAL VIOLENCE POLICY AND PROCEDURE	9/3/2020	8/22/2019	9/3/2020	9/2/2025
3.35	PANDEMIC RELATED EMERGENCY ADDENDUMS TO ST. CLAIR COLLEGE POLICIES	1/7/2021	12/10/2020	1/7/2021	1/6/2026
3.36	WORKING AT HEIGHTS PROGRAM	6/4/2020	NEW	6/4/2020	6/3/2025
3.37	EMERGENCY RESPONSE PLAN	6/12/2019	2/7/2019	7/23/2020	6/10/2024
4.1	ANCILLARY OPERATIONS	11/5/2020	9/30/2013	11/5/2020	11/4/2025
4.2	APPROVAL/SIGNATURE AUTHORIZATION	9/3/2020	7/31/2018	9/3/2020	9/2/2025
4.3	BANKING AND INVESTMENTS	8/6/2020	9/30/2013	8/6/2020	8/5/2025
4.4	CASH RECEIPTS CONTROL	9/10/2020	9/30/2013	9/10/2020	9/9/2025
4.5	INTERNALLY RESTRICTED FUNDS	10/22/2019	9/3/2013	10/22/2019	10/20/2024
4.6	PERSONAL COMPUTER EQUIPMENT LOAN PROGRAM	8/6/2020	5/17/2018	8/6/2020	8/5/2025
4.7	COPYRIGHT POLICY	9/3/2020	4/4/2016	9/3/2020	9/2/2025
4.8	FINANCIAL RESPONSIBILITY	8/6/2020	9/30/2013	8/6/2020	8/5/2025
4.9	CAPITAL ASSETS - ACQUISITION	9/3/2020	4/1/2017	9/3/2020	9/2/2025

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4.10	CAPITAL ASSETS - DISPOSITION	12/10/2020	7/3/2017	12/10/2020	12/9/2025
4.11	PROFESSIONAL CORPORATE SERVICES	8/6/2020	9/30/2013	8/6/2020	8/5/2025
4.12	PURCHASING POLICY	12/10/2020	9/30/2013	12/10/2020	12/9/2025
4.12.1	PURCHASING PROCEDURE	12/10/2020	2/1/2018	12/10/2020	12/9/2025
4.13	TRAVEL, MEAL AND HOSPITALITY EXPENDITURES POLICY	9/3/2020	4/18/2018	9/3/2020	9/2/2025
4.14	PERQUISITES POLICY	8/6/2020	9/30/2013	8/6/2020	8/5/2025
4.15	TUITION LOAN PROGRAM FOR DEPENDENTS	8/6/2020	9/30/2013	8/6/2020	8/5/2025
4.16	BUSINESS PLAN AND BUDGET PROCESSES	8/6/2020	8/27/2015	8/6/2020	8/5/2025
4.17	COLLEGE VEHICLE USE PROCEDURE	9/10/2020	5/4/2017	9/10/2020	9/9/2025
4.18	ESTABLISHING EMPLOYEE EMPLOYER RELATIONSHIP	9/3/2020	6/21/2018	9/3/2020	9/2/2025
4.19	TAXABLE BENEFITS	8/6/2020	1/1/2018	8/6/2020	8/5/2025
5.1	TUITION REIMBURSEMENT POLICY	1/1/2019	5/19/2016	1/1/2019	12/31/2023
5.2	ALCOHOL AND/OR OTHER SUBSTANCE ABUSE	1/1/2019	9/17/2015	1/1/2019	12/31/2023
5.3	ATTENDANCE	8/20/2020	4/4/2019	8/20/2020	8/19/2025
5.4	CODE OF CONDUCT AND CONFLICT OF INTEREST	1/14/2021	4/2/2019	1/14/2021	1/13/2026
5.5	EMPLOYMENT/EDUCATION EQUITY	1/1/2019	3/29/1994	1/1/2019	12/31/2023
5.6	PAY PRACTICES FOR COLLEGE EMERGENCY CLOSING	1/1/2019	9/17/2015	1/1/2019	12/31/2023
5.7	PERFORMANCE APPRAISAL POLICY	1/1/2019	11/3/2016	1/1/2019	12/31/2023
5.9	RECRUITMENT AND SELECTION	11/12/2020	11/28/2019	11/12/2020	11/11/2025
5.10	RELIGIOUS HOLIDAYS	1/1/2019	9/17/2015	1/1/2019	12/31/2023
5.11	RETIREMENT – FULL-TIME STAFF	1/1/2019	9/17/2015	1/1/2019	12/31/2023
5.12	RETURN TO WORK AND/OR TEMPORARY MODIFIED WORK	3/30/2020	1/1/2019	3/30/2020	3/29/2025
5.13	VACATION CARRY-OVER	1/1/2019	9/17/2015	1/1/2019	12/31/2023
5.15	RESPECTFUL WORK AND EDUCATIONAL PLACE POLICY	9/1/2018	9/1/2016	9/1/2018	8/31/2023
5.16	REQUEST FOR PERMANENT ACCOMMODATION	1/1/2019	12/23/2015	1/1/2019	12/31/2023
5.17	EMPLOYEE TRAINING AND DEVELOPMENT POLICY	1/1/2019	11/3/2016	1/1/2019	12/31/2023
5.18	SALARY / MERIT INCREASE POLICY	8/6/2020	1/1/2019	8/6/2020	8/5/2025
5.19	EMPLOYEE EXCELLENCE AWARDS POLICY	2/11/2021	1/1/2019	2/11/2021	2/10/2026
5.20	TALENT MANAGEMENT STRATEGY	1/1/2019	9/29/2016	1/1/2019	12/31/2023
5.21	POLICE CRIMINAL RECORD CHECK POLICY	10/1/2018	NEW	10/1/2018	9/30/2023
5.22	UPHOLDING FREE SPEECH	1/1/2019	NEW	1/1/2019	12/31/2023
6.1	IT POLICY AND PROCEDURES, ENTERPRISE SOLUTION	10/17/2019	10/16/2012	10/17/2019	10/15/2024
6.2	ACCEPTABLE USE POLICY – COMPUTING, NETWORK & COMMUNICATION RESOURCES	8/6/2020	1/1/2005	8/6/2020	8/5/2025
6.3	SUPPLEMENTAL EMAIL USE POLICY	8/6/2020	5/10/2007	8/6/2020	8/5/2025
6.4	STUDENT EMAIL POLICY	7/19/2016	2/18/2016	7/19/2016	7/18/2021
6.6	BRING YOUR OWN DEVICE POLICY	8/6/2020	2/3/2015	8/6/2020	8/5/2025
6.7	SOCIAL MEDIA ACCEPTABLE USE POLICY	4/21/2016	NEW	4/21/2016	4/20/2021
6.8	COLLEGE CELL PHONE POLICY	12/8/2016	NEW	12/8/2016	12/7/2021
6.9	THIRD PARTY SOCIAL MEDIA POLICY	4/20/2017	NEW	4/20/2017	4/19/2022
6.10	ONECARD POLICY	8/8/2019	8/10/2017	8/8/2019	8/6/2024
6.11	IT ACCOUNT POLICY	9/17/2019	8/22/2019	9/17/2019	9/15/2024
7.1	CODE OF STUDENT RIGHTS AND RESPONSIBILITIES	3/18/2021	9/4/2020	3/18/2021	3/17/2026

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7.4	STUDENT EQUITY, INCLUSION AND ACCESSIBILITY SERVICES	9/1/2016	1/1/2014	9/1/2016	8/31/2021
7.5	STUDENT EXPLOITATION	3/11/2021	11/29/1997	3/11/2021	3/10/2026
7.6	STUDENT ISSUES AND CRISIS EVENT RESPONSE	3/11/2021	9/1/2003	3/11/2021	3/10/2026
7.7	RESPONSE TO DEATH OF A STUDENT	1/26/2017	9/2/2014	1/26/2017	1/25/2022
7.8	WEARING OF KIRPAN	5/3/2018	NEW	5/3/2018	5/2/2023
7.9	SERVICE ANIMALS	7/30/2020	NEW	7/30/2020	7/29/2025
8.0	ST. CLAIR COLLEGE STAKEHOLDERS	7/23/2020	3/7/2013	7/23/2020	7/22/2025
10.1	RESEARCH PROJECT APPROVAL AND DOCUMENTATION REQUIREMENTS	3/11/2021	6/7/2012	3/11/2021	3/10/2026
10.2	CONFLICT OF INTEREST IN RESEARCH POLICY	3/11/2021	8/28/2012	3/11/2021	3/10/2026
10.3	INTELLECTUAL PROPERTY POLICY	3/25/2021	2/18/2016	3/25/2021	3/24/2026
10.4	RESEARCH INTEGRITY AND SCHOLARSHIP POLICY	3/25/2021	2/18/2016	3/25/2021	3/24/2026
10.5	RESEARCH ETHICS POLICY	2/11/2021	8/26/2014	2/11/2021	2/10/2026



# ST. CLAIR

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C O L L E G E

**TO: THE BOARD OF GOVERNORS**

**FROM: PATRICIA FRANCE, PRESIDENT**

**DATE: MAY 25, 2021**

**RE: ANNUAL REPORT ON THE SEXUAL VIOLENCE AND ASSAULT POLICY, REPORTING AND PREVENTION STRATEGIES**

**SECTOR: HUMAN RESOURCES, SAFETY AND FACILITIES MANGEMENT  
JOSEPH SIRIANNI, VICE PRESIDENT**

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**AIM:**

To provide the Board with an update regarding the College's Annual Report on the Sexual Violence and Sexual Assault Policy, Reporting and Prevention Strategies for the 2020/2021 academic year.

**BACKGROUND:**

The intent is to provide an update to the Board of Governors, in accordance with the requirements set out in subsection 17(7.1) of the *Ministry of Training, Colleges and Universities Act* (MTCU Act), on the number of reported incidents of sexual violence as well as the number of times that supports were provided to students who reported sexual violence.

This report covers the 2020/2021 academic year and provides statistics from the previous three years for the purpose of comparison. An update on the prevention activities promoted by the Sexual Violence Prevention (SVP) Committee during the same time has also been provided for information.

This report must be made public by June of each year for the prior academic year. This report will be posted on the College's Sexual Assault and Sexual Violence Policy and Protocol webpage at <http://www.stclaircollege.ca/svp/>.

**RECOMMENDATION:**

IT IS RECOMMENDED THAT the Board of Governors receive the attached Annual Report on the Sexual Violence and Sexual Assault Policy, Reporting and Prevention Strategies, 2020/2021, for information.





## **Annual Report on the Sexual Violence and Sexual Assault Policy Reporting and Prevention Strategies 2020/2021**

### **Background**

Pursuant to subsection 17(7.1) of the *Ministry of Training, Colleges and Universities Act* (MTCU Act), St. Clair College is required to provide an Annual Report to its Board of Governors for the 2020-21 academic year on or before June 1, 2021. This Annual Report must be publicly available and include the following information:

- Number of times supports, services and accommodations relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about supports, services and accommodations.
- Number of incidents and complaints reported by students and about such incidents and complaints.
- Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.

St. Clair College has a stand-alone policy related to sexual violence entitled “Sexual Assault and Sexual Violence Policy and Procedure.” There is also a webpage designed to specifically communicate supports, initiatives and reporting information so that students have easy access to this information. This Policy is established under the Health and Safety umbrella and a Sexual Violence Lead was appointed to ensure a consistent approach.

Since 2017, the College has been tracking the number of sexual violence incidents that are reported to Security, the College Resolution Office, and the Sexual Violence Lead. Any disclosures made to the Health Centre staff, counsellors, faculty, student representatives or other areas may not be fully represented if they were not communicated to any of the three key points of contact. In 2019, the practice was implemented that all disclosures would be reported, if only by “disclosure” and not by name should the student wish to remain anonymous and have no action taken.

In all cases, College representatives inform the victim of available supports and services (internal and external), as well as, options for investigation.

It is also important to note that sexual assault can include a wide variety of sexual misconduct including inappropriate touching to rape. Therefore, when reporting sexual assaults, one must keep in mind that while all sexual assaults are illegal and prohibited, the severity levels do vary and are not differentiated for the purpose of reporting.

## **Number of Sexual Violence Incidents and Supports Provided**

	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>
Number of Informal Reports (Disclosures – Not Investigated by College)	2	7	9	10
Number of Formal Reports (Investigated by College)	7	3	5	2
Incidents That Occurred off Campus	1	1	3	8
Incidents That Occurred on Campus	6	2	2	2
Unknown Where Incidents Occurred	2	7	9	2
Services or Accommodations Provided	5	6	14	6

## **Supports**

Supports provided to all students impacted by sexual violence include a range of options and comprise the following at a minimum:

- Counseling – Social Worker on site (CMHA).
- Referral to Sexual Assault Crisis Centre.
- Medical follow-up with College Health Centre.
- Academic Accommodations through Student Services.
- Safety Plans.
- Interim measures (separation, change of sections, etc.).
- Follow up by Sexual Violence Lead.

## **Sexual Violence Prevention (SVP) Committee**

The SVP Committee meets monthly to review initiatives and suggestions towards educating students and the College community about sexual violence prevention. The Sexual Violence Prevention Committee is comprised of representatives from the following areas:

- Co-Chair, Associate Vice President, Safety, Security and Facilities Management.
- Co-Chair, Director, Student Services.
- One representative from outside the College community with expertise in sexual violence prevention (Sexual Assault Crisis Centre).
- One student representative from the Student Representative Council (SRC).
- One student representative from the Thames Student Institute (TSI).
- One student representative from the Saints Student Athletic Association (SSAA).

- Between four and six students who are not executive members of a student association, including at least one Residence Advisor from each campus residence.
- Academic Counselors from Student Services, one from Windsor and one from Chatham.
- College Resolution Officer.
- Security Coordinator (third party).
- A management representative from the Residence.
- Director, Athletics.
- Manager, International Relations.
- A representative from Human Resources.
- Manager, Health, Safety and Wellness.
- A Nurse from the Health Centre.

The mandate of this Committee includes:

- Fostering greater awareness of sexual violence on campus through educational and awareness programs.
- Reviewing and proposing revisions to policy and procedures related to sexual violence and ensuring that the policy and procedures are reviewed annually.
- Remaining up to date on emerging best practices in the area of prevention and support, to make recommendations for the creation of new programs, and/or services where the need arises, or research suggests.
- Ensuring ongoing and appropriate training for faculty, staff and student leaders.
- Develop strategies and introduce initiatives aimed at promoting a culture of respect and ending sexual violence on campus.
- Receive and review the Annual Report from the College Resolution Officer related to sexual violence which includes the following information:
  - The number of times students requested or received services, support or accommodations following an act of sexual violence and details on the services, support or accommodation measures requested or received.
  - Initiatives and programs introduced to promote awareness of services and support available to students.
  - The number and types of incidents and complaints of sexual violence reported by students. Details of implementation and effectiveness of the Policies and Protocols around Sexual Violence.



# ST. CLAIR

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C O L L E G E

**TO: BOARD OF GOVERNORS**

**FROM: PATRICIA FRANCE, PRESIDENT**

**DATE: MAY 25, 2021**

**RE: 2019-2020 KPI RESULTS**

**SECTOR: FINANCE**  
**MARC JONES, VICE PRESIDENT & CHIEF FINANCIAL OFFICER**

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**AIM:**

To provide the Board with an update on the College's 2019-2020 Key Performance Indicator (KPI) results.

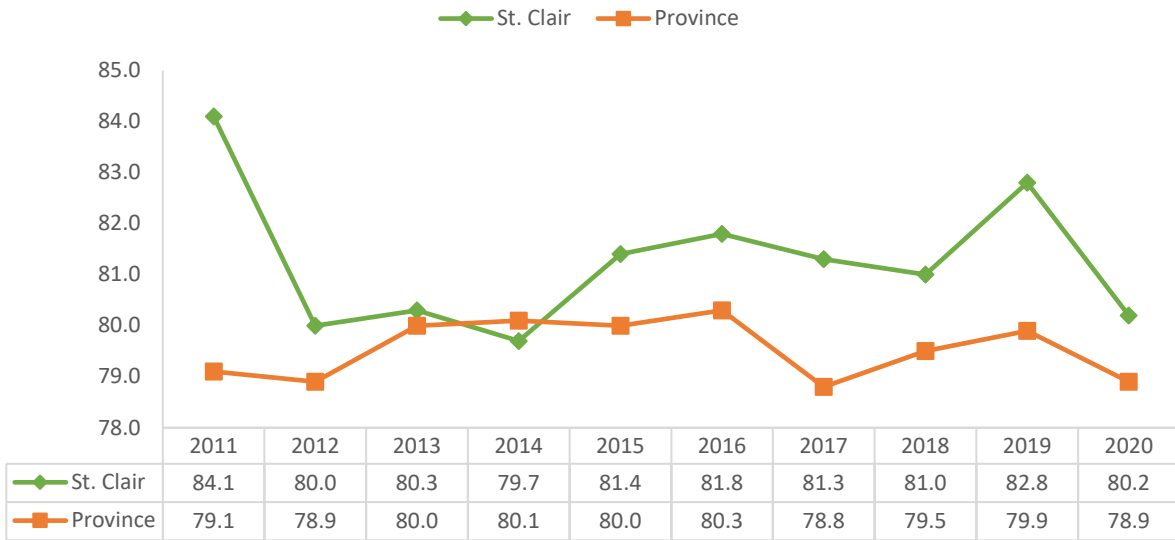
**BACKGROUND:**

The Ministry of Colleges and Universities (MCU) mandates four key performance indicators (KPIs) related to graduate and employment outcomes. A 5<sup>th</sup> KPI related to student satisfaction ceased being mandated in 2019. Due to delays at MCU, coupled with COVID complications, the 2019-2020 KPIs were not received by the Colleges until May 2021.

**RESULTS:**

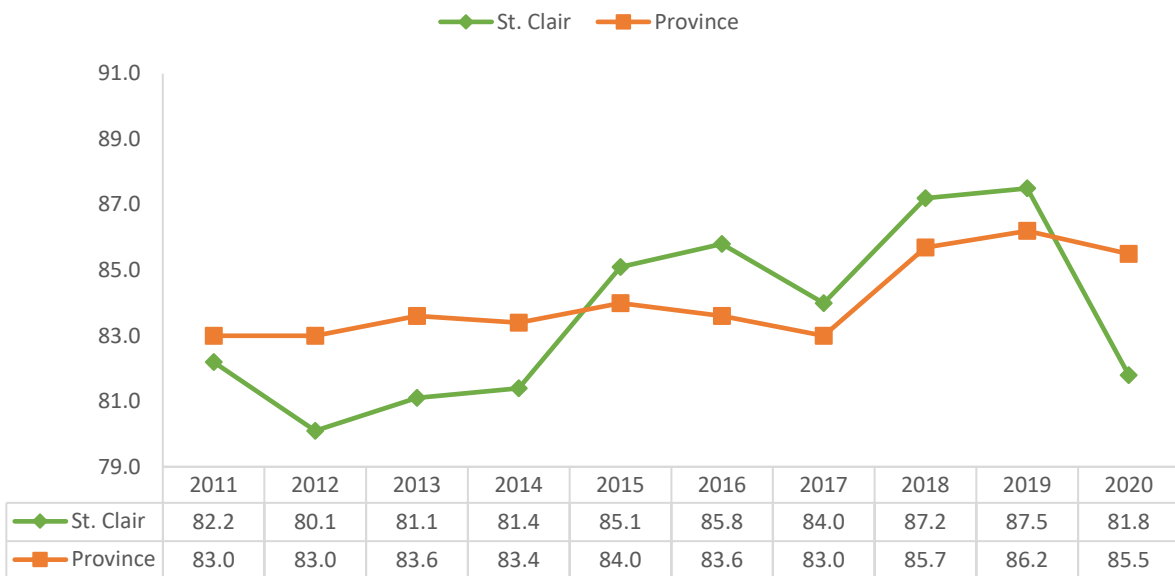
Below are the KPIs published by MCU. The data references the graduating cohort from Spring 2018 through to Winter 2019.

## GRADUATE SATISFACTION

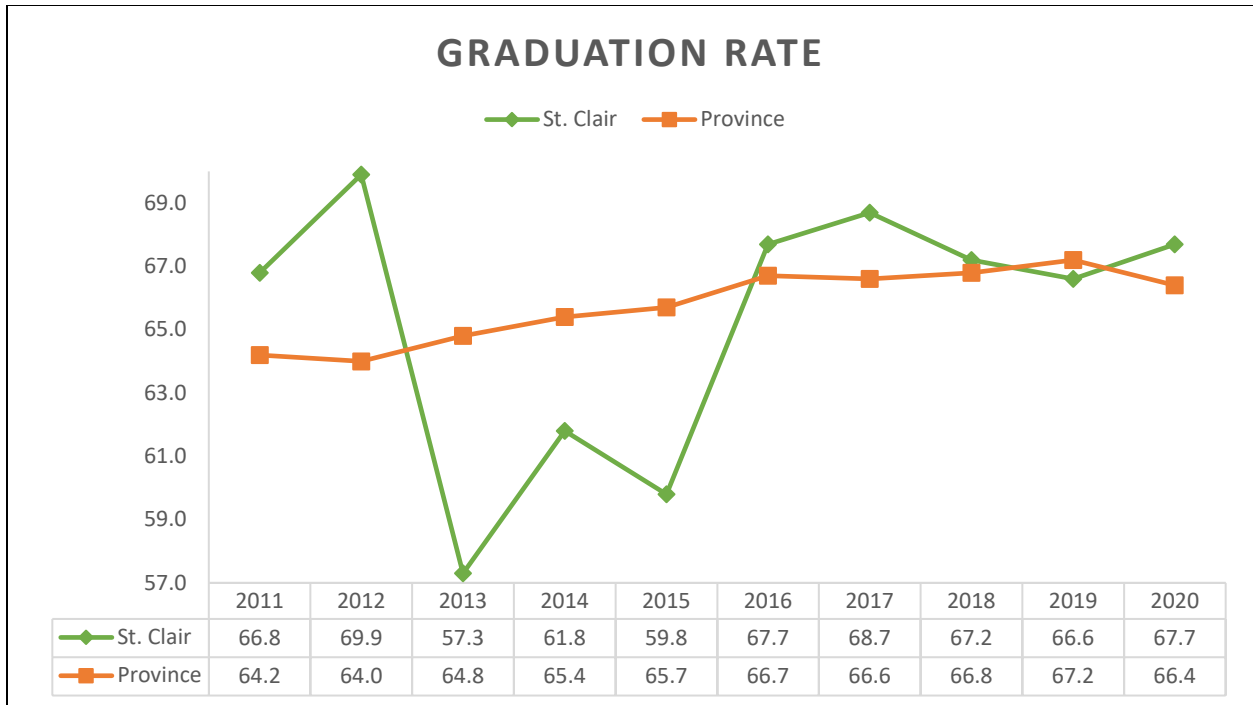


*Question: how would you rate your satisfaction with the usefulness of your college education in achieving your goals after graduation?*

## GRADUATE EMPLOYMENT



*Calculation: the percentage of graduates in the labour force who are working full-time.*



*Calculation: the percentage of entrants to a program that graduated within a standardized timeframe.*



*Question: how would you rate your satisfaction with this employee's overall college preparation for the type of work he/she was doing?*

**RECOMMENDATION:**

IT IS RECOMMENDED THAT the Board of Governors receive this update pertaining to the College's 2019-2020 Key Performance Indicator (KPI) results for information.



<b>POLICY TYPE:</b>	<b>Executive Limitations</b>	<b>NUMBER:</b>	<b>2003-24</b>
<b>POLICY TITLE:</b>	<b>Partnerships</b>	<b>DATE:</b>	<b>May 2003</b>
		<b>REVIEWED:</b>	<b>May 2021</b>
		<b>REVISED:</b>	<b>April 2010</b>

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The President shall not fail to develop appropriate partnerships to achieve the Board's Ends, to maximize efficiency and effectiveness in the use of resources, and/or to generate additional revenue in order to achieve the Board's Ends (Annual Strategic Plan).

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Enter into partnerships without having assessed the financial risk involved.
2. Enter into partnerships which do not result in a net gain for the College, taking into account both financial resources and staff time.
3. Fail to demonstrate due diligence in assessing and addressing anticipated short- and long-term implications of partnership arrangements.
4. Enter into any partnership arrangement that will have a negative impact on the ability to achieve the Ends.
5. Enter into any partnerships in violation of conflict of interest guidelines.





<b>POLICY TYPE:</b>	<b>Board-Staff Relationship</b>	<b>NUMBER:</b>	<b>2003-25</b>
<b>POLICY TITLE:</b>	<b>Delegation to the President</b>	<b>DATE:</b>	<b>May 2003</b>
		<b>REVIEWED:</b>	<b>June 2009</b>
			<b>May 2021</b>

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All Board authority designated to staff is delegated through the President, so that all authority and accountability of staff is considered to be the authority and accountability of the Chief Executive.

1. The Board will direct the President to achieve specified results, for specified recipients, at a specified cost through the establishment of Ends policies. The Board will limit the latitude the President may exercise in practices, methods, conduct and other “means” to the Ends through establishment of Executive Limitation policies.
2. As long as the President uses any reasonable interpretation of the Board’s Ends and Executive Limitations policies, the President is authorized to establish all further policies, make all decisions, take all actions, establish all practices and develop all activities.
3. The Board may change its Ends and Executive Limitations policies, thereby shifting the boundary between Board and President domains. By so doing, the Board changes the latitude of choice given to the President. But so long as any particular delegation is in place, the Board and its members will respect and support the President’s choices.
4. Only decisions of the Board acting as a whole are binding upon the President.
5. Decisions or instructions of individual Board members, officers or committees are not binding on the President except in rare instances when the Board has specifically authorized such exercise of authority.
6. In the case of Board members or committees requesting information or assistance without Board authorization, the President can refuse such requests that require – in the President’s judgment – a material amount of staff time, funds or are disruptive.



<b>POLICY TYPE:</b>	<b>Board-Staff Relationship</b>	<b>NUMBER:</b>	<b>2003-26</b>
<b>POLICY TITLE:</b>	<b>President's Job Description</b>	<b>DATE:</b>	<b>May 2003</b>
		<b>REVIEWED:</b>	<b>September 2009 May 2021</b>

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As the Board's single official link to the operating organization, the President's performance will be considered to be synonymous with organizational performance as a whole.

1. Consequently, the President's job contributions can be stated as performance in only two areas.
  - i) Organizational accomplishment of the revisions of Board policies on Ends.
  - ii) Organizational operation within the boundaries of prudence and ethics established in Board policies on Executive Limitations.

2020-2021 School Year Review

SSAA Inc.



# What's New This Year

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- First full operational year as an incorporation
- Added 3 more positions to the board (Director of Varsity, Sport, and Treasurer)
- No varsity season due to Covid-19
- Opened the brand new Sportspark



# Our Board (2020-2021)



- President: Michael Beale
  - VP of Varsity: Sydney Shewell
  - VP of Intramurals: Adam Benezrah
  
  - Treasurer: Javonte Mitchell
  - Director of Marketing and Promotion: Rya Cowan
  - Director of Marketing: Willow Eldon
- Directors of Sport:
    - Arshdeep Singh
    - Swapnil Ahmed
    - Jaimie Randall
    - Luula Ali
    - Drew Howson
  - Directors of Varsity:
    - Cole Seguin
    - Jaclyn French
    - Mitchell Skilton

# Mental Health

- One of the biggest challenges for people in the community, especially students during this past year was mental health
- The SSAA Board made it a point to show their support towards mental health and donated to the local Canadian Mental Health Association



# Student Engagement

- With changing restrictions in place throughout the year and limited students on campus, our board was given the challenge of reaching out to students in the safest ways possible
- We were able to host some in person events but began to focus on our online presence as more restrictions were put in place as the year went on

The logo for "Saints Sports Talk" features the text in a bold, green, sans-serif font. "Saints Sports" is on the top line and "Talk" is on the bottom line, both centered against a solid black rectangular background.

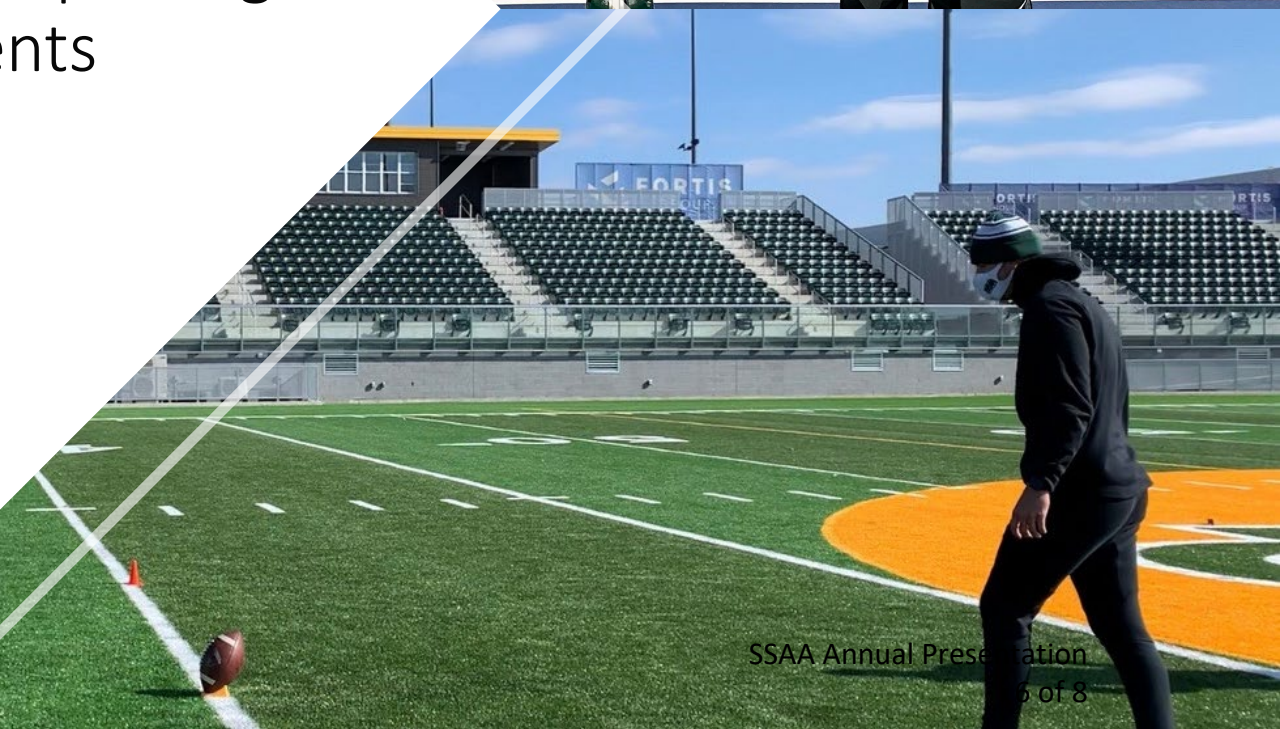
**Saints Sports  
Talk**



# In Person Sporting Events



Full Board Minutes:  
May 25, 2021



SSAA Annual Presentation  
Page 5 of 8



# Incoming Board 2021-2022

- President: Michael Beale
- VP of Varsity: Sydney Shewell
- VP of Intramurals: Swapnil Ahmed
- Treasurer: Christian Seguin
- Director of Marketing and Promotion: Rya Cowan
- Director of Marketing: Drew Howson
- Directors of Sport:
  - Luula Ali
  - Peyton Huston
  - Matteo Palumbo
  - Jalen Harmon
  - Javonte Mitchell
- Directors of Varsity:
  - Jaclyn French
  - Ashley Brill
  - Kersten Mary-Skilton

Thank you!

**PRESIDENT’S REPORT**

Meeting of the Board of Governors  
Full Board – May 25, 2021

**1. “Value For Money” Audit**

The President and Board Chair participated in a meeting with the Office of the Auditor General of Ontario (OAGO) on Monday, May 17, 2021. The Auditor General’s Office requested a meeting as they regularly conduct value-for-money audits in areas that relate to provincial government programs, including the broader public sector such as school boards and colleges. Their Office is currently conducting a “Value For Money” audit with the colleges and Private Career Colleges (PCC’s) in Ontario. As part of their planning process, they are interviewing all College Presidents and Board Chairs. During this meeting, it was announced that St. Clair was one of four colleges selected for an in-depth audit. The OAGO forwarded a prioritized preliminary information request containing over 45 items. They have requested receiving high priority items within a week, medium priority items within two weeks and low priority items within three weeks. The twenty-two high priority items were submitted to their Office today.

**2. Breaking Free Online (BFO)**

**Breaking Free Online (BFO)** is an evidence-based wellbeing and recovery support program. BFO is an online tool which is augmented by a supporting smartphone app. It is available 24/7, 365 days a year to provide support to our students with substance problems either with or without support from an addictions service provider. BFO has seen much of its usage occur outside of business hours when services are often not available. St. Clair College is currently promoting this online support mechanism. The program is designed to help clients self-manage a broad Spectrum of substances. It allows clients to address their difficulties with over 70 different substances, including alcohol, cannabis, opioids, stimulants, new psychoactive substances (NPS) and a range of prescription medications. The Ministry of Health is funding this solution so there is no cost to the College or our students. [www.breakingfreeonline.ca](http://www.breakingfreeonline.ca)



**3. Quality Audit**

The virtual Site Visit has been scheduled for June 15 – 17, 2021. The agenda and schedule for the virtual Site Visit are in the process of being finalized. Other pertinent dates are noted below.

Submission of Self-Study Documents	Auditor Training Self-Study Assessment	Review of the Self-Study Documents & Follow-Up	Site Visit	Preparation & Submission of the Preliminary Audit Report	Review of the Preliminary Audit Report	Submission of the Final Audit Report	Submission of the Follow-Up Report
April 6, 2021	April 20, 2021	May 17, 2021	June 14-18, 2021	July 26, 2021	Aug. 23, 2021	Sept. 13, 2021	April 2023

There has been only two (2) requests for additional evidence. The College has two (2) weeks to provide this additional information. In preparation for the site visit, the College prepared a presentation as a training tool to educate the Senior Team, the Associate Vice Presidents and all interview participants on the CQAAP Audit process and on the details of the College’s Self-Study submission. Three (3) half-day training sessions have been scheduled prior to the site visit.

#### 4. Spring 2021 Enrolment Statistics

The Spring 2021 semester has been very successful. Enrolment statistics as of May 20, 2021 are as follows:

##### May 20, 2021:

Campus	Domestic		International		Sub-Total		TOTAL
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	
Windsor-Chatham	1,530	636	2,286	176	3,816	812	4,628
Toronto	0	0	2,955	12	2,955	12	2,967
<b>Spring 2021 Total</b>	<b>1,539</b>	<b>636</b>	<b>5,241</b>	<b>188</b>	<b>6,771</b>	<b>824</b>	<b>7,595</b>

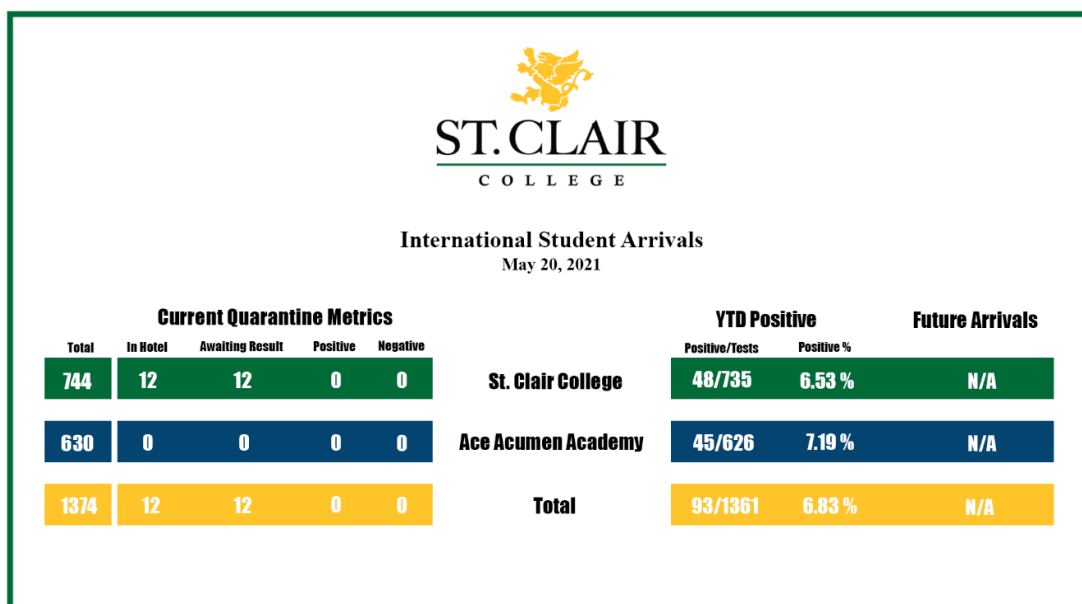
##### May 13, 2020:

Campus	Domestic		International		Sub-Total		TOTAL
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	
Windsor-Chatham	1,174	587	2,724	171	3,898	758	4,656
Toronto	0	0	1,961	6	1,961	6	1,967
<b>Spring 2020 Total</b>	<b>1,174</b>	<b>587</b>	<b>4,685</b>	<b>177</b>	<b>5,859</b>	<b>764</b>	<b>6,623</b>

Total enrolment for the Spring 2021 semester is at 7,595...which is a record for the Spring semester!

#### 5. International Arrival Protocol

As of May 20, 2021, 1,361 COVID tests have been completed as part of the College's Standard Operating Procedure (SOP) on arriving international students. A total of 93 cases have received positive results which equates to an infection rate of 6.83%. There are currently 12 students completing their quarantine requirements in our Windsor hotels. The arrival protocol continues to be suspended for countries where the Federal Government has suspended flights (India and Pakistan). Flight bans to these countries have been extended to June 21, 2021.



## 6. 2021 BEA – 30<sup>th</sup> Anniversary Celebration

The 2021 Business Excellence Awards (BEAs) were held in a virtual format and it was a unique experience for everyone involved. The 30<sup>th</sup> Anniversary celebration was aired on Thursday, May 20, 2021 at 7:00 p.m. and was available live on the YourTV YouTube channel and also to local Cogeco television subscribers of YourTV. All presentations were pre-recorded and were aired during the live event. President France announced the winner of the Large Company of the Year award, which was sponsored by St. Clair College and awarded to Cavalier Tools.



## 7. Retirees Association AGM

The President gave a presentation to the Retirees Association (RA) at their Virtual Annual General Meeting that was held on Wednesday, May 5, 2021. The President gave the group an update on the College's activities over the past year. The President also thanked the outgoing RA Executives, including outgoing RA President Kathy Dupuis, and welcomed the members of the new RA Executive, including in-coming President Sue McLelland. The College looks forward to working with the Retirees Association and the new Executive in 2021-22 and beyond.



## 8. Chatham-Kent Chamber of Commerce – Mayor's Address

The Chatham-Kent Chamber of Commerce held a virtual Mayor's Address on Wednesday, May 19, 2021. St. Clair College was the lead sponsor of the event and President France made Mayor Darrin Canniff's introduction. John Fairley, Mark Benoit and Board member Teresa Bendo were also in attendance. St. Clair College has been a proud and active institutional citizen of Chatham-Kent since we first established a campus in Chatham in the 1970's. The President pledged to both Mayor Canniff and the Chamber that St. Clair will be an eager and energetic partner in those post-pandemic recovery and development efforts.



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## 9. Cabana Road Facelift

The view from the drive up to the College along Cabana Road has been greatly improved with the demolition of the homes along the front of the College's property line. There is now an unobstructed view of our beautiful Windsor campus from the roadway.

Further improvements to enhance the entrance to the College from Cabana Road are forthcoming.



**RISE**  
**ABOVE**  
THE ORDINARY

# St. Clair College In The News

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# St. Clair students present capstone projects to industry leaders

Windsor Star - Apr 22, 2021



St. Clair College is pictured, Monday, January 25, 2021. Photo by Dax Melmer /Windsor Star

A select group of St. Clair College students from various disciplines will present capstone projects to industry leaders at the inaugural One Ford Capstone event Tuesday.

The virtual event will showcase the year-end projects of 17 teams, selected from more than 40 who entered a competition for the chance to present their concepts to executives from Ford Motor Company, Air Canada and a host of other tech companies.

On the day of the event, students will submit a three-minute video and answer questions from the panel of judges and industry partners.

Nearly \$10,000 in cash and prizes will be awarded and opportunities will be made available for the students to network with business executives.

A total of 43 projects, involving 106 students, were submitted from 12 programs at St. Clair College.

A panel of Ford executives and St. Clair College administrators chose the top 17.

The One Ford Capstone event will run from 9 a.m. to 1:30 p.m. on a virtual platform and registration is required to attend.

Audience members must register using this link: <https://hopin.com/events/one-ford-capstone-event>



# LOCAL GROUP HOPING TO PITCH ESPORTS AS AN EXTRACURRICULAR ACTIVITY TO SCHOOL BOARDS

AM800 CKLW - Sunday, April 25, 2021



Cégep de Drummondville

A local non profit organization is hoping to attract more gamers.

1Dream Esports is launching a pilot project to see how Rocket League competitions would work among students.

The group has teamed up with the Greater Essex Virtual School and St. Clair College's Varsity Esports team.

Founder Omar Nizam says he launched the organization in February and is hoping esports becomes an after school extracurricular activity similar to basketball, soccer and football.

He says the gaming industry is growing at a rapid rate.

"It's a ever growing industry and there's so many oppourtunities for people going into school and coming out of school and even for kids to earn income while going to school," says Nizam.

Nizam says gaming is similar to other extracurricular activities.

"Our point of doing this, is we noticed that there was a void of team building with sports being missing and we wanted to come in and kind of esports to it, to see if maybe esports can continue on when things go back to normal after COVID and can be apart of extracurricular activities," says Nizam.

He believes there are plenty of opportunities in gaming for students.

"We want to try to provide oppourtunities as much as we can and also shed light on something that could help other students that can't make sport teams," says Nizam. "Some kids are talented in things other than sports but they don't have the avenue to showcase their talent at an early age."

Nizam says he wants to meet with area school boards to pitch his idea.

He's also hoping to meet with the Ministry of Education.

Recently retired NFL player Tyrone Crawford sits on the organization's board.

The group hosted its first Rocket League Championships for elementary students on Wednesday.

The championships started in February for secondary students.

# St. Clair delays start of spring semester

Windsor Star - Apr 26, 2021



St. Clair College is pictured, Monday, January 25, 2021. Photo by Dax Melmer /jpg

St. Clair College has delayed the start to the spring semester in order to reduce the number of individuals needed on campus during the government-mandated stay-at-home order.

A four-week stay-at-home order was announced April 8 and then extended until May 20.

The college's spring semester was slated to start as early as May 3 for some programs.

"What's happened is we did delay the start for our spring program," said John Fairley, St. Clair's vice president of communications. "We had to deal with our apprenticeships and we're getting into exams now so we delayed it for everybody and that will allow them to stay home until May 20."

New start dates for 68 programs were posted Monday to the school's website at [stclaircollege.ca](http://stclaircollege.ca).

A post on the website noted students will receive further details by email from their school chairs and program coordinators.

Certain programs will start online only May 10 with a campus return of May 25 or later.

Under the new guidelines, eye protection must be worn at all times. Face shields, safety glasses or prescription glasses with plastic side shields are approved.

A three-ply, Level 1 procedural mask must also be worn.

The website cautioned that further changes "may be implemented if there are updated orders from the premier of Ontario in the following weeks."

# Return to campus plans taking shape

Windsor Star - Apr 27, 2021



The pedestrian promenade at University of Windsor's main campus is pictured.

Wayne State University in Michigan is offering students a \$10 incentive to get a COVID-19 vaccine as part of the plan for a return to face-to-face learning this fall.

M. Roy Wilson, the school's president, announced the incentive last week in an email to students. A university spokesman said more than 1,300 students uploaded vaccine verification the first day.

"I do not believe we have offered money before as an incentive, certainly not for anything health related," said Matt Lockwood, the university's associate vice president of communications.

We don't know the vaccine rollouts for students yet

The \$10 is placed in a student's account and can be used immediately on Grubhub or on campus next fall.

Lockwood said the idea came out of a virtual meeting about pandemic protocols and vaccine compliance.



St. Clair College is pictured, Monday, January 25, 2021. Photo by Dax Melmer /Windsor Star

"We were talking about whether or not we should implement a mandate that students be vaccinated before returning to in person classes in the fall," Lockwood said. "President Wilson said he would prefer to try and incentivize students to get their vaccine first. Our dean of students then suggested making \$10 available for use with Grubhub or dining on campus because that proved popular with our students that participated in our alternative spring break program."

With vaccine rollouts moving faster in the U.S. than Canada, colleges and universities south of the border are working on strategies to get the greatest number of students vaccinated before September.

So far, 80 U.S. colleges and universities have stated that vaccines will be required for a campus return while some state governors have already moved to ban such a requirement.

Officials at St. Clair College and University of Windsor aren't yet at the point of establishing vaccine incentives or mandates for students.

"We don't know the vaccine rollouts for students yet," said Chris Houser, UWindsor's science dean who's been charged with leading the return-to-campus initiative. "There are still so many unknowns for all of this. We are going to be promoting vaccines among all the campus community but we're not as focused on vaccine incentivizing yet."

John Fairley, St. Clair's vice-president of communications and community relations, found Wayne State's program interesting but not yet feasible here.

"The situation is different in Michigan with the amount of vaccines," Fairley said. "I don't know about vaccinating an 18 or 19 year old when people 25 and 30 haven't gotten a vaccine here yet. It will depend on what happens with the number of vaccines."

The college just delayed the start of spring semester in response to the government-mandated stay-at-home orders.

"We are planning to continue on with what we can," Fairley said. "And we're planning on having more face-to-face in September than now. Of course, that will depend on the government, vaccines and both the health units in Windsor and Chatham."

At the university, Houser said the most recent government lockdown "has demonstrated just how fluid a situation this is. The way in which we plan is not to assume any particular state we will be in this fall but to have a flexible and scalable plan that allows us to adapt. We just don't know what September will look like so we have to assume it's like today's health and safety guidelines."

Overall, the return-to-campus plan will continue to highlight and expand on testing initiatives already in place.

A volunteer COVID screening program run by the WE-SPARK Health Institute is scheduled to be available to everyone who steps on campus at UWindsor and St. Clair College by September.

A wastewater testing program run by the Great Lakes Institute for Environmental Research will continue to monitor sewage output from campus residences.

Western University in London had to send its students home early this month after outbreaks in six of its nine residences.

"The promotion of appropriate screening will help us avoid the outbreaks that have occurred at other institutions," Houser said.

# St. Clair students share capstone projects with industry experts

Windsor Star - Apr 27, 2021



St. Clair College students, from left, Ulises Martinez, a student in the mechanical engineering technician - industrial program, Khushboo Patel, and Yu Wang, both students in the mechanical engineering technician - robotics program, are pictured outside the Ford Centre for Excellence in Manufacturing, on Thursday, March 8, 2021. The students are developing a robot to package peppers for the greenhouse industry.

A trio of St. Clair College students who designed a robot to sort and package peppers for the greenhouse industry won top prize at the first annual One Ford Capstone event Tuesday.

Khushboo Patel, Yu Wang and Ulises Martinez presented the Flexible Pick and Place robot to executives from Ford Motor Company, Air Canada and an assortment of other tech industry leaders.

The inaugural event was held virtually and showcased the year-end projects of 17 teams.

Students submitted an explanatory video and then answered questions from a panel of judges and industry partners.

Patel, Wang and Martinez earned \$2,000 in prize money for their first-place finish.

Abel Anderson and Hasan Muslemani finished second and picked up \$1,000 for Medify, an app for tracking medication.

“There were a lot of people in the tech industry there so it was definitely a good chance to meet them during the breaks,” Anderson said.

Anderson said he and Muslemani were asked about how to market their app and who their target market will be.

Third place and \$500 went to Luis Silva, Julia Kumala and Harish Veeramosu for their Windsor-Detroit Traffic Forecaster.

Nearly \$10,000 in cash and prizes were awarded and opportunities were there for students to network with business executives.

A total of 43 projects, involving 106 students, were submitted from 12 programs for consideration with 17 chosen by a panel of Ford executives and St. Clair College administrators to present at the Capstone event.

“These events give students the chance to gain practical experience by applying their education to solving real world problems so that they are better prepared to enter the workforce,” said industry participant David Fortin, president of DataRealm.

Four other teams were recognized for their efforts with \$500 gift cards.

# 'It was a huge disruption for me': Hundreds of international students looking to study in Windsor are in limbo

## Ottawa suspended direct passenger flights from India and Pakistan for 30 days

CBC News · Posted: Apr 28, 2021



Arpith Sengupta, who was supposed to start his human resources management program at St. Clair College in May, is one of many students scrambling to figure out if and when they might be able to travel to the city.

Arpith Sengupta was supposed to travel to Windsor from India in May and start studying at St. Clair College, but a temporary flight ban has derailed those plans.

"In an already chaotic world, it was a huge disruption for me," Sengupta told CBC News.

And he's not the only one scrambling to figure out what's next.

Hundreds of international students looking to study in Windsor are currently in limbo due to the temporary flight ban on India and Pakistan that was imposed by the federal government last week.

Given the rising COVID-19 case counts in India — [with 300,000 COVID-19 cases being reported daily](#) — and concerns about mutations of the coronavirus, [the federal government banned passenger flights from India and Pakistan for 30 days](#).

Sengupta said the country's worsening COVID-19 crisis is scary. He also said that his entire immediate family has contracted the disease, so he is self-isolating.



Ron Seguin, the vice-president of international relations at St. Clair College, says the college was expecting more than 700 students to arrive within the span of six to eight weeks starting on Monday. (Mrinali Anchan/CBC)

"The only option we see is traveling from India to another country quarantining ourselves there for 14 days and then traveling to Canada, which is ... something that, as a student, I don't think I can afford," he said. "And it's not right on my part to be honest, I'll be traveling from India, and it's not safe."

He said he planned to land in Windsor in a few weeks and spent more than \$30,000 dollars to get to Canada. But now he's left trying to figure out how to reschedule a flight for a ban that may be extended.

The college and the University of Windsor said it's trying to help students affected by the flight ban.

"Everybody knows this is beyond the control of St. Clair College or the students that flights from India were curtailed for safety reasons," said Ron Seguin, the vice-president of international relations at St. Clair College.

"We know they will open up when the time is right, so again we're preaching patience, we're answering inquiries. Students have to talk to landlords. We're talking to landlords on their behalf. It's an organized mess," he said.

He also said the college was expecting more than 700 students to arrive within the span of six to eight weeks starting on Monday.



Christopher Busch, the associate vice-president of enrolment management at the University of Windsor, says the university has reassured international students that they can start their program remotely from their home. (Mrinali Anchan/CBC)

Seguin said the college received a barrage of worried emails from students when the temporary ban was first announced, adding that it impacts students starting in the summer semester.

He said international students can still do their programs remotely, which was also the plan for them when they landed in Canada.

"I left my job to fly to Canada and I'm unemployed right now ... I'm studying and my loans all started. So it definitely affects me financially."

- *Arpith Sengupta, international student*

"We are here to support them remotely, including here to provide counselling services and support. The COVID pandemic has really put a lot of pressure on international students both financially and on a mental health basis," said Christopher Busch, the associate vice-president of enrolment management at the University of Windsor.

## **Schools offering classes, support services remotely**

He said the university has reassured international students that they can start their program remotely from their home and that studies completed outside of Canada will still count toward future postgraduate work permit eligibility.

The university was expecting approximately 900 international students from Pakistan and India to start their degree in May, but only about 75 to 100 students would be immediately impacted as many were planning on starting their programming remotely.

Busch said the university continues to provide counselling services and other supports, including language classes, for students who need the additional help.

As for program costs, St. Clair College says it has kept tuition the same for international students throughout the pandemic, while the university says some of its fees have increased.

For Sengupta, he's still left feeling disappointed. He was looking forward to living and studying in the city.

"I left my job to fly to Canada and I'm unemployed right now ... I'm studying and my loans all started. So it definitely affects me financially," he said.

"Secondly, the main reason to go to Canada was to understand the culture, experience it physically. Since I cannot do that, this is all very difficult to study online."



# Economic development group's rebranding 'call to action' for more business in Windsor-Essex

## Criticism raised over new website, part of \$50K rebrand, being made by non-local company

CBC News · Apr 29, 2021



Stephen MacKenzie says the new brand uses 'clear and concise messaging' to attract investments into Windsor-Essex. (Sanjay Maru/CBC)

The Windsor-Essex Economic Development Corporation has rebranded with a new name, new website and new logo — all meant to better attract new businesses and investments in the region.

It's now called Invest WindsorEssex. According to CEO Stephen McKenzie, the old branding contradicted the organization's message of trying to promote economic development in the region.

"It's clear and concise messaging to help us in our efforts to attract foreign direct investment and local investment," he said. "It summarizes that we want investment here. We want job creation here ... It's a call to action, actually."

The rebrand cost the taxpayer-funded agency just less than \$50,000, McKenzie added. St. Clair College marketing professor Nicole Rourke said that's a good deal and agrees with McKenzie's description of the new name.

Invest Windsor Essex's new website was made by a company based out of Waterloo.  
([www.investwindsoressex.com](http://www.investwindsoressex.com))

"We have a lot to offer a lot of companies looking to invest in Windsor — and I think it really simplifies that call to action," said Rourke.

"We have a highly educated and skilled workforce, and I think that is something that should be promoted a lot more. I think this really simplifies it and really does a nice job promoting our area."

The corporation's new website was created by the Waterloo-based eSolutionsGroup, which Windsor tech-consultant Doug Sartori takes issue with as he questions why the website wasn't tasked to a local company.

"Invest WindsorEssex is all about investing in our communities. So I wonder how they promote opportunities for vendors like that," he said.

When I looked at the website, ... it looked like something that a local vendor would certainly be capable of.  
- *Doug Sartori, tech-consultant*

"When I looked at the website, ... it looked like something that a local vendor would certainly be capable of. There's easily a half dozen or more firms who could have done that work."

Going forward, Sartori added, companies in Windsor-Essex should have priority when contracting work in the future.

"I think it would be a good idea for them to try to make sure that local vendors have an opportunity to participate in this type of thing in the future," he said.

Local companies did apply for the job after request for proposals were sent out.

But ultimately, McKenzie said, eSolutionsGroup was chosen because it had more extensive experience in creating websites related to economic development.

A local company, Tango Advertising Agency, was chosen to create the new logo — which crafts the 'W' and 'E' to look like Windsor and Essex County, respectively.

The WindsorEssex Small Business Centre (SBC) is now operating as the Small Business & Entrepreneurship Centre (SBEC). A new website for the SBEC also shares the cost of the \$50,000 rebranding efforts.

Meanwhile, the Institute for Border Logistics and Security (IBLS) is now operating as Invest WindsorEssex Automobility and Innovation Centre.

# Pandemic intensifies struggles for international students at Canadian schools

Globe and Mail - April 30, 2021



University of British Columbia students attend spring convocation in Vancouver on May 20, 2015.

Last month, Lakehead University student Wrushali Kubde was studying for final exams a world away in India while attending to her mother who was admitted to hospital with COVID-19.

During the day, the 19-year-old, who lives in Maharashtra, the worst-affected state in India, took care of her sick mother and stayed home alone. Her father, who has diabetes, and her nine-year-old brother moved in with her uncle to quarantine.

During the night, she had to attend classes at her Thunder Bay school online – she took one final exam at 2:30 a.m. and a business course at 4:30 a.m.

“It was really difficult for me to manage everything,” she said.

Ms. Kubde is among the thousands of international students studying in Canadian colleges and universities from India, struggling with remote learning as their terms come to an end while coping with the crisis in their home country. India’s Health Ministry reported 386,452 new cases of COVID-19 on Friday, bringing the total number of confirmed cases to more than 18 million. The official death toll has passed 20,800, a figure that experts say is a vast undercount.

Last week, Canada suspended direct passenger flights from India and Pakistan, adding to the challenges for some international students from those countries.

Many students enrolled in Canadian postsecondary institutions with the hope of studying in Canada and then working here, aspirations that have been upended by the pandemic. International students typically pay tuition two to six times higher than domestic students. More than half of Canada’s international students come from two countries: India and China.

Dhruv Joshi, a student of web and mobile application design and development at Langara College in Vancouver, said he’s been struggling with balancing caring for a family member with COVID and his studies. He said he’s routinely up until 3 a.m. to attend classes.

“It’s not that easy to cope,” he said.

He said Langara has been supportive, but his finances have been stretched by medical expenses to care for the sick relative. When he asked for an extension to pay his school fees, he said he was rejected.

“If I need an extension, I’ll have to pay an interest on the amount,” he said.

Many postsecondary institutions across the country said they’re aware and concerned about the growing crisis in India, and that accommodations such as financial, academic and emotional support are provided to students both in Canada and overseas.

Langara College, which admitted more than 3,000 international students from India as of January, 2020, has a quarantine support team that’s assisting all students with travel. The college’s emergency fund is available for students to apply to in certain situations.

As of Nov. 1, 2020, University of British Columbia had 2,457 Indian students, and 160 Pakistani students enrolled in courses at its Vancouver and Okanagan campuses. Michelle Suderman, director of international student development at UBC, said the school has reached out to all students in these two countries.

“We’ve made sure that our advising community, the folks who work with international students every day, are aware of heightened need for practical and emotional support at this time. And of course, one key concern for any population, including young people who are far from home, is their mental health and well being at such a stressful time,” she said, noting counselling services are available 24/7 and in multiple languages including Hindi, Urdu and Punjabi.

Libanshu Malhotra arrived in Ontario days before Canada imposed the ban on passenger flights from India. The Lakehead student now calls his family in Haryana state twice a day to check their safety and well-being.

“I ask them to play games, like board games, because you have to be mentally fit, right?”

As the president of the Indian Students Association at Lakehead University, Mr. Malhotra said he hopes that students could be assisted with their studies in such a hectic time.

Lakehead currently has 514 students enrolled from India this semester at both Thunder Bay and Orillia campuses, and less than a third of them are currently doing their studies from India, said Brandon Walker, spokesperson for the university. He said the school has implemented a temporary change to the numeric grading scheme, which allows students to keep their numeric grade or convert their grade to a pass or fail.

All these schools said they work individually with students to accommodate their unique circumstances.

Yash Bhatt lives in Ahmedabad, a city in western India, and is studying at St. Clair College of Applied Arts and Technology in Windsor, Ont.

The 21-year-old is the only one in his family of nine who has not been diagnosed with COVID so far. Now, his grandmother, aunt and uncle are in hospital after contracting the virus. The hospitalization of the three family members corresponds to a daily expense of approximately \$900. His family is going to require another week in hospital.

“It’s a big deal,” he said. “My plan was if I get enrolled in a college, I will work hard, so I’m able to pay fees for the second year but that might not happen at all.”

Mr. Bhatt had booked his flight to Ontario for April 25 but three days before his departure, Canada announced a travel ban for direct passenger flights from India. The remote learning, added stress of the pandemic and looming financial uncertainty have taken a toll on his studies.

“I’m experiencing too many difficulties because I’m enrolled in a civil engineering subject and cannot manage it over online study because it’s a totally offline subject,” he said, adding he is now considering taking a break from his studies.

# **‘Keep ordering the food from us’: restaurants adjust to takeout life**

CTV Windsor News - Monday, May 3, 2021

WINDSOR, ONT. -- In this lockdown, the third so far in Ontario’s attempts to quell the COVID-19 pandemic, many restaurants are struggling to keep the doors open.

As many turn to takeout they’re forced to consider a number of things to ensure customers keep coming back for more.

Carmine Incitti and his team at the St. Clair College Centre for the Arts offer dining for large gatherings, catering to thousands of guests at a time, but that hasn’t been the case for more than a year.

“You’re not cooking for thousands of people, you’re cooking for two, three four, maybe 10,” says Carmine Incitti, the executive chef at St. Clair.

It’s a significant down-shift both in the preparation process as well as staffing levels.

On a busy night, 30 people would typically scramble across the kitchen. But right now, the restaurant, which is only offering pick-up service, is coping with just three to four cooks.

“It’s still cooking, but in a different way,” says Incitti, who has revamped his typical menu to feature food items that have better staying power. He does this so his meals taste as good for takeout as they would, plated in the banquet hall.

“A lot of the products that we sell are like lasagnas and pastas with a lot of sauce,” he says. “We try to stay away from the breaded items.”

They’re also incurring greater costs — to purchase take-out containers that ensure freshness.

The executive at Grill 55 agrees, the struggle is real.

“The business is so bad because sometimes we get more orders, sometimes we don’t get any orders,” says Nehru Natkunam of Grill 55. “And plus we have the prep done already too, so there’s a lot of food waste.”

Natkunam says his non-pandemic staff of 16 is now just a couple people strong. He’s still cooking and says stirfrys and pastas travel best for take-out, but admits some popular food items don’t.

“French fries get soggy most of the time,” he says.

Even in the meal prep, chefs are forced to think about what will happen to the food and how long it may be between when it’s done cooking and when it’s delivered to someone’s home.

“If anybody orders a medium steak, we try to cook it medium rare. Because by the time it gets there, it’s medium,” Naykunam says.

While both chefs admit take out isn’t a substitute for the dine-in experience, they’re imploring customers to continue supporting small local restaurants to ensure they’re around for years to come.

Chef Incitti says its also best to shift your take-out so it’s not always on the weekends, and regardless of where you eat the meal, one convention should remain the same.

“Give a good tip,” he says. “Give a good, good tip because they’re working hard and struggling like everyone else during the pandemic.”

# Pandemic won't stop those called into field of nursing

Windsor Star - May 05, 2021



Lindsay Samoila (left) and Deb Frank are two of the many HDGH nursing staff who have stepped up during the demanding times of the Covid-19 pandemic. Photo by Hotel Dieu Grace Hospital

“I worked in infection control before COVID-19 made it cool,” Lindsay Samoila jokes. The registered nurse is all too aware, however, that being plunged into a pandemic is no laughing matter for Canadians, including her colleagues at Hôtel-Dieu Grace Healthcare.

“We knew how organisms travel and are transmitted before March 2020. Now we must stay the course and have faith we will all get through COVID-19,” Samoila says. Infection control is key.

HDGH’s infection control department was comprised of Samoila RN, CIC, and Stephanie Grayer RPN. Interprofessional colleague Justin Quinn and Deb Frank RN came on board to help them battle COVID-19 in the community, particularly in long-term care homes.

Frank temporarily left her contingent position as a nurse in a U.S. hospital to answer HDGH’s call for nurses willing to go into nursing and retirement homes experiencing COVID-19 outbreaks. Frank works long days as an IPAC-RN at HDGH and also full-time as a Professor in St. Clair College’s Practical Nursing Program. I would teach virtually, then head out to support wherever I could, and I had a cheering squad and my chair, Linda Watson, behind me.

“This pandemic put many people in over their heads at longterm care homes. It wasn’t the fault of the staff. This is a once in a lifetime event,” Frank notes.



Deb Frank RN, answered HDGH’s call for nurses willing to go into nursing and retirement homes experiencing COVID-19 outbreaks. Photo by Hotel Dieu Grace Hospital

As infection control specialists, “we are here to support LTC homes,” Samolia says. Each local hospital was assigned a number of residences. A dozen were put under HDGH’s care.

“We parachuted Debbie in and she guided the operation in the right direction,” Samoila explains.

In Augustine Villas Retirement Home and Assisted Living in Kingsville, “COVID-19 was everywhere. Our leadership team figured it out, setting up a command center, triaging, and prioritizing. I pushed the medical cart, completed assessments, and filled in wherever I was needed,” Frank says. Our team was amazing.

HDGH put boots on the ground in the residence, and at Villages of St. Clair, including hospital CEO Janice Kaffer and vice president external affairs Bill Marra, respiratory therapists, clinical practice and clinical operations managers, RPNs and a unit clerk acting as a personal support worker to residents. People from Erie St. Clair Local Health Integration Network (LHIN) and Erie Shores Healthcare pitched in. Local paramedics assisted with swabbing tasks.

“It didn’t matter what your title was. We were in there, feeding and bathing residents and supporting the exhausted Village of St. Clair staff,” Frank says.

Realizing Frank had been working too many shifts without reprieve, Kaffer took her place and sent the nurse home to be with her family – safely distanced – on Christmas Day.

“Everyone is so supportive of one another. We cheer each other on, saying keep doing it, you’ve got this,” Samoila observes.



Lindsay Samoila RN, CIC is part of HDGH’s infection control department. Photo by Hotel Dieu Grace Hospital

When deployed to the Village at St. Clair, a longterm care residence in Windsor owned by Schlegel Villages, the HDGH team felt for the residents. “One woman there explained to me she hadn’t been outside her own room for a long time and she had been looking forward to having lunch again with her table of four. But it was a table of one now,” Frank says. “Being surround by death, we understand we need to dignify this, and provide support and com-fort as well as we can.”

Another Schlegel Villages residence, The Village of Aspen Lake in Tecumseh, also had a COVID-19 outbreak. “Residents’ families would have loved to be there, helping, but they had to be shut out. Our nurses understood going in they were fortunate to be the ones inside,” Samoila says.

While the HDGH teams were taking care of the residents, Samoila and Quinn were meeting with the homes’ management leaders to get the situation under control. Safely distanced in large conference rooms, the infection control professionals continue to identify strengths and weaknesses, opportunities and threats, then follow up to en-sure strategies are being implemented.

“Management meets us with open arms. Normally, the goals we set would take a long time to think out and plan, yet we did them immediately. The longterm care homes have come so far in such a short period of time. They

have made huge progress. I feel like these 12 homes are ours,” says Samoila, who looks forward to monthly checkup meetings with each one.

Like all nurses during COVID-19, Samoila and Frank struggle to juggle their long work hours with their personal lives. Samoila’s husband and sons, ages six and eight, appreciate she is helping people who need care. “My kids are scared, though. They get how serious this pandemic is,” she says. “When I got my vaccine, my eight-year-old start-ed crying. I asked why he was sad and he said he was worried I’d get the virus and now the vaccine will protect me. We had a big celebration at home that day!”

Family and friends offer practical support, making meals, helping take care of the kids and sending encouraging texts. “Community recognitions like not having to wait in line at the grocery store are big for me,” Samoila says.

Frank is also grateful for the “tremendous support” of her husband Mike, daughter Meaghan, 21, and son Jake, 23. To protect them while fighting outbreaks, she moved into hotel accommodation. “It was a difficult decision, but I slept better knowing I wasn’t bringing the virus home.” Friends’ inspirational messages and care packages were beneficial in offsetting her disturbing COVID-19 dreams.

“It’s important as a nurse that I practice self-awareness and positive affirmation,” says Frank. “What has been helpful in sustaining my energy is sharing and debriefing with colleagues with similar experiences. At then end of each day, I try to focus on what I did for the betterment of someone else.”

“Nurses are flexible chameleons. We just want to serve, so give us the work. Our nurses do swabs, staff drive-through test centres, have gone into longterm care homes and handle whatever else it takes to break the chain of virus transmission,” Frank says.

Knowing what is at stake, nurses can be depended upon. The phone-a-friend tree has proved critical in the fight. “We call healthcare workers we know at 5 p.m. and ask if they can come 7 a.m. the next day to swab 100 people. And they always say, ‘I will be there,’” Samoila says. “COVID-19 has reaffirmed nurses’ commitment.”

“I’ve swabbed in 34-degree weather with the wind blowing everything everywhere. After a shift, I’ve changed my clothes outside in the freezing rain before getting into my car,” says Frank. “It’s a tough job and some days we struggle to find the energy. Yet, in the 30 years I’ve been in nursing, I’ve never loved nursing more than I have since the pandemic started.”

Nurses have experienced a lot of darkness, Frank says. “Being able to vaccinate at Schlegel Villages and Augustine Villas Retirement Home really helped us all. Putting that vaccine in a person’s arm after fighting this virus for so long gives such peace and hope that this is finally going to come to a controlled level.”

Noting “it takes a lot of people and many resources to find our way through COVID-19,” Frank is proud of the contributions of nurses serving in her community. “I feel nursing is a true calling. This passion beats with my heart. Our entire HDGH team is in this profession because of this calling. You can’t not help.”



# Seeing with sound: Device built by St. Clair grads would help people who are visually impaired

**Device, in prototype stage, uses ultrasonic sensors to detect the distance of objects in front of it**

CBC News · May 06, 2021



## St. Clair grads' capstone project results in unique invention

A year-end project by a group of biomedical engineering students has become a unique invention. The device was put together by six recent graduates of St. Clair College — and the design is meant to help people who are visually impaired. 1:42

Six St. Clair College graduates in Windsor, Ont., have teamed to create a device that uses sound to alert people who are visually impaired that something is in their immediate walking path.

For their year-end capstone projects, students in the biomedical engineering technology program were asked to develop a device that would help people affected by a medical condition, disease or disability. The design had to be something not already on the market, to avoid copyright issues.

"So right off the bat, you know it's kind of a big deal," said project manager Bryce McGregor.

"A couple of ideas on prosthetics came to mind. But we didn't want to overshoot. We had 13 weeks and we wanted to make sure we can get something done, so we just thought about what affects a lot of people on the daily."

Eventually, McGregor and his fellow group members — Brianne Morency, Caitlin Vanderkwaak, Colin Michon, Keagan McGeen, Quinn Fazekas and Sarah Williams — decided to create a device for people who are visually impaired.

## How the device works

The device uses ultrasonic sensors to detect the distance of objects in front of the user. A series of beeps will go off when an obstacle is approaching.

The first alarm goes off at a one-metre distance, another at a half-metre distance and a third alarm when the object is right in front of them, risking injury to the person.

The device is at the prototype stage, according to Williams, who said the idea was to make something small enough that could be worn over clothing so it's not intrusive.



McGregor demonstrates the effectiveness of the device by walking up to a desk during the group's capstone presentation. (Submitted by Todd Shearon)

"It was a lot of research, going back through previous years of being in bio-med and trying to recall, 'OK, I know schematics. Now, build one,' said Williams.

"And then of course that time crunch came in because of COVID and our condensed semester."

But making the device came with its share of hiccups, the group said.

For example, all of the individual parts — like the power grid and battery-charging circuit — each had to be custom built. They all worked, but when it came time to putting the parts together, they wouldn't activate.

"So then you have to think, 'Why is this not working? We're in week nine. We don't have time to reorder parts. Everyone knew shipping was crazy during COVID. So it came down to the last week or so,'" said McGregor.

## **The future of the prototype**

As recent graduates, some group members have left Windsor to pursue jobs in other cities. But when asked what the future of the prototype holds, the group said they would welcome the opportunity to reunite and take the device further.

"I'd be totally down to try to make it a fully realized product. If we had some really good investors, maybe we could do that," Vanderkwaak said with a laugh, adding she had no idea her group's project would be get such attention.

"I am really proud of what we were able to accomplish. It's very nice to get the recognition. It's just a very it's been a very cool experience."

# How many cicadas can we expect in Windsor-Essex?

CTV Windsor News -Thursday, May 6, 2021



A cicada nymph moves in the grass, Sunday, May 2, 2021, in Frederick, Md. (AP Photo/Carolyn Kaster)

WINDSOR, ONT. -- Trillions of “Brood X” cicadas are set to emerge from a 17-year slumber. But the massive number of hibernating insects may not be as noticeable in Southwestern Ontario.

But you’ll still hear them.

The “Brood X” species of cicada has been underground since 2004 and is expected to reach various areas throughout the U.S. in places like Michigan. They’ll be in 15 states from Indiana to Georgia to New York; they’re coming out now in mass numbers in Tennessee and North Carolina.

“In our area of Southwestern Ontario, we generally do not see the really huge populations that some areas of the eastern seaboard see,” says St. Clair College landscape horticulture professor Sandy MacDonald.

MacDonald says the Windsor-Essex region mainly sees the “dog day” species of cicada, versus the “periodical” cicada which is in Brood X.

“We never really know how many are down there in the ground ready to emerge, so sometimes we’re surprised by the release and then sometimes it kind of fizzles out and we don’t see as many of the periodic cicadas as we might expect,” he says.

Though MacDonald suggests residents may see some red-eyed black-bodied periodical cicadas emerge before the typical green and black dog day species do.

Researchers say when the entire Brood X emerges, backyards could look like “undulating waves”, and the bug’s mating call sounds similar to a loud lawnmower.

“The high pitch sound of the male is very high decibel,” MacDonald says. “It can certainly affect your hearing if you’re under these trees where there’s quite a number of them as well. You wouldn’t want to really have extended exposure to that sound because it’s very, very loud.”

He notes there are more than 3,000 cicada species throughout the world and that most pose little to no threat to humans or plants.

“As the adults die, they drop to the ground as well and they will actually become fertilizer for that tree,” MacDonald explains. “The insect itself does draw nutrition from the tree, but in the end, especially if they are periodic cicadas that are in large numbers, as they decompose, they provide a nutrition for the trees as well.”

# Lambton College nursing student bullish about future

Woodstock Sentinel Review - May 07, 2021



Mooretown native and SCITS graduate Courtney Cheswick is in her first year of Lambton College and the University of Windsor's three-year Practical Nursing to Bachelor of Science program.

Even though she is just in her first year of Lambton College and the University of Windsor's three-year Practical Nursing to Bachelor of Science program, Courtney Cheswick already has a wealth of nursing experience under her belt.

Not only did the Mooretown native spend ample time in hospitals while she completed her two-year practical nursing degree at St. Clair College, but Cheswick also worked as a dialysis nurse in Windsor for over a year-and-a-half before moving back to Lambton County to advance her knowledge in the field of nursing.

The SCITS grad also managed to work at Bluewater Health during her first year at college, helping out at the vaccine clinic while also being part of the mobile swab team, going to nursing homes affected by COVID outbreaks.

Though becoming a nurse wasn't always on Cheswick's radar, once she made the decision to pursue nursing as a career she embraced it, she said, and gave it her all.

"I've always been interested in the medical field, though I don't have any relatives who worked there," she said. "When I was looking into different career options when I was at high school, I did consider nursing, but I also looked at becoming a dental hygienist and being an x-ray technician. But I just felt nursing was an all-in-one job because it's so broad and there are so many areas within it, which I really liked about it.

"Eventually I kind of grew to love nursing," Cheswick added.

Though she admitted being a bit intimidated before going into her first placement in a hospital as part of her practical nursing program at St. Clair College, Cheswick said it didn't take long for her to feel right at home.

"It definitely was a little bit intimidating at first," she said. "I went to college when I was 17 because I have a late birthday, so obviously I was young and didn't have much life experience. And going into a program like at St. Clair where you go into a hospital within the first five weeks of starting classes, where you have the responsibility of someone's life in your hands, that was 100 percent intimidating.

"But as soon as I started getting familiar with the hospital and started caring for people I knew that nursing was for me," Cheswick continued. "That was my career and that was what I wanted to pursue."

Cheswick was exposed to different types of nursing during her placements at St. Clair, including in nursing homes and on surgical floors, but she said her heart was set on being involved with the adrenaline-pumping, fast-moving aspects of the job.

“I like the more fast-paced, high-activity type of nursing – on the front line, taking care of patients and helping with medical procedures, that’s the kind of nursing I like most,” she said.

“After college I was hired at the regional hospital as a dialysis nurse and I worked there for just over a year-and-a-half. And then I decided that I wanted to go back to school to get my RN (Registered Nurse) because my end goal was to work at emerg or ICU and you can’t do that as an RPN (Registered Practical Nurse),” Cheswick added. “So I wanted to further my knowledge and my career as a nurse and take my RN. I applied to Lambton College and got in and I’m now finishing my first year.”

Cheswick said her experiences with different aspects of nursing have provided a bit of perspective. Nurses, she discovered, need to pace themselves, need to find time to recover and rejuvenate after spending most of their hours taking care of others. The stresses of the job can be overwhelming, she said, and you need to find ways to achieve tranquility.

“Nursing is not an easy job – you have to be able to go into work and be mentally stable, have a positive attitude and always put other people first. And sometimes that can be draining for you,” she said. Yet so far, the joys of nursing have far outweighed the negatives, Cheswick said. She’s already had several positive experiences that she will carry with her for the rest of her career.

“When I was a dialysis nurse, patients come in three times a week and that’s their lifeline. You’re giving them another day to proceed with their life,” she said. “You hook them up to a machine, you give them treatment and you help them feel better – it’s just super rewarding to care for people and advance their health. “And helping out with the vaccine clinic was one of the most rewarding experiences for me in my career in nursing,” Cheswick continued. “Just being a part of the team that was giving some of the first vaccines in Sarnia-Lambton and then going out on the mobile swab team, going out to nursing homes and swabbed them when they had COVID outbreaks and vaccinated seniors there, that was a really big thing for me because I knew I was playing my part in helping the community.”

While she wants to finish her schooling and get more experience, possibly doing some travel nursing after she graduates, her long-term include eventually becoming part of a management team or the director of a nursing home so that she can continue to provide the best care possible to patients.

Deciding to becoming a nurse, while not always easy, was one of the best decisions she has ever made, Cheswick said.

“I have younger friends who are still in high school and friends my own age wondering what they want to do career-wise and I tell them nursing is a fantastic career, but you have to be able to have compassion and a caring heart to become a nurse,” she said.

“It’s been a long journey, especially over this past year, but honestly I wouldn’t change it for the world.”

# Virtual talent contest seeks kids' video performances

Windsor Star - May 10, 2021



Warm up those dance move and magic tricks because the Windsor Essex Virtual Kid's Got Talent is looking for entries.

The online contest, which launched Sunday, is accepting videos until May 31. Kids up to 18 years of age, living in Windsor or Essex County, are eligible.

Cute baby videos are also encouraged.

Winners will be announced June 23 during a virtual broadcast hosted by John Fairley. At least three winners will be selected from each age category.

Each winner will receive a prize package of lessons or equipment to pursue their passion. Where possible local artisans negatively impacted by COVID-19 will be employed to provide lessons.

To register, visit [weccc.ca](http://weccc.ca). Contest rules and instructions provided at registration. Videos will be accepted until midnight May 31.

The contest is dedicated to the memory of Bill Pillon, a father and grandfather, who loved to watch his grandkids put on talent shows.

As well, it honours the memory of everyone who has died in the past year, whether related to COVID-19, due to the fact many in the community have not been able to participate in services for loved ones due to the pandemic restrictions.

The event is supported by Windsor Essex Compassion Care Community, St Clair College, Families First, Family Services Windsor Essex, Windsor Essex Children's Aid Society, Hotel Dieu Grace Healthcare, Community Support Centre of Essex County, City of Windsor, Toldo Foundation, Windsor Spits, Windsor Regional Hospital, Janisse Funeral Homes, United Way, Jeff Burrows, Rick LaBonte, Windsor Police, Assumption Cares/Assumption Church, Unemployed Help Centre Hub of Opportunity, Carol Derbyshire and Chris Lewis.

# Women receive tools as 'welcome to the trades' show of support

Windsor Star - May 10, 2021



Rebecca Chenier, left, and Delaney Krieger, are pictured outside the offices of Build A Dream.

Never mind the balloons and streamers. Nothing says welcome to the trades like an impact driver.

In its ongoing quest to get more women in the skilled trades, a local non-profit launched a program that in addition to mentorship and industry support, offers 100 women a starter tool kit complete with a hammer, tape measure, impact driver set and more.

Build a Dream has partnered with WFS Ltd. and Milwaukee Tool to launch the #HerPower Tools program that puts \$150 worth of tools in the hands of the women who attend the organization's career discovery expos. From now until May 2022, applicants can submit a brief story about why they're pursuing the trades and agree to share their career progress for one year.

"We want to ensure they succeed on their path," said Build a Dream founder Nour Hachem-Fawaz. "We're not just giving them tools, resources come with the tools so that we're not just attracting them into the trades, it's about retaining them as well."

Women in the program will belong to a network that provides access to role models, mentors and industry reps looking to diversify their workforce.

"It would have been so beneficial if I had someone to reach out to," said Rebecca Chenier, a red seal machinist who started in the trades through a pre-apprenticeship program offered by the Women's Enterprise Skills Training of Windsor and St. Clair College.

As a working skilled tradeswoman with Centreline, Chenier has become one of the mentors she would have liked to lean on when she was just embarking on an apprenticeship.

"It can be overwhelming and daunting for anyone entering a trade," she said. "It's not necessarily something people are super familiar with so it's really cool these women are getting the physical supports in terms of the tools but also the support through mentorship and being able to reach out to someone in your field."

Delaney Krieger found a career in carpentry through a Build a Dream expo and now she's encouraging other young women to take a hard look at the trades for their future.

"I connected with the Carpenters' Union and I fell in love with it," Krieger said. "I liked how the apprenticeship was set up and I loved the ability to earn while I learn. I realize how much the trades have given me and now my biggest mission is to expose a lot of young women to the same opportunities.

Young women and gender non-conforming students can apply for the program online

at [webuildadream.com/herpowertools/](https://webuildadream.com/herpowertools/).

Full Board Minutes:

May 25, 2021

Media Report

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# Lois Fairley Nursing Award recognizes 'All Nurses' in 2021

CTV Windsor - Tuesday, May 11, 2021



WINDSOR, ONT. -- All nurses across Windsor-Essex are being credited for their outstanding contribution during the ongoing pandemic.

The Registered Nurses Association of Ontario (R.N.A.O.) and Windsor Essex Chapter announcing 'all nurses' as the recipients of the 14th annual Lois Fairley Nursing Award

"In 2021, our community continues to fight and respond to the pandemic," says John Fairley, son of Lois Fairley. "It has been reinforced over this past year, the nurse's role as frontline as healthcare heroes."

As a symbol of their service to our community, a bench will be dedicated in Leamington's Seacliff Park to recognize the valuable contribution of Windsor and Essex County nurses.

Crystal Hepburn, President of the R.N.A.O. Windsor Essex Chapter says "This year, this award recognizes the extreme dedication, loyalty and hard work that all of our nurses are providing to ensure our community continues to be safe and healthy during this pandemic."

It's the second year that this award has honoured nurses throughout Windsor and Essex County.

In May 2020, the selection committee members decided the award would be given to all nurses throughout Windsor and Essex County during the first few months of the COVID 19 pandemic.

Presently, there are two dedicated benches announced to recognize the important role of nurses in our region.

One bench is located in Windsor's Jackson Park, and the other at the new Amherstburg Health and Wellness Centre (the former St. Bernard School site) located on Richmond street near Centennial Park.

The award honours Lois Fairley, a graduate of Grace Hospital's nursing program in 1955. Lois spent her career serving patients at Grace Hospital in Windsor as a nurse and head nurse. She also represented the nursing profession as a member of the Provincial Board of Directors of R.N.A.O., served as President of the Ontario Nurses Association and a member of the St. Clair College the Program Advisory Committee.

Unfortunately, Lois passed away in July of 2007. The Registered Nurses Association of Ontario (R.N.A.O.) instituted this award for Windsor Essex nurses in 2008.



# From candy striper to chief executive

Wallaceburg Courier Express/ Chatham Daily News - May 12, 2021



Lisa Northcott, vice president of people and chief nursing executive at Chatham-Kent Health Alliance, is retiring in the fall. Photo by Handout /jpg, CA

Lisa Northcott remembers always wanting to be a nurse.

After moving from a volunteer candy striper at 14 to the chief nursing executive and a vice president at Chatham-Kent Health Alliance, she will retire this fall.

Her time volunteering as a teenager in what was Sarnia General Hospital in the 1980s “solidified” her decision to become a nurse, she said.

“It was a lot different back then,” Northcott, who grew up in Corunna, said. “We were actually allowed to work quite closely with the patients, helping them with all their activities of daily living, feeding patients (and) walking patients.”

After completing the two-year nursing diploma at St. Clair College in Chatham, Northcott entered the workforce as a nurse at Chatham’s former St. Joseph’s Hospital in 1987.

She began on an in-patient surgical unit and later moved to the operating room. Eventually she became the diabetes educator, working with newly-diagnosed children and adults and teaching them how to care for their disease.

“I think that’s one of the greatest things about nursing, is there are so many different opportunities to work in different areas,” Northcott said. “One can never get bored in this profession. There is always something new to learn and I’ve been given so many amazing opportunities here at Chatham-Kent Health Alliance over the years.”

Later, Northcott moved into management roles in the in-patient medicine unit, in nursing information technology and as director of quality and practice before her current position. She also furthered her education, obtaining a B.Sc. and then a M.Sc. in nursing in 2013.

She said she wanted to move from the bedside to help nurses find resources and support to care for their patients.

“Also, I wanted to go into nursing leadership to create a work environment where nurses can find really rewarding and fulfilling work,” Northcott said. “I think that in a nursing leadership role, it gives you the ability to do those things.”

The nurse said many of the changes made over her time at the health alliance haven’t specifically come from her, but she has been apart of several. One of those has been a shift towards patient-centred care, “where we try to provide care that really restores people’s dignity and gives control back to them,” she said.

As well, Northcott said she helped bring more collaboration between disciplines to work with nursing to provide care, and helped lead people through new technology at the health alliance.

“When I started nursing, everything that we did was on paper and now we’ve implemented electronic medical records, and we’re moving closer and closer to integrated electronic medical records some day that will be paperless,” she said.

Northcott said a “big change” was more recognition for nurses’ well-being. While nursing is rewarding, those in the profession can witness pain and sadness, she said

“We never really used to talk about that,” she said. “I think now that’s something that we acknowledge and we acknowledge the toll that this work can take on nurses. I’ve tried to help lead some of the programs here at CKHA to help support nurses through some of that.”

The impact of the COVID-19 pandemic was like nothing else in her career, but she said the response from the nurses, as well as staff and physicians, has been “extraordinary.” While training prepares nurses to deal with infectious diseases, it is hard to “train and prepare for something of this magnitude,” she said.

Northcott said her desire to spend time with her family, including two children, influenced her decision to retire.

She said she will always be a nurse.

“Nursing leadership – I’ve really found it satisfying, but I do miss working at the bedside,” Northcott said. “Those were some of the greatest times of my career and some of my favourite times.”

# Charlie Jackson, founding principal for forerunner to St. Clair College, dies

Windsor Star - May 13, 2021



Charles (Charlie) Jackson, who became head of the Western Ontario Institute of Technology (which was the predecessor to St. Clair College), died at his retirement home in London May 7. He was 100. Mr. Jackson became the principal of the Western Ontario Institute of Technology (W.O.I.T.) in 1960 and served until 1966. He served as St. Clair College's Vice President Academic from 1967 to 1978.

A portrait of Charlie Jackson hangs on a wall in Griffin Hall alongside all the past presidents of St. Clair College.

Jackson was not a president, he was the principal of St. Clair's predecessor, the Western Ontario Institute of Technology.

Regardless of official title, he has been recognized as a well-respected leader among students and staff.

Jackson died May 7 in London at the age of 100.

"His first priority was his students," said long-time friend and colleague Bill Totten. "He always worked hard on their behalf."



Charles (Charlie) Jackson, who became head of the Western Ontario Institute of Technology (which was the predecessor to St. Clair College), died at his retirement home in London May 7. He was 100. Jackson became the principal of the Western Ontario Institute of Technology (W.O.I.T.) in 1960 and served until 1966. He served as St. Clair College's Vice President Academic from 1967 to 1978.

Jackson was a radar specialist for the Royal Canadian Air Force in the Second World War. He was training and teaching others in the service at a time when the technology was not well known.

After the war, he taught electronics at a trade school in Toronto when he was asked to oversee and establish a similar technological institute in Windsor.

The Western Ontario Institute of Technology was founded in 1958. It opened with 100 students in an old grade school at 815 Mercer St. where they learned about electrical, mechanical and chemical technologies.

At the time, students were all male and required to wear a shirt and tie with either a red or blue blazer.

Jackson insisted on proper attire for these future members of the workforce.

“He treated the students as if they were getting ready for the jobs they would be getting into,” Totten said. “They were potential employees getting ready for something special. I don’t know if it was like that at other institutions but Charlie was responsible for maintaining that at W.O.I.T, it was important to him.”

Jackson once said in an interview one of his proudest moments came in 1963 when the institute had 80 graduating students and 120 jobs waiting for them.

“Our students were already able to talk on their bosses’ level,” Jackson told his interviewer at the time. “We were proving that we offered a concentrated and job-oriented education for people who wouldn’t or couldn’t go to university. Our students were adults and we treated them as adults ... and it paid off.”

Recruiters started reaching out to Jackson for future hires when they saw W.O.I.T. turning out graduates with practical as well as academic knowledge who were ready to hit the ground running.

W.O.I.T. merged with the new St. Clair Community College in 1967. Richard Quittenton was named its president and he in turn tabbed Jackson to be the college’s vice president of academics.

Totten met Jackson when he became the assistant registrar and later the registrar.

“He was a good man,” Totten said. “He was more separated from the students as a vice president but he was all about the academics and the faculty because he knew they would be teaching those students.”

In 2014, college administration named the road in front of the Ford Centre of Excellence in Manufacturing (FCEM) on main campus, Chas Jackson Way in his honour. Jackson, who retired to London, attended the dedication ceremony.

“He was the same, a little frail, but we had a great visit,” Totten said.

Current college president Patti France described Jackson as “a trailblazer.”

“W.O.I.T. built the foundation for St. Clair College to continue the work of providing a place for students to advance their education, find jobs in their fields and contribute to their communities,” she said.

Jackson is survived by his wife Jean, four children, 10 grandchildren and 11 great grandchildren.

A memorial service will be held at a later date.

# Most Windsor-Essex businesses expect to feel pandemic impacts for up to year and a half

## About 34% of survey respondents say the pandemic forced them to lay off staff

CBC News · May 13, 2021



Arvind Jain expects to feel the impact of the pandemic on his business for the next year. (Sanjay Maru/CBC)

A new survey meant to "take a pulse" of the impacts of COVID-19 on Windsor-Essex businesses found that a majority of them expect they will continue to feel the effects of the pandemic for some time to come

"As we know, COVID has hit some of our sectors extremely hard — so this informs us," said Invest WindsorEssex CEO Stephen McKenzie.

Just over three-quarters of the 280 businesses surveyed agreed they will continue to feel the pandemic effects for the next six to 18 months.

The survey was conducted between Apr. 9 and Apr. 30 and its results were released on Thursday in the midst of Economic Development Week. The survey was conducted by Workforce WindsorEssex, St. Clair College and Invest WindsorEssex.

Arvin Jain, the owner of Swaad, said he estimates he has lost about 50 per cent of his annual profits during the pandemic.

"This pandemic is getting harsher on our side this time," Jain said.

"Definitely the survival level is now tough."

When asked how long it will take for him to no longer feel the effects of them pandemic, he said he expects it will take more than a year.

"I don't know how we will get back to the stage we were," he said.

## Stay-at-home order extended

On Thursday, Premier Doug Ford announced the provincial stay-at-home order would be extended to June 2. It had previously been set to expire next Thursday.

Jain was preparing to open up a second location in Leamington for dine-in at reduced capacity, but now, the stay-at-home extension will only allow him to open his new location with takeout which is problematic because he's already paid a few months of rent.

To catch up is very difficult.

- *Kim Spirou*

To accommodate for the lost revenue, Jain expects to put in extra hours and take on additional tasks such as cleaning and sweeping the restaurant.

## 'Other' sector responses

Most of the responses on the survey came from a sector categorized as "other" which includes auto and appliance repair, personal care services, funeral services, civic and social organizations, laundry services and religious organizations.

The second and third highest respondents came from the retail trade and manufacturing sectors, respectively.

The survey also showed about 34 per cent of respondents have laid off one or more staff members as a direct result of the pandemic.

The owner of Salon Brush, Kim Spirou, said she has lost revenue and she will feel the impact of the pandemic for the next year.



Kim Spirou, owner of Salon Brush, says the stay-at-home extension is 'devastating.' (Dale Molnar/CBC)

"It's going to take a very long time for us to get to the volume of clients that we serve because, frankly, even when we're open... the capacity limits make it very difficult for my stylists to all work together," Spirou said.

"To catch up is very difficult."

Spirou has owned and operated Salon Brush since 2016.

"Owning a salon has been a dream of mine for many years. I worked very hard to get it established," Spirou said.

"I don't want to have to close, but at some point in time, you know, I can't keep going and I may have to close. And that would just be such a tragedy."

In order to tackle lost revenue, Spirou says she may consider bringing in another stylist to boost customer capacity, once restrictions are lifted.

About 24 per cent of respondents reported a more negative attitude about doing business in the community since last year.

While the survey showed that 118 businesses planned to expand, seven indicated they will be closing.

# Three local students awarded scholarships for improving seniors' lives

Windsor Star - May 17, 2021



Retired Teachers of Ontario logo. Photo by Screen Shot /Windsor Star

Three local post-secondary students looking to improve the lives of seniors were awarded scholarships by the Retired Teachers of Ontario (RTOERO).

Matthew Malandruccolo and Daniel Picard of LaSalle and Windsor's Austin Teshuba each received a \$3,000 scholarship.

The retired teachers group awarded a total of \$60,000 in scholarships to 20 students across the province.

"The scholarships will help the students to pursue goals that support well-being, from geriatric medicine to nursing, to public health, to age-friendly technology," the media release said.

According to its website, RTOERO includes retirees and active employees from the broader education community, and has a mission to improve the lives of members and seniors.

Malandruccolo is studying nursing at St. Clair College. In his application he said that through community nursing he hopes to "help people continue to live and receive care in their own home."

Picard is studying medicine at the University of Ottawa. He plans to "go into family medicine and practice with a holistic and preventative care lens."

Teshuba is studying software engineering at Western University with a "goal to reform the Internet by creating inclusive digital spaces and age-friendly software for seniors."

RTOERO has awarded over \$500,000 in scholarships over the past 20 years.



**ST. CLAIR**  
COLLEGE

**2019-20 KPI Presentation  
to the  
Board of Governors**

May 25, 2021

Full Board Minutes:  
May 25, 2021



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**START HERE GO ANYWHERE**



# 2019-20 KPI – Summary Results

	Province	St. Clair College
Employer Satisfaction	91.1%	90.0%
Graduate Satisfaction	78.9%	80.2%
Graduate Employment	85.5%	81.8%
Graduation Rate	66.4%	67.7%

START **HERE** GO ANYWHERE



# 2018-19 vs. 2019-20 – Summary Results

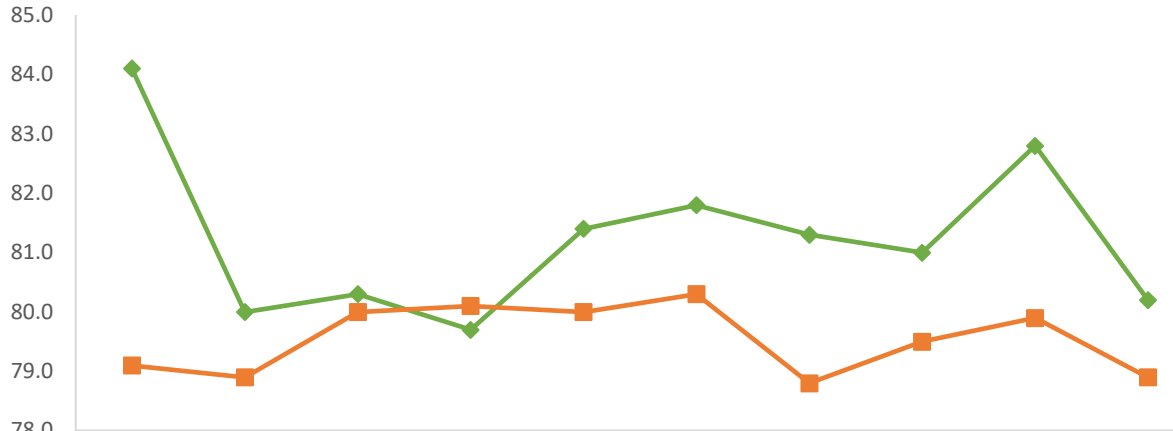
St. Clair College Summary Results	2019	2020
Employer Satisfaction	84.0%	90.0%
Graduate Satisfaction	82.8%	80.2%
Graduate Employment	87.5%	81.8%
Graduation Rate	66.6%	67.7%

START **HERE** GO ANYWHERE

## KPI - Graduate Satisfaction

### GRADUATE SATISFACTION

—◆— St. Clair    —■— Province



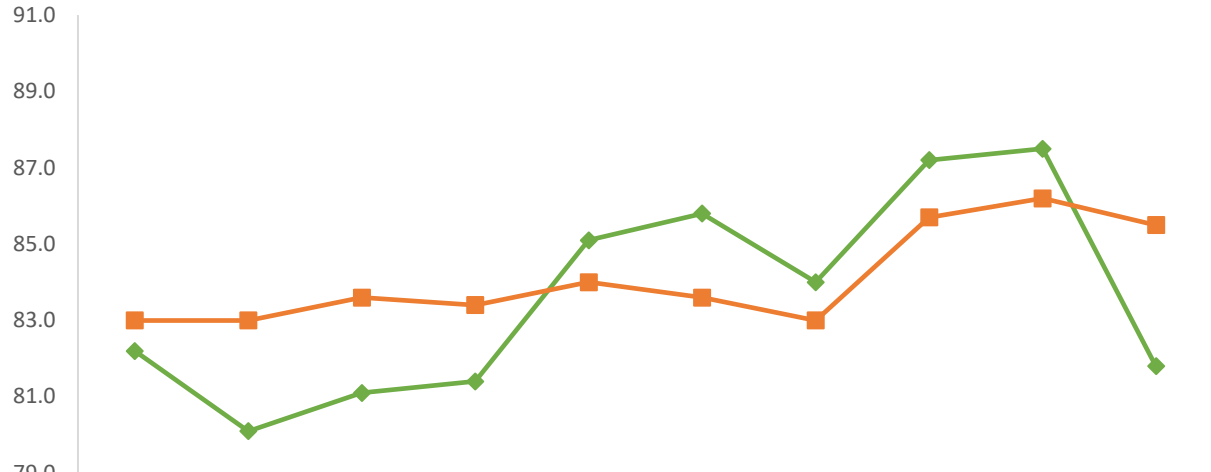
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
◆ St. Clair	84.1	80.0	80.3	79.7	81.4	81.8	81.3	81.0	82.8	80.2
■ Province	79.1	78.9	80.0	80.1	80.0	80.3	78.8	79.5	79.9	78.9

Graduate Satisfaction	
Province	78.9%
1 Boréal	90.2%
2 Northern	87.9%
3 La Cité	85.1%
4 Loyalist	83.8%
5 Confederation	83.6%
6 Cambrian	83.1%
7 Conestoga	81.6%
8 Canadore	81.5%
9 Sault	81.4%
10 St. Lawrence	81.3%
11 Mohawk	81.2%
12 Niagara	81.2%
13 Fanshawe	80.8%
14 <b>St. Clair</b>	<b>80.2%</b>
15 Fleming	79.5%
16 Algonquin	79.5%
17 Lambton	79.1%
18 Centennial	79.0%
19 George Brown	77.8%
20 Georgian	76.8%
21 Seneca	76.4%
22 Sheridan	76.0%
23 Durham	75.7%
24 Humber	74.9%

# KPI - Graduate Employment

## GRADUATE EMPLOYMENT

—◆— St. Clair —■— Province

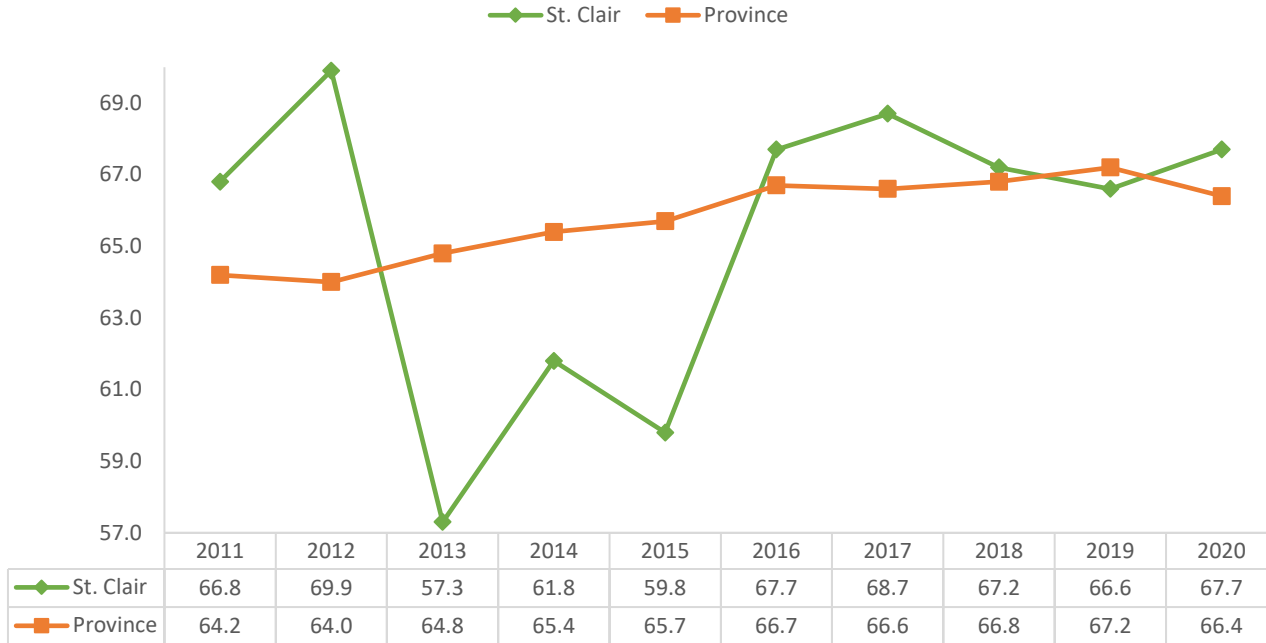


◆ St. Clair	82.2	80.1	81.1	81.4	85.1	85.8	84.0	87.2	87.5	81.8
■ Province	83.0	83.0	83.6	83.4	84.0	83.6	83.0	85.7	86.2	85.5

Graduate Employment		
	<b>Province</b>	<b>85.5%</b>
1	Cambrian	91.9%
2	Georgian	90.2%
3	Mohawk	89.5%
4	Niagara	88.8%
5	Loyalist	88.8%
6	Sault	88.5%
7	St. Lawrence	88.0%
8	Boréal	87.9%
9	Confederation	87.7%
10	Conestoga	86.9%
11	Algonquin	86.9%
12	Canadore	86.8%
13	Humber	86.5%
14	Lambton	86.4%
15	Northern	86.4%
16	Fleming	86.0%
17	Fanshawe	85.8%
18	La Cité	85.7%
19	Durham	83.9%
20	Sheridan	83.6%
21	George Brown	82.2%
22	<b>St. Clair</b>	<b>81.8%</b>
23	Seneca	81.0%
24	Centennial	80.6%

# KPI – Graduation Rate

## GRADUATION RATE



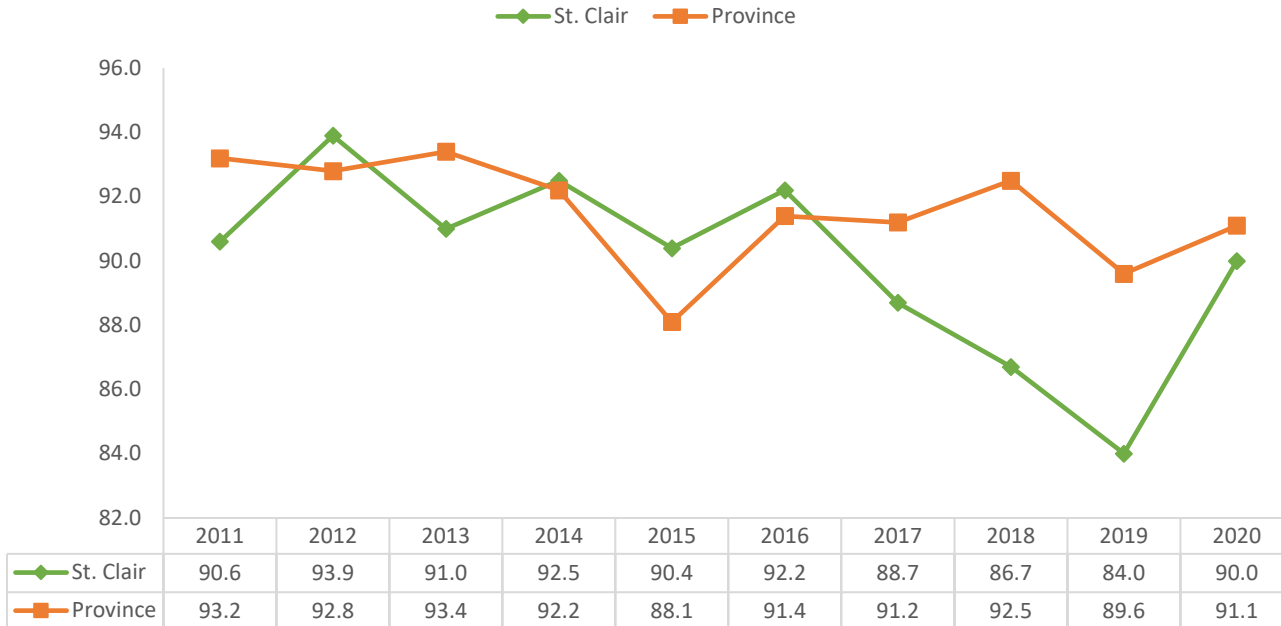
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Graduation Rate		
	Province	
1	Boréal	74.9%
2	Conestoga	72.4%
3	Sheridan	70.0%
4	Cambrian	69.1%
5	Fleming	68.0%
6	Fanshawe	67.9%
7	<b>St. Clair</b>	<b>67.7%</b>
8	La Cité	67.5%
9	Niagara	67.3%
10	Lambton	66.6%
11	George Brown	66.5%
12	St. Lawrence	66.0%
13	Durham	65.9%
14	Algonquin	65.7%
15	Georgian	65.5%
16	Mohawk	65.2%
17	Centennial	65.0%
18	Humber	64.7%
19	Loyalist	64.2%
20	Canadore	64.0%
21	Sault	63.8%
22	Seneca	63.2%
23	Northern	62.2%
24	Confederation	60.2%

# KPI – Employer Satisfaction

## EMPLOYER SATISFACTION



Employer Satisfaction	
<b>Province</b>	<b>91.1%</b>
1 Boréal	100.0%
2 Confederation	100.0%
3 Georgian	100.0%
4 Lambton	100.0%
5 Loyalist	100.0%
6 St. Lawrence	100.0%
7 Sault	100.0%
8 Centennial	96.3%
9 Fanshawe	95.8%
10 Fleming	95.5%
11 Seneca	94.1%
12 Mohawk	93.9%
13 Conestoga	92.9%
14 Durham	91.4%
15 <b>St. Clair</b>	<b>90.0%</b>
16 George Brown	88.3%
17 Niagara	87.5%
18 Humber	87.1%
19 Algonquin	85.0%
20 Cambrian	84.2%
21 Canadore	83.3%
22 La Cité	80.0%
23 Sheridan	77.4%
24 Northern	0.0%

Note: Across the sector, there were approx. 561 employer responses out of the 126,121 graduates. No college had more than a 1% response rate. St. Clair was 0.17% with 10 responses. Six colleges received a 100% rating and one college had a 0% rating (no response). These ratings skew the provincial average.

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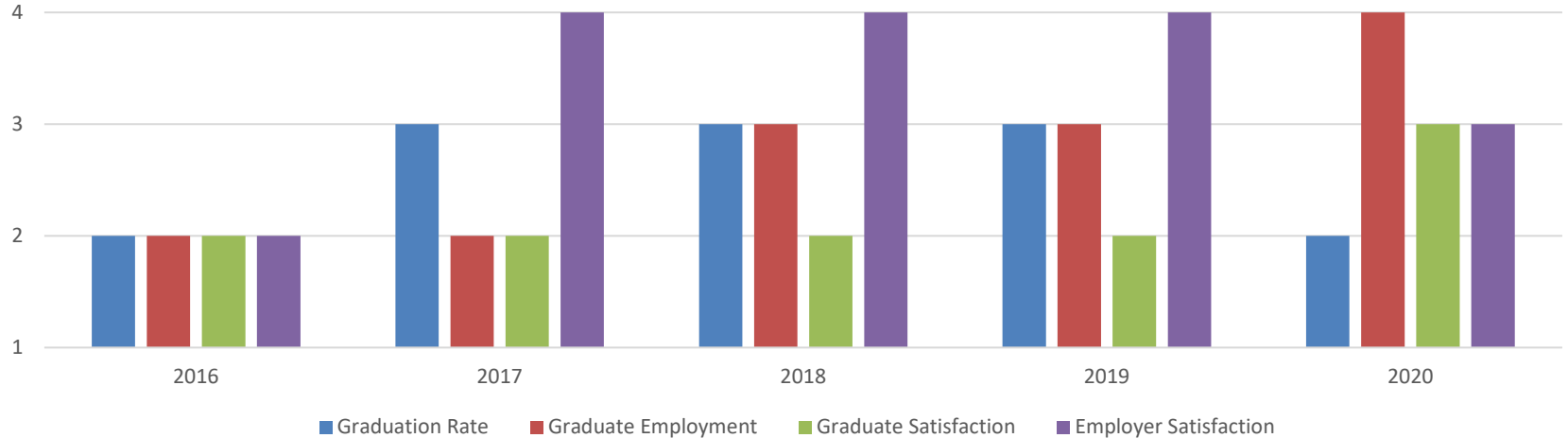
# KPI – Employer Satisfaction

The following programs were included in the employer survey:

Program Code	Program Name
B908	Event Management
H863	Practical Nursing
T941	Power Eng. Technology
A887	Music Theatre - Performance
B226	Office Administration-Executive
B395	Culinary Management
B940	Hospitality - Hotel and Restaurant
B961	Border Services
K240	Early Childhood Education
T947	Electrical Techniques

# KPI - Rates by Quartile – 5 Yr. Trend

St. Clair KPI Trends, 2016 - 2020



**START HERE GO ANYWHERE**





**ST. CLAIR**  
COLLEGE

# Questions?

START **HERE** GO ANYWHERE

Full Board Minutes:  
May 25, 2021

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