

ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

MINUTES of the

FULL BOARD MEETING of the BOARD OF GOVERNORS

Held on April 24, 2018 at 6:00 pm, in Room 109, Chatham Campus, Chatham, ON.

PRESENT:

Mr. D. Allen, **Chair**
Mr. K. Beaudoin
Ms. K. Behune Plunkett (via teleconference)
Ms. T. Bendo
Dr. K. Blanchette
Ms. M. Corey
Mr. F. Curtis
Ms. P. France, **President**
Ms. N. Jammu-Taylor
Ms. L. Kempe, **Chair-Elect**
Ms. R. Khosla
Mr. P. McMahon
Mr. R. Renaud
Mr. E. Sovran
Mr. C. Topliffe
Ms. T. Wonsch

REGRETS:

Ms. M. Wickham

Also Present:

Ms. K. Adams, Board Recording Secretary
Mr. D. Barsanti, Vice President, Student Services & Administration
Mr. E.P. Chant, Editor, SAINT, Student Newspaper
Mr. J. Fairley, Vice President, College Communications & Community Relations
Ms. S. Favaro, Corporate Secretary & Manager, President's Office
Mr. W. Habash, Vice President, Academic
Mr. M. Jones, Chief Financial Officer
Mr. R. Seguin, Vice President, International Relations, Training & Campus Development

Mr. J. Sirianni, Vice President, Human Resources
Ms. M. Tighe, Chair, School of Health Sciences

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

Mr. Allen chaired the meeting and Ms. Adams was the recording Board Secretary.

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

Dr. K. Blanchette declared a conflict of interest on Item #6.1- New Program Approvals: Advanced Medical Esthetics Practitioner. Hearing no other 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 distributed.

2.0 **Approval of the Full Board Minutes of the March 27, 2018 Meeting Held in Windsor, ON**

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

RESOLVED THAT the Board of Governors approve the Full Board minutes of the March 27, 2018 meeting.

3.0 **Constituent Reports**

Retirees

The President reported that Mr. Jones was unable to attend the meeting and that a report on the activities of the Retirees' Association has been included in the Board portfolios.

- The Retirees' Association has elected a new President; Kathy Dupuis and Vice President; Ross Langill. The first meeting with the new executive was held on Wednesday, April 18, 2018.
- The Retirees' met with President France and J. Fairley on Tuesday, April 17, 2018 for the Spring Breakfast in Eatery 101. Ms. France outlined the College's Destination Strategy as well as the plans for the Academic Tower, the Sports Park and the strategies that the College will be developing over the next 12 – 24 months.

- The Retirees' fundraising campaign for the Sportsplex/Healthplex has now reached \$38,129 (127% of original pledge).
- The 25th Anniversary of the Retirees' Association is scheduled for Friday, May 11, 2018 at the St. Clair College Centre for the Arts.
- This year also marks the 60th anniversary of Mr. Jones (Retirees' observer to the Board of Governors) and his work with computers.

The Retirees' Association report is attached to the minutes as Item #3.0.

4.0 **President's Report**

The Chair called on the President to present her report to the Board. The President reported on the following activities:

- On Monday, April 16, 2018, St. Clair College hosted more than 200 guests at the annual Program Advisory Committee (PAC) and Placement event at the St. Clair College Centre for the Arts. This event is an opportunity to thank our community partners for the support that they provide to our post-secondary programs. The President thanked Mr. Habash and Mr. Fairley for their efforts toward making this a successful event.
- The President reported that the presentation to the Retirees' Association marked the final presentation to the constituent groups on the College Destination Strategy. She stated that over the past months, she has presented to the Student Representative Council (SRC), Thames Students Incorporated (TSI), Student Athletic Association (SAA), Alumni and Foundation Boards, the community, Support Staff, Faculty, Administration, Retirees' Association and the Union Locals.
- The Alumni Association held a strategic planning session on Saturday, April 7, 2018. One of the focuses of this session was to align the vision of the Alumni Association with that of the College.
- The President announced that she received sad news from the Quittenton family that on April 12, 2018, Mrs. Quittenton had passed. Mrs. Quittenton was the spouse of the Late Dr. Richard Quittenton, who was the first President of St. Clair College. The College is making a donation on behalf of the Board of Governors to the local chapter of the Alzheimer's Association in her memory.
- The Ministry of Transportation has requested that a traffic study be conducted on College property in planning for the construction of the St. Clair College Sports Park.
- The President noted that the media stories have been sent electronically.

5.0 Consent Agenda

Financial Accountability – Budget Tools – Complete an assessment of needs and develop an action plan that includes “what if” scenarios.

RESOLVED THAT the Board of Governors receive and approve the contents contained in the Consent Agenda of the April 24, 2018 Full Board meeting, as presented.

6.0 Approval Items

6.1 New Program Approvals – Advanced Medical Esthetics Practitioner

Dr. K. Blanchette exited the meeting as he previously declared conflict on this item.

Prior to the start of the discussion, Mr. Habash apologized to the Board members for omitting the budget component of the program proposal from the Board agenda package.

Mr. Habash introduced Ms. M. Tighe, Chair, School of Health Sciences, as the Advanced Medical Esthetics Practitioner program, if approved, will become part of the portfolio of the School of Health Sciences. He then reviewed the program proposal and he highlighted the following key points:

- The Advanced Medical Esthetics Practitioner program will assist in attaining the vision of St. Clair College becoming a Destination College and will contribute to domestic enrolment.
- This program is a one year graduate certificate program, delivered in three semesters with a focus on clinical and hands on training to expose the student to practical learning. The final semester will be a clinical placement in the community.
- The program will provide training in the areas of laser and light treatments, microdermabrasion, cosmeticeuticals, anti-aging and the integumentary system fundamentals, corrective make-up, pre and post-treatment care, chemical peels, injectables, skin care, retail sales and medical terminology.
- Community and industry input, demand and support for this program has been an asset; knowledge regarding equipment requirements,

development of curriculum and the commitment to accept students for clinical placement.

- While there is not a lot of historical employment data for this occupation, there has been strong employment growth within Ontario, as the demand for these services have and are continuing to greatly increase.
- Only one college in the Ontario system currently offers this program.
- First year enrolment to this program would be offered to twenty four students with an anticipation to increase enrolment to forty six students by year three.
- The budget distributed at the Board of Governors meeting reflected a Net Present Value (NPV) for this program of \$560,984 by year eight.
Secretarial Note: Upon further reflection, the budget has been revised to reflect a NPV of \$310,091. This information will replace the Financial Impact detail provided on page 7 of 13, attached to the Full Board Agenda. The revised budgets are attached to the Minutes, as Item #6.1.
- There is an initial investment required for the start-up of this program; \$200,000 for classroom renovations and an additional \$200,000 for necessary equipment. The purchase of state of the art equipment will ensure that St. Clair College will offer academic excellence.

After a brief discussion, it was

RESOLVED THAT the Board of Governors receive and approve the Advanced Medical Esthetics Practitioner, Ontario Graduate Certificate program.

At this time, Dr. K. Blanchette rejoined the meeting.

6.2 2018 Convocation Motion to Confer Diplomas, Certificates and Degrees

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

Spring 2018 Convocation

Session One:	Monday, June 11, 2018
Session Two:	Tuesday, June 12, 2018
Sessions Three and Four:	Wednesday, June 13, 2018
Sessions Five and Six:	Thursday, June 14, 2018
Session Seven:	Saturday, June 16, 2018 (Chatham)

Fall 2018 Convocation

Sessions Eight and Nine:	Wednesday, October 10, 2018
Session Ten:	Thursday, October 11, 2018 (Chatham)

7.0 **Policy/By Law Review**

7.1 By Laws 9 & 10 – 1st Reading

After a brief discussion, it was,

RESOLVED THAT the Board of Governors approve the 1st reading of By Law 9 & 10, as presented.

8.0 **Date Of The Next Meeting**

8.1 The next Full Board meeting will be held on Tuesday, May 22, 2018 in Windsor, ON.

The Full Board meeting adjourned at 6:10 p.m.

Report to the Board of Governors – April 24, 2018

1. First and foremost, the Retirees' executive has a new President, Kathy Dupuis and a new Vice-President in Ross Langill. We held our first meeting on Wednesday, April 18, 2018 with our new officers.
2. On April 17th, we met with President Patti France and Joh Fairley in Eatery 101. A presentation was made by President France of the plans for the new Sports Field and the new Academic Tower. We were very impressed with the presentation, including the quality of the artwork. We really appreciate being kept informed of the plans for the College. The President also expressed her appreciation for the work done by the Retirees' Association. The breakfast was excellent and many comments were made about it.
3. On May 16th, we are planning an Orientation for the Retirees' Executive, with lunch beforehand.
4. Our June meeting will be held in Chatham on June 20th.
5. A retirement planning workshop will be held at Chatham Campus on May 22nd and at Windsor on May 23rd.
6. We are still planning a joint meeting with Fanshawe sometime this year.
7. We have raised #38,129 for the SportsPlex/HealthPlex, which is 127% of the \$30,000 we pledged to raise.
8. Due to our pledge of \$650 to sponsor a hole at Woodland Hills, paid up retirees will be given free golf for the upcoming season.
9. Our big event will be our 25th Anniversary get together on Friday, May 11th at the St. Clair Centre. A luncheon is planned along with some entertainment from various people at the event.
10. On a personal note, this month is the 60th anniversary of my work with computers. You will find a little article in our newsletter about this event.

Thank You.

St. Clair College In The News

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Is Windsor Essex Smart Enough

AM800 CKLW - March 26th 2018



Connecting Windsor Essex CE Bob Campbell at the Smart Windsor-Essex Challenge launch, Epicentre, University of Windsor, March 23, 2018 (by AM800's Peter Langille)

Windsor-Essex is launching a bid to be recognized as a "smart city" region.

Its a challenge launched by the federal government to encourage communities to use innovation, data and connected technology to create meaningful outcomes for residents.

There's an award of \$10-million for the chosen community to use to enact the project they've promoted.

The Smart Windsor Essex proposal will focus on poverty health and employment as potential themes.

The bid is being coordinated by Connecting Windsor Essex and is funded by several partners.

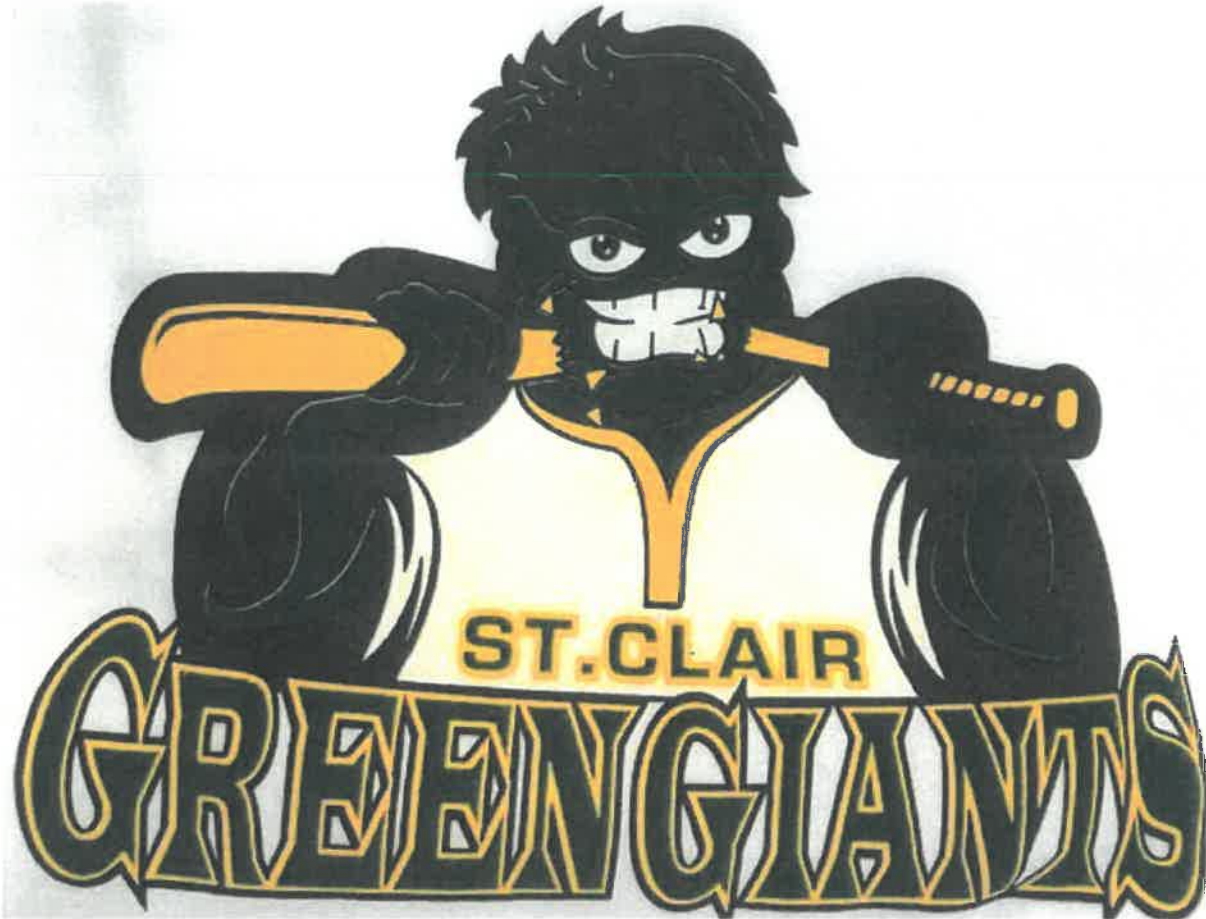
CEO Bob Campbell says they've been working on this since November.

"We have to submit a challenge statement by April 26th. And from that point all the communities that have issued a challenge statement will be evaluated on that submission, and there'll be 7 communities that are given the green light to go ahead and develop that challenge statement"

Campbell says the bid will involve the entire community.

College Baseball Returns To Lacasse Park

WindsoriteDOTca News - Monday March 26th, 2018



St. Clair College baseball is returning to Lacasse Park in Tecumseh this summer.

The St. Clair Green Giants will kick off the 2018 baseball on June 9th, 2018 and will play 21 home games throughout the summer months. Tickets again this year were \$7 with children under 5-years-old getting in free.

The college has applied to the town to set up a licensed area within the ball diamond area in Lacasse Park to sell and serve alcoholic beverages for consumption by patrons attending the games.

The college did the same thing in the 2017 season with no reported issues.

Town Council will be asked to give final approval for the licensed area at their meeting on March 27th.

High School Students Get Skilled As Part Of St. Clair College Open House

[AM800 CKLW – March 27, 2018](#)

6:25 AM



High school students participate in the Get Skilled Competition at St. Clair College's Main Campus on Saturday March 24, 2018. (Photo courtesy of Dan Vincent)

High school students from across Windsor-Essex got a taste of St. Clair College as part of the school's open house.

More than 70 students got some hands on experience as part of the Get Skilled Competition. Participants tested their abilities in Architectural CAD, Auto Service, Team Carpentry, Culinary, Mechanical CAD, Photography, Precision Metal Cutting and Welding.

St. Anne Catholic School student Kyle Lachance says he had a great time competing — he took third spot in the Auto Service event. "This is something I enjoy doing, it's a hobby of mine and it's really fun. I am coming to the college for the Electrical Techniques course next year."

The 18-year-old tells AM800 News it was a fun way to see how things worked on campus. "It's cool to see how things work and where everything's placed and to meet new people and see new things," says Lachance.

The top finishers in each event will represent their respective school board at the Skills Ontario competition in Toronto on May 7.

It's the fifth year for the event.

College Discussing What Smoke Free Looks Like

AM800 CKLW – March 27, 2018



St. Clair College is not fully smoke free now, but a conversation about that possibility has begun.

Some Ontario colleges and universities have adopted plans to go smoke free.

St. Clair Vice President John Fairley says it will be at least 2 years before that could happen.

He points out that with many acres of land at the main campus, in Chatham and downtown it would be a huge challenge.

Speaking on the Lynn Martin Show on AM800, Fairley says they have some designated areas now.

He says just policing those spaces is already a challenge.

"We have to have a plan to allow people to smoke in the right areas and also for people not to be smoking where people don't want people smoking. So that's where the discussion is started about smoke-free. We had to be sure that our own smoke free areas are being monitored I guess to a degree"

Fairley says the college population is not as young as at high schools.

"The average age of those coming to the college are 23-24 years old. And of course our staff and that too but we have adults coming here and it's a different conversation of saying no right away without having conversations of what is best practices"

He says they are already discussing options internally.

"If this happens what is the best practices, this is how you would do it. But nothing has come to the senior group, it's just a working plan by our facilities department to get what we're doing right now. Then take it to the next step if we want to have those conversations"

Fairley says there is not mandate currently to force colleges to go smoke free, but that may come.

Great Turnout For Get Swabbed

[AM800 CKLW](#) - March 27th 2018

Katelyn Bedard
Bone Marrow Association

**INVITES YOU TO
GET SWABBED!**

IN HONOUR OF ZOE DUDZIANIEC

MAIN CAMPUS OF ST CLAIR COLLEGE

← SRC MARKET →

TUESDAY MARCH 27, 2018
9:30AM TO 3:30PM | AGE LIMIT 17-35

**THIS IS ZOE DUDZIANIEC.
SHE IS ONLY 2 1/2 YEARS OLD AND
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ZOE HAS BEEN DIAGNOSED WITH DIAMOND-BLACKFAN ANEMIA - A VERY RARE GENETIC DISORDER AFFECTING LESS THAN 1000 PATIENTS WORLDWIDE. IT IS A TYPE OF MARROW FAILURE IN WHICH THE BONE MARROW DOES NOT MAKE ENOUGH RED BLOOD CELLS. ZOE'S TREATMENT PLAN AT THE MOMENT IS CHEMOTHERAPY (ONLY IN THE MORNING AND 10 NIGHTLY INFUSIONS) AND DONOR BLOOD TRANSFUSIONS. CURRENTLY SHE IS RECEIVING BLOOD EVERY TWO WEEKS. THIS IS BECOMING TOO MUCH FOR HER AND THE NEXT TREATMENT OPTION IS A STEM CELL/BONE MARROW TRANSPLANT. AT THIS TIME SHE NEEDS TO RELY ON THE GENEROSITY OF A STRANGER TO HELP SAVE HER LIFE.

HELP ZOE AS WELL AS THE 900+ CHILDREN WHO ARE LOOKING FOR THEIR MATCH. IS MINUTES OF YOUR TIME IS ALL IT TAKES TO REGISTER.

**FOR MORE INFORMATION, PLEASE CONTACT THE KDBMA AT 519-564-4117
OR VISIT WWW.GIVEMARROW.NET**

A major turnout for 'Get Swabbed in Honour of Zoe.'

The stem-cell bone-marrow event was held yesterday at St Clair College for the two-year-old girl from Windsor suffering from a rare genetic disorder.

Officials from the Katelyn Bedard Bone Marrow Association, say 148 new people were swabbed.

Zoe has been diagnosed with Diamond-Blackfan Anemia — a genetic disorder so rare it affects less than 1,000 people worldwide.

There are over 900 Canadians still waiting for a stem-cell or bone-marrow match.

Thames Campus has no fear of heights

NEW POWERLINE TRAINING CENTRE TO OPEN AT CHATHAM CAMPUS

TOM MORRISON

Work will soon be completed on St. Clair College's new National Powerline Training Centre at the Thames Campus in Chatham.

Mark Benoit, the school's chair of academic studies for the campus, said the new building is on budget and on track for the original projected completion date of March 31.

However, some additional work around the site will not be finished until around the end of April, he said.

"It's going along well and then we have to install a fence around the back of the building as a compound, do some landscaping and finish the parking lot and that might not get wrapped up until April, when the weather and the ground are in a better position," he said.

Benoit said St. Clair's powerline program is the largest of its kind in Ontario. With the new national

distinction, he said he hopes to attract students from all across Canada.

"Ontario has one of the best training programs of this particular trade, the powerline technician, and the demand for powerline workers across Canada is fairly strong," he said.

"The average age is around 55 years old and they're trying to bring that down by hiring to replace the workforce."

Many jobs are available in the field, he said, because there is an "increased capacity expansion" in the powerline industry in Canada.

They earn an above average wage right out of the gate. Once they're a journey person

"You have work just maintaining the current infrastructure ... and then

of course all of the incidents that take place, those natural events that have an impact on maintaining the power supply," he said.

The project was announced in early January 2017 when

the federal government announced \$3.8 million for the college from the Strategic Investment Fund with \$1.8 million each from the province and college.

The investment included general renovations at the college's Chatham and Windsor sites, as well

as an apartment for personal support worker students at the Thames Campus.

At the time, the new centre was touted as being 8,000 square feet.

Benoit said it will be used to store vehicles and equipment and have an indoor training lab to teach students about necessary skills like rappelling and bucket rescues.

Students begin the program learning how to ascend and descend poles about 55 feet high with all of the equipment they'll bring on the job, he said.

Then they move on to learning about installations, including building the powerlines, installing transformers, stringing conductors and how to install and remove poles.

"Continued on next page"

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Handout/Postmedia Network
Powerline technician students learn to work on poles at St. Clair College's Thames Campus.

"They learn about all of the equipment; how to run bucket trucks, garret diggers," said Benoit. "They learn about traffic management. They also learn about (working) underground. That's part of the program as well."

Powerline technician is a two-year diploma program at St. Clair, but Benoit said a relationship the college has with the Infrastructure Health and Safety Association has graduates come back to do their Level 1 and 2 apprenticeships.



Handout/Postmedia Network
The construction site of the new National Powerline Training Centre at St. Clair College's Thames Campus.

Benoit said the program had 24 students in the first year in 2011. It doubled to 48 the next and now has about 150 students enrolled. St. Clair is encouraging more women to learn the trade because only about 12 women have gone through the program since its inception, he said.

"It is a good trade," he said. "They earn an above average wage right out of the gate. Once they're a journey person, which takes four years, they're making \$65,000-\$70,000 plus overtime. It could easily go over \$100,000 a year." He said the job takes someone who is comfortable working outside and is able to overcome any fear of heights.



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Another Successful Polar Plunge Fundraiser

AM800 CKLW - Friday, March 30th 2018



Polar Plunge cheque presentation, March 29, 2018 (Photo by AM800's Rob Hindi)

The results are in.

This year's St. Clair College Polar Plunge has raised more than \$54,000 for Special Olympics Ontario.

The 4th annual event was held at the college's South Windsor campus earlier this month.

Windsor Police Constable Adam Young says the event also received in kind donations and funding from sponsors.

"It was overall a successful event and that money goes to a great cause to our Special Olympics community within Ontario, locally, provincially," says Young. "It's a great cause and it's going for a great reason."

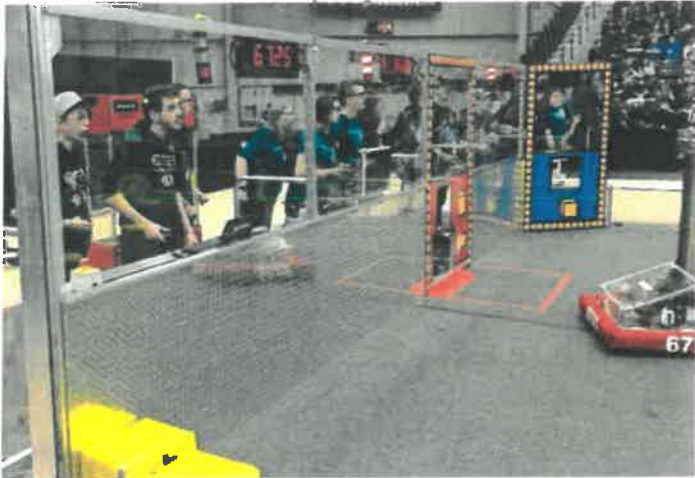
He says it was cold this year, but that didn't stop the participants.

"We try and make the event so warm and friendly, competitive and fun all in the same token and people just keep coming on and supporting our cause and our initiative," says Young.

The event has raised more than \$130,000 in its first three years.

Fifth Annual Robotics Challenge Packs St. Denis Centre

AM800 CKLW - Munday, April 1st 2018



Students compete in the remote control segment of the FIRST Robotics Challenge at the St. Denis Centre on Saturday March 31, 2018. (Photo by AM800's Gord Bacon)

Teenagers from across Windsor-Essex took over the University of Windsor's St. Denis Centre with their mechanized creations for the fifth annual FIRST Robotics Challenge Saturday.

More than 37 teams consisting of high school students went head-to-head in autonomous and remote controlled skills competitions in front of a packed house — vying for a spot at the FIRST Championship.

Judge Paolo Piunno tells AM800 News the event keeps growing every year.

"We have an amazing turn-out this year, we have so many people spectating and participating, 37-teams in all out here from different high schools throughout the region," he says. "It's an international event, unlike many others in Canada, we're seeing teams from the US coming across the border, I believe we have four teams from Michigan."

While many adults still have difficulty resetting the time on their car stereo, Piunno says these kids are performing next level tasks with ease.

"This is industry level programming; they're using autonomous systems, metering, telemetry data, to have these robots perform," says Piunno. "The first 30-seconds of the event are autonomous, and then it goes into a manually operated segment of the event. It's truly fantastic to see coming from high school level kids."

He says the toughest part is the timeline.

"They're doing this in an extremely short time frame, only six-weeks to prepare the robots and two-days at the event to prove that they've mastered the technology that they need to and the principles that they need to complete the competition," he says.

This year's winners are Windsor's Build a Dream Robotics, Sabre Bytes Robotics, and the Killer Bees from Auburn Hills Mich.

WEtech Alliance, St. Clair College, and UWindsor partnered up to host this year's competition.

Easter brunch: Photos from annual feast at St. Clair Centre for the Arts

Windsor Star - April 1, 2018



Izzabell Sanders, 6, Everly Vidican, 3 and Peyton Sanders, 8, were crowd favourites at St. Clair College Centre for the Arts annual Easter Sunday Brunch April 1, 2018. Nick Brancaccio / Windsor Star

Hundreds of families attended the St. Clair College Centre for the Arts Easter Sunday Brunch Sunday. It featured a spectacular variety of fine foods including seasoned and seared, slow-roasted lamb. Star photographer Nick Brancaccio was on hand to capture the annual event.



Second cook Juliette Linton serves a seasoned and seared, leg of lamb, which was slow-roasted overnight for the annual St. Clair College Centre for the Arts Easter Sunday Brunch, April 1, 2018. Nick Brancaccio / Windsor Star



Dressed for the occasion, Peyton Sanders, 8, left, Everly Vidican, 3, Izzabell Sanders, 6, and Lauren Sanders, behind, go for a stroll during at St. Clair College Centre for the Arts annual Easter Sunday Brunch April 1, 2018. Nick Brancaccio / Windsor Star

Kennedy, Breitner take top athletic awards for Saints

Windsor Star- April 10, 2018

The St. Clair College Saints celebrated a solid year of athletics on Tuesday at the school's 51st Annual Athletics Banquet.

"We're thrilled to add to our history this year," St. Clair vice-president Ron Seguin said. "We won five medals. Two in cross-country, a silver in softball, a bronze in volleyball and gold and a national championship in baseball.

"Whenever you're running 16 sports and get four or five in the top echelon, you're pretty happy with that."

Shannon Kennedy, from women's basketball, and Kyle Breitner, from baseball, captured the Mason MacDonald Female and Male Athlete of the Year, respectively, at the banquet, which was held at the St. Clair Centre for Performing Arts.

Kennedy, who is a St. Joseph high school product, finished her five-year career with the Saints as the school's all-time leader in points and rebounds and the OCAA's all-time leading scorer and was a five-time all-star.

Breitner, who also completed his five-year career, was a five-time OCAA gold medalist and finished with a career record of 17-3 with a 1.52 and 300 strikeouts in 280 innings. He was a four-time OCAA all-star and named pitcher of the year three times.

"They've both been with us a long time and I don't know if those numbers will be passed for a long time," Seguin said. "In the history of women's basketball in the OCAA, Shannon's the all-time leading scorer.

"With Kyle, it will be hard to argue if there's a better athlete that has ever played at St. Clair College. These certainly are milestones we'll celebrate."

Jessica Masse and Tyler Jones were named Al Hoffman athlete of the year for outstanding achievement.

Masse, who is an Essex high school product, helped the women's volleyball team to its first medal at the OCAA championship in 21 years. In her third season with the club, Masse was fourth in the conference in stuffs and sixth in kill percentage. An all-star selection on the court, she's also a three-time OCAA all-academic member and a national academic all-Canadian.

Jones, who is a Sandwich high school, won an individual silver medal in men's cross-country as a freshman and helped the team to a silver-medal performance. He was a national all-Canadian as well as making the conference and national all-academic team.

Dave Cooper won the Inter-Collegiate coach of the year award after leading a rebuilding Saints team to its fifth-straight OCAA title as well as a national championship.

Cross-country coach Paul Boots won the John Strasser Coaching Award for success athletically and contributions to the community. He has taken a team to nationals in all three seasons with the club and annually assists with the Windsor Goodfellows.

The late Ken Ambrose was awarded the Jack Costello exceptional service award posthumously for his years coaching, recruiting and marketing.

Team academic awards went to women's basketball, which held a 3.02 grade-point average, and the cross-country team, which held a 3.43 grade-point average.

Jones, Kennedy, Masse and Korede Adepitan, from men's soccer, were presented with the Canadian academic all-Canadian awards.

Police partner with businesses with backpacks for 'at risk' Essex County youth

Windsor Star - April 11, 2018

Essex County OPP officers are fighting human trafficking with backpacks.

The rescue backpacks that are like a 72-hour emergency kit are being given to at-risk youths aged 13 to 21 along with referrals to programs or agencies that can help.

“We hope that we never have these kids being victimized in sexual exploitation so how can we kind of get to them before the human traffickers do,” Staff Sgt. Brad Sakalo said Wednesday of the inspiration behind the program he started in 2016.

So far the OPP have handed out about 50 backpacks thanks to donations from St. Clair College and local businesses. The OPP have applied for provincial and federal grants to expand the program and Sakalo hopes to have 100 backpacks a year available for young people police come across or are referred by schools, parents or the local children’s aid society.

At-risk teens may be acting out, missing school, temporarily homeless and couch surfing or have drug addictions. Sakalo developed the backpack program after seeing how at-risk teens are vulnerable to human traffickers and sexual exploitation.

It’s difficult to put a number on the cases locally but he estimates hundreds of teens are mired in [human trafficking](#) in Ontario. It could be a pimp or a woman who is trafficking young girls, and some take the teens, mostly girls, to other cities using Highway 401 as a corridor. “We know Windsor-Essex is both a source and a destination for human trafficking victims and traffickers,” Sakalo said.

The backpacks help police officers connect with teens and refer them to programs that can help. “We want them to know the police aren’t always arrest and charge. We’re going to kind of help you through this as best we can.”

The teens may have been kicked out of their homes, they could be suffering from mental health issues or addictions, some girls could be having sex to buy drugs, and some teens could be stealing food because they’re hungry, he said.

Six female officers in the Essex County OPP At Risk Youth Team work on the referrals and pass on the backpacks. Sometimes the girls cry perhaps because they feel like no one else has helped by giving them something or supporting them, Sakalo said.

The St. Clair College backpacks include clothing such as shirts and socks, and gloves in the winter. There are toiletries, lip balm, gum, a water bottle and sometimes fidget spinners.

Mary Kay Morand, executive director at [New Beginnings](#), which helps about 3,000 youths and their caregivers a year through counselling and outreach programs, said the backpacks are nice because young people must have their basic needs met before you can help them.

“The youth aren’t just involved with OPP because of crime. The OPP assist us in identifying youth who could benefit from services,” Morand said Wednesday.

Sometimes parents or grandparents who no longer know what to do with a teenager call police and end up sending their teens into the court system, Sakalo said. That teen may be a good candidate for help from the at-risk youth team before a crisis.

Sakalo encouraged parents to be involved in their child’s lives and get their children in activities to help prevent problems.



“Rescue backpacks” filled with essentials and targeted for youth at risk are displayed by OPP Staff Sgt. Brad Sakalo, left, and OPP Commander Glenn Miller at the Essex detachment on April 11, 2018. Nick Brancaccio / Windsor Star

Rodeo showcases skills of powerline students

Chatham Daily News - Thursday, April 12, 2018



Cole Haggins, left, and Noah Glos, both 21-year-old second-year powerline students take part in the pole top rescue during the St. Clair Powerline Rodeo held in Chatham, Ont. on Thursday April 12, 2018. (Ellwood Shreve/Chatham Daily News)

Climbing a 60-foot hydro pole against the clock or trying to get a mannequin lowered to the ground within four minutes, were part of the fun and games during the St. Clair Powerline Rodeo.

But they are the kind of skills that will help students in the program land a rewarding, well-paying job.

More than 100 first and second-year students showcased their skills to family and friends, as well as potential employers, during the annual event held Thursday at the Powerline Field, on Bear Line Road, across from the Chatham campus of St. Clair College.

Joshua Scott, 19, is set to graduate the two-year program and is looking forward to having the opportunity to further the skills he's learned.

"I'm ready to go," he said.

Although he hasn't landed a job, he knows with the large number of powerline workers ready to retire, it won't take long.

"It's a perfect time to get into right now," Scott said.

Being a young guy, he is ready to go to western Canada if need be get a job.

"That's my plan, if I can't get a job around here, I'm going out there," Scott said.

Jordan Pittman, 27, is in his first-year of the program.

The Windsor resident set aside working towards full-time at The Beer Store, and previously he had other aspirations at university, which he realized wasn't for him.

But, he has no regrets, because he's found his niche.

"This first year has been the best year of my life, so far," Pittman said.

He likes the fact in another year, he will have the skills to pursue what he plans will be a career until retirement.

"I'm starting a young family right now, so . . . I'm thinking life-long career," Pittman said.

He appreciates the respect the instructors show the students in helping them to learn.

"I couldn't imagine walking into say, Hydro One, without having these two years of experience, just the nerves and anxiety would kill me," Pittman said.

He is confident the two years he will spend will enable him to get familiar with the tools, the trade and the people and "just have some fun."

Doug Bendall, a professor in the powerline program, began working for Hydro One in 1977.

He wishes they had a powerline program when began as an apprentice.

"When I started, if you could climb, they hired you."

Bendall said this program is a great introduction to the line trade

"We introduce them to the climbing equipment the first day; they start from Day 1 and they continue until they leave two years later," he said.

When the students graduate, he said they can climb, operate a radio boom derrick to dig holes as well as operate a bucket truck.

Potential employers were also at rodeo, including Entegrus, Enwin, Essex Power, Milton Hydro and Oshawa Hydro, all of them scouting for potential employees.

"They're looking for the cream of the crop," Bendall said. "They'd all like to get a good apprentice."

He said the college works with companies to take students for a 16-week placement to see how they fit into their program.

"If they like them, they'll offer them an apprenticeship and they're off to the races," Bendall said.

Mark Benoit, chair of economic studies at St. Clair, said a new training facility is expected to open soon.

When asked if this will help expand the program beyond the current 145 students, Benoit said, "That will depend on if I can find more teachers."

He added they are always looking for more teachers for the program.

Future power line workers strut their stuff at annual 'rodeo' in Chatham, Ont.

Two-day event wrapped up Thursday at St. Clair College's Thames campus

CBC News · Apr 12, 2018



Students compete in a pole-climbing relay at the power line rodeo at St. Clair College in Chatham. (Jonathan Pinto/CBC)

A rodeo took place in Chatham-Kent Thursday — but think wooden hydro poles and bright orange reflective gear instead of bucking broncos and cowboy hats.

About 145 students participated in the sixth annual power line rodeo at St. Clair College's Thames campus in Chatham, Ont. The college is one of only four in the province that offer training in this field.

Over the course of two days, students relay-raced up and down utility poles, saved dummies perched on hydro wires and even carried eggs in their mouths to see if they could successfully make it down a pole without leaking yolk.



Mark Benoit is the chair of academic studies at St. Clair College's Thames campus. (Jonathan Pinto/CBC)

"The power line rodeo is an opportunity for our students to showcase their skills and also an opportunity to meet employers," explained Mark Benoit, the chair of academic studies at the Thames campus.

"They come in here in their first year and they're scared to climb a pole," he said. "Two years later, they're up and down poles, they're running bucket trucks and our heavy equipment ... it's amazing, the transformation."

Benoit said teamwork is a huge part of the program, and the rodeo is no exception. "They work in teams, they compete in teams and all the way through their studies, they're working in teams — always with safety in mind."

Can't see the GIF? [Click here.](#)

One of the few women competing at the rodeo was Erin Kerr, whose high school guidance councillor encouraged her to join the program after discovering her passion for electrical work. The first year student hopes to work for Hydro One when she completes the program.

"We started with 82 people and there was two girls — 80 guys," she said. "It was a little bit intimidating the first day, but I got to know everybody quick."



Erin Kerr is a first year student in the program, and one of only two women in her year. (Jonathan Pinto/CBC)

Asked what it was like to study in a field dominated by men, Kerr laughed.

"It's fun," she said. "I feel like it takes a certain type of girl to be able to handle it, because there's a lot of comments and jokes get made — but it's a lot of fun."

Second year student Ryan Power — who acknowledges his last name is apt for a person in the field — said the rodeo takes a lot of preparation, including the installation of poles in the field off Bear Line Road.



Ryan Power is a second year student in the program. (Jonathan Pinto/CBC)

"The students do all this work," he said. "Every year, around winter, all these poles get taken down, and they get put back up by first years."

Power was part of the team who scored the fastest time during Thursday's pole-climbing relay, despite intense wind.

"We've been climbing so much, so often, that you get used to it," he said of the gusts. "You're so in the moment, you don't really notice it."

Afternoon Drive

Live from Chatham's "power line rodeo"

00:00 06:12

A rodeo happened today in Chatham — but instead of bucking broncos and cowboy hats, hydro poles and bright orange reflective shirts were more in style. Our reporter Jonathan Pinto took us to the sixth annual "power line rodeo" at St. Clair College. 6:12



Students rescuing dummies perched on utility poles at 2018 power line rodeo in Chatham. (Jonathan Pinto/CBC)



Prospective employers such as Windsor's Enwin and Chatham-Kent's Entegrus were in attendance. (Jonathan Pinto/CBC)



Students prepping for the six-person relay climb at the annual power line rodeo in Chatham. (Jonathan Pinto/CBC)

Help Wanted: Employers getting creative to attract and keep employees

Employers getting creative to attract and keep employees

Windsor Star- April 16, 2018



Grade 11 students, Maggie MacDonald and Jovaun Cooley, left, get instruction from Cory McAiney, centre, as they practice constructing a knee wall for an upcoming Habitat for Humanity home while at the Construction Academy based out of St. Joseph's Catholic High School on April 11, 2018. Dax Melmer / Windsor Star

The complex reasons for Ontario's current labour shortage make employers pine for the old days when it was mainly money that motivated employees.

"It's not necessarily just competitive wages employees want, but security, communication and appreciation," said [Jonathon Azzopardi](#), president of [Laval International](#).

"Those three don't cost a company a great deal other than time, some resources and good planning."

[Help Wanted: Shortage of employees choking growth of local economy](#)

Azzopardi acknowledges competitive wages are still important. Laval adopted the concept of a living wage for general labourers two years ago, but that wasn't the only change the company made.

It also introduced new weekend shifts aimed at giving employees more flexibility.



Jonathon Azzopardi, President of Laval International, is shown at the Tecumseh plant on January 11, 2018. Dan Janisse / Windsor Star

Employees work three 12-hour shifts Friday, Saturday and Sunday night and are off through the school week to be home for their children. The change was aimed particularly at helping make life easier for single parents.

“Most people have more options for childcare on the weekends when family or friends are off,” said Azzopardi, who is looking for about 10 new employees, ranging from general labourers to management personnel and skilled trades.

“We also pay a premium for weekend shifts to those in the weekend pool. Between the longer shifts and the premium, those employees will make the equivalent of a 40-hour week.”

The company also makes allowances for parents to adjust their schedule during the school week. Instead of the early morning starts traditional in the industry, the option to get children off to school and start a little later is also offered.



Unique Tool and Gauge in Windsor has created a new one-year program to train high school, college and non-students to help fill the skills gap. Nicholas Curbelo, a Grade 12 student from Herman Secondary School, works on the shop floor on March 6, 2018. Dan Janisse / Windsor Star

The company offers work-from-home opportunities, as well.

“The changes have absolutely helped us retain and attract people,” Azzopardi said.

With a little planning, the flexible shifts don't cost the company anything extra, but have increased capacity by better use of existing labour, he said.

People want to feel good about what they're doing

Companies in all industries and service sectors are increasingly being forced to become less selective in their hires. The philosophy has become if they're teachable, then they're trainable.

"We're increasingly hearing employers say: 'Give me someone with a good work ethic and attitude and I can train them,'" said Adam Morrison, vice-president of projects and partnerships for the Ontario Tourism Education Corporation, an organization that offers training and education in the hotel and hospitality sector.

"Employers are looking for those soft skills — communication, teamwork, responsibility, reliability, meeting deadlines ... rather than wait for someone with the technical skills. Those people just aren't there in numbers."

Even in advanced manufacturing, it has become common for companies to take someone with raw talent and provide training.



Unique Tool and Gauge in Windsor has created a new one-year program to train high school, college and non-students to help fill the skills gap. Company CEO/President Darcy King is shown at the business on March 6, 2018. Dan Janisse / Windsor Star

[Unique Tool and Gauge](#) has started a school within a plant, with an annual budget close to \$1 million, to train skilled-trades workers. The company is taking on both those on an apprenticeship pathway and those who are not.

If they meet the standards expected of the one-year program, they'll be offered a permanent job.

"It's great if you have apprenticeship papers, but it's not a necessity for us," said Darcy King, president of Unique Tool and Gauge.

"We're going to train them to a standard well above what apprentices are required to do to meet the needs we have. We'll certainly support with placement hours anyone who wants to pursue their apprenticeship too."

Local construction and labour officials are also trying new approaches by working more closely with educators.

In the past couple of years, construction academy programs have been created at the Catholic board's St. Joseph and Brennan high schools while the local carpenter's union has teamed with the public school board to offer co-op opportunities in that field.

Another choke point for the construction industry is finding enough project managers.

It has been working with [St. Clair College](#) to create a training program with an expected launch date in the spring of 2019, said Dave Colle, president of the Heavy Construction Association of Windsor and an assistant regional manager in Southwestern Ontario for Coco Paving.

Coco also offers placements for University of Windsor engineering students.



Grade 11 students Jordan Tannous, left, and Carson Hollinsky cut vinyl siding to be installed on a project house at the Construction Academy based out of St. Joseph's Catholic High School on April 11, 2018. Dax Melmer / Windsor Star

"We have three engineering students this semester and hope we can get at least one to stay," Colle said. "You have to hire from within because there are not enough qualified people out there."

Employers admit they're often left puzzled about what exactly motivates new employees.

"I'm a millennial and even I have a hard time understanding them sometimes," joked David Burman, owner of the Mr. Maid janitorial service.

However, Burman is big on communication and has used a progressive approach to exponentially grow his business.

Mr. Maid had two employees in July 2012 when Burman purchased the business. Six years later, the firm employs 57.

"The cleaning business and moving businesses are among those with the highest turnover rates in any sector," Burman said. "I wanted to position the company as a high-end cleaning service and to do that I have to identify good employees and retain them. Most of our people have been with us now for four-plus years."



David Burman, owner of Mr. Maid janitorial service. Image courtesy of Mr. Maid / Windsor Star

Burman credits his approach to the positive workplace culture he learned from his days as an intern with the Walt Disney Company and as a supervisor with Costco Canada.

The first step was building a mindset in employees that they're more than just someone pushing a mop.

"People want to feel good about what they're doing," Burman said.

However, Burman is also realistic in knowing the role of money in maintaining employee loyalty.

Ont. pot producer Aphria launches new brand ahead of legalization

U.S. dispensaries have strict advertising rules as they target 'canna-curious' people

CBC News · Apr 20, 2018 4



Aphria, a pot producer in Leamington, Ont., has launched a new cannabis brand called Solei. (Lisa Xing/CBC)

Even before recreational marijuana is legal in Canada and the rules around advertising are fully developed, a licensed pot producer in Leamington, Ont. is targeting your senses with six 'cannabis experiences.'

Just days before 4/20 pot celebrations, which will likely be the last before the planned cannabis legalization by the summer, Aphria has introduced a new marijuana brand. It's called Solei Sungrown Cannabis and will be designed for the new adult-use market.

"Many users were waiting for a green light to dive into the cannabis segment and we also knew that stigma would be melting away relatively quickly," said Megan McCrae, Aphria's vice president of marketing and communications, about research the company conducted.



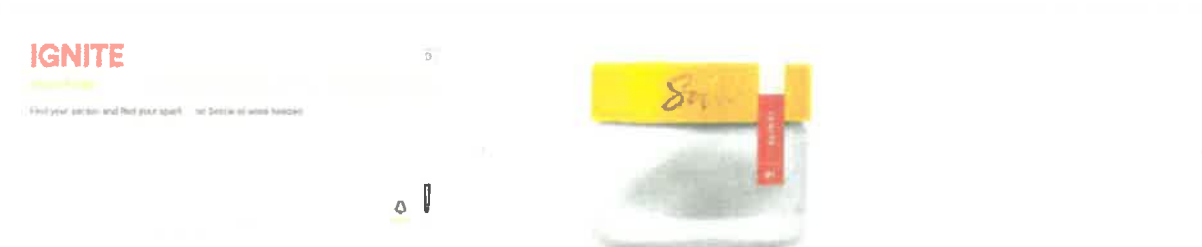
Advertisements for the new Aphria brand, Solei. (Aphria)

Its bright and descriptive website showcases six types of marijuana they refer to as "new experiences" that will allow "current and novice users alike to control and enrich their cannabis journey."

- Dream — "Rediscover that cozy feeling of getting tucked in."
- Unwind — A "way to unplug and slow down after a long day."

- Soothe — "Your day at the spa, without the hefty bill."
- Balance — "Skip the yoga class and still find your zen."
- Ignite — "Find your person and find your spark ... no bottle of wine needed."
- Gather — "Forget the group message, and rediscover the real meaning of a group chat."

Advertising recreational pot is considered a grey area right now because there aren't any specific government regulations in place. Health Canada has a proposed approach based on public consultations, but nothing is set in stone.



Aphria's new Solei cannabis brand comes in six different experiences, including Ignite. (Aphria)

"There are general marketing rules that we are obviously abiding by," said McCrae.

Aside from its website and social media page, Aphria will embark on even more marijuana marketing "as permitted by law" once the federal government formalizes rules around advertising.

Pot advertising a grey area

CBC News has contacted Health Canada to see whether or not Aphria and its Solei brand are allowed to advertise recreational pot online ahead of legalization. At the time of this publication Health Canada has yet to respond to CBC's request.



Leamington medicinal marijuana producer Aphria made plans to move into the recreational market after the federal government said it will legalize recreational pot. (Nicolas Pham/Radio-Canada)

However, a St. Clair College marketing professor agrees with Aphria's approach to offer an experience with a product like pot, instead of simply pushing a price or type.

I think it's still pretty early to look at if it's too friendly or not.- *Nicole Rourke, marketing professor at St. Clair College*

Nicole Rourke previously worked in marketing for major alcohol companies in both Canada and the U.S. Creating booze advertisements is an area extremely regulated, requiring Rourke to get a corporate lawyer's stamp of approval for each one.

"I think it's still pretty early to look at if it's too friendly or not," said Rourke, referring to the Solei branding. "It was interesting because they really seemed to take a spa-like approach to their marketing and the colours. The packaging is very intriguing."

Mothers Against Drunk Driving Canada was unwilling to comment on Aphria's marijuana marketing material.

Although they suggest cannabis users wait four to six hours from consumption time before thinking about driving.

Cannabis ads strict in the U.S.

For a jurisdiction such as Colorado, where recreational marijuana has been legal since 2012, there are many rules around how dispensaries can market products.



Scott Chavkin, director of marketing for Native Roots dispensary in Colorado, said they can only advertise cannabis on platforms where 70 per cent of the audience is at least 21 years old. (CBC)

Native Roots dispensary tries to attract a segment of the population it calls 'canna-curious' — people who are interested in pot, but may have never consumed the drug.

Do I think they're fair? I do.- *Scott Chavkin, Native Roots dispensary in Colorado*

However, they must ensure 70 per cent of the people viewing a cannabis advertisement must be at least 21, the legal age to consume. That means no billboards or bus stations and broadcast ads are very limited.

They also cannot target anyone outside of the state of Colorado. Instead, they often purchase ads in newspapers or weekly magazines.

"Do I think they're fair? I do," said Scott Chavkin, director of marketing for Native Roots.

"I think Colorado has done a great job in carving a path forward for cannabis businesses that balances the public good and the business needs."

New Program Submission

Program Budget

Name of program: Advanced Medical Esthetics

		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Enrolment :									
AAL 1		24	30	46	46	46	46	46	46
AAL 2		22	28	42	42	42	42	42	42
AAL 3		20	24	38	38	38	38	38	38
AAL 4									
AAL 5									
AAL 6									
Total Student Enrolment:		66	82	126	126	126	126	126	126

Revenue:

Tuition per semester (1)		\$5,000	\$5,150	\$5,305	\$5,464	\$5,628	\$5,796	\$5,970	\$6,149
# of Students		46	82	126	126	126	126	126	126
Total Tuition Revenue	A	\$230,000	\$422,300	\$668,367	\$688,418	\$709,071	\$730,343	\$752,253	\$774,821
AAL 3 placement revenue		\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500
# of students		20	24	38	38	38	38	38	38
Total Placement Revenue	A1	\$10,000	\$12,000	\$19,000	\$19,000	\$19,000	\$19,000	\$19,000	\$19,000
Deemed Grant per funding unit (2)		\$4,150	\$4,150	\$4,150	\$4,150	\$4,150	\$4,150	\$4,150	\$4,150
FTE's		0.00	0.00	4.95	11.10	20.55	25.05	28.35	28.35
Total Grant Revenue	B	\$0	\$0	\$20,543	\$46,065	\$85,283	\$103,958	\$117,653	\$117,653
Total Revenue (A + A1 + B)		\$240,000	\$434,300	\$707,910	\$753,483	\$813,353	\$853,300	\$888,905	\$911,473

Expenditures:

Teaching costs (FT/ PT faculty, FT/ PT support/admin)

Total FT Professor Costs (3)		\$99,200	\$105,408	\$112,754	\$121,504	\$131,987	\$144,614	\$159,889	\$178,442
Total PT Teaching Costs		\$57,276	\$58,306	\$59,357	\$60,430	\$61,523	\$62,639	\$64,518	\$64,937
Total FT Support Costs		\$0	\$0	\$0	\$67,650	\$69,003	\$70,383	\$71,791	\$73,227
Total PT Support Costs		\$12,600	\$12,852	\$26,218	\$26,742	\$27,277	\$27,823	\$28,379	\$28,947
Coordinator Costs (if applicable)		\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
PT Administration Costs (if applicable)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Faculty/ Support Costs		\$174,076	\$181,566	\$203,329	\$281,326	\$294,791	\$310,458	\$329,577	\$350,552

Start Up Costs

Instructional supplies		\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Renovation Costs		\$200,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Equipment Costs		\$196,827	\$0	\$100,000	\$0	\$0	\$0	\$0	\$0
Accreditation- CIDESCO		\$7,500	\$700	\$700	\$700	\$700	\$700	\$700	\$700
Professional Development & Curriculum		\$12,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Field Placement Costs		\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Total Start Up Costs		\$422,327	\$6,700	\$106,700	\$6,700	\$6,700	\$6,700	\$6,700	\$6,700

Total Expenditures		\$596,403	\$188,266	\$310,029	\$288,026	\$301,491	\$317,158	\$336,277	\$357,252
Contribution Margin (40%)		\$96,000	\$173,720	\$283,164	\$301,393	\$325,341	\$341,320	\$355,562	\$364,589
Expenditures & Contribution Margin		\$692,403	\$361,986	\$593,193	\$589,419	\$626,832	\$658,478	\$691,839	\$721,842
Net Difference		(\$452,403)	\$72,314	\$114,716	\$164,064	\$186,521	\$194,822	\$197,066	\$189,631

Net Present Value (@2%) Yr 1-8

\$560,984

Notes:

- Tuition is assumed to grow 3% / year
- Grant is assumed to grow 0% / year
- Full time faculty hire in Year 1

New Program Submission

Program Budget

Name of program: Advanced Medical Esthetics

		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Enrolment :									
AAL 1		24	30	46	46	46	46	46	46
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AAL 3		20	24	38	38	38	38	38	38
AAL 4									
AAL 5									
AAL 6									
Total Student Enrolment:		66	82	126	126	126	126	126	126

Revenue:

Tuition per semester (1)		\$5,000	\$5,150	\$5,305	\$5,464	\$5,628	\$5,796	\$5,970	\$6,149
# of Students		46	58	88	88	88	88	88	88
Total Tuition Revenue A		\$230,000	\$298,700	\$466,796	\$480,800	\$495,224	\$510,081	\$525,383	\$541,145
AAL 3 placement revenue		\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500
# of students		20	24	38	38	38	38	38	38
Total Placement Revenue A1		\$10,000	\$12,000	\$19,000	\$19,000	\$19,000	\$19,000	\$19,000	\$19,000
Deemed Grant per funding unit (2)		\$4,150	\$4,150	\$4,150	\$4,150	\$4,150	\$4,150	\$4,150	\$4,150
FTE's		0.00	0.00	14.85	33.30	61.65	75.15	85.05	85.05
Total Grant Revenue B		\$0	\$0	\$61,628	\$138,195	\$255,848	\$311,873	\$352,958	\$352,958
Total Revenue (A + A1 + B)		\$240,000	\$310,700	\$547,424	\$637,995	\$770,071	\$840,953	\$897,341	\$913,102

Expenditures:

Teaching costs (FT/ PT faculty, FT/ PT support/admin)

Total FT Professor Costs (3)		\$99,200	\$105,408	\$112,754	\$121,504	\$131,987	\$144,614	\$159,889	\$178,442
Total PT Teaching Costs		\$57,276	\$58,306	\$59,357	\$60,430	\$61,523	\$62,639	\$64,518	\$64,937
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Coordinator Costs (if applicable)		\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
PT Administration Costs (if applicable)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Faculty/ Support Costs		\$174,076	\$181,566	\$203,329	\$281,326	\$294,791	\$310,458	\$329,577	\$350,552

Start Up Costs

Instructional supplies		\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Renovation Costs		\$200,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Equipment Costs		\$196,827	\$0	\$100,000	\$0	\$0	\$0	\$0	\$0
Accreditation- CIDESCO		\$7,500	\$700	\$700	\$700	\$700	\$700	\$700	\$700
Professional Development & Curriculum		\$12,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Field Placement Costs		\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Total Start Up Costs		\$422,327	\$6,700	\$106,700	\$6,700	\$6,700	\$6,700	\$6,700	\$6,700

Total Expenditures		\$596,403	\$188,266	\$310,029	\$288,026	\$301,491	\$317,158	\$336,277	\$357,252
Contribution Margin (40%)		\$96,000	\$124,280	\$218,969	\$255,198	\$308,029	\$336,381	\$358,936	\$365,241
Expenditures & Contribution Margin		\$692,403	\$312,546	\$528,999	\$543,224	\$609,519	\$653,539	\$695,213	\$722,493
Net Difference		(\$452,403)	(\$1,846)	\$18,425	\$94,771	\$160,552	\$187,414	\$202,127	\$190,609

Net Present Value (@2%) Yr 1-8 **\$310,091**

Notes:

- 1 Tuition is assumed to grow 3% / year
- 2 Grant is assumed to grow 0%/ year
- 3 Full time faculty hire in Year 1