



SAULT COLLEGE

ANNUAL REPORT 2009/10



www.saultcollege.ca

ANNUAL REPORT 2009-2010

The Sault College Annual Report reflects the results of our goals and successes in the financial year April 1, 2009 to March 31, 2010. Information has been collected and reported based on the business plan and follows themes from the 2004-2009 strategic plan using the three pillars of the institution: student success, community success, and institutional success.

During this year, there have been new capital investments, increased enrolment and new academic programs introduced. A new strategic plan has also been developed for the College which will guide the structure of next year's report.

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MESSAGE FROM THE CHAIR



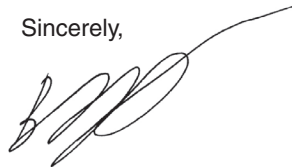
This past year, from 2009 to 2010, marks my final year as Chair of the Sault College Board of Governors. During this time, we have seen unprecedented growth, new partnerships and new construction, all of which has combined to create a very vibrant college campus.

This year has also seen other positive changes for the College. We participated in an extensive college wide strategic planning process and have mapped out the organization's

vision of the next five years. Further, the college has worked hard to expand and develop its program offerings, making it ever more responsive to the needs of today's students.

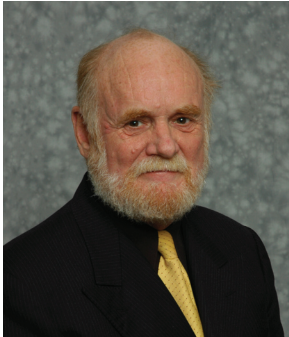
With more January intakes in its programs, Sault College grew in student enrolment like never before, sending a strong message that we are a year-round post-secondary educator. It has been exciting to watch the progress of our new Academic wing with the Project 2011 infrastructure program and the construction on Willow Avenue by Algoma Public Health. These modern energy efficient buildings will allow us to provide the very best learning environment for our students. The following pages are full of the successes that have shaped such a dynamic year. Thanks to all of the staff, faculty and students who have made it so enjoyable and such a success.

Sincerely,

A handwritten signature in black ink, appearing to read 'B. Pascuzzi', with a long, sweeping flourish extending to the right.

Ben Pascuzzi
Chair, Sault College
Board of Governors

MESSAGE FROM THE PRESIDENT



Indeed it has been a fulfilling year at Sault College. This year, we embarked on Project 2011 and have mapped out a new strategic plan for 2010-2015. Combine these efforts with student enrolment growth, new programs and campus construction, and we have a campus that is fully alive!

We continue to work collaboratively to improve the ways in which we deliver education in Ontario. We will launch many new programs in 2010 and will continue to develop and

introduce exciting new programs for our students to embrace.

The strength of our knowledgeable faculty and staff and their ability to provide outreach to the communities we serve, offers a winning combination for educational success.

We appreciate the support we have received from community partners, dedicated advisory committee/council members, Board of Governors, the Ministry Training Colleges and Universities, and most of all, the staff and students who make Sault College great. We look forward to continuing to grow our organization in innovative ways far into the future, and we are pleased with the progress we have made so far.

Please enjoy reading the many successes that this report shares and thank you for your continued support of our organization.

With kind regards,

A handwritten signature in black ink that reads "RW Common". The signature is written in a cursive, flowing style.

Dr. Ron Common
President, Sault College



Olympic dancers and Sault College students Megan Williams, Amanda Sayers and Bri-Anne Grant pose in their Vancouver 2010 Olympic jackets.

ABOUT SAULT COLLEGE

Sault College seeks to inspire greatness and a desire for life-long learning in the people who learn and work with us.

We do this by offering a wide range of strong educational programs taught by a progressive and supportive faculty that provide a transformational learning experience for students who learn here. By working to establish an environment where learning and helping to improve society are central tenets of the Sault College experience, we are contributing to the betterment of society by creating a strong and innovative workforce that can carry our province, country and the world to new places in the future.

Full-time and part-time opportunities are available at the College in more than 70 different one, two, three and four-year post-secondary programs. This wide variety of options provides extensive choices to serve both the interests and professional needs of the workforce to those wanting to stay and learn in our northern region, as well as those who travel to Sault Ste. Marie from southern Ontario and beyond. Programs in areas such as business, computer

studies, engineering technology, health sciences, human services, natural resources and technical trades are offered at the College. In addition, apprenticeship programs, adult education, and employer-based contract training programs are offered to enrich the learning experience of students as well as ensure residents are active in the local workforce.

Students who attend our school are situated at the hub of three of the largest fresh-water lakes in the world, with access to Lakes Superior, Huron and Michigan. These lakes allow students to enjoy all of the opportunities that this close proximity brings – from recreation to field-based learning – throughout the academic year.

Post-secondary students who relocate to the Sault Ste. Marie area for College strengthen both our College with increased enrolment in an otherwise declining population, but also contribute to a stronger local economy as their presence stimulates the local economy and the retailers within it.

Culinary students prepare for Annual Christmas Buffet theme night



Through their work placements, students contribute to a more enhanced workplace while gaining critical on-the-job knowledge and experience.

Sault College also provides access to the growing field of distance education and continuing education courses. As a Contact North site, students from across Canada can access web-based courses, video-conferencing and independent study programs so that they can further their education without leaving their families, employers, and/or communities while studying. We recognize the changing face and experience of students – and their increasingly complex circumstances are ones to which we must adapt to in order for student success to happen.

The College offers the only remote-controlled on-campus water-treatment plant and fully functioning wind turbine that supplies energy for the student life centre. The wind turbine on campus sets the college apart as a green College, allowing electrical and mechanical students to understand the functionality, process and repair system of turbines.

Our strong relationships with local and regional employers also strengthen the learning experience of our students. Through their work placements, students contribute to a more enhanced workplace while gaining critical on-the-job knowledge and experience. They return to the College to discuss and process what they have learned and seen, and in this way, the theory that they learn in our classrooms and labs is enhanced. Through many of the work placements that occur during the course of a student's study with us, our students bring value to the places where they learn, and the employers who welcome them have new ideas infused into their places of work as well as have a chance to sample the strengths and uniqueness that each of our students brings to their organizations. In this way, placements work to strengthen our community and the society at large.

BELOW LEFT: Ben Pascuzzi, Mayor John Rowswell, President Dr. Ron Common, MPP David Oraziotti, Minister John Milloy, MP Tony Martin break ground
BELOW: Minister John Milloy addresses crowd at the Official Groundbreaking Ceremony for Sault College's Project 2011



STUDENT SUCCESS

Apprenticeship enrolment at Sault College increased significantly this academic year to 34,205 trainee days from 20,413 trainee days in 2008-2009.

Four apprenticeship program areas were offered for Contact Centres: Technical Support Agent Level One; Technical Support Agent Level Two; Inside Sales Agent-Level One; and Customer Care Agent-Level One. After the successful pilot project in February 2009, monthly intake into each apprenticeship continues during the 2009-10 fiscal year. Apprentices were registered in different reportable subjects within the four apprenticeship programs for a total of 1,080 registrations.

With an objective of increasing Aboriginal participation in apprenticeship program offerings, Sault College developed specific programs and supports to meet the needs of the Aboriginal community. The Pre-apprenticeship Construction Craft Worker Program was delivered in partnership with the North Shore Tribal Council (NSTC). Fourteen students successfully completed the program and 11 participants gained employment upon completion of training. Métis Nation of Ontario (MNO) was identified as a lead partner. The Aboriginal Apprenticeship Centre opened at the College

on April 28 and provides all interested Aboriginals in the area with a client-based approach to pursuing careers in the skilled trades. The goal of the centre is to increase Aboriginal participation in apprenticeship, increase youth awareness of trades and provide the support systems for successful completion of apprenticeship training. The Centre is supported by many stakeholders including the college's Native Education and Training Department (NETD), industry representatives and the Aboriginal community.

The Academic Upgrading Department experienced a 40% increase in the number of students for the fiscal year. The majority of students take the Grade 12 Communications course and Grade 12 Biology and Chemistry, suggesting a goal driven student for a post-secondary program or apprenticeship in their future. The Prepared for Success Report, which compiles statistics each year to track number of upgrading students who go on to post-secondary program, notes an increase of 168% post-secondary bound students.

BELOW LEFT: About 200 students from the BScN, Practical Nursing, Personal Support Worker, Occupational Therapy and Physiotherapy Assistant and Fitness and Health Promotion programs participated in the second annual Interprofessional collaborative learning night.
BELOW: Mantracker stopped in to visit at Sault College's annual College Information Program Open House





The Aviation Technology-Flight program is one of the College's flagship programs and a five-year operations and business plan has been completed. First year enrolment was expanded by 30 students to accommodate the increasing demand for the program. Two flight simulator's visual systems upgrades have been completed and funding obtained for a new maintenance facility and learning spaces to be located at the Sault Ste. Marie airport.

Faculty and staff of Construction Trades Techniques have developed a pathway to help transition students to further education. Graduates of the program had the opportunity to take transition courses during the spring semester enabling them to enrol in the Civil Engineering Technician program in fall 2010. Electrical Engineering Technician – Power Generation graduates will have a similar transition opportunity into the third year Electrical Engineering Technology program for Process Automation. Both program transitions also provide

an opportunity for current Civil and Electrical students to take remedial courses.

Convocation ceremonies held at Essar Centre on May 22, 2009 conferred 848 total candidates for graduation. The Health Sciences program conferred 206 students including 32 students in the Bachelor of Science in Nursing program, 86 Personal Support Worker students and 39 students from Practical Nursing. The Aviation program graduated 31 students and 41 students graduated in Police Foundations and Law and Security Administration programs. Fifty-three students graduated from our Natural Environment and Outdoor Studies program. Another 202 students graduated in Computer Studies, Engineering Technology and Technical Trades programs. Linda Franklin, President and CEO, Colleges Ontario, delivered the inspiring keynote address to graduates and all those in attendance.

LEFT: Dr. Ron Common, President, Sault College and Chief Dean Sayers, Batchewana First Nation, sign an official Memorandum of Understanding outlining the terms of affiliation between the two parties
BELOW: Senior Executive members of the College participated with students on their annual field camp expedition



STUDENTS SUPPORTING THE COMMUNITY

Our students present themselves with confidence and professionalism as they demonstrate their compassion, concern and care for others.

Child and Youth Worker (CYW) program hosted their 10th annual "We All Love Kids" W.A.L.K. More than \$4000 was raised through pledges and donations including sponsorships from the local Kiwanis Club and Boston Pizza. The fundraising event is organized for the community development course under the supervision of Donna Mansfield, CYW professor. Proceeds went toward the Soup Kitchen's Children's Program.

The Occupational Therapist Assistant/Physiotherapist Assistant (OTA/PTA) program opened a Sports Injury and Physiotherapy Centre in September 2009. This clinic allows our students to have meaningful work placement opportunities

as well as treating student, staff and varsity athletes on campus. With the assistance of trained faculty, physiotherapy services are now available free of charge to students and staff of Sault College.

The College's Run for the Cure Team Sole Mates participated in the Canadian Breast Cancer Foundation CIBC Run for the Cure in October, 2009. As a result of fundraising efforts, including its annual mini-manicure by Esthetician students, the team captured the Corporate Team Challenge Award by raising nearly \$6,000 in support of breast cancer research, education and awareness programs.

CYW Professor Donna Mansfield and student Carla DiLabio present a cheque for \$4125 to Colette Gray of the Soup Kitchen



Sault College hosted the 16th annual Community Pow Wow on campus in December. This two-day event was sponsored by NETD and the Native Student Council. The Pow Wow featured world class host drum group Bear Creek, of Batchewana First Nation and co-host drum Anishinabek Ojibway group from Cutler, ON. Special guest Muskou Zedah of Serpent River First Nation attended. This event demonstrates the strength and value of a vibrant Aboriginal culture and people.

Sault College kicked off its annual United Way fundraising in November with a social event for staff. Payroll deduction forms were also distributed to all college employees.

The Social Committee submitted its first entry in the Sault Lung Association's Festival of the Trees and won second place. The entry consisted of a 7 ½ foot pre-lit tree decorated in traditional ornaments to reflect the College's new logo colours. Visitors of the Festival purchased tickets over the four day event, and Sault College was recognized for its inspiring entry and fundraising efforts.

Culinary and Hospitality students partnered with the Rotary Club of Sault Ste. Marie to bake cookies in support of Easter Seals Ontario. In its 6th annual partnership, proceeds from more than 2,000 cookies were donated to The Easter Seals Telethon fundraising campaign. In addition, the Hospitality students donated approximately \$900 to the Breast Cancer Foundation from the proceeds of the Easter Buffet in the Gallery Restaurant, and \$900 was donated to the Sault Area Hospital from the proceeds of the Hospitality Christmas Buffet. Throughout the year, Hospitality and Culinary students hosted numerous themed dinners which were well received by the community.

Natural Environment and Outdoor Studies students participated with agencies such as the Ministry of Natural Resources with deer and turkey harvest data collection on St. Joseph Island.

Collaborative Bachelor of Science Nursing (BScN) students

provided information to the college community at its annual health fair. A variety of topics were presented including sun safety and smoking cessation.

Second year Accounting students provided a free tax return preparation service for the general student population at Sault College utilizing their classroom learning.

Making Poverty History was the topic Social Services Worker graduating class of 2010 and first year Social Service Worker Native Specialization students tackled. A rally was held at St. Vincent's Place to increase public awareness about poverty in our community. Students challenged all community leaders to describe their plan to transform the poverty situation in Sault Ste. Marie.

The College's OTA/PTA program and the Fitness and Health Promotion programs teamed up to provide a community service learning opportunity for students, while providing a unique program to cancer survivors in Sault Ste. Marie. The program provided fitness and physiotherapy assessments, an individualized home conditioning program, group exercise classes, and health education sessions on topics such as lymphedema and healthy eating. Sault College's commitment to a cancer rehabilitation program gives the College a chance to give back to the community and assist in improving underfunded health services for citizens.

The Sault College Collaborative Bachelor of Science in Nursing (BScN) students hosted the first-ever Sault College Relay for Life in March. Earlier in the year, the students raised over \$1,400 after holding a pasta dinner at the Roadhouse Bar & Grill.

First year Social Services Worker students in the Social Welfare Policy and Practice course hosted a Social Justice Campaign. Students developed informative posters and brochures about social issues such as poverty and homelessness, mental health, violence and abuse. The intent of the project was to address human rights, reduce stigma and advocate for social change and effective ways to help.

Through this activity, students learned many skills to help empower individuals, families, groups and communities.

Several Sault College students and staff participated in the Soup Kitchen's Great Sleep Over which consisted of sleeping outside the James St. Centre in a cardboard box to raise funds and awareness for the Soup Kitchen community Centre. The event raised \$19,900 of which \$100 was from Sault College students and \$700 from members of the Sault College faculty.

What if everybody in the Sault College community gave food to the Sault College student food bank? That was the challenge put forth by Shawna DePlonty, Professor in the Business Department. Shawna's creativity created a buzz in the College community that this year, the Student Administrative Council had the most successful Student Food Bank campaign in years.

The East Algoma – Sault College Community Employment Programs participated various community outreach activities. This included the North Shore 7th annual Relay for Life held on June 12, 2009 at the Elliot Lake Secondary School track. The team called the Connectors raised approximately \$1,000

for the event. Job Connect also hosted a Movie Marathon Night in Elliot Lake on October 23 at the local REEL 2 REEL movie theatre in support of the Elliot Lake Youth Advisory Committee. The annual Careers of the Future event was another successful event held for students, parents, teachers, and guidance counsellors in Blind River on October 28.

Second year Fish and Wildlife students hosted a Wildlife Envirothon for 40 high school students. Sault College students created displays on various environmental issues and present their findings to local high school students. Presentations included species at risk, invasive species, wild dogs/cats, and water life. The goal of this workshop was to inspire young minds in the field of Natural Environment and Outdoor studies.

The International Business students welcomed 25 Japanese students to Sault College and also organized a bowling event. Japan's Kyoto Sangyo University students paired up with Sault College students to promote international relations and cultural fusion. All the students agreed that the experience was educational and a fun way to better understand cultural diversity.

NEW ACADEMIC PROGRAMS INTRODUCED 2009-2010

To reflect the new building, the College is also undergoing a renaissance in terms of new programming.

Demand continues to rise in specialty program areas including Renewable Energy, Natural Environment, Aviation, Health and Community studies and Skilled Trades. The college is expanding its program offerings with the introduction of dynamic and high-demand academic programs, along with a new School of Media and Design. Newly introduced program offerings for September 2010 include:

- Digital Photography and Imaging
- General Arts & Science - Arts
- Journalism – New media
- Mechanical Engineering Technology
- Metal Fabrication
- Peace and Conflict Studies
- Renewable Energy and Green Construction Techniques
- Video Game Art
- Web Animation and Design
- Welding Techniques

This year, Sault College identified and addressed barriers that may impede students from learning. To overcome these issues, greater flexibility in programs has been developed by providing multiple entry points, shorter cycles of learning and modularized offerings. Programs that started in January 2010 include:

- Business
- General Arts & Science – One Year
- Law and Security
- Metal Fabrication Technician
- Personal Support Worker
- Police Foundations
- Pre-Health Sciences
- Welding Techniques

Other academic program areas continue to be developed and investigated. The Adventure Recreation program did not draw significant enrolment in the spring and therefore delivery of this program was rolled into the fall. Marine Security opportunities in the Justice Studies area continue to be examined. Modular delivery opportunities and an examination of continuous intake strategies are being considered.

The hazard analysis and documentation of safety procedures is an ongoing process to ensure a safety procedures manual is established in all shops and labs.



COMMUNITY EMPLOYMENT

Sault College continues to demonstrate how our staff and students are important contributors in the Sault Ste. Marie community by partnering in ideas, facilities and human resources for sustainable growth within the Northern Ontario area.

Sault College Community Employment Programs continues to be a leader in the delivery of Employment Ontario Programs in East Algoma, Blind River, Elliot Lake and Sault Ste. Marie. During 2009/10, the program positioned itself to become a deliverer in the transformed Employment Ontario network. A re-branding of the department took place with a new focus on the employers of our community. This year the department achieved 100% customer satisfaction. Workshops and information sessions were provided to more than 2,000 individuals. It doubled intake number of Sault Jobs Canada to achieve almost 500 new participant intakes.

Criminal Justice Career Day organized by Criminal Justice

Faculty in partnership with Community Employment Programs hosted speakers from Law Enforcement Agencies who provided Criminal Justice students, the community and some high school students with realistic labour market information and career planning/job search tips. Approximately 250 people attended this event.

Employment Solutions hosted its annual Careers of Future event; the Sault College Community Employment Programs/ Algoma Workforce Investment Committee targeted to high school students and teachers providing them with information on our local labour market. In North Algoma the focus was on Social Services and Mining while in East Algoma and Sault



Ste. Marie, the focus was on construction, health, industrial and law enforcement.

Economic downturn impacted the community significantly in early 2009. Three major employers identified lay-offs as the global economy shifted. Fortunately by fall all three employers had recalled the majority of their workforces. The initiation of the Second Career program by the Ontario government was designed to assist laid off workers to transition to new employment to gain skills by returning to school. This program assisted over 140 individuals to attend Sault College. Employment Solutions assisted 200+ students to obtain sponsored training seats through the Skills Development program.

Approached by Ministry of Children and Youth Services, the College delivered a new program with the assistance of Employment Solutions entitled Summer Jobs for Youth program. It allowed 116 high school students throughout Algoma to obtain meaningful work. The program was an outstanding success with 104 students returning to school, two gaining full-time employment and 23 obtaining part-time employment.



LEFT: Al Cameron, Canadian Institute of Forestry Central Ontario Director and John Pineau CIF Executive Director of CIF presented graduates of the Forest Conservation program at Sault College with a Silver Ring. The silver ring is a long-held tradition awarded to professionals in the forestry industry

ABOVE: Cheers and excitement filled the building as Sault College hosted the third annual Algoma FIRST LEGO® League Regional Tournament. Matt Budau & Megan Barnes watch in anticipation as their robot attempts the "Smart Move" challenge

BELOW: Jeff Barnes, Coordinator, Justice Studies discusses careers in policing at the Annual Criminal Justice Career Day. Over 200 Sault College students and prospective students were in attendance



POST-SECONDARY PARTNERSHIPS

The College has taken its place as a leader in providing a learning environment that seeks, promotes and cultivates inter-cultural sharing and inclusion.

This year, Dr. Ron Common, President, Sault College, signed two significant Memorandums of Understandings (MOU) outlining the terms of affiliation between Batchewana First Nation, MNO and Sault College. The terms of both agreements outline specific education, research and/or integration projects for the future. They will establish a common agenda to work together to create an environment supporting cross-cultural awareness for all students and staff attending the institution.

Sault College is committed to expanding its partnerships to include Cape Breton University in Sydney, Nova Scotia. A Memorandum of Understanding was signed by President Ron Common and Dean Colin Kirkwood. The agreement provides opportunities for graduates of our Engineering Technology programs to achieve Bachelor of Technology credentials.

Student Services has developed a partnership with the following local organizations:

Credit Counselling Sault Ste. Marie; Entretch Resolutions; Sault Area International Library Association (SAILA); Canadian Mental Health; Women in Crisis; and the Learning Disability Association.

In 2009-10, 55 Sault Ste. Marie millwright apprentices benefited from our partnership with Durham College to deliver the online Industrial Millwright Mechanic (IMM) apprenticeship. Apprentices from Essar Steel Algoma Inc., Tenaris Algoma Tubes and other local employers registered with Durham College in its online program for IMM. The apprentices work with Durham College to complete the theory part of the IMM apprenticeship curriculum online. They attend Sault College for their practical, hands-on training. Online tests are proctored at Sault College. All three levels of the IMM apprenticeship are offered.

In 2009-10, the millwright apprentices from Tenaris Algoma Tube completed their Level Three training and are now eligible to write their Certificate of Qualification exam with the Ministry of Apprenticeship.

The strong working relationships, friendships and collaboration between the College and Aboriginal communities in Northern Ontario are the foundation for a successful program. The focus on renewable energy training and the partnership with the Manitoulin Wind and Solar Institute are important provincial and municipal priorities to achieve a sustainable future.

In September 2009, the Practical Nursing (PN) program expanded to include concurrent distance delivery in the District of Algoma. Forty seats were made available to students in Wawa, Blind River, Thessalon, and Elliot Lake. This initiative was in direct response to the health human resource shortage



in the district and addresses the access of post-secondary education to Second Career and First Generation applicants. The program initiative required close partnerships with the health centres, hospitals and community workforce adjustment and training committees in these communities.

Sault College and Northern College have provided Social Service Worker diploma programming for several years. Graduates have indicated on-site at-home opportunities for degree completion in Social Work were the pathway of choice in their careers. Algoma University is also interested in degree completion in Sault Ste Marie. The institutions worked together to gather data, design program delivery models and

curriculum and submit the proposal for a Bachelor of Social Work for MTCU approval.

Sault College partnered with First Nations Educational Institutes to deliver programming in their communities. Presently the Anishinaabemowin program is being delivered part-time at Kenjgewin Teg Educational Institute at M'Chigeeng First Nation, Manitoulin Island.

To further connections to First Nation Communities, Social Service Worker – Native Specialization is being delivered as a full time offering combining distance and on site delivery in partnership with Oshki-Pimache-O-Win Education and Training Institute situated in Thunder Bay. OPOW - ETI provides educational experiences to the Nishnabe-Aski Nation.

In a unique relationship with Modern College of Hairstyling and Esthetics since 2005, Hairstyling apprenticeship programs are offered in North Bay, Ontario. A partnership with the North Bay Boards of Education provides School College Work Initiatives and Ontario Youth Apprenticeship program delivery to this community.

The Aircraft Structural Repair Technician program was moved to London, Ontario in partnership with Fanshawe College. The first convocation ceremony took place in June, 2009 in London, Ontario for 23 Sault College Aircraft Structural Repair Technician students.



FAR LEFT: Amanda Holmberg, VP Communications, Student Administrative Council welcomes new students to residence
LEFT: Sault College International Business students team up with Japanese students for a fun afternoon of friendship and bowling

RECRUITMENT ACTIVITIES AND OUTREACH

This year, Sault College has officially taken its place as the fastest growing college in Ontario!

As of August 25, 2009 first year registrations were at 1,248 students, up from 916 the previous year at that time marking a 36 percent increase. Upper year student registrations were similar to the previous year's numbers with approximately 700 students returning. Projections for the fall term were approximately 2,100 students, an overall enrolment increase of 26 percent.

To better accommodate students in September, 2009, Sault College opened its doors for students to beat the line-ups and gain access to essential service areas such as: registrar's office; financial aid; campus one; accounting; bookstore; employment services; and athletics. Campus tours were available to assist incoming students to familiarize themselves with the college.

Sault College hosted approximately 300 Grade 12 high school students in October, 2009 for the annual College Information Program Tour Open House. The annual event was part of a provincial-wide college tour program in which several Ontario colleges' staffed displays and provided information about their schools. The college and its recruiters showcased its many programs while giving local students an idea of what is available here. As a special feature to promote Natural Environment and Outdoor Studies programs, students had the opportunity to meet Terry Grant from the hit Canadian reality television series: Mantracker. Grant provided autographs and spoke to students about the importance of a college education.

An increase in school visits, provincial travel with the College Information Program and remote visits to Aboriginal communities also contributed to application growth in its programs. Recruiters continue to provide a personal and professional touch by providing telephone calls and prompt follow-up emails and mail-outs. The Native Recruiter, Mel Peltier, continues to see an ever-growing number of potential Native students to the college as a destination of choice for their post-secondary education.

In southern Ontario, Sault College continues its ties to the exclusive post-secondary rights to EduCast, a popular fishing

tournament and educational event for high school students. The Natural Environment and Outdoor Studies programs travel to southern Ontario to attend the event to discuss the educational opportunities at the College. In addition, Sault College was present at the Toronto Home Show to help promote it in southern catchment areas.

To increase Aboriginal student enrolment, Sault College has provided program partnerships with the NSTC for the Personal Support Worker Program and the Pre-Apprenticeship Construction Craft Worker program. A partnership was created with the Kenjgewin Teg Educational Institute for the Anishinaabemowin Immersion Certificate and with the Oshki-Pimanche-O-Win (OPOW) for the Social Service Worker - Native Specialization program.

Sault College aims to be a place of personal touches. This year the college has noticed an increasing number of one-on-one campus tours. A friendly radio outreach campaign



encourages applicants and their families to come to the college to learn more which has led to more phone calls and tours. Members of the recruitment team organized a student appreciation event providing a free hot beverage from Tim Hortons as a thank you for choosing to study at the college.

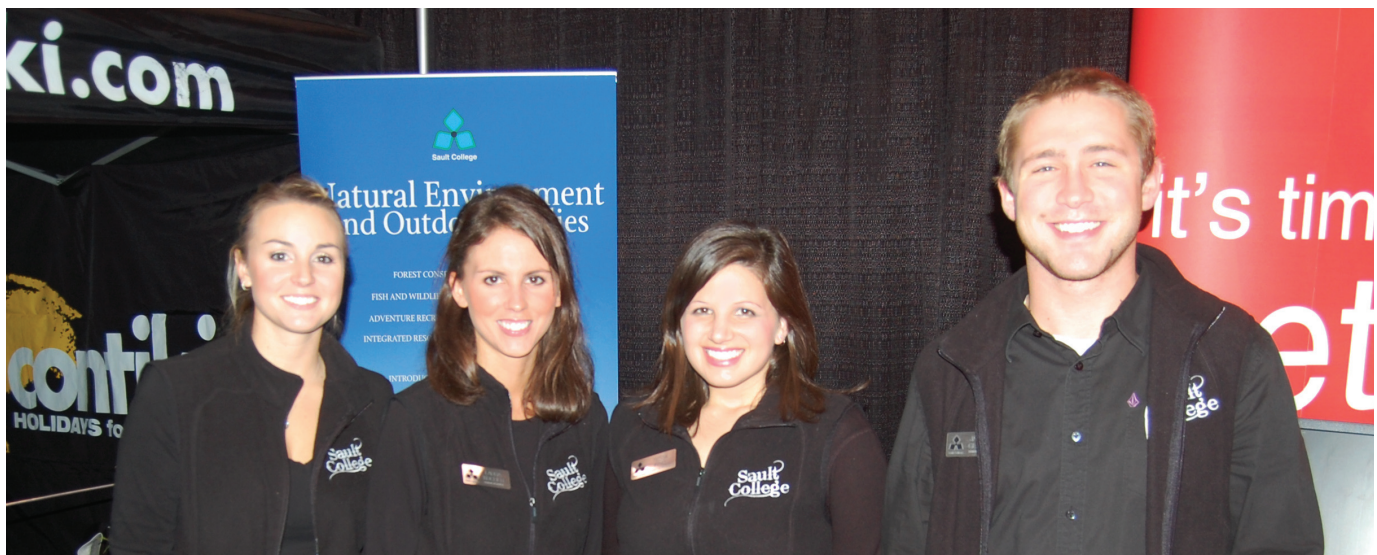
As well, recruiters hosted pizza parties at local high schools where students were able to have all their Sault College questions answered in a relaxed environment.

The recruitment team held a successful Saturday Open House for students and parents outside the local city, with more attendees than ever before. These efforts, combined with the activities of the School College Work Initiative have increased awareness and applications to college programs.

A spring travel blitz occurred. Recruiters visited areas resulting in large applications.



BELOW LEFT: Keegan Boissoneau shows off his new netbook computer he won at Sault College's annual "Discover Sault Day"
 RIGHT: Leo Tiberi, Vice President Academic, Janice Beatty VP Human Resources and Student Services and Rich Peters Chief Financial Officer serve students lunch to Student Appreciation Day
 BELOW: Sault College student recruiters Shelby McClelland, Laura Kutcher, Tessa Pino and Jarett Geenan attend the annual recruitment fair in Toronto





PROMOTIONAL EVENTS

To celebrate and strengthen our brand, a new college logo was launched this year. The logo, inspired by an earlier version representing the Great Lakes was redrawn and refined. The result is a contemporary emblem reflecting the college's tradition with basic elements of its environmental identity.

Adding to the excitement, the Sault College groundbreaking ceremony for the new Academic Wing, consisting of flexible learning spaces and a reconfigured gateway main entrance, took place on September 25, 2009. The honourable Minister of Training, Colleges and Universities John Milloy, MPP David Oraziotti, MP Tony Martin, Mayor John Rowsell Peter Migwins, community members, board and advisory council members, local employers, alumni, retirees, staff and students were among the guests on hand to celebrate the historic day.

A re-brand of Native Education took place this year to ensure it reflects both Aboriginal culture/traditions and the college's vision for Native Education. The creation of a new tag line, logo and associated marketing materials was completed along with a Native education website.

The Promotions department partnered with Native Education to hire a First Generation Advisor (with funding from the Ministry). A large number of applicants from First Generation families are applying to College. The coordinator measures enrolment figures of First Generation students attending the College.

Significant promotional activities such as various advertising media and participation in events both internally and externally are helping to spread the word about Academic Upgrading. The message is the college can provide assistance to all wishing to improve their future even without a Grade 12 diploma or not meeting the entrance requirements for the post-secondary programs or apprenticeships of their choice. Upgrading is offered tuition-free.

In an effort to raise community profile, Sault College was a title sponsor at this year's ever popular Home and Outdoor Show hosted by the Chamber of Commerce. Sault College was well received at this event as many were inspired to explore the Natural Environment and Outdoor studies programs.

Grade 5 students Patricia Diotte and Emily-Marie Albanese team up for the 21st Annual Bridge Building competition

For Inspiration and Recognition of Science and Technology (FIRST TM), an organization founded by inventor Dean Kamen to inspire young people's interest and participation in science and technology, brought its biggest-ever annual FIRST LEGO® League (FLL) season to Sault Ste. Marie with the 2009 Smart Move Challenge. The Challenge called for teams of 9 to 14 year-old children to research and present their own creative solutions to one of today's most relevant topics: gaining efficiency in transportation systems. Fourteen teams of students and mentors demonstrated their problem-solving skills, creative thinking, teamwork, competitive play, sportsmanship and sense of community.

The College held its 20th annual bridge building competition in April which is designed to connect young students to the engineering programs at the college. The college sold out 600 bridge kits in record time as the popularity of the event continues to grow. The event attracted more than 200 children from grades 5-12. The contest requires local students and young designers to build balsa-wood bridges which are then judged for load-carrying capacity and functionality.

The School College Work Initiative and the college teamed up to offer a week-long Grade 9 tour blitz. Students in Grade 9 at all local high schools were invited to take part in a day-long event by visiting various parts of the college to inspire young minds as they consider post-secondary education in the years to come.

Sault College held its annual Appreciation Event this year recognizing the Skilled Trades. Bruce Strapp, CEO of the Sault Ste. Marie Economic Development Corporation visited the college to discuss the importance of apprenticeships for the employer, participants and the community. The presentation Apprenticeships=Economic Development outlined how skilled trades play an important role in Canada's knowledge-based economy. Trades professionals are involved in every aspect of day-to-day life. Mr. Strapp's presentation outlined the increasing demand for skilled trades professionals and how their services allows many trades persons to earn salaries well above the national average income. He confirmed increasing apprenticeships equates to increased economic development.

SUPPORT FROM THE COMMUNITY

The support of the community is essential to Sault College's success as an educational institution as it seeks to grow. In countless ways, our community can enrich the relevancy of the college's curriculum and programming and enhance the learning experience for all students.

The 37th annual Sault College Scholarship, Bursaries and Awards (SBA) event took place in March, honouring 250 top students in their programs. The event brings donors and students face-to-face in a celebration of thanks to the donors for their ongoing support. Each year the generosity of the community flourishes as the college receives new donations. This year several new awards benefitted college students. These include the Greg (Powder) King Memorial Award, Catholic Principals Council of Ontario Award, and the many

new awards generated with proceeds of the 2009 Savour the Night fundraiser.

Various health programs are involved with many community partnerships with field and clinical placements. Partners include: Access AIDS Network; Accessibility Centre; Algoma Community Legal Clinic; Algoma District School Board; Algoma Family Services; Bayshore Home Health; Batchewana First Nation-Health Services; Canadian Hearing Society; Canadian Paraplegic Association; Centre Victoria Pour Femme; Donald Doucet Youth Centre; Elliot Lake Physiotherapy Clinic; Extencare Tendercare; Garden River Child Care Centre; Hamilton Health Sciences; Sault Area Hospital and many more.

Continuing Education (CE) has partnered with CONNECT for delivery of the ICHR "Are You Ready" workshops for North Eastern Ontario. The workshops offer practical strategies and techniques to help employers increase their company's capacity to recruit and select skilled immigrants. Participants learned how to enhance their level of individual cultural competence to integrate skilled immigrants and sourcing, screening and interviewing techniques to effectively recruit, select and hire skilled immigrant professionals. Information sessions were held for the Local Immigration Partnership (LIP), the Multicultural Association and the local Human Resource Practice Association (HPRA).



Lindsay England, Mark Richichi, Tyler Muller and Jodi-Lynn Gibb accept their award presented by Matt Trainor, Director of Student Services

INSTITUTIONAL SUCCESS

It is our wish to reflect the same improvements to our buildings as seen in our programs and people.

Construction has begun on the new 75,000 square feet academic wing consisting of flexible learning spaces and a reconfigured gateway main entrance to enhance the visibility and image of the College. The new complex will support teaching and learning activities related to the College's flagship Aviation program; a new elegant gateway entrance that doubles as space to celebrate student achievements and work; learning commons on all three floors to support student demand; a 120 seat multi-media lecture theatre; 19 flexible classrooms designed in sizes from 40 to 80 seats to accommodate most programs currently in place at the college; and a dedicated Justice Studies lab with a combat training centre and forensic science lab. The new academic wing will benefit all students to accommodate the increasing number of students arriving at the college's doors.

Sault College welcomed its new neighbour this year - the \$22-million Algoma Public Health (APH) project currently

under construction on campus. The project will consolidate APH's five community departments into one central location. The addition of the APH building to the Sault College campus is a win-win situation for public health and education. The synergies of having APH on campus allows for tremendous opportunities for students and citizens of Sault Ste. Marie. The collaboration aims to create conditions whereby young northerners can realize futures for themselves in the North while all citizens will benefit from greater access to health care services. Sault College opened its doors to a Nurse Practitioner's clinic last fall- the only one approved for funding on a college campus in Ontario. The future opportunities this partnership will open for employees, students and the community are endless.

In the fall, the college received \$1,230,000 to complete its plans of an aviation hangar/repair facility and learning space at its current hangar location at the Sault Ste. Marie

New academic wing (Project 2011)



Key Performance Indicator (KPI) surveys tell us that Sault College is succeeding.

airport. The additional hangar will be used to store and maintain aircrafts and to provide ground school instruction to students enrolled in the Aviation program. A new hangar is a key element to ensuring the aviation program maintains its competitive position in the post secondary market.

The Ministry of Training, Colleges and Universities offers Apprenticeship Enhancement Funding (AEF) for Colleges of Applied Arts & Technology delivering apprenticeship training programs. This funding gives colleges the opportunity to acquire state-of-the-art equipment and update facilities. A yearly AEF base amount is given and an AEF competitive process is offered on a regular basis.

Funds were expensed in 2009-10 and used to purchase a hybrid vehicle, transmissions, differentials, faulted courseware trainers, a Chrysler engine performance trainer, a Chevy engine performance trainer, a Hunter Alignment system, a Mercury outboard with a Mercury diagnostic system and an air conditioning training unit.

In the College's latest effort to reduce waste, new recycling

and waste bins that more effectively pre-sort waste have been placed in the J-Wing (Natural Environment and Outdoor Studies) area of the College, outside the Tim Horton's area and in the cafeteria. Along with this initiative, trash cans and recycling bins were removed from classrooms and appropriate labs in the J-wing to facilitate increased recycling.

Water bottle refill stations have been added throughout the facility. Most water fountains have been retrofitted to include water bottle filling spouts. A recommendation to install goose neck taps on all bathroom faucets and a ban on the sale of bottle water are being explored. The Student Administrative Council (SAC) implemented a water bottle sale ban in the Outback: Student Life Centre and created a water bottle free zone for the campus.

Sault College students are the most satisfied in the North and our graduates are among the most satisfied in the province as reflected in our Key Performance Indicators (KPI) this year. Contacted six months after graduation, Sault College students were the second most satisfied in the province and stood at 84.1 percent, and 79.5 percent of students are very satisfied or satisfied with Sault College, well above the provincial average at 76.3 percent. The college was first in the North and fifth of 24 Ontario schools regarding employer satisfaction. Employers are also impressed with Sault College graduates with 93.8 percent saying they are satisfied or very satisfied. Graduation employment rate was at 85.7 percent, compared to the provincial rate at 84.8 percent.



Leo Tiberi, VP Academic and Rich Peters, Chief Financial Officer for Sault College present Jaimie Nicholls with Female Athlete of the Year at this year's Athletics banquet. Jaimie is a valued member of Sault College's women's volleyball team. She is a BScN student from Stratford Ontario

Provincial rankings among 24 Ontario Colleges:

Overall – student satisfaction survey:

#6 in Ontario, #1 in Northern Ontario

The program gives us knowledge and skills that will be useful in future careers:

#3 in Ontario, #1 in Northern Ontario

The overall quality of the learning experiences in this program:

#2 in Ontario, #1 in Ontario – English Speaking, #1 in Northern Ontario

The overall quality of the services in the College:

#6 in Ontario, #1 in Northern Ontario

The overall quality of the facilities/resources in the college:

14 in Ontario

Note: New Academic building to be completed in 2011

Employer Satisfaction:

#5 in Ontario, #1 in Northern Ontario

Graduate Satisfaction:

#1 in Ontario – English Speaking

#2 in Northern Ontario

*(KPI data collected March 2009-February 2010)

In all of these ways, we are seeing excellence exemplified in our learning institution.





OUTSTANDING PEOPLE

Sault College is filled with people who want to make a difference. We know our key strengths are those who work to make our organization the educational destination it is today, as well as an employer of choice.

The Snowbirds Air show took to the Sault Ste. Marie skies once again this year. In the opening act, four Sault College aviation faculty presented their own show, demonstrating formation flying as part of the event. It was a great opportunity to show the community the expertise of Sault College faculty in flight training. The community was pleasantly surprised to see the talents of Professors Ben Mears, Louis St. Pierre, Steve Hause and Earl Turner. Sault College remains connected to the Snowbirds through alumnus Captain Steve Thompson, Team Co-ordinator for the Snowbirds show.

The College's Community Employment Programs were proud to announce one of its staff members winning the prestigious Ontario Association of Youth Employment Counselling Centres (OAYEC) Award of Merit for the Northern Region. LeeAnn Blondeau, Employment Consultant for Job Connect in Blind River, a division of the community employment programs at Sault College, was the successful award winner. OAYEC supports the work of local youth employment centres across Ontario which aims to help young people find and maintain meaningful employment and help



LEFT: Chef Sarah Birkenhauer, Professor, Culinary & Hospitality Program, was nominated for the Ontario Hospitality Institute (OHI) Top 30 Under 30 this year
BELOW: Snowbirds fly the Sault Ste Marie skies - Sault College Alumnus Steve Thompson, coordinated the Snowbird's visit

improve their quality of life.

The Vancouver 2010 Olympic Winter Games were an historic event for Canadians. The games were especially memorable for Sault College as three lucky students performed traditional Native dancing as hundreds of athletes from more than 80 countries entered BC place. Bri-Anne Grant, second year Early Childhood Education student, Amanda Sayers, second year Social Service Worker-Native Specialization and Megan Williams, second year Child and Youth Worker student, represented a piece of Sault College during this moment in history.

Chef Sarah Birkhenhauer, Professor of Culinary & Hospitality, was nominated for the Ontario Hospitality Institute (OHI) Top 30 Under 30 – recognizing the hospitality and foodservice industry's top young performers. The OHI has sought to raise the standards of professional post-secondary hospitality programs in colleges and universities while serving as the advocate for the industry in matters relating

to professional culinary, hospitality and tourism education, training and apprenticeship. Sarah was recognized at a reception at George Brown College.

Sault College alumni continue to represent the College in various ventures. Lee Chambers (Advertising Art/Graphic Design, 1991) was nominated this year for the Northern Ontario Music and Film Award for best screenplay for drama, *The Sum of Random Chance*. Chambers, a Sault Ste. Marie native, is the first Algoma resident to receive a filmmaking nomination since the awards were introduced in 2003. He has spent ten years working professionally in the creative markets of London and Los Angeles, and has worked with Academy Award winning directors including Paul Haggis (*Crash*, Oscar award winner – Best Picture 2004).

Staff participated in a wide variety of fund-raising activities over the past year, including Dragon Boat races held on the St. Mary's River, the Big Bike for Heart and Stroke and the Run for the Cure Breast Cancer event among others.

Within the College, the Human Resources department continues to honour service excellence among staff in the Northern Lights Awards program at the annual June staff retirement luncheon.



Sault College Alumnus Lee Chambers at work behind the camera

ADVISORY COUNCILS AND COMMITTEES

Advisory committees play an important role in the educational process by contributing to the continuing relevance of course materials to meet the evolving needs of the marketplace and provide assurance programs meet the needs of employers.

Sault College is fortunate enough to have members from the local workforce involved on its advisory councils and committees. Their outstanding contributions to the college has helped to continually strengthened curriculum and infused each program with excellence.

Additional benefits include: monitoring the continuing suitability of College facilities and equipment; participating in the College's program review process; forming a valuable link

between the College and the community; and encouraging programs to reflect the changing roles and needs of our society. Over 30 different advisory committees and councils inform the curriculum and academic programs.

This year, board members, college staff and community advisors participated in a strategic planning process that created a new five-year plan for the College that puts students first.



Maria Mahecha, first generation student hailing from Columbia, South America, first moved to London, Ontario, Canada with her family - Maria is a first year student in Sault College's Aviation program

FINANCIAL RESULTS

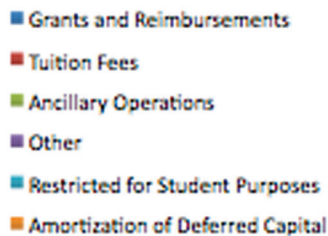
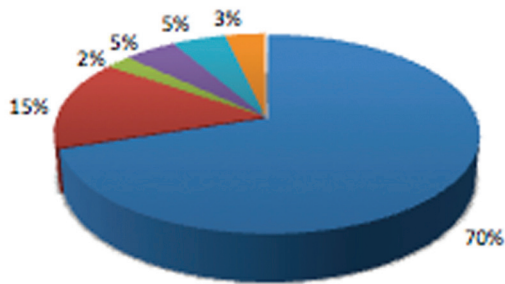
The Sault College Board of Governors approved the 2010/11 operating budget as presented at the (April 2010) Board of Governors meeting. The College continues to operate within its financial means to remain a viable community educational institution into the future.

The College's strong fiscal position will enable it to continue to pursue new partnerships and program development. Of the \$45.5 million budget at the College, approximately \$40 million

is spent locally.

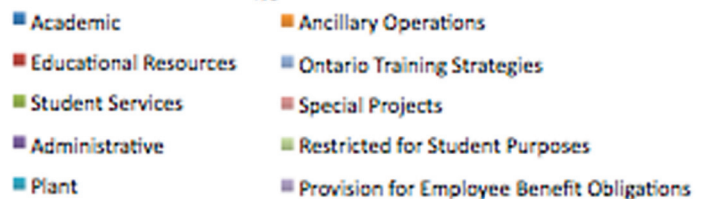
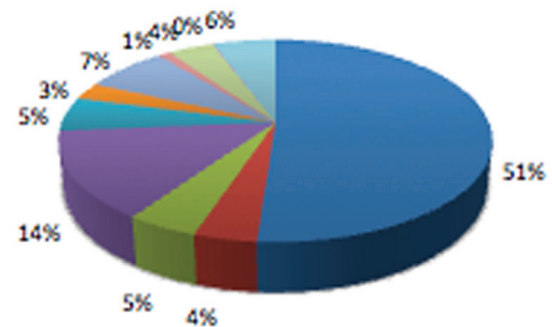
A comprehensive hard copy of the audited financial statements is available upon request from the College's Marketing and Communications department, 705.759.2554, ext. 2830. The financial statements and this Annual Report are also available online at www.saultcollege.ca/Services/Communications/Corporate.asp

FINANCIAL RESULTS FOR THE YEAR ENDED MARCH 31, 2010



REVENUE

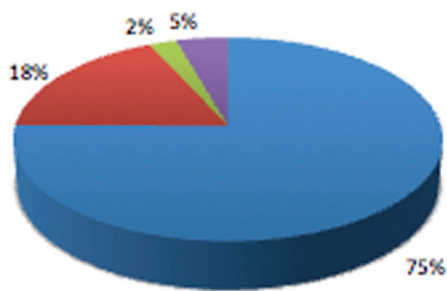
Grants and Reimbursements	34,449
Tuition Fees	7,212
Ancillary Operations	1,118
Other	2,305
Restricted for Student Purposes	2,386
Amortization of Deferred Capital	1,737
Total Revenues	49,207



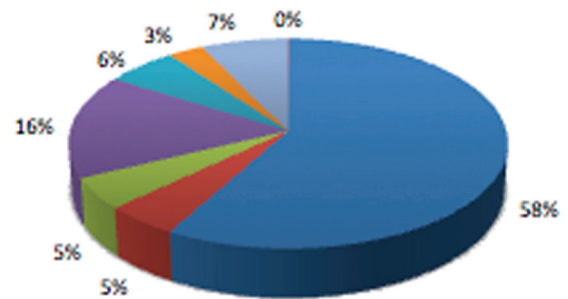
EXPENSES

Academic	24,421
Educational Resources	1,896
Student Services	2,171
Administrative	6,688
Plant	2,610
Ancillary Operations	1,303
Ontario Training Strategies	3,533
Special Projects	501
Restricted for Student Purposes	1,929
Provision for Employee Benefit Obligations	(52)
Amortization of Capital Assets	2,644
Total Revenues	47,644

2010/2011 CASH BASED OPERATING PLAN



- Grants and Reimbursements
- Tuition Fees
- Ancillary Operations
- Other



- Academic
- Educational Resources
- Student Services
- Administrative
- Plant
- Ancillary Operations
- Ontario Training Strategies
- Special Projects

REVENUE

Grants and Reimbursements	33,435
Tuition Fees	8,014
Ancillary Operations	1,058
Other	1,978
Total Revenues	44,485

EXPENSES

Academic	26,409
Educational Resources	2,235
Student Services	2,203
Administrative	7,308
Plant	2,705
Ancillary Operations	1,319
Ontario Training Strategies	3,246
Special Projects	54
Total Expenses	45,479

LIST OF OFFICERS

EXECUTIVE OFFICERS

Dr. Ron Common, President
Janice Beatty, Vice-President, Human Resources and Student Services
Max S. Liedke, Chief Financial Officer until June, 2009
Rich Peters, Vice President, Finance and Administration
Leo Tiberi, Vice President, Academic

COLLEGE DEANS

Colin Kirkwood, Dean of the Natural Environment, Technology and Skilled Trades
Fran Rose, Dean of Health and Community Services
Rick Wing, Dean of Continuing Education, Business and Hospitality

COLLEGE DIRECTORS

Cindy Adam, Financial Services
Gus Grisdale, Physical Resources
Susan Hunter, Marketing and Communications
Carolyn Hepburn, Native Education and Training
Peggy Storey Inkster, Chief Information Officer
Linda Ryan, Community Employment Programs
Rick Wing, Acting Registrar
Matt Trainor, Student Services
Rick Webb, Human Resources

BOARD OF GOVERNORS

Ben Pascuzzi (Chair)
Bob Wilding (1st Vice Chair)
Cecilia Bruno (2nd Vice Chair)
Joe Chilelli
Brian Curran
Suzanne Farrell
Carla Fabbro
Christena Laitinen
Dr. Gina Mohammed
Art Pluss
Kamal Ughadpaga
Elizabeth Kontschieder (Academic Rep)
Randy Gaetano (Support Staff Rep)
Lanie Cerasuolo (Administrative Rep)
Bob Wheeler (Student Rep)



SAULT
COLLEGE

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