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The Sault College 2008-2009 Business Plan has been prepared within the framework outlined in the college's strategic plan for 2004-2009.

The operational outcomes that Sault College is expected to achieve will be identified.

This plan is presented in accordance with Section 8 of O. Reg.34/03 under the Ontario Colleges of Applied Arts and Technology Act, 2002 and will be posted on the Sault College website www.saultcollege.ca as specified.







## **Our Purpose**

Student success through academic excellence and research.

## **Our Values**

At Sault College, we recognize that students are both the primary purpose of our existence and our essential contribution to the prosperity, vitality, and leadership of our country. As members of our College community, our purpose will be achieved through our attitudes, decisions, and actions as reflected in the following values:

#### Respect, Trust, Fairness

We value each other as persons and treat each other with equity.

#### Excellence

We strive for excellence in our people and programs and take pride in the celebration of our achievements.

#### **Open, Effective Communication**

We encourage active and honest sharing of ideas and information, listening carefully and respecting the opinions of others.

#### **Participation**

We promote teamwork and joint decision-making. Cooperation and partnerships guide our work life.





### **Student Success**

#### **Curricula, Programs**

Sault College is committed to providing relevant, quality courses and programs.

#### Instruction

Sault College will demonstrate highly proficient teaching, responsive to the needs of our students.

#### **Student Services**

High quality student services will be a hallmark of Sault College.

#### **Native Education**

Sault College will be an educational destination of choice for the growing Native population.

## **Community Success**

### **Training and Development**

Sault College is committed to meeting the training needs of the local and regional workforce of Sault Ste. Marie and the district of Algoma.

#### **Partnerships**

Sault College will expand and develop new partnerships to enhance the College's socioeconomic benefits to the region and the city.

#### **Service to Our Community**

Sault College will make a positive contribution to the economic, cultural and social well being of our region and the city.

## **Institutional Success**

#### **Financial Strength**

Sault College will build our financial strength by effectively managing our enrolment and financial processes.

#### **College Services**

Sault College will provide exceptional customer service.

#### **Our People**

Sault College is committed to our people through the development of their skills, knowledge and support of excellence.





**Outcome 1.** Excellent Curricula and Programs
Sault College is committed to providing relevant, quality courses and programs. We will maximize graduation and completion rates.

| GOAL   | ACTION/TACTIC   | MEASUREMENT/RESULTS  |
|--|---|--|
| To successfully launch the<br>Second Career Program  | Decide upon and declare the<br>program offerings in time for<br>the first phase of this initiative<br>in the Fall of 2008   | Second career students<br>are registered in the Fall of<br>2008 and Winter of 2009<br>programs                   |
|  | Establish and train the contact<br>person(s) for the program to<br>respond to those who call or<br>write the College for more<br>information or to register   |  |
|  | Develop a promotion plan<br>that will highlight the<br>availability and appeal of<br>this program to the target<br>audience   |  |
|  | Revise and implement the application and registration process so that it is responsive and effective in enrolling students into the program   |  |
| In collaboration with educational partners whenever possible, offer new programs that are both reflective of societal trends as well as enticing to potential students and employers | Create, develop, and launch the following degree programs: Bachelor of Social Work with Algoma University, Lakehead University and Northern College Environmental Health with Lake Superior State University Hospitality Management (Culinary Preparation) with Lake Superior State University Geographic Information Systems with Lake Superior State University Bachelor of Design with Algoma University General Bachelor of Arts degree in Aviation Management with Algoma University Gaming Animation with Algoma University | Investigations into<br>programs complete by<br>Winter of 2009  |
| Offer new programs at the<br>College that reflect trends<br>in society and meet the<br>needs of students and<br>employers  | Create, develop, and introduce the following College programs:  Natural Environment Technician – Conservation and Management Natural Environment Technologist – Conservation and Management Systems Applications and Products (SAP) Graduate Certificate(s) Call Center Apprenticeship Training Apply for Millwright Training Delivery Agent (TDA) as per the Algoma Steel demand   | The programs are complete, established, and available to interested students for enrolment by the Winter of 2009 |





## **Outcome 2.** Excellent Instruction

Sault College will demonstrate highly proficient teaching, responsive to the needs of our students.

• All curricula will align with relevant national employment standards, where such standards exist.

All courses and programs will be constantly assessed to ensure they remain responsive to marketplace needs

| GOAL  | ACTION/TACTIC   | MEASUREMENT/RESULTS   |
|---|---|---|
| To see quality reflected throughout the organization so that students and employers receive the best product available in education | Prepare the college for and conduct the Program Quality Assurance Process Audit (PQAPA)  Conduct the Key Performance Indicators (KPI) student satisfaction survey  Conduct the Student Feedback Survey that provides input to College faculty and courses for Fall of 2008 and Winter of 2009  Meet with faculty and implement processes to increase effective communication by September 1 of 2008 | The audit is successfully conducted and completed by March of 2009  Feedback from the survey is received and improvement plans based on that feedback are completed by April 1 of 2009  Chairs and faculty review the results of the survey and meet to discuss strengths as well as opportunities for improvement  Communication strategies with faculty developed |
| Develop capital equipment<br>plan to enhance the<br>learning experience of<br>students  | Conduct pilot projects with audience response "clicker" technology  Conduct pilot project with PDA (personal digital assistant) for student use  Conduct pilot project withinstructional podiums for classroom delivery   | Results of pilot projects<br>are documented and<br>implemented college-wide,<br>if appropriate  |
| Review the College's current<br>Grading Policy so that it<br>adequately meets the needs<br>of all stakeholders                      | Create college-wide steering committee composed of all stakeholders  Determine implications of moving to use of percentage grades instead of alpha grades   | Terms of reference are created to be used for steering committee activities  An action plan is developed once the determination has been made to move to this grading policy  |





## **Outcome 3.** Excellence in Student Services

High-quality student services will be a hallmark of Sault College.

• All College employees will understand how their roles play a part in student success.

| GOAL   | ACTION/TACTIC   | MEASUREMENT/RESULTS   |
|--|---|---|
| Increase the number of<br>students served by distance<br>delivery of College courses<br>and programs | Create and implement policies and procedures for the Multimedia Centre so that it is used as effectively as possible                                | Multimedia Centre usage is prioritized and established in accordance with the College's original project funding request which is: a) distance delivery, b) use of multimedia for teaching and c) community access. Outcomes are tracked to determine compliance with prioritization plan |
|  | Develop, document and<br>share faculty expertise in<br>multimedia techniques as it<br>relates to effective program<br>delivery                      | Faculty members are more comfortable, competent and effective at delivering dynamic course offerings using distance education technology  |
|  | Use automotive lab for distance delivery of College courses   | Number of students served via distance delivery using new technology is tracked and shows an increase in number of automotive students learning in this way   |
|  | Pilot the Social Service<br>Worker-Native program in<br>synchronous delivery by<br>offering at least one course<br>through distance delivery        | The Social Service<br>Worker- Native program is<br>delivered to remote sites<br>using distance education<br>technology  |
| Begin to offer more flexible<br>delivery options of College<br>programs for interested<br>students   | Develop three compressed programs for students who wish to learn at an accelerated pace   | Increased enrolment of students who would like to compress their time spent learning at the College so that they can (re)enter the workplace more quickly   |
|  | Initiate variable College<br>program start dates<br>so that courses can be<br>started at other times of<br>the year instead of only in<br>September | Increased enrolment of students who are interested in beginning their studies as soon as possible and do not want to wait until the following September to start taking courses   |





| Continue to enhance the transition pathway for   | The Transitions Program   |
|--|---|
| secondary school to college<br>learning  | is offered just before the<br>beginning of the school<br>year with ongoing supports<br>for students throughout the<br>academic year   |
| Develop a College-wide<br>awareness program along<br>with information sessions<br>for College staff with regard<br>to accommodation issues<br>and student supports   | Training is conducted with staff who can better recognize and address accommodation issues and support students   |
| Provide retention strategies<br>for students in residence<br>with topics such as<br>Study Skills and Time<br>Management covered  | Students in residence enrol in the workshops that are held and then implement the skills and techniques presented, with a greater number of students succeeding academically  |
| Provide timely and efficient counselling services to students who are in need of them  | Wait times reduced from previous years, with a quicker response to those students needing counselling   |
| Continue to solicit feedback<br>from students who use Peer<br>Tutoring Services through<br>conducting surveys and<br>focus groups  | A survey and focus group is conducted and feedback is gathered on effectiveness of these services   |
| Implement training for<br>tutors so that they are more<br>effective in assisting other<br>students to learn  | Workshops are held with<br>peer tutors implementing<br>the skills and techniques<br>they've learned to help<br>others more effectively  |
| Increase the number of returning students per year who choose to live in residence   | Compare the data from the 2008 and 2009 academic year with the data from the 2007 and 2008 academic year to document trends in returning students living in residence   |
| Ensure Residence Council is<br>active throughout 2008 and<br>2009 academic year with<br>positive results from each<br>house  | Regular meetings and activities have been held to keep everyone up-to-date and engaged in resident well-being and activities  |
| Develop a Food Committee with representatives from each house who will have an opportunity to meet with the managers of service areas that affect them such as Chartwells, the Student Life Centre and Residence so that students can provide input and feedback on their experience on campus | The Committee is established and meets regularly to discuss issues that affect the quality of life for students living in residence   |
|  | Develop a College-wide awareness program along with information sessions for College staff with regard to accommodation issues and student supports  Provide retention strategies for students in residence with topics such as Study Skills and Time Management covered  Provide timely and efficient counselling services to students who are in need of them  Continue to solicit feedback from students who are in need of them  Continue to solicit feedback from students who use Peer Tutoring Services through conducting surveys and focus groups  Implement training for tutors so that they are more effective in assisting other students to learn  Increase the number of returning students per year who choose to live in residence  Ensure Residence Council is active throughout 2008 and 2009 academic year with positive results from each house who will have an opportunity to meet with representatives from each house who will have an opportunity to meet with the managers of service areas that affect them such as Chartwells, the Student Life Centre and Residence so that students can provide input and feedback on their |





| GOAL  | ACTION/TACTIC   | MEASUREMENT/RESULTS   |
|---|---|---|
| Improve the quality of<br>Student Life Centre and<br>campus life  | Develop short-term and long-term action plans for the Student Life Centre and the Student Administrative Council  | Strategic and operational<br>plans for the Student Life<br>Centre and the Student<br>Administrative Council<br>will be completed and<br>documented  |
|   | Develop and offer<br>employee training for all<br>employees of the Student<br>Life Centre, and keep all<br>policies and procedures<br>up-to-date.   | Staff are trained in Smart<br>Serve, health and safety,<br>and Outback operations so<br>that they can best serve the<br>needs of students   |
|   | Improve accessibility on campus to increase the quality of life and oncampus experience for students with disabilities  | The priority items from<br>the accessibility audit are<br>addressed and coordinated<br>with Physical Resources so<br>that access for students of<br>the College is improved   |
| Increase awareness of<br>Library services and<br>resources in the College<br>community  | Keep information on the webpage current, create appropriate publications and displays, conduct class visits, do database demonstrations, and raise the profile of the Library whenever possible via Infonet, Magnetic North, orientation, and other promotional activities  Measure and track statistical information and user satisfaction using gate counts, web traffic, room usage, circulation, renewals, AV loans and queries | Increased use of library service and effectiveness of promotional and educational activities is assessed by comparing statistics on use of library from prior year, documenting feedback from users, and by viewing increase in traffic using these services  Measurements of user satisfaction and number of visitors are gathered and compared with the collection of data taken from the previous year |
| Develop a Student Portal<br>that will provide students<br>with the ability to access<br>current and timely personal<br>information electronically | Provide students with electronic access to their personal information   | Launch test site is<br>established in the Spring<br>of 2008 with a full College<br>launch in the Fall of 2008   |
| Provide excellent customer service to students  | Review methods of tuition<br>payment, promote on-line<br>payments, and examine<br>possibility of payment<br>through student portal  | Reformat communications<br>and forms, include revised<br>materials in student portal<br>and electronically transmit<br>to Financial Services  |
| Reduce disability barriers and increase accessibility   | Retrofit a number of<br>washrooms to increase ease<br>of accessibility. Address<br>issues identified via the<br>accessibility audit where<br>possible   | Renovations of restrooms<br>to begin in the Summer of<br>2008   |
| Develop communications and linkages to alumni   | Hire Alumni Support Officer and introduce quarterly newsletter  | Alumni Support Officer is hired and in place by the Fall of 2008  |
|   | Update contact list of<br>Alumni database   | The contact information gathered from graduates at 2008 convocation is entered into a database that IT creates  |
|   | Begin outreach to Sault<br>College Alumni so that a<br>relationship is fostered with<br>their alma mater  | The first newsletter to graduates is written and transmitted electronically to those on College's contact list in Summer of 2008  |





## Outcome 4: Native Education

Sault College will be an educational destination of choice for the growing Native population.

| GOAL  | ACTION/TACTIC   | MEASUREMENT/RESULTS  |
|---|---|--|
| Increase Aboriginal student enrolment                     | Complete the self-<br>identification project for<br>Native students enrolling at<br>the College   | 10% increase in identified aboriginal students over the 2007 to 2008 academic year   |
|   | Maximize Aboriginal<br>Education and Training<br>Strategic (AETS) funding for<br>the 2009 to 2010 academic<br>year  | Investigate and jointly<br>develop with First Nations<br>new Native-specific<br>program offerings  |
|   | Ensure the College plays a<br>role in the partnership with<br>the Native Education and<br>Training Council (NETC)<br>strategic planning   | Strategies of both<br>organizations are aligned<br>and consistent, allowing<br>for increased support and<br>opportunities for Native<br>students   |
| Improve support services to<br>Native students            | Increase college<br>contribution to staffing of<br>Native Counselor in support<br>of Native Education and<br>Training department  | Staffing complement added to College budget  |
| Develop Aboriginal<br>apprenticeship program<br>offerings | Work with the Native<br>Education and Training<br>Council along with the<br>Ministry of Training,<br>Colleges and Universities<br>to develop a plan for<br>Aboriginal apprentices | A plan for delivering<br>apprenticeships programs<br>to Native students is<br>developed by March of<br>2009  |
| Expand Native-specific student recruitment activity       | Hire full-time Native<br>Student Recruiter and<br>increase travel, outreach<br>and promotion of College<br>in Aboriginal communities<br>across the province                       | Native Student Recruiter<br>begins work in Spring of<br>2008 and begins to travel to<br>local, provincial and remote<br>Native communities to<br>promote the College and<br>post-secondary education |





## **Outcome 5.** Training and Development

Sault College is committed to meeting the training needs of the local and regional workforce of Sault Ste Marie and the District of Algoma.

• Sault College will be the trainer of choice for Sault Ste Marie and the District of Algoma to ensure the area's workforce receives training relevant to regional needs.

| GOAL   | ACTION/TACTIC   | MEASUREMENT/RESULTS   |
|--|---|---|
| Respond to Rapid Re-<br>employment in the Superior<br>East region of the province                | Offer training to laid-off<br>forestry sector workers in<br>North Algoma  | Training response and<br>strategy is created and<br>submitted by the Fall of<br>2008 for the Fall of 2008 to<br>Winter of 2009 delivery   |
| Expand program delivery offerings in off-campus locations  | Conduct a needs study to investigate the development of off-campus course delivery  Identify needs for education and training and determine enrolment needs in Northern communities | Construction Trades<br>program launched in Elliot<br>Lake in the Spring of 2008<br>Next delivery options are<br>determined by the Fall of<br>2008   |
| Increase the number of<br>students served by the<br>distance delivery of courses<br>and programs | Create and implement policies and procedures for the Multimedia Centre so that it is used as effectively as possible  | Multimedia Centre usage is prioritized and established in accordance with the College's original project funding request which is: a) distance delivery, b) use of multimedia for teaching and c) community access. Outcomes are tracked to determine compliance with prioritization plan |
|  | Develop, document and<br>share faculty expertise in<br>multimedia techniques as it<br>relates to effective program<br>delivery  | Faculty members are more comfortable, competent and effective at delivering dynamic course offerings using distance education technology  |
|  | Use automotive lab for the distance delivery of College courses   | Number of students served via distance delivery using new technology is tracked and shows an increase in number of automotive students learning in this way   |
|  | Pilot the Social Service<br>Worker-Native program in<br>synchronous delivery by<br>offering at least one course<br>through distance delivery  | The Social Service Worker- Native program is delivered to remote sites using distance education technology  |
|  | Pilot Graphic Design<br>synchronous delivery by<br>offering two Graphic Design<br>courses via Contact North   | The Graphic Design<br>program is delivered to<br>remote sites using distance<br>education technology  |
|  |   |   |





| GOAL   | ACTION/TACTIC   | MEASUREMENT/RESULTS   |
|--|---|---|
| Initiate more flexible<br>delivery options for<br>students | Develop three compressed programs to potential students of the College (potential programs include Motive Power program reconfiguration, Civil Engineering Technician program reconfiguration, and Transition School for Technicians) | Increased enrolment for<br>those who wish to study<br>more intensely while at<br>the College and (re)enter<br>the workplace in a shorter<br>amount of time                            |
|  | Initiate variable program start dates   | Increased enrolment for those who wish to start their study at the College at a time in the year other than September so they can (re)enter the workplace in a shorter amount of time |







## **Outcome 6.** Partnerships

Sault College will expand and develop new partnerships to enhance the College's socio-economic benefits to the region and the city.

• Sault College will participate in economic, social, and cultural activities.

| GOAL  | ACTION/TACTIC   | MEASUREMENT/RESULTS   |
|---|---|---|
| Develop and nurture<br>current partnerships within<br>the local community                             | Continue active<br>collaboration with the<br>Algoma Public Health (APH)<br>co-location on the Sault<br>College campus   | Finalized shared services agreements between the two organizations  |
|   | Complete the "Y at Sault<br>College" YMCA summer<br>camp pilot by August of<br>2008   | Decide whether or not to proceed with joint facility by March of 2009   |
|   | Establish steering committee for new joint facility discussions   | Begin discussions and<br>exploratory meetings<br>around possible new joint<br>facility project  |
| Collaborate with Shingwauk<br>Education Trust and Algoma<br>University                                | Explore possibility of planning and providing collaborative Aboriginal language programs  | Facilitate ongoing discussions to explore method and outcomes of collaboration  |
| Collaborate with<br>Algoma University on<br>First Generation/ Native<br>recruitment                   | Sault College Native Student Recruiter to travel and co-deliver presentations with Algoma University First Generation mentors to Native students living in remote fly-in northern communities | Increased exposure of Sault<br>College post-secondary and<br>distance education courses<br>Increased enrolment of<br>Native students from<br>remote communities |
| Relocate Aircraft Structural<br>Program to Southern<br>Ontario for increased<br>presence provincially | Deliver Aircraft Structural<br>Repair program in London,<br>Ontario in partnership with<br>Fanshawe College   | Program is available for<br>student enrollment in<br>January of 2009<br>A Memorandum of<br>Understanding (M.O.U.) is<br>signed with Fanshawe                    |





## **Outcome 7.** Service to Our Community

Sault College will make a positive contribution to the economic, cultural, and social well-being of our region and city.

- Partnerships and strategic alliances will be expanded to enhance programming that strengthens the College's socio-economic benefit to Sault Ste Marie and the District of Algoma.
- Sault College will provide a positive socio-economic return-on investment for its stakeholders.

| GOAL   | ACTION/TACTIC  | MEASUREMENT/RESULTS  |
|--|--|--|
| Continue to build strong<br>linkages between the<br>College and the community  | College Administrators to serve on or chair select boards and committees throughout the city  Member of College Executive to serve on Chamber of Commerce Government Relations Committee  Create a communications plan to strengthen linkages to community | Finalized Boards and representatives selected by December of 2008  The Vice-President of Academic to serve and contribute to the Chamber of Commerce Government Relations Committee  Plan and actions for enhanced communication within the community completed by September of 2008 |
| Provide space and services<br>to familiarize secondary<br>students with college<br>programming and student<br>services | Space dedicated to provide service to high school students enrolled in the School College Work Initiative (SCWI) program   | School College Work<br>Initiative (SCWI)<br>programming introduced<br>and continued until the<br>Spring of 2009  |
| Locate Nurse Practitioner<br>Clinic in F Wing of the<br>College  | Secure approval of the Sault<br>College project<br>Establish interim location<br>in F wing<br>Collaborate with partners<br>for permanent location  | Nurse Practitioner clinic<br>located at Sault College and<br>operating successfully  |
| Provide community use of<br>Multimedia Centre  | Develop policies and procedures for the scheduling and use of the facility by outside parties  | Policies and procedures,<br>including fee structure<br>completed and<br>implemented by the Fall<br>of 2008   |





## **Outcome 8.** Financial Strength

Sault College will build our financial strength by effectively managing our enrolment and our financial processes.

- Financial viability will be maintained.
- Enrolment will be optimized to take advantage of any possible changes to the college funding formula.

| GOAL   | ACTION/TACTIC   | MEASUREMENT/RESULTS  |
|--|---|--|
| Develop Capital master plan<br>for the College   | Review the Educational<br>Consultant Services Capital<br>Master plan to determine<br>implementation strategy<br>that is consistent with<br>College's financial position | A plan of action for capital<br>investment is developed by<br>March of 2009  |
| Increase the Scholarships,<br>Bursaries and Awards<br>program                          | Continue to maximize contributions to the Ontario Trust for Student Support   | Increased number of<br>awards distributed in 2008<br>to 2009 academic year   |
| Develop and employ<br>strategic and tactical<br>recruitment plan to boost<br>enrolment | Include increased out-<br>of-area recruitment<br>activities that promote and<br>encourage enrolment of<br>students from outside of<br>local community                   | College recruiters attend career and information days at high schools in southern Ontario to promote the College Increased enrolment over 2007 to 2008 academic year |







Outcome 9. Excellence in College Services
Sault College will provide exceptional customer service.
• Quality customer service standards will be defined and adhered to.

| GOAL  | ACTION/TACTIC   | MEASUREMENT/RESULTS   |
|---|---|---|
| Anticipate and adequately prepare for change in College's work force as a greater number of employees retire            | Develop succession<br>planning strategy so<br>that skills and insights of<br>employees about to retire<br>are shared with College<br>before their departure | Succession plan is<br>developed with overlap of<br>the employees departing<br>and those on-boarding<br>for adequate training<br>whenever possible |
|   | Estimate retirement of faculty, support staff and administrative positions and include replacement plans in 2009 to 2010 budget                             | Adequate financial resources are available for effective succession planning for the College  New Hire Orientation                                |
|   | Continue orientation of new hires as they join the College  | sessions are held to<br>welcome and support<br>new employees, share<br>expectations and<br>information, and develop<br>loyalty to the College     |
| Campus initiatives<br>are increasingly<br>environmentally-conscious<br>to reduce the carbon<br>footprint of the College | Establish a committee with an expanded role in developing greener practices campus-wide that will preserve the environment                                  | Role of newly-established<br>committee is formalized by<br>the Winter of 2008   |
| Energy savings and greening of the College campus initiatives are promoted more extensively                             | A wind turbine will be built<br>and installed to supply<br>some of the power required<br>for the Student Life Centre  | The wind turbine project will be completed on campus and introduced to the community by Fall of 2008  |
|   | Lighting to be retrofitted<br>using Energy capital<br>funding from the Ministry<br>of Training, Colleges and<br>Universities (MTCU)                         | Lighting is retrofitted by<br>September of 2008<br>Electricity consumption on<br>campus is reduced  |
|   | Begin campaign to reduce electrical and paper use for photocopiers  | A greater number of employees bring laptops to meetings instead of printouts, whenever possible   |
|   |   | Documents that need to be printed are done on both sides by the Fall of 2008  |
|   | 16 washrooms on campus<br>are retrofitted to reduce<br>water and electricity usage  | Retrofitting of restrooms occurs in the Summer of 2008  |
|   | The used buy-back program   | Less water and electricity is used in restrooms of College  |
|   | at the College bookstore<br>is highlighted (25% of<br>textbooks are used buy-<br>back)  | The buy-back bookstore program continues to be highlighted  |





## **Outcome 10.** Excellence in Our People

Sault College is committed to our people through the development of their skills, knowledge and support of excellence.

- Programs and services will be regularly reviewed to ensure their effectiveness and relevance.
- Credentialing will be pursued when it offers tangible, value-added benefits for programs, students, and faculty.
- Encouraged by comprehensive human resource planning and programs, a highly skilled and motivated workforce will contribute to the success of our students.

| GOAL  | ACTION/TACTIC   | MEASUREMENT/RESULTS   |
|---|---|---|
| College supervisors develop strength in management and leadership abilities   | Develop module-based<br>program for all managers/<br>leaders of the organization  | Over the next 24 months, all managers are to complete the Supervisory Professional Leadership Development Series                            |
| College staff develop and grow in their respective professions  | Enhance Professional Development Calendar throughout the year with Spring sessions being the focal point to coincide with non-teaching period   | An annual Professional Development plan is created  A minimum of 50% of employees participate in overall professional development offerings |
| Faculty are appraised so that they can identify areas of strength and areas of opportunity                              | Develop faculty performance appraisal tool  | Faculty appraisal<br>tool developed with<br>consultation in 2008<br>academic year   |
| Support staff are appraised so that they can identify their areas of strength and begin to work on areas of opportunity | Complete performance appraisal of all staff   | The performance appraisals of all support staff are completed and submitted to Human Resources by the Summer of 2008                        |
| The health and safety<br>knowledge of College staff<br>is strengthened  | Training and workshops are delivered to increase supervisor and Joint Health and Safety Committee (JHSC) awareness of responsibilities under the Occupational Health and Safety Act and the Regulations as they apply | Training is conducted<br>and completed, with all<br>Joint Health and Safety<br>Committee (JHSC) certified<br>members                        |





The three year funding commitment from the Ministry has provided the College with the opportunity to better plan and structure operations to our anticipated funding level. Sault College was able to complete our budget process in the Fall of 2006 with the Board of Governors approving the budget in December 2006.

The College is pleased to present a balanced budget that is consistent with our strategic plan to ensure student success, community success and institutional success.







# THE SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY BUDGET PRESENTATION - 2008/2009

Statement of Operations (in thousands of dollars)

Year ending March 31

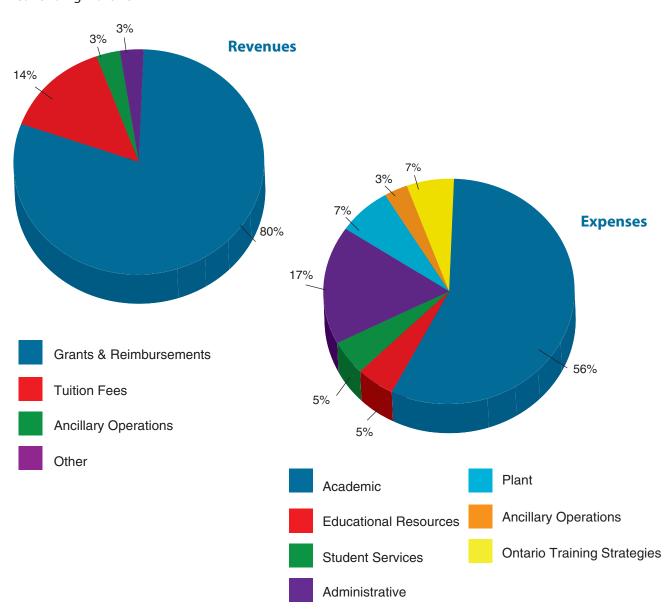
|                                 |           | Cash Based |           |
|---------------------------------|-----------|------------|-----------|
|                                 | 2007/2008 | 2007/2008  | 2008/2009 |
|                                 | Approved  | Forecast   | Budget    |
| Revenue:                        |           |            |           |
| Grants and reimbursements       | 30,770    | 31,175     | 30,969    |
| Tuition fees                    | 5,479     | 5,519      | 5,425     |
| Ancillary operations            | 1,134     | 1,160      | 1,314     |
| Other                           | 737       | 1,187      | 1,269     |
| Other                           | 737       | 1,107      | 1,200     |
|                                 | 38,120    | 39,041     | 38,977    |
|                                 |           |            |           |
| Expenses:                       |           |            |           |
| Academic                        | 20,789    | 20,630     | 21,854    |
| Educational resources           | 1,640     | 1,703      | 1,807     |
| Student services                | 1,769     | 1,963      | 2,030     |
| Administrative                  | 7,163     | 6,816      | 6,713     |
| Plant                           | 2,350     | 2,746      | 2,689     |
| Ancillary operations            | 1,209     | 1,263      | 1,328     |
| Ontario training strategies     | 3,031     | 3,392      | 2,533     |
| Special projects                | 161       | 299        | 21        |
|                                 | 38,112    | 38,812     | 38,975    |
|                                 |           |            |           |
| Excess of revenue over expenses | 8         | 229        | 2         |
|                                 |           |            |           |





## THE SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY BUDGET PRESENTATION - 2008/2009

Statement of Operations Year ending March 31







## THE SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY

**BUDGET PRESENTATION - 2008/2009** 

Revenue (in thousands of dollars) Year ending March 31

|                                      |           | Cash Based                              |           |
|--------------------------------------|-----------|---|-----------|
|                                      |           | Casii Daseu                             |           |
|                                      | 2007/2008 | 2007/2008                               | 2008/2009 |
|                                      | Approved  | Forecast                                | Budget    |
| Grants and reimbursements:           |           |   |           |
| Operating Grant                      |           |   |           |
| General Purpose                      | 12,680    | 12,542                                  | 12,807    |
| Special Purpose                      | 12,763    | 13,119                                  | 13,731    |
| Apprentice training                  | 883       | 1,179                                   | 852       |
| Ontario training strategies          | 2,959     | 3,167                                   | 2,069     |
| Other                                | 1,485     | 1,168                                   | 1,510     |
|                                      |           |   |           |
|                                      | 30,770    | 31,175                                  | 30,969    |
| Tuition fees:                        |           |   |           |
| Full time post secondary             | 4,302     | 4,342                                   | 4,247     |
| Other                                | 1,177     | 1,177                                   | 1,178     |
|                                      | 5,479     | 5,519                                   | 5,425     |
|                                      | -, -      | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | ,         |
| Ancillary operations                 | 1,134     | 1,160                                   | 1,314     |
| , ·                                  | ,         | •                                       | ,         |
| Other:                               |           |   |           |
| Contract educational services        | 146       | 303                                     | 218       |
| Sale of course products and services | 219       | 260                                     | 224       |
| Miscellaneous                        | 372       | 624                                     | 827       |
|                                      | 737       | 1,187                                   | 1,269     |
|                                      |           |   |           |
|                                      | 38,120    | 39,041                                  | 38,977    |
|                                      |           |   |           |





# THE SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY BUDGET PRESENTATION - 2008/2009

Expenditures (in thousands of dollars) Year ending March 31

| rear ending March 31                |           | 6 1 5 1    |           |
|-------------------------------------|-----------|------------|-----------|
|                                     |           | Cash Based |           |
|                                     | 2007/2008 | 2007/2008  | 2008/2009 |
|                                     | Approved  | Forecast   | Budget    |
| Salaries:                           |           |            | J         |
| Administration                      | 3,677     | 3,890      | 3,996     |
| Academic                            | 12,022    | 12,255     | 13,004    |
| Support                             | 7,532     | 7,579      | 7,728     |
| Other Salaries                      | 86        | 89         | 98        |
| Benefits                            | 5,271     | 5,315      | 5,834     |
| Building Repairs and Maintenance    | 106       | 117        | 140       |
| Contracted Security Services        | 116       | 117        | 123       |
| Contracted Services                 | 2,217     | 2,475      | 1,073     |
| Cost of Goods Sold                  | 18        | 10         | 11        |
| Equipment Maintenance and Repairs   | 776       | 679        | 849       |
| Field Work                          | 77        | 78         | 87        |
| Furniture and Equipment Purchases   | 596       | 254        | 162       |
| Furniture and Equipment Rental      | 131       | 142        | 124       |
| Grounds Maintenance                 | 79        | 84         | 75        |
| Instructional and Resource Supplies | 949       | 1,043      | 1,056     |
| Insurance                           | 372       | 336        | 353       |
| Interest and Bank Charges           | 453       | 453        | 461       |
| Janitorial and Maintenance Supplies | 56        | 56         | 56        |
| Municipal Tax Levy                  | 164       | 161        | 167       |
| Office Supplies                     | 240       | 259        | 207       |
| Premise Rental                      | 142       | 165        | 113       |
| Professional Development            | 94        | 93         | 85        |
| Professional Fees                   | 518       | 558        | 610       |
| Promotion and Public Relations      | 358       | 356        | 408       |
| Provision for Doubtful Accounts     | -         | 75         | -         |
| Staff Employment                    | 228       | 189        | 244       |
| Telecommunications                  | 166       | 186        | 160       |
| Training Subsidies and Allowances   | 458       | 417        | 410       |
| Travel and Conference               | 212       | 336        | 228       |
| Utilities                           | 976       | 976        | 1,043     |
| Vehicle Expense                     | 22        | 69         | 70        |
|                                     |           |            |           |
|                                     | 38,112    | 38,812     | 38,975    |
|                                     |           |            |           |





## Sault College of Applied Arts & Technology

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