

ANNUAL REPORT

2024-2025



JOHN ABBOTT
CEGEP/COLLEGE

Table of Contents

Mission Statement	3
College Governance	4
Strategic Plan 2020-2027	5
Highlights 2024-2025	6
Celebrating Achievements	14

25

About our Students

Enrolment in the Day Division	25
DEC Granted	26
Enrolment in Continuing Education	27
AEC Granted	27
First Semester Overall Pass Rates	28
Third Semester Retention Rates	29
Graduation Rates	30

32

Annual Report of Activities

Service Contracts	32
Employee Breakdown	32
Intervention Strategy	32
Disclosure of Wrongdoing	32

33

Annexes

Annex R-105	33
Annex E-104	34
Annex A-112	37
Financial Reporting	38

Mission Statement

Founded in 1970, John Abbott College is the only English language CEGEP in the West Island of Montreal. The College offers pre-university and career programs to over 6500 full-time students per semester, as well as a wide range of Continuing Education programs to 2000 part-time students per year. Our staff consists of some 600 faculty and almost 250 non-teaching staff. Our campus is one of the finest in Québec.

The mission of John Abbott College is to provide an excellent education for our students within a stimulating learning environment that will enhance their development and potential for success in society.

We are committed to:

LEARNING

- Foster in our students the ability to make and articulate informed intellectual, aesthetic and ethical decisions, while demonstrating skills needed for success in modern society;
- Cultivate a love of learning, autonomy and responsible citizenship in our students, both in the classroom and through socio-cultural, leadership, recreational and sports activities;
- Respect and learn from diverse identities and world views by providing equity and opportunities within our college's community, approaches and programs;
- Actively engage in truth and reconciliation by building meaningful relationships with and learning from Indigenous Peoples and their values, knowledges, and perspectives.

QUALITY

- Provide well-rounded and balanced pre-university and career programs that meet high standards of quality and ethical consciousness, and respond to the requirements of universities, employers and society;
- Value excellence in teaching and learning as dynamic, interactive and holistic processes;
- Promote lifelong learning and continuous improvement in the College community, with a commitment to innovative pedagogy, effective administration and quality support services; and to
- Deliver leading-edge training, tailored to the needs of business, industry and other sectors, through our continuing education services and specialized programs.

STUDENTS

- Cultivate a safe, supportive, and respectful environment that recognizes and responds to diverse student realities;
- Bolster self-confidence and promote belonging, well-being, and a sense of purpose, leading students to attain academic, professional, and personal growth.
- Ensure governance that reflects the active engagement of students, employees, and places student learning at the centre of our decisions and actions;
- Establish effective partnerships with academic, professional and social communities, to maximize our students' success and continued growth.

College Governance

Board of Governors

Ex-officio Members

Teresa Berghello – Director General

Charbel Mourad – Academic Dean

Socio Economic

Fatima-Azzahra Lahrizi

Patrick Murphy-Lavallée

University-level Teaching Institutions

Elham Emami

School Board

Andrea Fraser

Labour Market

Edwige Nelson

Business Community

Pascale Alpha – Vice-Chair

Stéphane Sélim – Chair

Parents

Mehreen Beig Mirza

Alma Rodriguez

Alumni

Pre-University Studies – Sebastian Molina Calvo

Technical Studies – Alexandro Tomassini

Students

Pre-University Studies – Luca Emilio Quintana-Gadisco

Technical Studies – Faith Ste-Croix Roussy

Faculty

Roy Fu

Michèle Trépanier

Non-Teaching Professional

Lisa Boyle

Support Personnel

Amanda Tweedie

Secretary General

Stavroula Makris

Recording Secretary

Daniela Cervetti

Academic Council

President

Charbel Mourad

Chair

Susanne Black

Vice-Chair

Maria Mastorakos

Academic Administrators

Charbel Mourad, Mariella Castellana, Tracey McKee,

Roberta Šilerová

Employees Representing the Teachers

Suzanne Black, Amélie Bérubé, Gloria Jaramillo,

Geoff Cook, Julien Charest, Salma Chato, Ian Rogers,

Kristina Swiercz, Michèle Trépanier, Fioana Tomaszewski,

Tom Young, Caroline Viger, Jessica Vandervort (February).

One Employee Representing the Non-Teaching Professionals

Amanda Argento

One Employee Representing the Support Personnel

Mary Milburn

Students and Replacement

Gabriel Grenier-McDermott (F), Vince Joshua Lacap,

Vanshika Manan (W), Valentina Perez Rojas (F),

Luca Quintana-Gadisco (W)

Recording Secretary

Mary Milburn

Strategic Plan 2020-2027

4

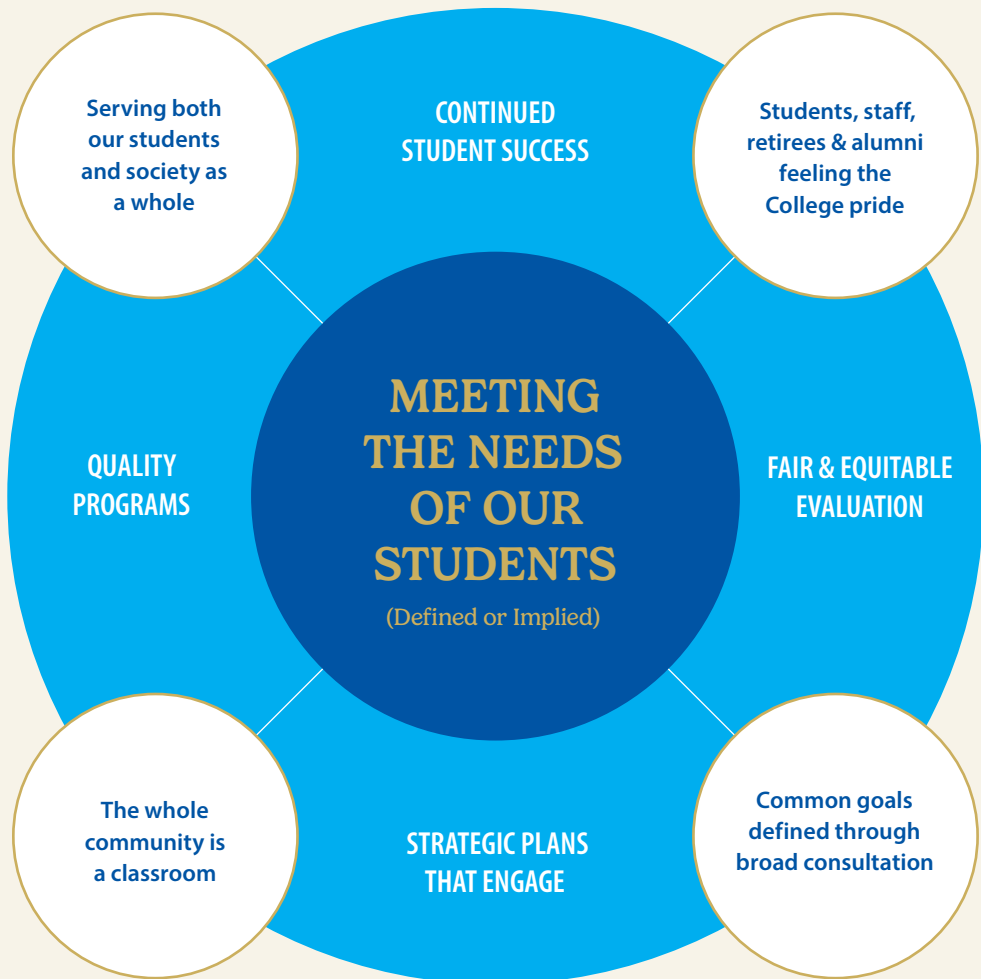
Guiding Principles

4

High-Level Goals

10

Key Orientations



Highlights of 2024-2025

Each year, the College identifies a number of key areas of development within the Strategic Plan objectives. The following sections list some of the major accomplishments for the 2024-2025 academic year.

Note: Some metrics include surveys which run every second year. When this is the case, N/A (not available) is shown.



Student Success

1. NURTURING HEALTH

JAC supports student mental health and the community that serves them through an evidence-based approach that includes a safe, healthy and inclusive learning environment and holistic student services.

- Continued the implementation of the Standard on Mental Health for Post-Secondary Students (from the Mental Health Commission of Canada).
- SOAR (Success through Opportunities and Representation) mentorship program for minoritized students fully operational.
- Student and employee CCWS (Canadian Campus Wellbeing Survey) results analyzed to identify prioritized recommendations related to well-being, and action plan in development.
- Developing a mental health action plan for employees to be rolled out in Fall 2025.
- A training session on psychosocial risks in the workplace was organized for managers.
- Annual College PD (Professional Development) Day held with the theme *The 8 Dimensions of Wellness*, to increase knowledge and awareness of student and employee mental health concerns.
- SART (Sexual Assault Resource Team) Training and Awareness strategies reviewed and delivered to student-athletes, students in residence and Congress members.
- Consent campaign presentations were delivered to students.
- RFP (Request for proposal) process for food services provider offering healthy options completed in May 2025.

Metric or Key Deliverables

- Implementation percentage of the essential elements of the new *Canadian Mental Health and Well-being Standard for Postsecondary Students*:

2027 Target: 90%

End-of-Year Result: 80%

- Decrease in the percentage of students indicating severe distress as measured by the Canadian Campus Well-being Survey feelings statements (students).

2027 Target: 29%

End-of-Year Result: NA

2. LOVING TO LEARN

JAC works towards reducing a culture of academic competition, providing learning opportunities that foster cooperation and collaboration across all programs.

- Counselling peer support program fully operational and active within the college community.
- Graduate mentoring program implemented for Fall 2024 as part of its second-year testing period.
- Hidden Curriculum pilot scheduled for Fall 2025 in collaboration with the Student Success Mental Health Sub-Committee and Academic Dean.
- SOAR (Success through Opportunities and Representation) program successfully completed its second year with 20 mentor-mentee pairings, debriefing sessions, and a closing celebration in May 2025.

Metric or Key Deliverables

- Social connection as assessed by reduced loneliness (Canadian Campus Well-being Survey):

2027 Target: 45%

End-of-Year Result: NA

- Social connection assessed by statements from the Canadian Campus Wellbeing Survey on campus climate:

2027 Target: 65%

End-of-Year Result: NA

3. OPENING OUR DOORS

JAC makes English education more accessible through the development of its facilities and their capacity, its diverse programs and its pedagogical innovation.

- Construction plan for campus expansion continuously reviewed and adjusted with ongoing analysis of financial situation related to MES (*Ministère de l'Enseignement supérieur du Québec*) budgetary austerity measures in the CEGEP network.
- New project initiative launched for 2025 with John Abbott College as lead institution: Upskilling Unemployed Anglophones in the Regions, in collaboration with other institutions.
- Identified and implemented services for all at-risk students.
- Offered professional development sessions on inclusive pedagogies for faculty.
- Developed and proposed a detailed plan for A112 (Academic Success of Students with Disabilities and Students with Special Needs) funding allocation.
- Increased faculty participation in PARES (*Plan d'action pour la réussite en enseignement supérieur*) initiatives; defined student success parameters and piloted a data management system.
- Completed the construction of the Maple Hall modular building, a project of 2.5 years, to secure appropriate and adequate space for teaching and learning.
- Completed the Outdoor Classroom project and replaced the gym floors as part of the larger Casgrain Sports Complex renovation project, which qualified for funding under the ECQ (*Entente Canada-Québec*) program.





4. PREPARING FOR TOMORROW

JAC provides educational opportunities to meet the rapidly changing provincial workforce needs and encourages lifelong learning.

- Successfully responding to growing demands for RAC (Recognition of Acquired Competencies) as evidenced by the first group launched for Pharmacy RAC candidates.
- Implementation of the revised program for the Integration of Internationally Trained Nurses.
- Fostering of initiatives to help mitigate the impact of Law 14 on Continuing Education.
- Ongoing exploration and work on partnerships with Canadian colleges for joint offerings, the development of a French language AEC (*Attestation d'études collégiales*), and projects in collaboration with the Secretariat (*Secrétariat aux relations avec les Québécois d'expression anglaise*) to support the upskilling of English community members.
- Monitoring of the College's Strategic Plan, with the dashboard regularly updated and communicated, in addition to implementing a cyclical self-evaluation process through the CEEC (*Commission d'évaluation de l'enseignement collégial*).
- Drafted a policy on the use of generative AI targeting faculty, students, and non-teaching employees.
- The management of research projects was improved through the implementation of a Research Project Charter and Research Project Summary Report templates.

Metric or Key Deliverables

- Continuing Education and International program enrolment (Fall semester):
2027 Target: 450
End-of-Year Result: 439
- Number of students registered in our Tremplin DEC Indigenous programs (cross-referenced with PARES):
2027 Target: 75
End-of-Year Result: 70
- Percentage of the student population eligible to receive instruction in English/certificate holders (Fall semester):
2027 Target: 60%
End-of-Year Result: 57%

Physical Space Development

- Percentage of floorspace that has been renovated since 2014:
2027 Target: 55%
End-of-Year Result: 49%

Metric or Key Deliverables

- Number of total applicants for Day Division and Continuing Education:
2027 Target: 6,800
End-of-Year Result: 5,978
- Percentage of alumni that are working in their field of choice:
2027 Target: 85%
End-of-Year Result: 83%
- Percentage of graduates accepted to university:
2027 Target: 95%
End-of-Year Result: 94%

5. CREATING TOGETHER

JAC encourages innovation by engaging students from all disciplines in experiential learning, active citizenship and problem solving for real-world impact.

- Vision and deliverables for international opportunities identified and actioned for 2025–2026.
- Leveraged existing partnerships in Italy, Mexico, and Japan to explore opportunities of international cooperation.
- Several non-credit training modules were created in collaboration with CERASP (Centre for Expertise and Applied Research in Pharmaceutical Sciences) and offered under Services Québec financing.
- Secured financial resources to support the college's research vision and initiated preliminary planning for support of related activities.
- Worked collaboratively with community to explore optimization of interactions with CCTTs (*Centres collégiaux de transfert de technologies*) and utilization of grants (e.g., Mobilize).
- A production plan was established, in collaboration with the Theatre department, to produce an original musical based on *Alice in Wonderland* in 2026.

Metric or Key Deliverables

- Percentage of students that have had opportunities to engage in innovative experiences in the classroom and/or outside of the classroom:

2027 Target: 85%

End-of-Year Result 68%



6. CONTRIBUER CHEZ NOUS AU-DELÀ

JAC prepares students of all backgrounds to fully participate in, and contribute to Québec society and beyond.

- First cohort of our newly revised Professional Integration into Nursing in Québec for Internationally Educated Nurses program launched and successfully integrated 19 internationally trained nurses into the Québec labour market.
- Actively participated in external committees on the implementation of Law 14, resulting in the college's readiness to react and evaluate the impact of the new legislation.
- Analysis of financial and workload implications for current and following year; budgets aligned with Law 14 requirements.
- Planned and implemented professional development for teachers, including French language training.
- Implemented additional student support measures and adapted others based on success data.
- Analysis of student success data (including French Exit Exam success rates) with intent of ensuring adequate student support.
- Continued exchanges with MES (*Ministère de l'Enseignement supérieur*) regarding impacts of Law 14 on Indigenous students.
- Many events and collaborations instigated to promote French culture, support francization and improve bilingualism at the college.

Metric or Key Deliverables

- The level of students' confidence in their spoken, written, and reading French, as well as in their listening comprehension:

2027 Target: 90%

End-of-Year Result: 87%

- Percentage of Continuing Education students answering the barrier as being the French language:

2027 Target: 50%

End-of-Year Result: 47%

- Percentage of Career students answering the barrier as being the French language:

2027 Target: 20%

End-of-Year Result: 31%

7. GROWING CAREERS

JAC provides personal and professional development opportunities to empower employees to reach desired results and career goals.

- Ongoing review and updating to College Policy 12 (Evaluation of Teaching), including establishing a baseline response rate and assessing current survey modalities in collaboration with the faculty association, to increase student response rates and explore mechanisms for collecting feedback.
- Conducted needs assessment and provided professional development aligned with goals, including FABRES (Formula for the Allocation of Budgets and Resources to Establishments) and Stress Management sessions.
- Supported Library Managers through REBICQ (*Regroupement du personnel des bibliothèques collégiales du Québec*) training to strengthen professional expertise.
- Conducted a yearlong SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis to inform future planning and interventions.
- Explored the use of A112 (Activities carried out to support the Academic Success of Students with Disabilities and Students with Special Needs) as a dedicated space for neurodiverse students.
- Information shared and training sessions offered on a variety of topics, including procurement, copyright, and the protection of personal information.

Metric or Key Deliverables

- Percentage of employees that believe the range of professional development activities available provide them with the resources needed to maintain required skill levels:

2027 Target: 85%

End-of-Year Result: NA

- Amount of College money reported under Bill 90 annually:

2027 Target: \$300,000

End-of-Year Result: \$384,526

8. ACHIEVING SYSTEMIC CHANGE TOGETHER

JAC is informed about and is resolving structural and systemic discrimination faced by minoritized students and staff at the College and works to address systemic barriers.

- Building accessibility evaluation completed and improvement plan defined and underway.
- Hiring process of faculty teaching in indigenous Continuing Education programs streamlined and improved.
- Held ongoing discussions and initiated long-term planning for Indigenous education priorities.
- Continued collaboration with Indigenous Advisory Council and ReconciliACTION Committee to monitor progress and promote awareness.
- IDEA (Inclusion, Diversity, Equity, Accessibility) training completed by Student Services team members. Events were organized to raise awareness including Indigenous Awareness Day, Orange Shirt Day, Trans Awareness Day, Multicultural Week, and guest speaker sessions in collaboration with ISRC (Indigenous Student Resource Centre) professionals and Deans. In addition, academic programs such as the Social Justice profile in Social Science continue to be promoted to support study and discourse on systemic racism.
- Student Services, through the Access Centre, allocated funds for campus accessibility projects including the Herzberg elevator modernization, accessible cafeteria turnstile, hold-open mechanisms for basement doors, and motorized doors for the Anne-Marie Edward building entrances.



Metric or Key Deliverables

- Percentage of positive response of Canadian Campus Wellbeing Survey question "At my institution, I am respected regardless of my personal characteristics, identity or background (e.g., gender, ethnicity, international status, disability, etc.)."

2027 Target:

Students: 85% Employees: 85%

End-of-Year Results:

Students: NA Employees: NA

- Percentage of positive responses to Canadian Campus Wellbeing Survey question "My institution values diversity and inclusion."

2027 Target:

Students: 85% Employees: 85%

End-of-Year Results:

Students: NA Employees: NA



9. JAC BE NIMBLE

JAC has agile processes, programs and tools that quickly adapt to the changing needs of students, universities and the workforce.

- Strategic Plan revision effected through SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis, developed by members of the Directors and Deans teams.
- The College's by-laws and policies are continuously assessed for improvements or changes to enhance quality and agility; the following were amended:
 - Policy No.18 -Safe Disclosure (Whistleblower) Policy
 - Policy No.24 - Concerning the Prevention of Sexual Violence and the Promotion of a Culture of Consent at John Abbott College
- The Law 14 Task Force continued to hold meetings to address recent legislative changes and consider relevant data points to ensure student success.
- Campus Store presence at various events throughout the year for students and parents, enhancing college visibility and spirit.
- Developed a new bilingual Campus Store website.
- Revised several programs, including Police Technology, Business Administration, and Live Entertainment Production for 2025 implementation.
- Created a new mock pharmacy on campus as well as additional office space for the Pharmacy program, in collaboration with Facilities Management Services and Human Resources.
- Revamped the Octopus ticketing system to improve user experience and operational efficiency by creating a unified platform for Campus Security and Health & Safety.
- Readjusted the Master Renovation Plan in light of government constraints (hiring freeze, budget reduction, cap on spending).
- "Single Sign-On" is live across key applications, improving user experience and security for students and employees.
- Firewall upgrades were carried out to deliver security improvements to advance the college's cybersecurity posture.
- Phase one of the student-focused digital journey mapping was completed, including a multi-stakeholder kickoff, a Fall 2024 student survey, and consultation with student congress to gather input on the primary gaps.
- Campus-wide analysis of teaching and learning spaces was completed to identify and correct elements detracting from user experience.
- Completed a major phase of the government-mandated cloud migration by moving 50% of onpremise file storage to Microsoft SharePoint.
- Rollout of on-premise modern endpoint management completed with onboarding of end-user computing devices, (laptops, and desktops) to improve service levels, consistency of user experience and cybersecurity.

- Three pilot project avenues were explored to offset potential Continuing Education revenue reductions due to Law 14. These included exploration in areas of mental wellness interventions, upskilling for unemployed anglophones, and Positive Leadership and Risk Management with PME-MTL West Island.
- The New Employee Onboarding Module (in Octopus) was defined and pilot planned for 2025-2026 to facilitate the welcoming of new and transferred employees.
- Lean Practices training sessions were delivered across various departments.
- Created a multi-lingual "Welcome" to reflect the diversity of our employees, our students and our college community.
- Launched the General Offer of Service Pilot Project in collaboration with the faculty association in 2025.
- Completed interdepartmental initiatives on the new centralized onboarding process in collaboration with IT Services aimed at improving the new employee onboarding experience. Full rollout planned for 2025-2026.

Metric or Key Deliverables

- Number of program revisions (some programs may be revised more than once during the time period):

2027 Target: 45

End-of-Year Result: 42

- Average number of days to fill position from empty chair to new employee in chair for support and professional postings:

2027 Target: 80

End-of-Year Result: 92



10. RESPONDING TO THE SCIENCE

JAC takes leadership in addressing the climate crisis in operations, policies, learning activities and community outreach, and is reducing its carbon footprint and environmental impact.

- Curriculum goals for climate literacy detailed and targeted programs identified.
- Carbon footprint updated, shared with stakeholders, and added to dashboard; gold STARS (Sustainability Tracking, Assessment & Rating System) status initiated.
- The Sustainability Committee organized various events, such as the 17 Rooms Forum, and developed the new Learning Garden.
- Collaboration between departments on sustainability initiatives including composting and recycling solutions, as well as implementing zero waste classrooms and offices.
- Distributed mini personal bins for recyclables, organics, and waste, and added sorting stations across campus to support the program.
- Commuting survey completed for Winter 2025 as part of the Climate Action Plan & results for year three of the Climate Action Plan will be included in the annual Sustainability Report.
- First SDG (Sustainable Development Goals) Accord report was submitted in Spring 2025.
- Sustainability certificate offered to employees in Winter 2025 and scheduled for students in June 2025; an introductory workshop was also offered during PD (Professional Development) Day.
- Ongoing collaboration with external partners to explore improved campus access by public transport when REM (*Réseau express métropolitain*) rail train is operational.
- Advanced sustainability through completion of the centralized printing project: consolidated to energy-efficient devices, enabled duplex and secure print-release to cut paper and toner waste, and reduced lifecycle impacts through a smaller device fleet.

Metric or Key Deliverables

- John Abbott College's rating under the Sustainability Tracking Assessment & Rating System (STARS):

2027 Target: Gold Standard attained

End-of-Year Result: Gold Standard Initiated



Celebrating Achievements

The following are just a few examples of the achievements of our students and staff, all of whom earned special recognition for their efforts throughout 2024-2025.

Students

GOVERNOR GENERAL'S ACADEMIC MEDAL

Awarded to the graduating student with the highest overall academic average: **Tristan Dermody** (Science Honours)

OUTSTANDING ACHIEVEMENT AWARD

Presented to the graduating student with an academic average in the top one percent combined with significant involvement in student life outside the classroom: Best Student-Athlete: **Talia Martin** (Arts & Sciences)

OUTSTANDING SERVICE AND LEADERSHIP AWARDS

These awards honour students whose contributions are of such a nature that their accomplishments are generally recognized throughout the College: **William Dracopoulos** (Science Honours), **Luca Quintana-Gadisco** (Social Science, General Honours), **Audrey Piché** (Social Science Justice and Society profile)

GREEN INNOVATION CHALLENGE (SPONSORED BY PFIZER)

1st Place Winner: **Talia Martin** (Arts & Sciences)
2nd Place Winner: **Hana Eskafian** (Science) and **Iba Malhi** (Science)

ATHLETIC AWARDS

MVP Female: **Sienna D'Alessandro** (Hockey Team, Social Science)
MVP Male: **Glenn Ebube Valentine** (Football Team, Social Science)

JOURNEY TO FEMINA

For the first time ever, a school outside of France took part in the prestigious *Femina des lycéens* – and it was John Abbott College! Eight passionate literature students read ten novels in eight weeks before debating with French high school students in Caen. Two of them had also participated in the *Goncourt des lycéens* and the *Prix littéraire des collégiens*, confirming their place among the College's literary elite.



Students who participated in the prestigious *Femina des lycéens*, pictured here with their teachers.

JEFF MILLS MEMORIAL CUP

Presented to a graduating student-athlete who has shown over their time at John Abbott great athletic skills, a solid academic record, solid leadership qualities and the ability to rise above the rest both on and off the playing surface. This honor went to **Marina Gustke** (Women's Volleyball Team, Social Science, Commerce).



Shanelle Moar

GTO CANADA SCHOLARSHIP RECIPIENT

Congratulations to **Shanelle Moar**, a nursing student at John Abbott College, on receiving the prestigious GTO Canada Scholarship for Indigenous Students in STEM! Originally from Nemaska, Québec, Shanelle is committed to becoming a doctor in obstetrics and gynecology and returning to Eeyou-Istchee to serve her community. Her inspiring journey includes participation in McGill's Eagle Spirit Science Futures Camp and the University of Ottawa's Mini-Medical School.



JOHN ABBOTT COLLEGE FOOTBALL ALUMNI MAKE THEIR MARKS IN THE CFL

Three John Abbott College football alumni were selected in the 2025 CFL Draft, marking a historic moment for the program. **Jeremiah Ojo** was picked 7th overall by the Toronto Argonauts, while **Domenico Piazza** and **Ashton Miller-Melançon** were drafted by Edmonton and Calgary respectively, and **Darius Simmons** signed with Ottawa as a free agent. They join fellow Abbott alumni René Paredes and Trevor Hoyte in the CFL, continuing the tradition of Islanders making their mark in professional football.

Staff

Each year, employees who have reached an important milestone in their career are honored for their years of service or retirement. The traditional event took place in the Casgrain gymnasium, transformed for the annual employee recognition gala.

15 YEARS

- Fernando Afonso (Paramedic Care)
- Vicki Beaurpré-Odorico (Sociology)
- Jeffrey Black (Facilities Management Services)
- Mathieu Bouchard (Language, Literature & Culture)
- Jesse Bouvier (Language & Literature)
- Diane Browman (Nursing)
- Kirsty Campbell (Language & Literature)
- Geneviève Caron (French - Second Language)
- Martin Charpentier (Paramedic Care)
- Derrick Chung (Mathematics)
- Ian Clément (Computer Science)
- Darryl Climan (Continuing Education)
- Paolo Di Stefano (Humanities/Philosophy/Religion)
- Lois Dion (Human Resources Services)
- Olivier Dubois (Mathematics)
- Denise Elizabeth Fidia (Language & Literature)
- Kevin Flood (Mathematics)
- Zachary Fraser (Theatre Arts)
- Julie Gagnon (Spanish)
- Anne Golden (Media Arts)
- Monica Healey (Physical Education)
- Phoebe Ann Jackson (Physics)
- Naleta Kalli (Nursing)
- Eileen Kerwin (Humanities/Philosophy/Religion)
- Yuliya Klochko (Mathematics)
- Patricia Lawrence (Nursing)
- Caroline Lefebvre (Mathematics)
- Richard Masters (Mathematics)
- Valerie Anne Matthew (Physical Education)
- Louis Nikolopoulos (Paramedic Care),
- Ranjana Prinja (Human Resources Services)
- Chelsea Privée (Physical Education)
- Gregory P. Prokopski (Computer Science)
- Geneviève Raymond-Parent (Physical Education)
- Marie-Claire Rioux (Biology)
- Jennifer Rocchi (Psychology)
- Simon Roughley (Academic Advising)

- Sonia Savvidis (Business Management)
- Claudiu Robert Scotnotis (Computer Science)
- Jana Simandl (Chemistry)
- Gordon Spicer (Business Administration)
- Rebecca Sultana (Language & Literature)
- Michele Trepanier (Language & Literature)
- Angela Vella (Italian)

25 YEARS

- Suzanne Black (Chemistry)
- Jessica Burpee (Geography)
- David Desjardins (Economics)
- Larry Fagen (Computer Science)
- Carolyn Murdoch (Theatre Arts)
- Kim Rousseau (Registrar)

50 YEARS

- James Katz (Psychology)

RETIREES

- Violaine Arès (Humanities/Philosophy/Religion)
- Douglas Brown (Academic Administration)
- Sandy Bultena (Computer Science)
- Daniela Cervetti (Secretary Director General)
- Geoffrey Cook (Language & Literature)
- Darlene Davis (Student Services)
- Pierre Dussol (Theatre Arts)
- Catherine Anne Greffard (French - Second Language)
- Douglas Hurley (Police Technology)
- Michelle Légaré (French - Second Language)
- Gordana Mijovic (Art History)
- Lidia Noworaj (Human Resources Services)
- Jane Shaw (Physical Education)
- Lynn Shaw (Registrar)
- Richard Squire (Mathematics)
- Tatjana Struna (Nursing)
- Alan Weiss (Humanities/Philosophy/Religion)



Distinction, Awards and Accomplishments

CELEBRATING PROFESSOR NICOLAE TUDOROIU'S MONUMENTAL ACHIEVEMENT

John Abbott College proudly congratulates Professor **Nicolae Tudoroiu** (Engineering Technologies) on the publication of his 80th article in the journal *Algorithms*, marking a major milestone in his distinguished research career. His latest work, co-authored with international collaborators, explores the use of deep learning in HVAC control systems and showcases his continued leadership in engineering innovation. Tudoroiu's dedication to education and research continues to inspire students and colleagues alike.



Nicolae Tudoroiu

JOHN ABBOTT COLLEGE RETIREE APPOINTED TO THE ORDER OF CANADA

Dr. Myrna Lashley, retired professor and former Dean of Arts and General Education at John Abbott College, was appointed to the Order of Canada for her outstanding contributions to equity, mental health, and public policy. Her work as a researcher, educator, and advocate against racial profiling has had a lasting impact across Canada. Congratulations to Dr. Lashley on this well-deserved national honour!



Dr. Myrna Lashley

JOHN ABBOTT COLLEGE APPLAUDS EMPLOYEE'S ARTISTIC SUCCESS

John Abbott College congratulates **Philippe Look** of the Communications Department on the release of his band **The Brooks'** fifth album, *Soon as I Can!* They celebrated the launch with a sold-out show at Club Soda during the 2025 edition of the Montreal International Jazz Festival. Philippe's dedication to his work in Communications & Media Relations, as well as his passion for multimedia productions within the John Abbott community, reflects his multifaceted talent and commitment. We commend him on this remarkable accomplishment and wish him continued success in all his creative pursuits.



The Brooks. Photo : Louane Williams

CASGRAIN SPORTS CENTRE MAJOR RENOVATION PROJECT UNDERWAY

John Abbott College, in partnership with the Government of Québec, is undertaking a major renovation of the Casgrain Sports Centre and Pool, supported by a \$6 million grant. Scheduled for completion by winter 2027, the project will modernize the aging aquatic facilities with improved accessibility, updated amenities, and a sustainable design.



Future Casgrain Sport Centre



COMMEMORATING 35 YEARS SINCE THE POLYTECHNIQUE TRAGEDY

On December 6, 2024, John Abbott College held a vigil to mark the 35th anniversary of the Polytechnique massacre and the National Day of Remembrance and Action on Violence Against Women. The ceremony honoured the memory of the women lost, including alumna Anne-Marie Edward, for whom the science building is named.

INAUGURATION OF THE KAHNIKONRI:IO - GOOD MIND GARDEN AND MICROFOREST

John Abbott College proudly welcomed the public and media to the inauguration of the Kahnikonri:io - Good Mind Garden and Microforest, a space honouring **Indigenous culture and ecological restoration**. Held on the Lower Oval, the event celebrated a collaborative project designed for learning, reflection, and connection with nature. The inauguration marked a meaningful step toward sustainability and cultural awareness on campus.



Photo: Paul Van Den Boom

CREE SCHOOL BOARD AND JOHN ABBOTT COLLEGE CELEBRATE STUDENT SUCCESS

On May 21, 2025, John Abbott College hosted a ceremony to honour the first graduating cohort of the Cree Springboard to Nursing program and the fourth cohort of the **Iyeskuwiiu Springboard to DCS program**. A total of 29 Cree students completed the credits needed to pursue higher education through these culturally grounded and academically rigorous programs. These initiatives support Cree learners in preparing for careers in healthcare and further studies, while strengthening cultural identity and community connection.

JOHN ABBOTT COLLEGE: PROUD PARTNER IN SHAPING THE FUTURE OF AI IN THE WORKFORCE

John Abbott College, through JACOB (Center for Applied Artificial Intelligence), partnered with Canadian tech company illuxi on a groundbreaking project to transform corporate learning using generative AI. Backed by a \$1 million investment, the **illuxiHERO** platform will deliver real-time, personalized skill development. The initiative, set to launch in select organizations this year, blends Indigenous knowledge, workforce needs, and cutting-edge technology.



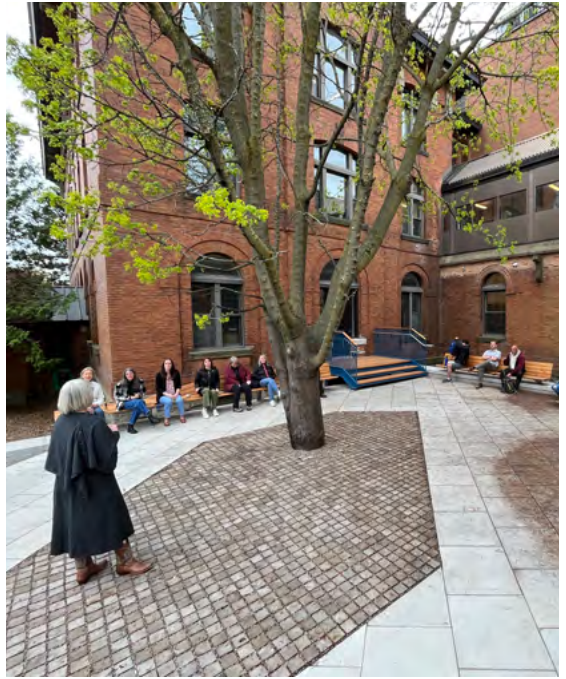
An Indigenous elder speaks during the inauguration of the Kahnikonri:io garden.

JOHN ABBOTT COLLEGE STUDENTS RAISED RECORD AMOUNT FOR THEIR PEERS

On March 19, 2025, the annual Loonie Line campaign raised \$52,980 for the Student Assistance Fund, with Beacon Holdings Inc. matching donations up to \$15,000. This fund supported students facing financial hardship, helping them stay in school and access regular meals. Since its launch in 2003, the event has raised over \$431,500, all of which goes directly to supporting students in need.



Loonie Line 2025



Outdoor learning space

NEW OUTDOOR LEARNING SPACE OPENED AT JOHN ABBOTT COLLEGE

John Abbott College officially opened its outdoor classroom, inspired by an alumni-led research project on nature-based learning. The fully equipped space offers faculty and students a new way to engage with education and well-being in a natural, outdoor setting.



A MOMENT OF TRIBUTE: REMEMBRANCE DAY 2024 AT JOHN ABBOTT COLLEGE

On November 7, 2024, the John Abbott College held its yearly Remembrance Day ceremony to honour those who served and fell in the World Wars and other conflicts. Veterans, Grenadier Guards, and participants from five local schools gathered to pay tribute in a moving community event.

JOHN ABBOTT COLLEGE AT WIBCA ROBO EXPO

On June 1st, John Abbott College joined the West Island Black Community Association's Robo Expo at the DDO Civic Centre. The event highlighted WIBCA's robotics program, which inspires youth aged 9–19 to explore STEM. Mark Ewanchyna, co-chair of Engineering Technologies, regularly shares his expertise with the program, exemplifying the College's strong community involvement.



Maple Hall (centre)

MAPLE HALL OPENS AT JOHN ABBOTT COLLEGE

John Abbott College has completed Maple Hall, a new modular building offering modern classrooms equipped with cutting-edge educational technology. Led by the Facilities Management team, this project adds much-needed learning space and an entirely new facility on campus.



HONORING THE PAST, CELEBRATING THE PRESENT – 50 YEARS OF ISLANDER ATHLETICS

John Abbott College proudly marked the 50th Anniversary of its Islanders Athletic Awards Night, bringing together Olympians, alumni, and current student-athletes for an inspiring celebration of its athletic legacy. The evening featured a nostalgic photo exhibit, heartfelt reunions, and a symbolic awards ceremony where past recipients honored today's athletes—highlighting the enduring spirit of excellence and community.



Pedagogical Innovation

CO-OPERATIVE EDUCATION AND WORK-INTEGRATED LEARNING CANADA (CEWIL CANADA)

Sylvie Boucher (Manager, Continuing Education) and **Joanne Henrico** (Continuing Education), have been awarded a grant from CEWIL – project entitled *Internship experience (WIL) for adult learners in intensive technical programs with an emphasis on both technical and soft skills for the workplace.*

The value of the grant is **\$124,740**.
Each eligible student will obtain **\$1,800**.
Estimated number of students: **63**

RESEARCH SUPPORT FUND

The Research Support Fund assists Canadian postsecondary institutions with the costs associated with managing their research enterprise, helping them to maintain a world-class research environment.

John Abbott awarded the sum of **\$3,919**.

ENTENTE CANADA-QUÉBEC POUR L'ENSEIGNEMENT DANS LA LANGUE DE LA MINORITÉ ET DES LANGUES SECONDES | GOUVERNEMENT DU QUÉBEC (Québec.ca)

L'Entente soutient des projets visant à améliorer la qualité de l'enseignement pour les étudiant(e)s de la minorité linguistique et les conditions d'apprentissage des langues secondes.

- **Nanouk Paré** (Physics) was awarded an ECQ grant her project entitled *Perfectionnement professionnel et conception de ressources et d'outils pédagogiques nécessaires au soutien de l'enseignement de la physique à une clientèle anglophone dans le cadre de l'apprentissage du français langue seconde en référence à la loi 14.*
The project was awarded **\$149,799**.
- **Chris Larnder** (Physics) was awarded an ECQ grant entitled *Trousse d'activités de calcul scientifique pour l'enseignement de la physique au niveau collégial.*
The project was awarded **\$147,763**.
- **Daniel Rondeau** and **Ariane Bessette** (French) were awarded an ECQ grant for their project *Prix Femina des collégiens.*
The project was awarded **\$130,420**.

PIM: PÔLE INTERORDRES DE MONTRÉAL (poleia.Québec)

Pôle interordres de Montréal (PIM), a joint initiative of Montreal's 12 colleges and 7 universities, PIM was established to address gaps in education stemming from developments in the field of artificial intelligence. It is a network of researchers, instructors, professors and academic program managers who aim to establish a common understanding of how artificial intelligence and the rapid pace of change in the field are creating challenges for post-secondary institutions.

John Abbott College was awarded two projects for 2024-2025:

- **Derrick Chung** (Mathematics) was awarded a PIM/PIA granted for the project entitled *Bridging Knowledge to Practice: Disseminating an Intelligent Support System for Enhanced Math Learning Across Québec's CEGEP and University Communities.*
The project was awarded **\$30,000**.
- **Stephanie Myers** (Chemistry) was awarded a PIM grant entitled *Enabling Access to Higher Education for Québec's Youth in Care through Targeted Transition Initiatives.* This is a two-year project and is partnership with McGill.
The project was awarded **\$80,000 over two years**.

PROGRAMME D'AIDE À LA RECHERCHE ET AU TRANSFERT (PART) | MINISTÈRE DE L'ENSEIGNEMENT SUPÉRIEUR, QUÉBEC

Les projets d'innovation technologique que vise le programme sont axés sur la recherche appliquée, qui est, par définition, l'aspect pratique de la recherche, et sur le développement expérimental.

John Abbott/CERASP was awarded a grant for the project entitled *Production du chitosane par fermentation fongique pour des applications biomédicales.*
The amount of grant is **\$102,091**.

NATURAL SCIENCES AND ENGINEERING RESEARCH COUNCIL OF CANADA (NSERC)

(NSERC) funds visionaries, explorers and innovators who are searching for the scientific and technical breakthroughs that will benefit Canada. As the country's largest supporter of discovery and innovation, NSERC provides resources to advance research in natural sciences and engineering. The program partners with universities, colleges, businesses and not-for-profits to remove barriers, create opportunities and attract talent.

By enabling scientists and engineers to push boundaries, NSERC promotes research without borders and strengthens Canada's global leadership.

John Abbott College was awarded the **Mobilize Grant** from Natural Sciences and Engineering Research Council of Canada, in the amount of **\$2,340,000 over 5 years**.

- The Mobilize Grant is an institutional grant which provides flexible, long-term, aide-to-research funding.
- This Mobilize grant will help us reach new communities, engage our faculty and students in research opportunities, and benefit new partners.

Congratulations go to **Simon Doust** (Biology) for his newly awarded *Applied Tools and Instruments* grant from NSERC! The application entitled *Enhancing Applied Research and Inclusive Training in Biopharmaceutical Sciences at John Abbott College* was awarded **\$186,436.56**.

This application was in partnership with **CERASP** and was one of only **34 projects, out of 122 applications**, that was funded!

FONDS DE RECHERCHE DU QUÉBEC-NATURE ET TECHNOLOGIE, SANTÉ, SOCIÉTÉ ET CULTURE (gouv.qc.ca)

Soutenir et promouvoir l'excellence en recherche et la formation de la relève.

Dr. Julie Caouette (Psychology) was awarded a research grant from FRQ (*programme Soutien aux équipes de recherche pour la demande intitulée*). Julie is a co-applicant on the project lead by **Dr. Jennifer Bartz**, McGill University, entitled *Dynamiques sociales et adaptation identitaire*. **This is a 4-year grant of \$100,000 total.**

Two John Abbott College Students were each awarded \$5,000 from the program Bourse pour stage de recherche au niveau collégial (BSRC) from FRQNT.

- **Marco Bitzas** is a 2nd year Science student whose project is entitled *Ingénierie de Précision : Analyse Thermique et Spectrale de la Performance des Plantes en Temps Réel*; he will be supervised by Adamchuk Viacheslav, Ph.D., P.Eng., P.E., professeur et directeur du département de génie des bioressources de l'Université McGill.
- **Kaiwen Chen** is a 1st year Science student whose project is entitled *Optimisation des Observations d'Éclipses Exoplanétaires pour la Mission Ariel*; he will be supervised by David Lafrenière, Professor, Faculty of Arts and Sciences - Department of Physics, Université de Montréal.

Four John Abbott College students were each awarded \$3,500 from program Bourses d'initiation à la recherche au collégial from FRQSC.

- **Meriam Abd El Malak:** *Étude d'intervention sur la mentalité de croissance pour soutenir la réussite éducative des personnes étudiantes du réseau collégial.*
- **Alexander Daigle:** *Mentalité de croissance chez les étudiants de cégep au Québec.*
- **Érika Lytwynuk:** *La mentalité de croissance chez les étudiants cégépiens du Québec.*
- **Maria Wnuk:** *Étude d'intervention sur la mentalité de croissance pour soutenir la réussite éducative des personnes étudiantes du réseau collégial.* Students were supervised by **Dr. Julie Caouette** (Psychology) and **Dr. Julie Hanck** (Psychology).

OBVIA – SUPPORTING THE NEXT GENERATION COLLEGE SCHOLARSHIP PROGRAM

Obvia identifies the societal challenges of artificial intelligence and digital technologies and contributes to solutions that place living beings and the biosphere at the center of their development and use.

Our research community generates open knowledge that strengthens individual and collective capacities in collaboration with civil society, public actors, industry, and developers.

The **John Abbott community** is excited to announce that for the **2024-2025** academic year two students have each been awarded a **\$1,500** scholarship from **Obvia** (*L'Observatoire international sur les impacts sociétaux de l'IA et du numérique*) to undertake research on the societal impacts of AI and digital technologies.

- **Elsana Kanybek** (Computer Science), supervised by **Meghriq Terzian** (Computer Science). Research project: *DeficitIA - Sustainable Health and Technology.*
- **Marco Bitzas** (Science), supervised by **Félix Racine** (History, HEPS). Research project: *AI in Education: Student Insights and Implications for Future Practice.*

CANADA COUNCIL FOR THE ARTS

Sheila Nadimi has been awarded **\$35,000** from the program *Concept to Realization* from the Canada Council for the Arts for her project entitled *Eagle Village*, a photo-documentation of historical Native American art.

NEW RESEARCH/INNOVATION FUNDING FOR 2024-2025

Total: \$3,457,168

Bursaries and Scholarships

The College and the Foundation gratefully acknowledge the many individuals and associations who have made generous contributions in the form of bursaries, scholarships and awards for our students. The following is the dynamic list of all the presentations made in 2024-2025. There were 146 recipients. The total value awarded was \$100,700.00.

- 123Dentiste Lapointe Award for Enthusiasm and Dedication
- Aditya Youth Trust Fund Award
- Admissions Bursary Program
- Adrian Burhop Memorial Bursary
- Alumnae Association of the Royal Victoria School for Nurses Scholarship
- Amy Williams Scholarship
- Andrew Stachrowski Memorial Scholarship
- Angela Wilson Memorial Bursary
- Anne-Marie Edward Scholarship
- Barbara Baudinet Paramedic Bursary
- Behzad Razavynia Memorial Scholarship
- Ben McKinnon Memorial Scholarship
- Bibliofiche Information Science Bursary
- CAE Inc. Scholarship
- CAE Tech: Program Your Career! Scholarship
- Carla Napier
- CETAM Scholarship
- Charles W. Reid Honours Social Science Overall Academic Excellence Award
- Cody Bouchard Memorial Scholarship
- Craig Lagendyk Scholarship
- David Burt Memorial Scholarship
- Desjardins Scholarships
- Doug Anakin Scholarship for Outdoor Pursuits
- Dr Natalie Shaffer Academic Excellence Award
- Elizabeth and Quentin Parker Bursaries by Thrift Shops for NOVA
- Emeka Ngadi Memorial Physics Scholarship
- Excellence in Nursing Leadership
- Excellence in Professionalism and Caring in Nursing
- Fakhri Monazami Razavynia Memorial Scholarship
- Freda and Irwin Browns Award
- Gail Pflaster Scholarship
- Gary W. Sims Québec Association of Applied Educational Technology Scholarship
- George Springate Memorial Scholarship
- International Student Admission Bursary
- J. Colin Robertson Academic Excellence Award
- Jason Panich Bursary
- John Abbott College Administrative Support Personnel Association (JACASPA) Awards
- John Abbott College Faculty Association (JACFA) Bursaries
- John Abbott College Faculty Association (JACFA) Scholarships
- John Abbott College Management Association (JACMA) Mentorship Bursary
- John Abbott College Professional Association (JACPA) Bursaries
- John Abbott College Scholarships
- John Abbott College Theatre Alumni Second Year Perseverance Awards
- Kirk MacGeachy Memorial Bursary
- Kiwanis Club of Lakeshore Montréal Bursary
- Lakeshore Association of Artists Bursary (LAA)
- Liberal Arts Scholarship
- Luann Bisailon Scholarship
- McGown Christoff Scholarship
- Molina Scholar-Leader Scholarship
- Montreal Lakeshore University Women's Club (MLUWC) Bursary
- New Student Bursary in Memory of George Springate
- Nicholas Samios Memorial Bursary
- Nicholas Sidorenko Memorial Scholarship
- Nick Arganski Scholarship
- Oka and Grégoire Foundation Bursaries
- Pamela Montgomery Award
- Peter Bender Award
- Quinn and Lallemard Scholarship
- Rubin and So Foundation Bursary Program
- Ruth and Cy Harris Memorial Award
- Selma & John Greenblatt Memorial Scholarship
- Student Union of John Abbott College (SUJAC) Involvement Awards
- Students Excellence in Learning Award
- Sylvain Duguay Memorial Scholarship

About our Students

Enrolment in the Day Division

Student Population Analysis – Fall 2024

Pre-University Programs	1 st year	2 nd year	3 rd year	Total
Accueil/Pathways	176			176
Arts & Sciences	38	43		81
Arts, Literature & Communication	175	228		403
Liberal Arts	22	27		49
Science	512	794		1,306
Science and Social Science (Double DEC)	27	19	20	66
Social Science	1,115	1 551		2,666
Visual Arts	35	56		91
Sub-Total	2,100	2,718	20	4,838

Career Programs	1 st year	2 nd year	3 rd year	Total
Biopharmaceutical Production Technology	31	18	28	77
Business Management	69	50	59	178
Computer Science Technology	59	51	48	158
Dental Hygiene	36	32	28	96
Engineering Technologies	48	37	32	117
Graphic & Web Design	40	34	34	108
Information and Library Technologies	20	19	8	47
Live Entertainment - Production Design and Creation	18	13	9	40
Live Entertainment - Technical Design and Management	22	12	9	43
Nursing	89	65	65	219
Paramedic Care	33	38	25	96
Pharmacy Technology	16	16	14	46
Police Technology	84	84	68	236
Professional Theatre Acting	28	24	22	74
Criminology Intervention	39	31	35	105
Sub-Total	632	524	484	1,640
GRAND TOTAL	2,732	3,242	504	6,478

DEC Granted

(Diplômes d'études collégiales)

Pre-University Programs	Total
Arts & Sciences	26
Arts, Literature & Communication	108
Liberal Arts	16
Science	544
Social Science	749
Visual Arts	25
Total (Pre-University)	1,468

Career Programs	Total
Biopharmaceutical Production Technology	20
Business Management	48
Computer Science Technology	40
Dental Hygiene	28
Engineering Technologies	22
Graphic & Web Design	21
Information and Library Technologies	20
Live Entertainment Design and Production	10
Nursing	86
Paramedic Care	21
Pharmacy Technology	8
Police Technology	67
Professional Theatre	17
Youth and Adult Correctional Intervention	23
Total (Career)	431
<i>DEC sans mention</i>	106
GRAND TOTAL	2,005



Enrolment in Continuing Education

Summer 2024, Fall 2024 and Winter 2025

	S24	F24	W25
College Integration program		4	
Nunavut Sivuniksavut program		22	18
IYESKUWIIU - To get Ready program		21	15
Cree Springboard to Nursing		16	15
Full-time DEC	0	1	17
Part-time DEC	12	177	28
Full-time AEC	58	220	212
Part-time AEC	26	29	27
Intensive Nursing program	45	41	46
<i>Accueil et Transition (Mise à niveau) PT</i>	13		
<i>Tremplin DEC - Academic Standing - PT</i>	5	32	16
University prerequisites	12	3	0
<i>Hors-programme</i>		6	2
RAC activities	12	18	84
Career development		1	0
Certificate program (CRB)			
Basic Life Support CPR & First Aid	83	26	30
Specialized IT courses Emploi-Québec			
Courses in Non-Profit Leadership, Real Estate and French for Nursing students	12		21
International programs (Switzerland, Mexico & Belize, Kobe & Agency)	28	56	36
Summer school	828		
Community & Interest courses			15

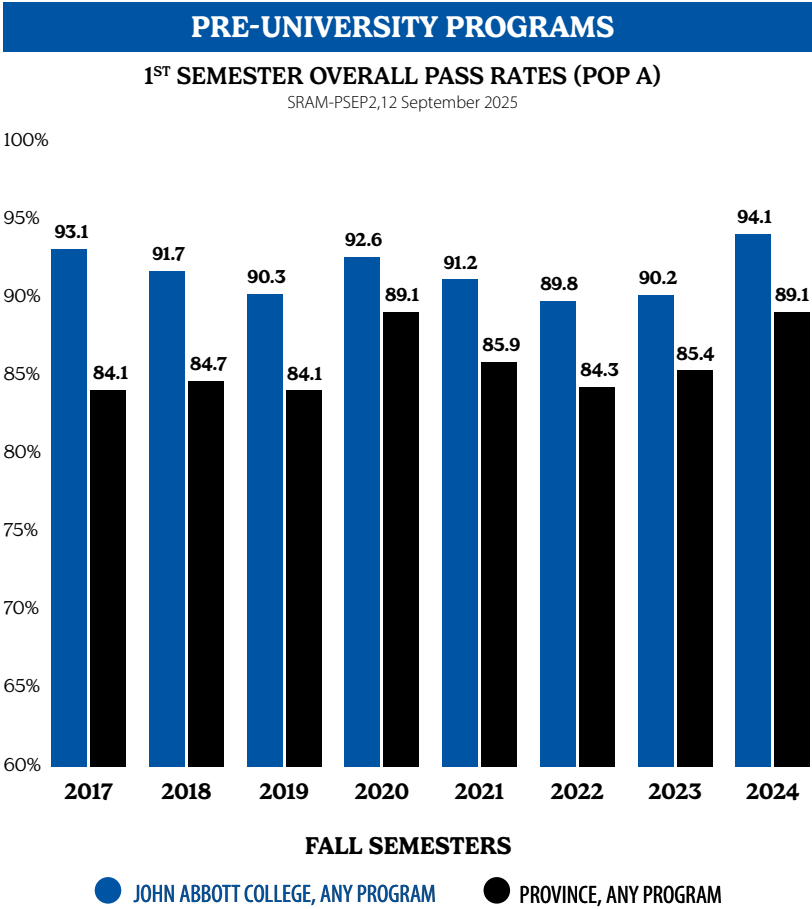
AEC Granted

(Attestations d'études collégiales)

Program	S24	F24	W25	Total
CWA.0K Professional Integration Program for Internationally Educated Nurses		10	5	15
EEC.1Y Residential Real Estate Brokerage	29	1	1	31
LCA.AB Applied Accounting and Administration		2		2
LCA.84 Finance		3		3
LCE.0Z Publication and Web Design		9		9
LEA.80 Network Administration		10		10
LEA.BN Full-Stack Developer		8	9	17
LEA.CB Mobile Applications Development		3		3
GRAND TOTAL				90

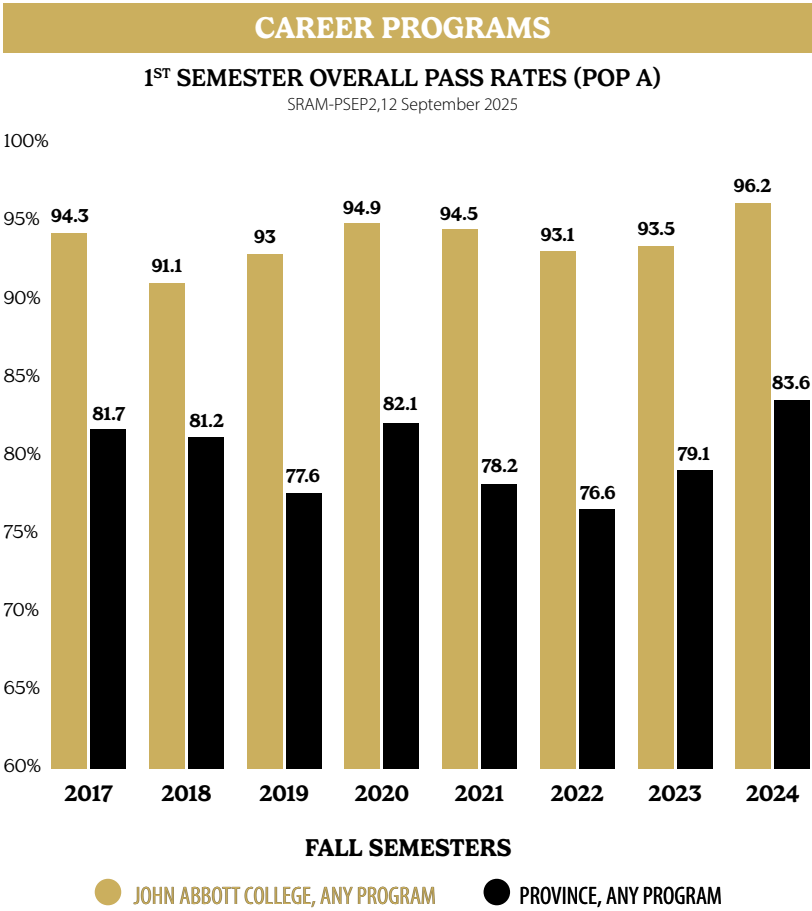
First-Semester Overall Pass Rates

These graphs show the overall pass rates in the first semester for new John Abbott College students (Population A) compared with those of all other CEGEPs in the province. Pass rates are calculated by dividing the number of courses passed (grade ≥ 60) by the number of courses taken.



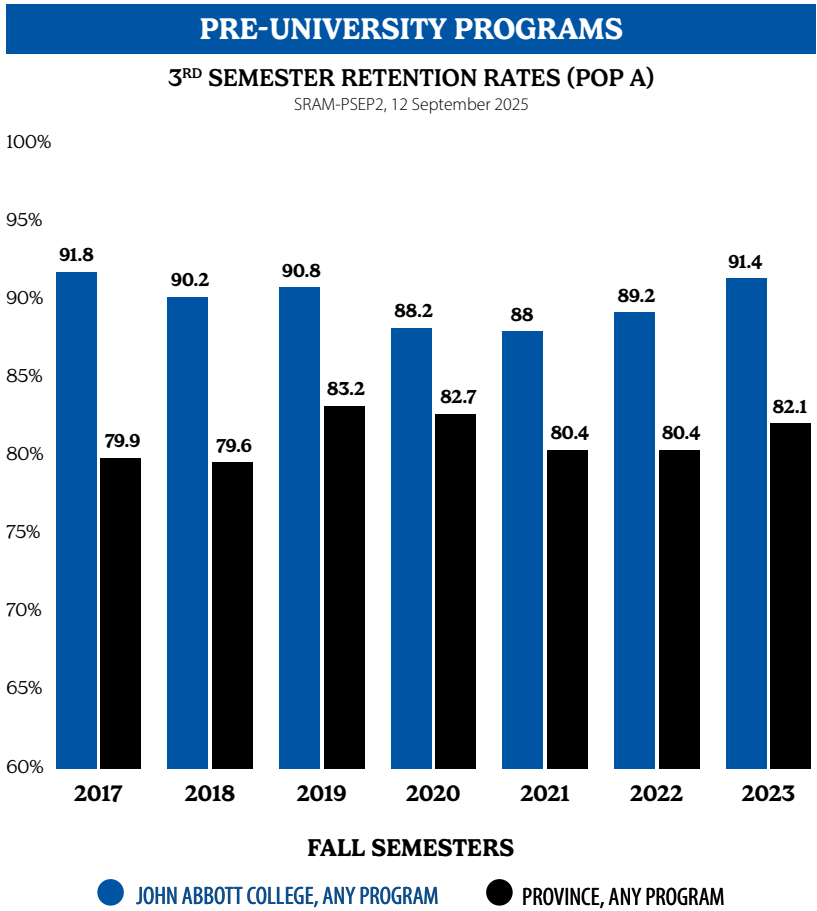
Highlights

John Abbott students' first-semester pass rates continue to be higher than those of the province as a whole in both the pre-university and career sectors.



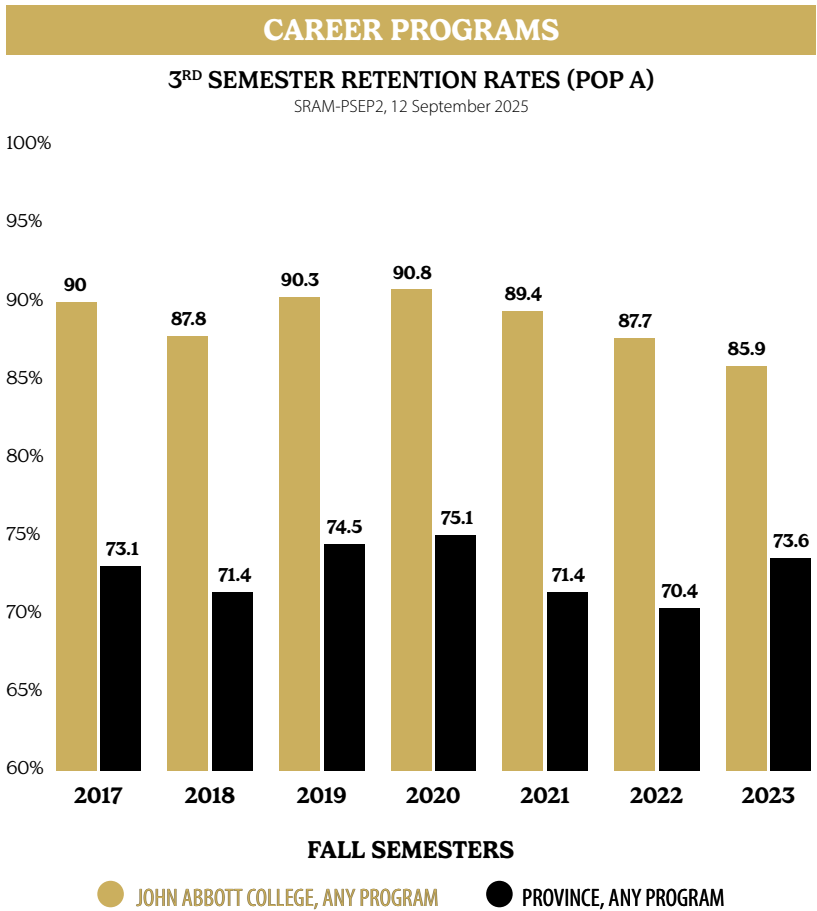
Third-Semester Retention Rates

These graphs show the proportion of students returning for their third semester of studies.



Highlights

John Abbott has high retention rates which exceed the provincial averages in all categories: pre-university or career programs, same program or in another program of study.



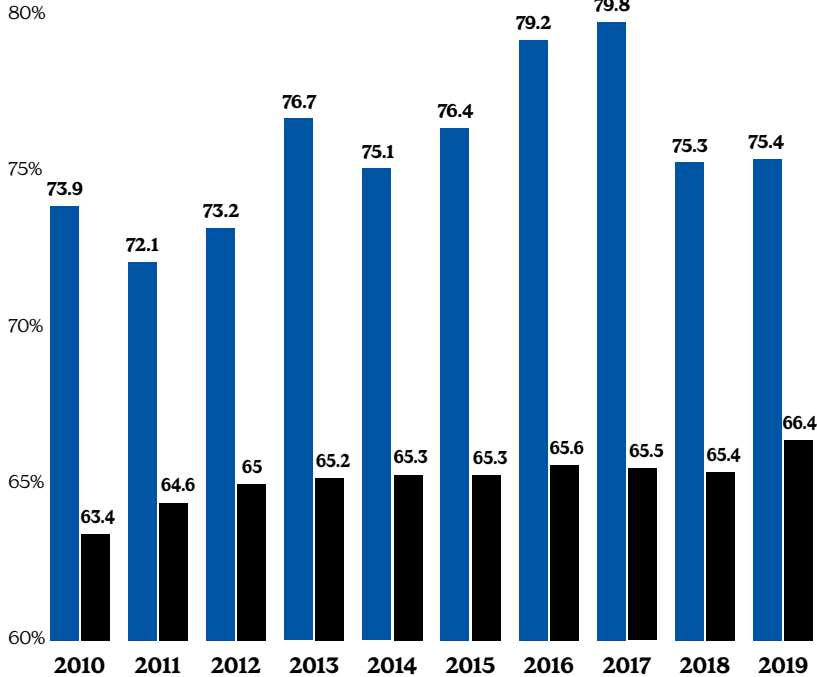
Graduation Rates

A good measurement is to look at graduation rates a few years after the allocated or usual time for completing a pre-university or technical program. In both sectors, our students are above the provincial average by a fair margin.

PRE-UNIVERSITY PROGRAMS

GRADUATION RATES AFTER 4 YEARS

SRAM-PSEP2, 12 September 2025



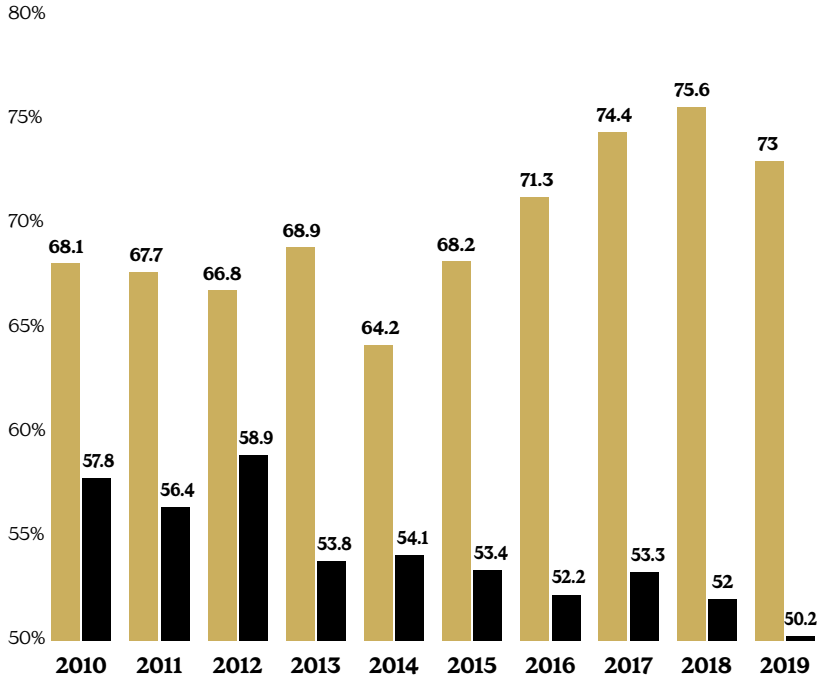
FALL SEMESTERS

● JOHN ABBOTT COLLEGE, ANY PROGRAM ● PROVINCE, ANY PROGRAM

CAREER PROGRAMS

GRADUATION RATES AFTER 5 YEARS

SRAM-PSEP2, 12 September 2025



FALL SEMESTERS

● JOHN ABBOTT COLLEGE, ANY PROGRAM ● PROVINCE, ANY PROGRAM



Annual Report of Activities

Report on the application of the act respecting workforce management and control within government departments, public sector bodies and networks and state-owned enterprises.

SERVICE CONTRACTS

Involving an expenditure of \$25,000 or more and signed between April 1, 2024 and March 31, 2025

	Quantity	Value
Service contracts with a natural person	3	\$145,221.73
Service contracts with a contractor other than a natural person	29	\$2,675,084.66
Total Service Contracts	32	\$ 2,820,306.39

EMPLOYEE BREAK DOWN

Category	Number of Employees (FTE)	Hours Paid
Management	46.93	\$85,556.75
Professionals	53.45	\$97,457.77
Faculty	502.96	\$797,420.22
Administrative Support	154.44	\$281,954.35
Service and Maintenance Staff	15.88	\$32,009.62
Others	3.13	\$5,701.35
Total	776.80	\$1,300,100.06

Source: Geremi, 2025-09-05

INTERVENTION STRATEGY

Preventing and Controlling Sexual Violence in Higher Education

Type of Resources	Internal and External
Number of Employees (FTE)	1
Position	Manager, Intervention Staff, Other.
Other	Trainer from Concordia University, case management company for formal complaints.
Type of Services	Training and awareness activities, trainer, printing, payment to the case management company
Total of Expenditures	\$ 12,545.87
Total of Types of Services	1

DISCLOSURE OF WRONGDOING

The designated officer has not received any disclosures of wrongdoing during the 2024-2025 fiscal year.



Annex R-105

Review of Activities Carried out to Support the Internationalization of College Education

Activity	Overall Management of International Office
Type	Management
Expense Amount	\$68,864.89
Type of Expense	Salaries
Results	<ul style="list-style-type: none"> • Manage and develop international activities, in particular external student recruitment into custom made programs, in particular in Mexico, Italy, Spain, Germany. • Manage build partnerships with international partner organisations in Japan, Mexico and Italy.
Activity	Recruit International Non-Credit Students & Establish Educational Partnerships Abroad
Type	Marketing and Travel
Expense Amount	\$6,135.00
Type of Expense	Marketing Fees, Education Fairs
Results	<p>Total number of international students in the programs: 132</p> <ul style="list-style-type: none"> • Tecnologico de Monterrey, Mexico, • Erlangen Gymnasium (high school), Bavaria, Germany • Various independent education agents in Germany, Italy, Spain and Brazil

Annex E-104

Amounts Granted for Teachers' Professional Development

Activity	Total Cost	Participants
3442 - Foundations of Instructional Design	\$669.00	1
3443 - Designing and Conducting Evaluations	\$531.00	1
Appliquer topiquement un agent anesthésiant, anticariogène ou désensibilisant	\$2874.00	1
Autosociobiographies et autothéories	\$1,200.00	1
Canadian Association for Information Science	\$960.00	1
Canadian Circular Economy Summit 2025	\$447.83	1
CDHA National Conference and Program Directors Workshop	\$2,400.00	2
Certificate in Technical Hand Embroidery	\$2,700.00	1
COL-803 Integration Seminar	\$878.78	3
COL-855 Constructing Knowledge in Your Discipline	\$416.41	1
COL-869 Constructing Knowledge Across the Disciplines	\$126.88	1
Colloque Association des professionnels de l'enseignement de la littérature au collégial	\$975.83	1
Congrès AQEFLS	\$137.97	1
Congrès Association québécoise de pédagogie collégiale	\$2,030.56	2
Congrès Association Québécoise des Assistants Techniques en Pharmacies	\$1,200.00	1
Congrès Fédération internationale des professeurs de français	\$2,400.00	1
CPHI Middle East	\$3,924.90	2
CRI-6538 Victimologie développementale	\$495.38	1
CSDM-N240 - 3D Animation Studio 2: Intermediate Blender	\$525.00	1
DART 690 Master's Research and Thesis	\$822.86	1
Directing for Actors	\$541.47	1
EDU 5125 DS00 Social and Emotional Learning	\$600.00	1
EDU 5127 Mentoring and Coaching in Professional Contexts	\$1,17.63	1
EDU 5199 DS00 Synthesis Seminar	\$600.00	1
Embodiment Coaching Certification	\$2,100.00	1
Embodying Unity with Nature	\$447.66	1
Fall Social Science End of Semester Event	\$924.07	31
Geological Association of Canada/Mineralogical Association of Canada	\$960.00	1
IACP Police Academies and College Training Division	\$1,200.00	1
Intensive Mat-Plus	\$1,811.25	1
Journée dentaire internationales du Québec	\$1,362.46	5
Les lois et les règlements encadrant la profession d'hygiéniste dentaire	\$51.74	1

Activity	Total Cost	Participants
L'éthique et la déontologie	\$28.74	1
L'immersion: un horizon sans frontières - congrès ACPI	\$1,975.92	1
Mysteries of Myofunctional Therapy	\$182.00	1
National Astronomy Meeting	\$3,501.61	1
National Council of Teachers of English Conference	\$2,400.00	1
National Theatre School Library Membership	\$80.00	1
Paris History Research Trip	\$1,200.00	1
PED-601 College Teaching and Course Design	\$1,250.64	4
<i>PED-602 Assessment as Learning</i>	\$1,660.68	5
PED-604 Instructional Strategies for Active Learning	\$292.28	1
PED-624 Pedagogy of Digital Learning - Level One	\$1,501.19	5
PED-630 Equity, Diversity, and Inclusion in Teaching and Learning	\$541.88	2
PhD Studies	\$600.00	1
Popular Culture Association Conference	\$2,240.91	1
PRF-750 Gamification in the College Classroom	\$1,111.12	4
PRF-751 Fostering Creativity in Teaching and Learning	\$584.28	2
PRF-753 Learning in Groups: Fostering Collaboration in the College Classroom	\$544.58	2
PRF-850 Understanding the Research Cycle	\$841.36	2
PRF-853 Communicating the Results of a Research and Innovation Project	\$1,261.30	5
PRF-854 Master's Research Project	\$2,462.16	3
Protocole de prévention et de contrôle des infections de A à Z	\$172.46	1
Self-Directed Research Northeastern Italy & Istria	\$1,200.00	1
Shakespeare Association of America Conference	\$1,200.00	1
Society for Research on Memory and Cognition SARMAC Conference	\$2,400.00	1
Spatial Humanities Conference	\$480.00	1
Symposium on Child and Youth Trauma	\$373.67	1
Taste of Comics, International Graphic Novels and Comics Conference	\$2,668.55	1
The Art of Yoga Sequencing	\$229.64	1
Therapy Interventions for Trauma, Abuse and Violence	\$815.00	1
Trees in All Seasons	\$720.00	1
Winter Social Science End of Semester Event	\$1,008.94	37



Annex A-112

Review of Activities Carried out to Support the Academic Success of Students with Disabilities and Students with Special Needs

Academic Projects

Project Title	Department
Adapted Physical Education for Students	PEHN
Adapted Theatre for Students	Theatre Arts & Entertainment Technologies
Concussion - Return to Learn Facilitator	PEHN
Concussion - Prevention & Awareness	PEHN
Crossroads - Coordination, Student Support, Tutoring	English & Physics
Devel Project - Promoting success	Nursing
Devel Project - Solutions for All Learners	GWD
Devel Project - Teaching Initiatives	English
Devel Projects - Neurodiversity	Media Arts, Anthropology
English Writing Centre	English
Faculty Development Support	Business Administration
Improving Lab Access	Chemistry, Physics
Land Based Learning - building relationships	HPR
Promoting Clinical Success	Nursing
ReconciliACTION Coordination	HPR
Supplementary Laboratory Access	Biology
Supplementary Teaching Tools	Chemistry
Support for Students from Youth in Care	English
Tool kit for Faculty - Positive Psychology Interventions	Psychology
Tutoring - Biology, Anatomy & Physiology for Nursing Students	Biology
Tutoring - Math	Math
Tutoring Coordination - Math	Math
Tutoring Coordination - Nursing	Nursing

Financial Reporting

as of June 30, 2025

Operational Fund - John Abbott College

Revenues	Amount
Day Division	\$89,754,566
Continuing Education ¹	\$6,324,286
Ancillary Services	\$4,817,648
Total	\$100,896,500

Expenses	Amount
Salaries and Fringe Benefits – Teachers ²	\$55,335,745
Salaries and Fringe Benefits – Non-Teaching Personnel ²	\$24,118,342
Other Expenses	\$16,600,584
Total	\$96,054,671
Surplus	\$4,841,829

Analysis of Surplus	Amount
Opening Surplus	\$10,556,178
Surplus of the year	\$4,841,829
Transfer to Fixed Assets	
Reimbursement of Borrowing (Autofinance)	-
Fixed Assets Acquisitions	\$(659,975)
Others	-
Total	\$4,181,854
Closing Surplus	\$14,738,032
Appropriated Surplus	\$12,738,032
Unappropriated Surplus	\$2,000,000

The information is taken from Annex 2 *Detailed results by department* and Tab F1 *Department Balance* of the Annual Financial Report.

¹ Continuing Education includes summer courses.

² Salaries and Fringe Benefits include *coûts de convention*.





Publication: Communications Office
Production: John Abbott College Press, Sainte-Anne-de-Bellevue (Québec)
Dépôt légal: Bibliothèque nationale du Québec
November 2025