

# ANNUAL REPORT

2023-2024



**JOHN ABBOTT**  
CEGEP/COLLEGE



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# 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

John Halpin – Director General  
Teresa Berghello – Academic Dean

### Socio Economic

Fatima-Azzahra Lahrizi  
Patrick Murphy-Lavallée

### University-level Teaching Institutions

Elham Emami

### School Board

Andrea Fraser

### Labour Market

Vacant

### Business Community

Pascale Alpha  
Stéphane Sélim – Chair

### Parents

Mehreen Beig Mirza  
Alma Rodriguez

### Alumni

Pre-University Studies – Gwyneth Edwards, Vice-Chair  
Technical Studies – Jonathan Hackett

### Students

Pre-University Studies – Megan (Mae) Jaslyn Dagsaan  
Technical Studies – Isabella (Bella) Galofre

### 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

Teresa Berghello

### Chair

Susanne Black

### Vice-Chair

Maria Mastorakos

### Academic Administrators

Teresa Berghello, Mariella Castellana,  
Tracey McKee, Roberta Šilerová

### Employees Representing the Teachers

Suzanne Black, Geoff Cook, Antoine Herlin, Anna Lepine,  
Maria Mastorakos, Claire Russell, Abe Sosnowicz,  
Hicham Tiflati, Michèle Trépanier, Jessica Vandervort,  
Chris von Roretz, Tom Young, Rhoda Sollazzo (June 11),  
Kristina Swiercz (June 11)

### One Employee Representing the

### Non-Teaching Professionals

Ann Cunningham

### One Employee Representing the Support

### Personnel

Marc Cousineau

### Students and Replacement

Thanma Duggavathi, Isabelle Ede, Gabriel Grenier-  
McDermott, Steven Guan, Allegra Kastner, Ismail Master,  
Valentina Perez Rojas, Faith Ste-Croix-Roussy

### Recording Secretary

Mary Milburn

# Strategic Plan 2020-2027

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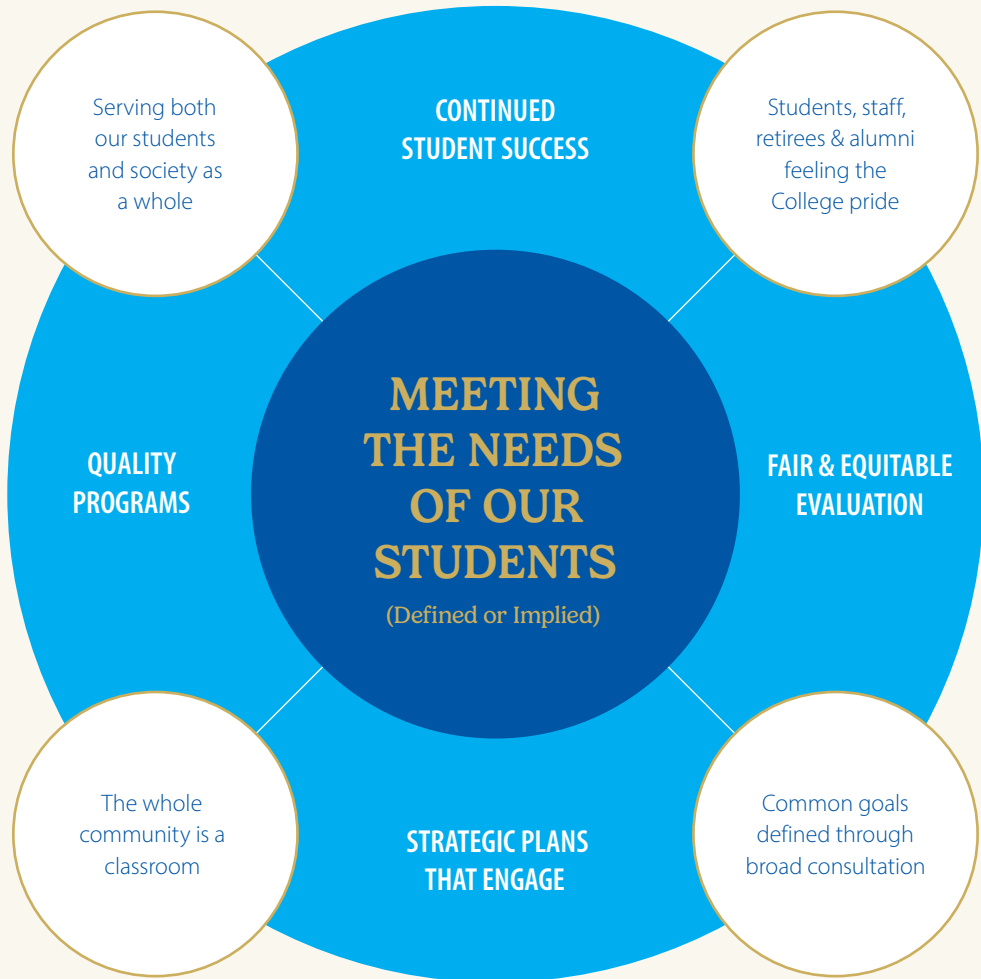
**Guiding Principles**

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**High-Level Goals**

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**Key Orientations**



# Highlights of 2023-2024

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 2023-2024 academic year.



## Student Success

### 1. NURTURING HEALTH

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

- The Student Mental Health Policy was presented and approved by the Board of Governors.
- Successful launch of the SOAR Mentorship Program (Success through Opportunities and Representation), funded by Bell Let's Talk, aimed at supporting the well-being, sense of belonging, and success of racialized students.
- Completion of the Canadian Campus Well-being Survey for staff to identify and understand specific challenges faced by our employees, allowing for the development of targeted programs/services (to be analyzed in early 2024-2025).
- Assessment and repair of the existing intercom system; new system design completed.
- Implementation of a health and safety action plan and prioritization of essential elements.
- Access control and video surveillance evaluation: new cameras installed in the library and on the ground floor of Herzberg.
- Study completed to determine elevator modernization needs across campus.
- Phase 2 of the "Civility Matters" campaign launched to raise awareness about civility and bullying.
- Ongoing student awareness initiatives related to safety measures, Bill 151 (Act to prevent and fight sexual violence in higher education institutions), and personal well-being.
- Second Canadian Campus Well-being Survey launched for students to measure progress toward alignment with the National Standard of Canada for Mental Health and Well-being for Postsecondary Students. Survey data identify strengths, weaknesses, and guide decisions on initiatives to better support students' diverse mental health and well-being needs.

#### 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: 70%**

- Reduction in the percentage of students reporting severe distress (as indicated by the Canadian Campus Well-being Survey):

**2027 Target: 29%**

**End-of-Year Result: 36%**

## 2. LOVING TO LEARN

JAC works to reduce the culture of academic competition by providing learning opportunities that promote cooperation and collaboration across all programs.

- Continued efforts to foster collaboration within Student Services division initiatives:
  - Creation of new collaboration opportunities outside already established links with teaching departments, resulting in 14 new workshops for students in Social Science, Nursing, Dental Hygiene, English, and Paramedic Care.
  - Partnering with various stakeholders to enhance the "student experience."
- Development and piloting of an academic integrity module and resources over three sessions by Student Services. These resources were shared with Academic Administration to implement with new students, raising awareness about plagiarism and its consequences.

### Metric or Key Deliverables

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

**2027 Target: 45%**

**End-of-Year Result: 52%**

- Social connection as assessed by campus climate declarations (Canadian Campus Well-being Survey):

**2027 Target: 65%**

**End-of-Year Result: 60%**



## 3. OPENING OUR DOORS

JAC increases access to education in English by developing its facilities, diverse programs, and pedagogical innovation.

- Submission of two funding proposals for campus expansion renovation/construction.
- Development of interim solutions to address the shortage of physical space: additional rented spaces and modular classrooms added.
- Development of data tools and initiation of tracking on specific student success metrics.
- Representation on the Youth Transition to Postsecondary Education Committee (LCEEQ subcommittee) to share college student experience insights and collaborate with secondary and postsecondary institutions for smoother transitions and greater student success.
- Action plan developed to increase the number of international student applications.
- Establishment of a project management office to oversee government-funded projects, planned renovations, and deferred maintenance work.
- Repairs completed on the high-voltage circuit.

### Metric or Key Deliverables

- Enrollment in continuing education and international programs (Fall term):

**2027 Target: 450**

**End-of-Year Result: 536**

- Indigenous student enrollment in pathway programs (data cross-referenced with Pares):

**2027 Target: 75**

**End-of-Year Result: 63**

- Percentage of eligible students receiving English instruction (Fall term):

**2027 Target: 60%**

**End-of-Year Result: 55%**

- Percentage of renovated campus space (since 2014):

**2027 Target: 55%**

**End-of-Year Result: 49%**

#### 4. PREPARING FOR TOMORROW

JAC offers training opportunities to meet the province's rapidly changing workforce needs and encourages lifelong learning.

- Leveraging expertise from our CCTTs (College Centers for Technology Transfer) to develop training on emerging topics.
- Establishing structures to support French language proficiency in anticipation of industry demand for this skill.

##### Metric or Key Deliverables

- Total applicants for regular and continuing education programs:

**2027 Target: 6,800**

**End-of-Year Result: 6,404**

- Percentage of graduates working in their field of choice:

**2027 Target: 85%**

**End-of-Year Result: 88%**

- 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.

- Support for research at John Abbott College to foster innovation and the growth of the faculty: a professional has been hired, and a plan has been put in place to develop a clearer vision and research plan for the 2024-2025 academic year.

##### Metric or Key Deliverables

- Percentage of students who had the opportunity to participate in innovative experiences in and/or outside the classroom:

**2027 Target: 85%**

**End-of-Year Result 69%**

#### 6. CONTRIBUER CHEZ NOUS AU-DELÀ

JAC prepares students from all backgrounds to fully participate in and contribute to Quebec society and beyond.

- For the second consecutive year, the College demonstrated exceptional agility by revising and obtaining Board of Governors approval for all its programs (integration of three French courses) to comply with changes required by Bill 14.
- Active participation in external committees for the implementation of Bill 14 ensures the College is prepared for the upcoming year and can focus on continuous impact evaluation.
- Support for student success in mastering the French language, including giving faculty members in the French department time to develop an action plan for the French Help Centre and the French Uniform Exam.
- Communication with internal and external communities about the changes introduced by Bill 14 and the positive outcomes for students.
- In response to Bill 14, guidance for AEC program students not exempted from French language mastery requirements, offering linguistic training and clearly identifying a French-language pathway.

##### Metric or Key Deliverables

- Students' confidence level in their spoken, written, and reading French, as well as oral comprehension:

**2027 Target: 90%**

**End-of-Year Result: 88%**

- Percentage of Continuing Education students stating that the French language is a barrier:

**2027 Target: 50%**

**End-of-Year Result: 53%**

- Percentage of Technical Program students stating that the French language is a barrier:

**2027 Target: 20%**

**End-of-Year Result: 24%**

## 7. GROWING CAREERS

**JAC provides personal and professional development opportunities to help staff achieve desired outcomes and career goals.**

- Consultation with the Management Association on development initiatives, such as offering the training session “The Art of Saying No.”
- Analysis of employee survey results conducted in Winter 2023, followed by the implementation of an action plan shared with relevant groups, including the Pedagogical Development Office.
- Faculty implemented innovative practices with access to sufficient resources.
- Organization of a college-wide Pedagogical Day focused on artificial intelligence.
- Exploration of a new branding model to enhance visibility for Continuing Education programs, with an emphasis on biofabrication, leadership development, and information technology.
- Advanced training provided to Campus Bookstore staff following significant staff turnover.
- Identification of French language training options for faculty preparing to teach in French (Bill 14), scheduled for Fall 2024. Sixteen faculty members were released to take French training and prepare courses.
- Launch of the John Abbott sweatshirt campaign to increase College visibility on social media, promoting #VivreJAC as part of the overall recruitment strategy.
- Completion of Phase 2 of faculty succession training, involving four members of the human resources team to transfer knowledge and experience related to various administrative files (e.g., posting requirements, leave administration, faculty contracts, payroll, training, and HR management).
- Personal and professional development in the following areas:
  - **Legal Affairs**
  - **Material Resources Services:**
    - communication workshops, health and safety, maintenance, and project management training.
  - **Financial Services:**
    - awareness of UPAC and risk registry, modules on contracts and inventory, Visio training, new Treasury Board regulations, team-building, and communication.
  - **Human Resources:**
    - training from the Commission des droits de la personne et des droits de la jeunesse (CDPDJ) on Employment Equity (EE) with the HR team, the EE committee, and Continuing Education program coordinators.

## Metric or Key Deliverables

- Percentage of employees who believe the range of professional development activities provides them with the necessary resources to maintain required skill levels:

**2027 Target: 85%**

**End-of-Year Result: NA**

- Annual revenue generated by the College under Bill 90:

**2027 Target: \$300,000**

**End-of-Year Result: \$367,799**



## 8. ACHIEVING SYSTEMIC CHANGE TOGETHER

JAC is committed to addressing structural and systemic discrimination faced by minority students and staff and works to resolve systemic barriers.

- Clearly defining the priorities of the Reconciliation Committee to establish short-and long-term objectives, including the creation of a cohesive Indigenous Advisory Committee.
- Development of a Nursing program tailored for Indigenous students, approved by the Tremplin program committee.
- Assessing the accessibility of the campus' physical infrastructure.
- Proposing activities that encourage students to develop a strong sense of civic responsibility, ethical reasoning, and social justice. The IDEA (Inclusion, Diversity, Equity, and Accessibility) Committee has finalized its 2024-2025 action plan.
- Winning the Silver Medal at the Colleges and Institutes Canada Conference for exceptional support of Indigenous education.

### Metric or Key Deliverables

- Positive responses to the Canadian Campus Well-being Survey question: "At my institution, I feel 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: 83% Employees: 79%**

- Positive responses to the survey question: "My institution values diversity and inclusion."

#### 2027 Target:

**Students: 85% Employees: 85%**

#### End-of-Year Results:

**Students: 84% Employees: 73%**

## 9. JAC BE NIMBLE

JAC ensures its processes, programs, and tools are agile and adapt quickly to the changing needs of students, universities, and the workforce.

- Reviewing and extending the current Strategic Plan to 2027.
- Continuing the implementation of Policy 1: Evaluation and Revision for Quality Education, supporting program reviews and the development of the new Pharmacy DEC program.
- Submitting final responses to prior CEEC recommendations related to course guidelines as part of ongoing quality assurance efforts.
- Analyzing the impact of Law 14 on Continuing Education student demographics.
- Launching a marketing campaign to mitigate potential declines in AEC program enrollments due to Law 14, positioning Continuing Education as a top training provider for underrepresented students.
- Exploring current activities and future initiatives based on OIIQ guidelines, healthcare sector demands, and internal student success data in Nursing programs at the Continuing Education Centre.
- Updating existing regulations, policies, and procedures or developing new ones to enhance quality and agility, including:
  - Regulation 2: Appointment, renewal, and evaluation of the Director General and Academic Dean
  - Regulation 3: Financial management
  - Regulation 8: Academic performance
  - Regulation 9: Procurement, services, and construction contracts
  - Policy 10: French language
  - Policy 20: Risk management framework
  - Policy 25: Reimbursement of travel, hospitality, and representation expenses
  - Policy 28: Student mental health (new)
- Improving the digital experience for students and faculty by identifying bottlenecks, streamlining platforms, and co-creating advanced technology designs to enhance learning outcomes and collaboration.
- Migrating 50% of user files to OneDrive (M365 Cloud) to improve collaboration, security, and compliance.
- Completing a pilot project for Azure Lab Services to provide a centralized platform for creating virtual labs.
- Integrating devices into Microsoft Intune for enhanced IT service levels and cybersecurity.
- Conducting a comprehensive analysis of the network's physical and logical topology to prioritize upgrades for improved availability and performance.
- Supporting the Sustainability Office and Committee in implementing the Climate Action Plan across Student Services and the college community.

### Metric or Key Deliverables

- Number of programs reviewed or evaluated:

**2027 Target: 45**

**End-of-Year Result: 34**

- Average number of days to fill a position (from departure to onboarding for support and professional staff):

**2027 Target: 80**

**End-of-Year Result: 96**

### 10. RESPONDING TO THE SCIENCE

JAC takes the initiative to address the climate crisis through its operations, policies, learning activities, and community outreach while reducing its carbon footprint and environmental impact.

- Installing eight new electric vehicle charging stations, integrating 90% climate-related content into curricula, establishing a micro-forest and First Nations Garden (Kahnikonr:rio), and creating a self-guided biodiversity trail on campus.
- Launching a new “Climate Action Fund” and increasing offerings of vegan, vegetarian, fair trade, and locally sourced food in the cafeteria.
- Following the recommendations of the Sustainability Committee, the College has signed the UN Agreement on Sustainable Development Goals (SDGs).

### Metric or Key Deliverables

- John Abbott College’s ranking on the STARS (Sustainability Tracking, Assessment, and Rating System):

**2027 Target: Gold Standard**

**End-of-Year Result: Silver Standard maintained**



# 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 2023-2024.

## Students

### GOVERNOR GENERAL'S ACADEMIC MEDAL

Awarded to the graduating student with the highest overall academic average: **Thomas Smith** (Science)

### 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: **Ruihang Shen** (Science Honours)

### 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: **Brian Nugent** (Police Technology), **Irene-Marie Chelaru** (Arts & Sciences Int'd DEC (5 Sciences)), **Eveline Liu** (Arts & Sciences Int'd DEC (6 Sciences))

### GREEN INNOVATION CHALLENGE (SPONSORED BY PFIZER)

#### 1<sup>st</sup> Place Winners:

"De-icing with Pickles": **Olivia Rose Preiss** (Honours Science), **Joshua Nicodemo** (Science), **Kayley Zaidi** (Arts & Sciences Int'd DEC (6 sciences) and **Sonia Hussain** (Arts & Sciences Int'd DEC (5 Sciences)).

#### 2<sup>nd</sup> Place Winners:

"MedGo": **Andrea Sanchez Benitez** (Social Science and Math), **Iba Malhi** (Science)

#### 3<sup>rd</sup> Place Winners:

"Wheat Reuse": **Dannica Davies** (Science), **Zoey Webster** (Honours Science), **Ella Cloutier** (Honours Science), **Nathan Wan Chow Wah** (Honours Science), **Emma Yee Kin Shin** (Science)

### LORAN SCHOLAR AWARD

2024 Air Canada Loran Provincial Award: **Eveline Liu** (Arts & Sciences Int'd DEC (6 Sciences))

2024 McCall MacBain Loran Finalist Award: **Maria (Masha) Rudak** (Sciences)

Bronze Medal at 2024 IIHF U18 Women's Hockey World Championship: **Sienna D'Alessandro** (Social Science/Commerce)

### ATHLETIC AWARDS

MVP Female: **Mackenzie Cloutier** (Social Science General)  
MVP Male: **Davray Venu** (Social Science with Math)

### JEFF MILLS MEMORIAL CUP

Award 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 **Olivier Henry** (SocialScience/Commerce)

### LA FONDATION ALÉO

Golf Québec/Aléo Foundation Bursary Program:

**Mackenzie Cloutier** (Golf) (Social Science General)

The Fondation Aléo and National Bank: **Alexia Chevrier** (Softball) (Paramedic Care) Aléo Foundation and Georges St-Pierre Foundation: **Talia Birch** (Olympic Boxing) (Science)



George St-Pierre awarding Talia Birch Photo: Pierre Paradis for La Fondation Aléo

## 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

Rosalind Belgrave (Nursing), Mario Bellemare (Humanities/Philosophy/Religion), Amélie Bérubé (Chemistry), Deanna Beveridge (Academic Administration), Fay Bouthillier (Nursing), Neil Briffett (English), Julie Chevalier (Counselling), Lasheema Coates (Nursing), Khattar Daou (Computer Science), Christine Davidson (Nursing), Valerie Desprey (Academic Advising), Sergio Fratarcangeli (Mathematics), Michael Hughes (Computer Science), Elizabeth Kerton (Student Services), Gary Kulovics (Information Technology Services), Josée Laganière (Police Technology), Gerald McGrath (Police Technology), Kelly McKinney (Humanities/Philosophy/Religion), Gregory Mulcair (Physics), Bernardo Oabel (Nursing), Claudette Scott (Nursing), Robbyn Seller (Anthropology), Jacqueline Smith (Finance Services), Candis Steenbergen (Humanities/Philosophy/Religion), Kelly Sudia (Academic Advising), Annie Tam (Human Resources Services), Edlyn Weekes (Nursing), Tracie Wai Yin Wong (Nursing)

### 25 YEARS

Geoffrey Cook (English), Mark Ewanchyna (Engineering Technologies), Douglas Hurley (Police Technology), Roger MacLean (Sociology), Sylvie Mariage (French), Sally Robinson (Information & Library Technology)

### RETIREES

Alain André (Police Technology), Giorgio Bartolucci (Engineering Technologies), Peter Bender (Psychology), Andrew Brown (Chemistry), Joel Fitleberg (Physical Education), Ray Fourneau (Information Technology Services), Anthony Haddad (Education Advisor), John Halpin (Academic Administration), Wendy MacDonald (Campus Store), Kenneth Matziorinis (Economics), Oswaldo Moreno (Computer Science), Brock Pennington (English), Sally Robinson (Information & Library Technology), Nick Sanza (Engineering Technologies), Erica Schneider (Nursing), Luba Serge (Sociology), Sylvain St-Amour (Police Technology), Nelly Stipdonk (Paramedic Care)

## Distinction, Awards and Accomplishments

### EMILIE LAFLECHE

Founder of the first John Abbott space club – Stars & Stuff, and the lead organizer of the 2017 Partial Eclipse event at John Abbott College. She also founded the NEXT Gen committee of the Royal Astronomical Society of Canada.

### SUCCESS THROUGH OPPORTUNITIES AND REPRESENTATION (SOAR)

SOAR/Bell let's Talk grant: Mentorship program supporting students from racialized communities launched at John Abbott College.

### NEW PROGRAM LAUNCHED

Pharmacy Technology

# Pedagogical Innovation

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

**Maria Popica** (Français), received a CEWIL grant entitled *Apprentissage du français langue seconde par l'engagement communautaire*. Maria was **awarded \$50,820** of which \$40,000 is earmarked for direct student remuneration for 40 students.

**Sylvie Boucher and Gary Whittaker** (Continuing Education) awarded CEWIL grant entitled "Work Integrated Internships in Technical Fields"! They were **awarded \$162,000** of which \$148,000 is earmarked for direct student remuneration for 81 students.

## 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. **Total: \$3,913**

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

*L'Entente Canada-Québec relative à l'enseignement dans la langue de la minorité et à l'enseignement des langues secondes soutient des projets visant la qualité de l'enseignement aux étudiants et étudiantes de la minorité linguistique et l'amélioration des conditions d'apprentissage des langues secondes.*

**Simon Daoust** (Biology) awarded ECQ grant entitled *Formations professionnelles et développements de matériels didactiques visant à améliorer l'enseignement de la biologie en français langue seconde*. Simon's project was **awarded \$187,313**. Please note that Simon has three co-applicants from John Abbott College: **Christian Levesque** (Biology), **Maria Popica** (Français) and **Pier-Anne Belanger** from Champlain College.

**Julie Hanck and Julie Caouette** (Psychology) awarded ECQ grant entitled *Projet d'étude visant la création, l'intégration et l'évaluation d'une intervention ayant pour but de développer une mentalité de croissance auprès des élèves du niveau collégial afin de soutenir leur réussite éducative*.

Their project was **awarded \$119,000**.

## PIM : PÔLE INTERORDRES DE MONTRÉAL (poleia.quebec)

Pôle interordres de Montréal (PIM), a joint initiative of Montreal's 12 colleges and 7 universities, PIA 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.

**Tania Peres** (Chemistry) awarded PIM (formally PIA) grant entitled "Responsive Toolkit to pave the Way for Positive and Successful Integration of Indigenous Students in Post-Secondary Classrooms".

This grant was submitted in collaboration with **Neerusha Gokool**, Université de Montréal. The total **award is \$80,000** over two years.

## RESEARCH AND TRANSFER ASSISTANCE PROGRAM

*Programme d'aide à la recherche et au transfert (PART) | Ministère de l'Enseignement supérieur, Québec*

The technological innovation projects targeted by the program focus on applied research, which represents the practical aspect of research, as well as experimental development.

Grant awarded to **John Abbott/CERASP** for the project entitled "Production of Chitosan by Fungal Fermentation for Biomedical Applications."

### Project Description

The current request concerns a project aimed at developing expertise in autonomous research over a one-year period. Initiated by CERASP, this is an applied study on the development of a chitosan production process through fermentation. To achieve this, three fungal strains will be used: one of Quebec origin and two from a recognized strain bank. This chitosan is intended for biomedical applications. The project will involve collaboration with a faculty member and two student interns from John Abbott College. The knowledge gained will directly benefit various CERASP initiatives focused on the production of bioproducts for pharmaceutical applications.

**The total amount awarded is \$102,091.**

## NATURAL SCIENCES AND ENGINEERING RESEARCH COUNCIL OF CANADA (NSERC)

This Federal agency funds visionaries, explorers and innovators who are searching for the scientific and technical breakthroughs that will benefit our country. NSERC is Canada's largest supporter of discovery and innovation. It works with universities, colleges, businesses and not-for-profits to remove barriers, develop opportunities and attract new expertise to make Canada's research community thrive. NSERC gives Canadian scientists and engineers the means to go further because we believe in research without borders and beyond frontiers.

**John Abbott/CERASP** were awarded a new NSERC applied research and development grant entitled *Développement d'une plateforme de moléculaire pour produire des ingrédients pharmaceutiques actifs à partir d'hôtes végétaux* with a value of **\$120,000** over 3 years.

Applied Research and Development (ARD) grants support research and development (R&D) projects led by college researchers in partnership with private, public or not-for-profit organizations while encouraging collaboration with universities and/or other colleges. This opportunity allows the development and strengthening of research links and collaborations between different institutions and/or partners that have a common goal of creating economic, social and/or environmental benefits while contributing to the research ecosystem continuum.

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

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

**Richard Léveillé** (Geosciences) awarded **\$10,000** from an FRQNT Regroupement stratégique grant entitled *Centre de recherche sur la dynamique du système Terre, GEOTOP*. Geotop is a strategic cluster bringing together human and analytical resources in the field of geosciences. It provides a top-level research and training environment that aims at addressing immediate or fundamental issues on the state of planet Earth and short-and long-term changes in response to natural and anthropogenic forcing. Research issues include risks and natural resources, climate change and biogeochemical cycles. Such issues require multidisciplinary methodological approaches, and the combining of infrastructure, expertise, skills and resources from several Québec institutions.

## MOBILIZE GRANT BY NSERC

John Abbott College has been awarded the prestigious Mobilize Grant from the Natural Sciences and Engineering Research Council of Canada (NSERC), securing **\$2.25 million over five years** to support applied research initiatives. This flexible funding will enhance research opportunities across various disciplines, including natural sciences, engineering, social sciences, and health sciences. The grant will enable faculty and students to engage in innovative research, establish new partnerships, and extend the college's reach into new communities. It will also provide stable financial support for researchers, students, technicians, and project managers, ensuring long-term sustainability for research activities.

This investment strengthens John Abbott College's role in fostering innovation and collaboration while aligning with government research priorities. By allocating funds for indirect costs and business development, the grant will enhance institutional policies, promote equity, diversity, and inclusion in research, and facilitate time-sensitive projects. The Mobilize Grant represents a major step forward in advancing research capabilities at the college, benefiting students, faculty, and the broader community.

## NEW RESEARCH/INNOVATION FUNDING FOR 2023-24

**Total: \$835,137**



The John Abbott community came together to witness the Total Solar Eclipse on April 8, 2024.

# 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 2023-2024. There were 141 recipients. The total value awarded was \$99,200.**

- 123Dentiste Award for Enthusiasm and Dedication
- Aditya Youth Trust Fund Award
- Adrian Burhop Memorial Bursary
- Alumnae Association of the Royal Victoria School for Nurses Scholarship
- Amy Williams Scholarship
- Andrew Stachrowski Memorial Scholarship
- Anne-Marie Edward Scholarship
- Behzad Razavynia Memorial Scholarship
- Ben McKinnon Memorial Scholarship
- Bert Young Memorial Scholarship
- Bibliofiche Information Science Bursary
- CAE Inc. Scholarship
- CAE Tech: Program Your Career! Scholarship
- Carla Napier
- CETAM Scholarship
- 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
- Gail Pflaster Scholarship
- Gary W. Sims Québec Association of Applied Educational Technology Scholarship
- George Springate Memorial Scholarship
- J. Colin Robertson Academic Excellence Award
- Jason Panich Bursary
- Jason Panich Scholarship
- Joanne Watson Bursary for Single Parent
- 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
- 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
- Montreal Lakeshore University Women's Club (MLUWC) Bursary
- Nicholas Samios Memorial Bursary
- Nick Arganski Scholarship
- O'Farrell Wondrous Adventure Scholarship
- Oka and Grégoire Foundation Bursaries
- Pamela Montgomery Award
- Quinn and Lallemand Scholarship
- Rubin and So Foundation Bursary Program
- Ruth and Cy Harris Memorial Award
- Selma & John Greenblatt Memorial Scholarship
- Student Excellence Award
- Student Union of John Abbott College (SUJAC) Involvement Awards
- SUJAC Awards
- Sylvain Duguay Memorial Scholarship

# About our Students

## Enrolment in the Day Division

### Student Population Analysis – Fall 2023

Pre-university programs	1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	Total
Accueil/Pathways	198			198
Arts & Sciences	40	38		78
Arts, Literature & Communication	286	246		532
Liberal Arts	27	21		48
Science	561	745		1,306
Science and Social Science (Double DEC)	26	23	19	68
Social Science	1,091	1,601		2,692
Visual Arts	42	50		92
<b>Sub-total</b>	<b>2,271</b>	<b>2,724</b>	<b>19</b>	<b>5,014</b>

Career programs	1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	Total
Biopharmaceutical Production Technology	34	30	24	88
Business Management	70	51	60	181
Computer Science Technology	56	52	45	153
Dental Hygiene	34	38	17	89
Engineering Technologies	42	30	24	96
Graphic & Web Design	42	38	46	126
Information and Library Technologies	19	23	7	49
Live Entertainment - Production Design and Creation	16	7	7	30
Live Entertainment - Technical Design and Management	17	9	7	33
Nursing	94	68	53	215
Paramedic Care	37	36	23	96
Pharmacy Technology	19	19		38
Police Technology	84	72	73	229
Professional Theatre Acting	26	21	25	72
Criminology Intervention	38	34	28	100
<b>Sub-total</b>	<b>628</b>	<b>528</b>	<b>439</b>	<b>1,595</b>
<b>GRAND TOTAL</b>	<b>2,899</b>	<b>3,252</b>	<b>458</b>	<b>6,609</b>

# DEC Granted

(Diplômes d'études collégiales)

Pre-University Programs	Total
Arts & Sciences	24
Arts, Literature & Communication	124
Liberal Arts	9
Science	521
Social Science	754
Visual Arts	17
<b>Total (Pre-University)</b>	<b>1,449</b>

Career Programs	Total
Biopharmaceutical Production Technology	14
Business Management	48
Computer Science Technology	31
Dental Hygiene	13
Engineering Technologies	17
Graphic & Web Design	37
Information and Library Technologies	12
Nursing (Day and Continuing Education)	71
Paramedic Care	24
Police Technology	63
Professional Theatre	23
Criminology Intervention	21
<b>Total (Career)</b>	<b>374</b>
<i>DEC sans mention</i>	<i>77</i>
<b>GRAND TOTAL</b>	<b>1,900</b>



# Enrolment in Continuing Education

Summer 2023, Fall 2023 and Winter 2024

	S23	F23	W24
College Integration Program		41	16
Nunavut Sivuniksavut program		21	19
IYESKUWIIU - To Get Ready Program		24	17
Full-time DEC		40	16
Part-time DEC (1-3 courses)		182	129
Full-time AEC	187	338	280
Part-time AEC		12	7
Intensive Nursing Program	48	41	47
<i>Accueil and Transition (Mise à niveau) PT</i>	54	1	
Tremplin DEC - Academic Standing - PT	1	35	40
University Prerequisites	10	12	22
<i>Hors-programme</i>		13	47
RAC activities	4	26	3,929
Career Development		1	2
Certificate program (CRB)			
Basic Life Support CPR & First Aid	103	31	47
Specialized IT courses <i>Emploi-Québec</i>		98	65
Courses in Non-Profit Leadership, Real Estate and French for Nursing students	5	99	64
International Programs (Switzerland, Mexico & Belize, Kobe & Agency)	23	46	53
Summer School	792		
Community & Interest Courses	1		

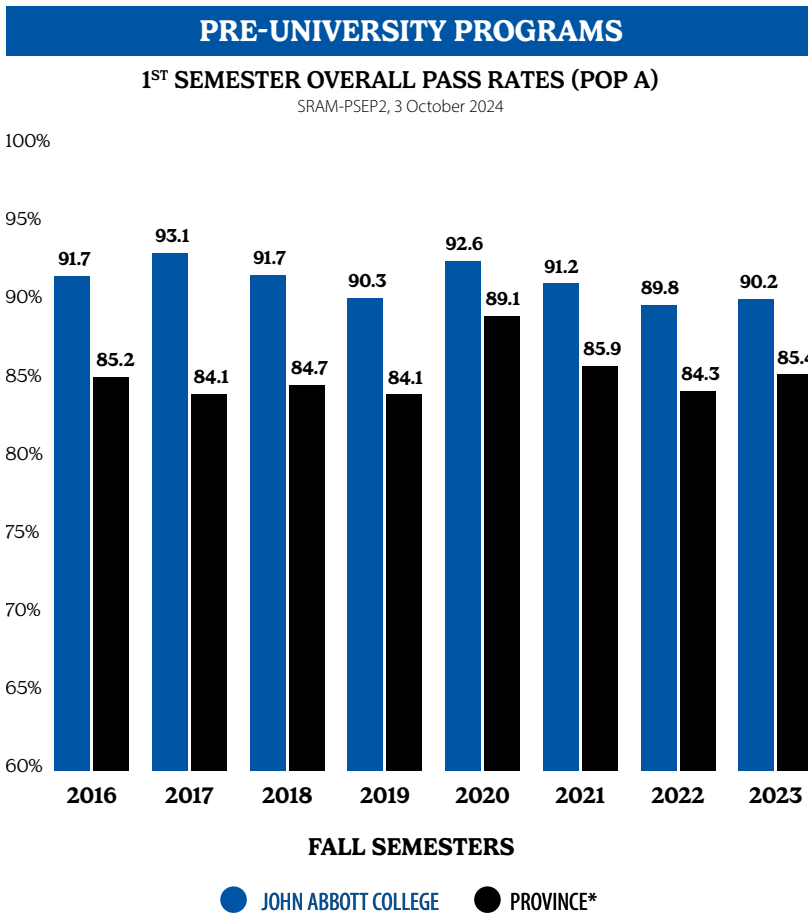
## AEC Granted

(*Attestations d'études collégiales*)

Program	S23	F23	W24	Total
AEO.00 Real Estate Agency Executive Officer Certificate			14	14
CWA.0D Refresher Registered Nursing Program		4	6	10
CWA.0K Professional Integration Program for Internationally Educated Nurses		20	20	40
EEC.1Y Residential Real Estate Brokerage		12		12
LCA.AB Applied Accounting and Administration		16		16
LCA.84 Finance		1		1
LCE.0Z Publication and Web Design	21	18	10	49
LEA.80 Network Administration		19		19
LEA.BN Full-Stack Developer		27	44	71
LEA.CB Mobile Applications Development		13		13
<b>GRAND TOTAL</b>				<b>245</b>

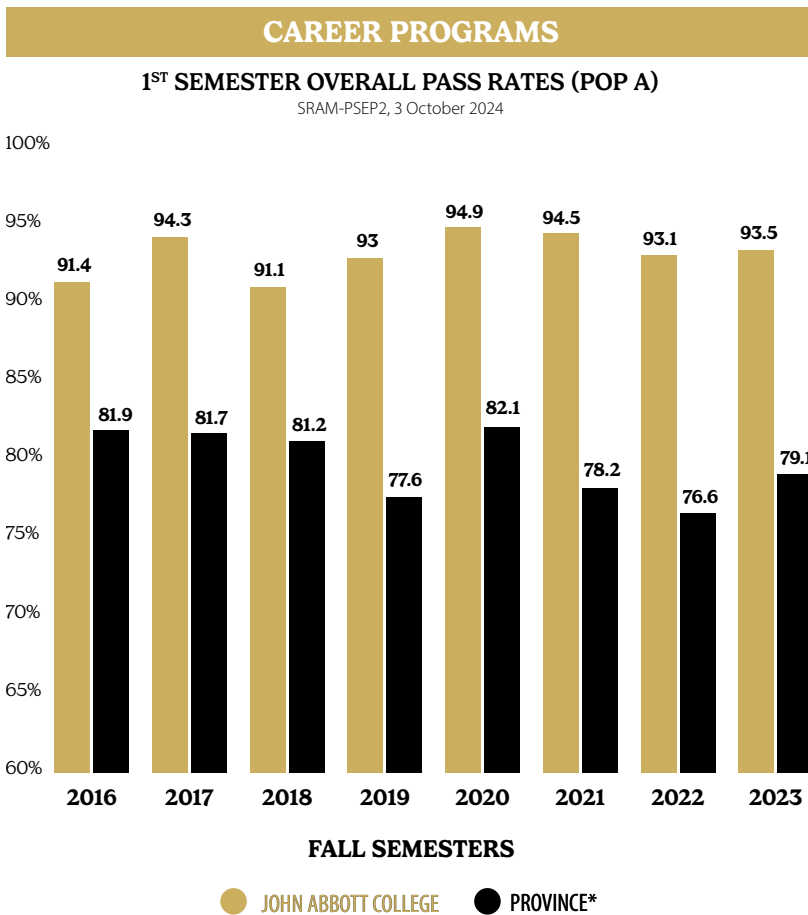
# First-Semester Overall Pass Rates

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.



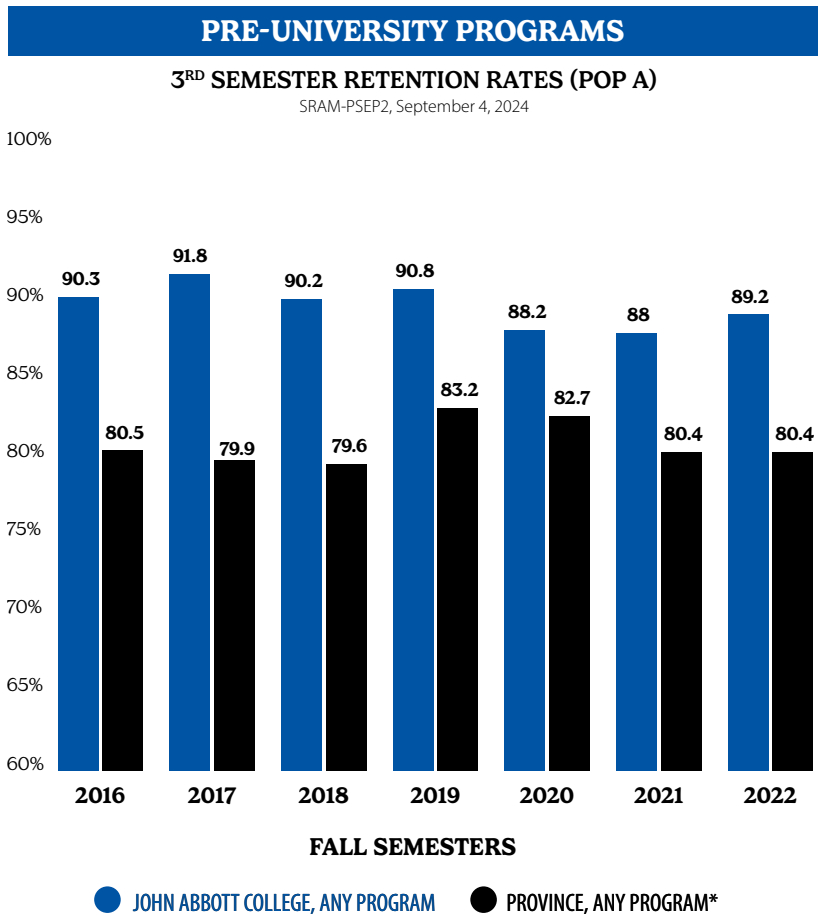
# Highlights

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.



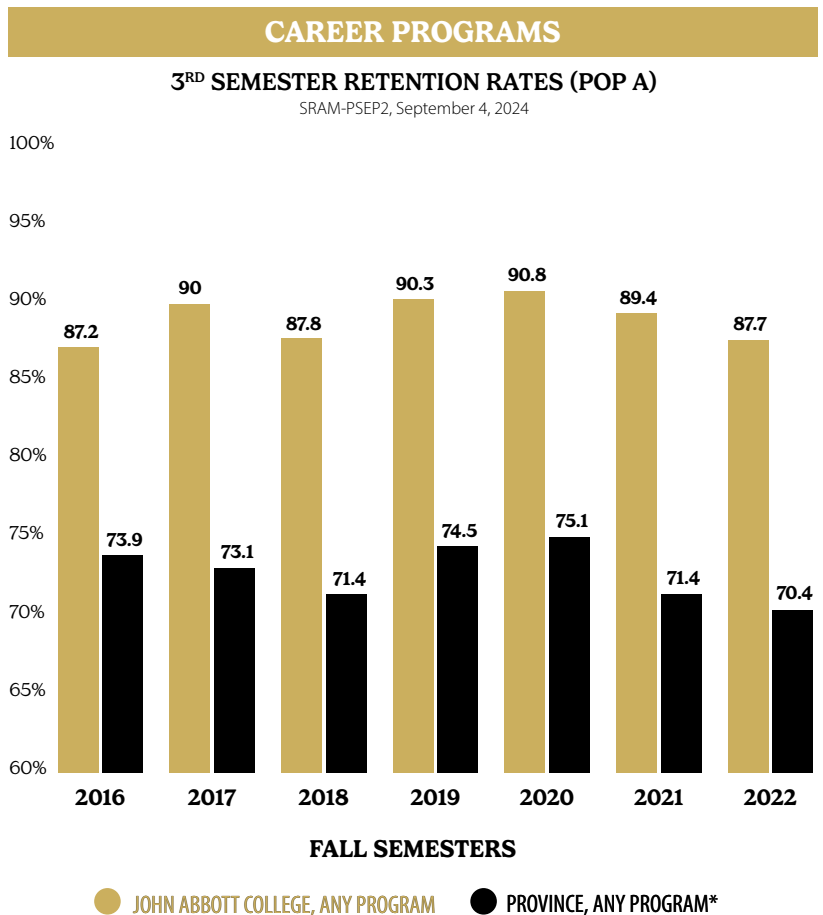
# Third-Semester Retention Rates

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.



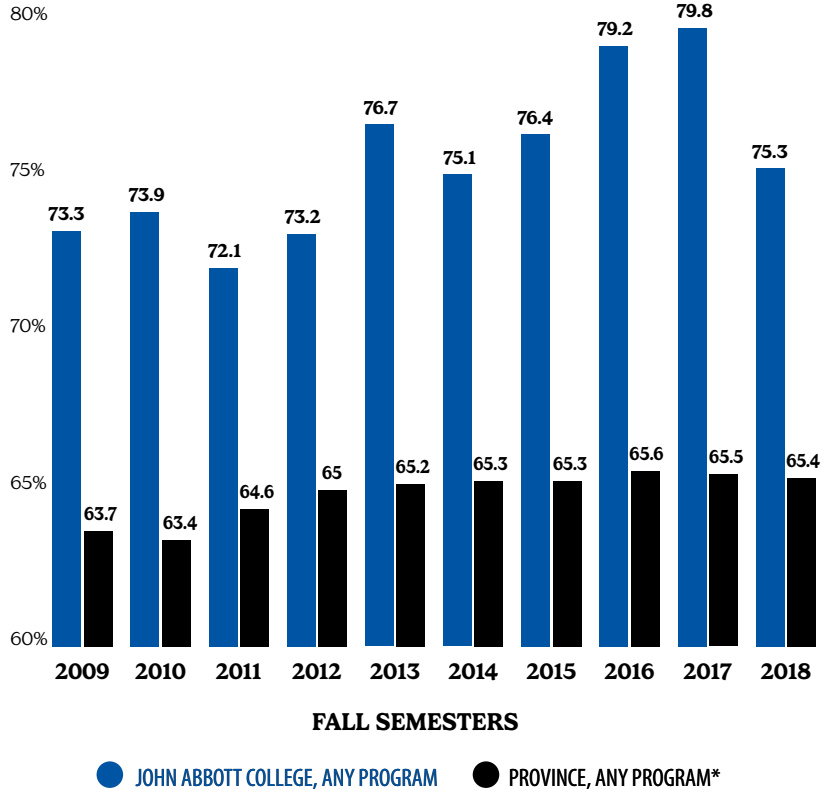
# Graduation Rates

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

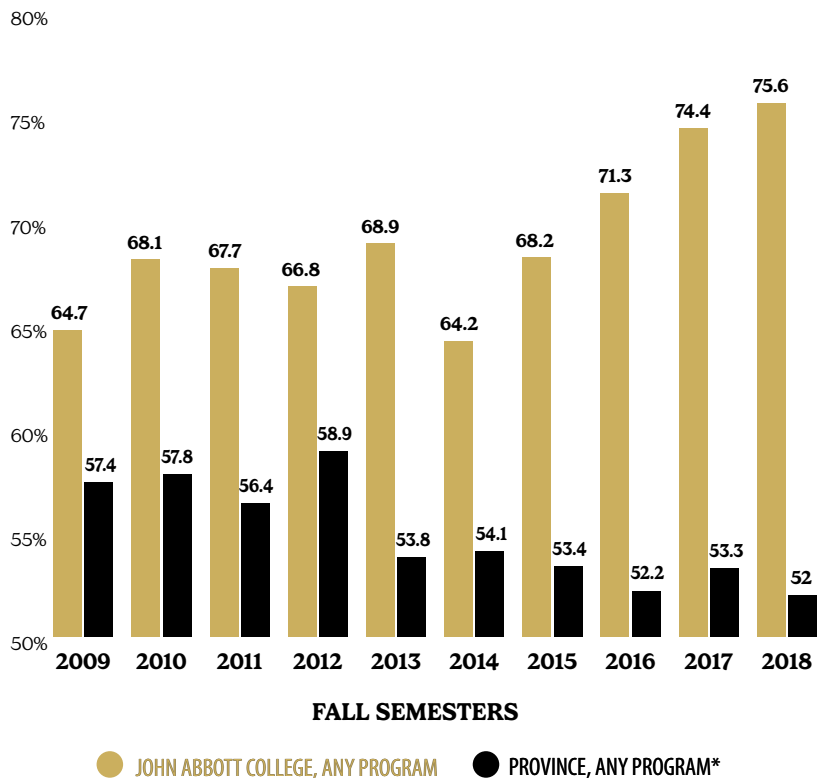
SRAM-PSEP2, September 4, 2024



## CAREER PROGRAMS

### GRADUATION RATES AFTER 5 YEARS

SRAM-PSEP2, September 4, 2024





# 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, 2023 and March 31, 2024

	Quantity	Value
Service contracts with a natural person	4	\$159,073.80
Service contracts with a contractor other than a natural person	20	\$3,128,556.66
<b>Total Service Contracts</b>	<b>24</b>	<b>\$3,287,630.46</b>

## EMPLOYEE BREAKDOWN

Category	Number of Employees (FTE)	Hours Paid
Management	46.11	\$84,054.00
Professionals	46.80	\$85,321.38
Faculty	500.26	\$780,129.50
Administrative Support	133.92	\$244,137.77
Service and Maintenance Staff	12.40	\$25,016.24
<b>Total</b>	<b>739.25</b>	<b>\$1,228,612.39</b>

Source: Geremi, 2024-09-06

## INTERVENTION STRATEGY

### Preventing and Controlling Sexual Violence in Higher Education

Type of Resources	Internal and External
Number of Employees (FTE)	7
Position	Trainer at Concordia University
Details	Training and awareness activities
<b>Total of Expenditures</b>	<b>\$4,531.08</b>
<b>Total of Types of Services</b>	<b>1</b>

## DISCLOSURE OF WRONGDOING

The designated officer has not received any disclosures of wrongdoing during the 2023-2024 fiscal year.

# Annex R-105

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

<b>Activity</b>	Overall Management of International Office
<b>Type</b>	Management
<b>Expense Amount</b>	\$99,434.53
<b>Type of Expense</b>	Salaries
<b>Results</b>	<ul style="list-style-type: none"> <li>• Manage and develop international activities, in particular external student recruitment into custom made programs, in particular in Mexico, Italy, Spain, Germany.</li> <li>• Manage build partnerships with international partner organisations in Japan, Mexico and Italy.</li> </ul>
<b>Activity</b>	Recruit International Non-Credit Students & Establish Educational Partnerships Abroad
<b>Type</b>	Marketing and Travel
<b>Expense Amount</b>	\$28,650.00
<b>Type of Expense</b>	Marketing Fees, Education Fairs
<b>Results</b>	<p><b>Total number of international students in the programs: 151</b></p> <ul style="list-style-type: none"> <li>• <b>Countries and partners:</b> Tecnologico de Monterrey (Mexico) and Erlangen Gymnasium High School, Bavaria (Germany)</li> <li>• Various independent education agents in Germany, Italy, Spain and Brazil</li> </ul>



# Annex E-104

## Amounts Granted for Teachers' Professional Development

Activity	Total Cost	Participants
5 <sup>th</sup> Biennial NZAsia Conference	\$2,400.00	1
4 <sup>th</sup> Annual Canadian Concussion Network Conference	\$960.00	1
ABLQA Conference	\$80.00	1
American Economic Association 2024 Annual Meeting	\$1,963.45	1
Annual Meeting of the Shakespeare Association of America	\$1,200.00	1
AQPC	\$2,400.00	2
ARNO 2024	\$2,112.27	1
Association fo Canadian Archivists Conference	\$126.00	1
Association for Literature, Environment, and Culture in Canada Conference	\$2,240.88	2
<i>Atelier autochtone: Le cercle de vie et les 4 directions</i>	\$1,032.11	1
<i>Bâtir une équipe confiante et engagée en tirant profit de la délégation en pharmacie</i>	\$120.72	1
Blended Learning CPR for Health Care Providers Course	\$3,828.67	34
BRIMSES Annual Conference 2024	\$960.00	1
C3 - College Chemistry Canada Conference 2024	\$2,008.70	2
Cican Conference April 2024	\$1,700.00	1
CICan Indigenous Education Protocol Conference	\$1,304.13	1
<i>Colloque APEFC</i>	\$1,111.46	1
<i>Congrès de l'AQEFLSr</i>	\$528.08	1
<i>Congrès de l'APHQC: Histoire mondiale et conflits actuels</i>	\$831.76	1
Consumer Electronics Show "CES Tech"	\$2,000.00	1
Etching Training	\$800.00	4
Facing Human Wrongs 2.0	\$646.84	1
Fall 2023 COL-855: Constructing Knowledge in Your Discipline UdeS	\$1,184.13	3
Fall 2023 COL-882: Developmental Psychology: The Emerging Adult	\$102.84	1
Fall 2023 Doctoral Studies Concordia University	\$600.00	1
Fall 2023 EDU 5590: Introduction to Research in Education University of Ottawa	\$1,065.07	1
Fall 2023 PED-601: College Teaching and Course Design UdeS	\$567.24	2
Fall 2023 PED-602: Assessment to Enhance Learning UdeS	\$1,452.39	4
Fall 2023 PED-617: Group Work to Team-Based Learning UdeS	\$884.04	6
Fall 2023 PRF-850: Understanding the Research Cycle UdeS	\$1,856.52	5
<i>Fantastique et humour. Vie congrès international. Visions du fantastique</i>	\$1,200.00	1
<i>Formation sur l'équité, la diversité et l'inclusion</i>	\$120.72	1
Frieze Art Fair	\$1,920.00	1
Have you seen this? An Overview of Oral Pathology	\$156.45	1
International Society for Pharmaceutical Engineering (ISPE), Pharma 4.0 Conference	\$2,400.00	1
Interprofessional Education Day by the Montreal Institute for Palliative Care	\$480.00	4

Activity	Total Cost	Participants
JDIQ	\$689.85	3
<i>Justice et Victime Program</i>	\$464.86	1
<i>L'ABC des soins des plaies pour les professionnels de la santé en pharmacie</i>	\$171.31	1
Learning, Teaching and Inquiry: Naturalist Theories of Learning in Religion and Beyond	\$2,070.78	1
Math Sharing	\$1,200.00	1
National Theatre School Library Membership	\$70.00	1
<i>Plurilinguisme et interculturel : Les défis de l'enseignement de la langue française au 21<sup>e</sup> siècle</i>	\$1,164.04	1
Popular Culture Association of the South	\$1,200.00	1
<i>Pour que la migraine ne soit pas un casse-tête</i>	\$181.09	1
<i>Principes de base sur la prise en charge de l'anticoagulothérapie en milieu ambulatoire</i>	\$120.79	1
<i>Rencontres d'accompagnement pour soutenir l'expérimentation de l'approche pédagogique ELLAC</i>	\$241.45	1
Social Science Methods End of Semester Event	\$1,422.01	40
"Speaking Out and Speaking Up" in Fugitive Spaces	\$553.15	1
Speculative Fiction Master Class: Readyng Your Work for Publication	\$245.75	1
Spring 2024 3441 - Developing & Delivering Learning Programs University of Toronto	\$639.00	1
Spring 2024 3444 - Theory and Science of Learning University of Toronto	\$561.00	1
Spring 2024 COL-883: Philosophy of Education UdeS	\$175.00	1
Spring 2024 PED-603: How Students Learn UdeS	\$769.07	2
Spring 2024 PRF-751: Fostering Creativity in Teaching and Learning UdeS	\$244.95	1
SQRP Conference	\$2,188.41	2
Startup Fest 2024	\$658.51	1
<i>Traiter le trouble dépressif caractérisé un patient à la fois</i>	\$181.09	1
Undergraduate Research Conference	\$475.00	1
<i>Université d'été Francophonie offerte en partenariat avec l'ACPI (Association Canadienne des professionnels de l'immersion)</i>	\$1,200.00	1
Winter 2024 COL-869: Constructing Knowledge across the Disciplines UdeS	\$1,095.84	3
<i>Winter 2024 CRI-6535: Fondements, place et rôle de la victime relativement au processus, au fonctionnement et au but de la justice pénale UdeM</i>	\$467.74	1
Winter 2024 EDU 6293 – Assessment for Learning	\$1,056.13	1
Winter 2024 PED-601: College Teaching and Course Design	\$283.62	1
Winter 2024 PED-624: Pedagogy of Digital Learning - Level One UdeS	\$1,108.19	6
Winter 2024 PRF-750: Gamification in the College Classroom UdeS	\$1,340.35	6
Winter 2024 PRF-851: Exploring Research Strategies UdeS	\$1,918.84	5
Winter 2024 PRF-852: Ethical approval process in Educational Research UdeS	\$528.86	5
Wound Management Course	\$600.00	1
Write by the Lake Writing Workshop with Joyce Maynard	\$2,400.00	1
Writing for Publication	\$366.94	1
XII Decolonizing Conference: Speaking Out and Speaking Up in Fugitive Spaces	\$1,816.35	2
<i>Zona: Comment et quand traiter?</i>	\$60.35	1



# 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
Low enrollment courses	Physics
Supporting Success of GWD students from John-Abbott College	Graphic & Web Design
Adapted Physical Education	Physical Education, Health & Nutrition
Bridging the gap between student services and faculty	Psychology
Building Connections with Youth-in-care and their stakeholders	English
Crossroads program coordination	English
Honours Science	Physics
Honours Social Science	History, Economics & Political Science
Identifying reasons behind women leaving the computer science technology	Computer Science Technology
Increasing Indigenous Access to STEM Education	Physics
Integrating Land Based Learning into education for Indigenous students	Humanities, Philosophy & Religion
Tutoring - Math	Mathematics
Tutoring- Nursing Program	Nursing
QM Student Support	QM Student Support
ReconciliACTION	Humanities, Philosophy & Religion
Recruitment, Support and Integration of Students from Youth Projection	Criminology Intervention
Return to Learn Facilitator	Physical Education, Health & Nutrition
SAC: College Writing Modules	English
Supplemental Physics Lab Access	Physics
Support for Indigenous Student Success - Study blocks	English
Teaching Code to Visual Learners	Graphic & Web Design
Tech Skills Support and Recruitment/Outreach for Crossroads Program	English
Tutoring - Biology for Health programs	Biology
Supporting a student with particular needs	Mathematics
Tutoring - English Writing Centre	English

# Financial Reporting

as of June 30, 2024

## Operational Fund - John Abbott College

Revenues	Amount
Day Division	\$81,277,12
Continuing Education <sup>1</sup>	\$8,144,241
Ancillary Services	\$5,036,509
<b>Total</b>	<b>\$94,457,862</b>

Expenses	Amount
Salaries and Fringe Benefits – Teachers <sup>2</sup>	\$53,585,853
Salaries and Fringe Benefits – Non-Teaching Personnel <sup>2</sup>	\$22,020,986
Other Expenses	\$15,712,509
<b>Total</b>	<b>\$91,319,348</b>
<b>Surplus</b>	<b>\$3,138,514</b>

Analysis of Surplus	Amount
Opening Surplus	\$10,147,556
Surplus of the year	\$3,138,514
Transfer to Fixed Assets	
Reimbursement of Borrowing (Autofinance)	-
Fixed Assets Acquisitions	\$(2,729,892)
Others	-
<b>Total</b>	<b>\$408,622</b>
<b>Closing Surplus</b>	<b>\$10,556,178</b>
<b>Appropriated Surplus</b>	<b>9,056,178</b>
<b>Unappropriated Surplus</b>	<b>\$ 1,500,000</b>

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

<sup>1</sup> Continuing Education includes summer courses.

<sup>2</sup> Salaries and Fringe Benefits include *coûts de convention*.





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