CANADORE COLLEGE COUNCIL

Special meeting of College Council
Minutes

September 29, 2026 – 5:00 pm
B311, College Drive
100 College Drive, North Bay ON P1B 8K9

Members Present: Rebecca Morin (Chair, Support Staff), Ksenia Gvozdikova (Vice-Chair, Support Staff), Sandra Efu (Ex-Officio, Admin), Sarah Moore (Admin), Matthew Wilmot (Admin), Nicholas Andrews (Admin), Connor Andrews (Support Staff), Ziyaad Rajabalee (Support Staff), Kristopher Smith (Support Staff), Jacob Baisley (Faculty), Gavin Park (Faculty), Anna-Liisa Mottonen (Faculty), Veronika Torma (Faculty), Colleen Piekarski (Faculty), Hayden Glover (CSC, Student)

Members Absent: Ojeniyi Adegoke (Faculty), Lekhanath Paudel (Faculty), Reece Sommerfeld (CSC, Student), Sophie Hotte (CSC, Student)

1.0 Call to Order

The meeting was called to order at 5:00 pm by Rebecca Morin

2.0 Approval of the Agenda

Moved by Jacob Baisley
Seconded by Kristopher Smith

CARRIED

3.0 Approval of the Previous Minutes

Motion to approve the minutes from the regular meeting of College Council on April 8th, 2026.

Moved by Gavin Park
Seconded by Hayden Glover

CARRIED

4.0 Update on Previous Action Items

Members provided updates on their assigned action items. The following were completed:

- Jacob connected with Student Success Services regarding the isolation of some key points from the student concerns process for highlighting to students. SSS is already doing some of this and are working toward filling in the gaps.

The following action items are still in progress:

- Jacob and Rebecca have both reached out to the Faculty and Support Staff Union Presidents to review the operating manual and to provide any feedback they may have. We have yet to receive any response. Rebecca will approach this again with a deadline of 1 week so this can then be brought to the Board of Governors.

ACTION ITEM – REBECCA & JACOB

5.0 Report on Standing List of Issues

5.1 CSC Activity Report

CSC successfully planned and executed Canadore's return of Frosh and debriefed on the experience. They identified timing as an area for improvement.
Planning is under way for the remainder of the semester, with events being added to iSucceed with a focus on quality over quantity.
Upcoming activities include Halloween-related activities, December de-stress activities, and the return of Winterfest as a week-long event in early 2027.

5.2 Health and Safety Update

The next Health and Safety Committee meeting will be held in October with updates to follow.
Issues raised include:

- Bathroom cleaning / supply issues including lack of soap, toilet paper and general maintenance
- Lack of bathroom shelving causing sanitation and health issues
- Emergency bathroom alarms and confirming how alerts are currently monitored and investigating directly with security
- Fire drill was successfully held at College Drive on September 29 with no issues to report at this time

ACTION ITEM – GAVIN

5.3 Employee Wellness, Wellbeing and Retention

We welcome Nicholas Andrews, Canadore's first Executive Director of People and Culture. He discussed some key themes tied to his role:

- Connection and community: Activities such as Canadore Connect were seen as valuable opportunities for employees to socialize, meet colleagues from other departments and strengthen relationships.
- Using existing campus resources: There was discussion about making better use of facilities such as the trails, dome, weight room, 100 Elements and other campus spaces to encourage employees to step away from their desks and participate in wellness activities.
- Wellness education: Employees could benefit from bringing more education directly to the workplace, including topics such as financial wellness, physical health, mental health, women's health and other employee-identified needs.
- Recharge Series: The summer pilot provided activities designed to help employees take a break, look after themselves and return to work feeling recharged. Feedback was positive, and there is interest in expanding the initiative.
- Employee input: A key theme was that wellness programming should be shaped by employees themselves by asking what activities, training and supports they actually want.

The impact of the recent restructuring on employee wellbeing, mental health and retention was also discussed. The recent restructuring has affected employees across the College, contributing to uncertainty, tension and changes in workplace relationships. There was discussion about the importance of acknowledging these experiences rather than moving past them without addressing their impact on employee wellbeing, mental health,

workplace culture and retention. Recognition, connection and rebuilding a sense of community were identified as important factors in moving forward.

5.4 Ethical AI Use and Adoptions

AI adoption is a key strategic priority, with work underway to establish ethical and appropriate use across teaching, learning and College operations. Academic areas are exploring how AI can be integrated into curricula while preparing students to use the technology responsibly. Further work is needed to define College-wide approaches, including accessibility, inclusion and appropriate use, with College Council supporting this discussion.

5.5 Student Recruitment and Retention

Growth is a key institutional priority, with the College working toward increasing enrolment from approximately 4,000 to 6,000 students. Recruitment and retention were identified as a shared responsibility, with a focus on showcasing the Canadore experience through authentic student stories, social media and other engagement opportunities. College Council will continue to explore ways to support these goals.

Some faculty and technologists suggested it could be beneficial for recruiters to give them a heads up when coming through with tours so they can try to make some time to help sell their areas.

ACTION ITEM – REBECCA

5.7 Operating Manual Review

Still waiting on review and feedback from both the Faculty and Support Staff Unions.

ACTION ITEM – REBECCA

6.0 New Business

6.1 College Council Web Update

The College Council web page currently has very little information and Rebecca proposed some more detailed content to help support the work being done and to give people an opportunity to understand how they can bring issues forward and how those issues would be handled.

ACTION ITEM – REBECCA

7.0 Adjournment

Rebecca moved to adjourn at 6:44 pm

CARRIED

Minutes submitted by: **Rebecca Morin**

Approved by Council on: _____