

**COLLEGE STUDENT SUCCESS**  
Innovation Centre

# Research Fellowship

A new funding  
opportunity for scholars  
whose research is  
positioned to promote  
student success.



**Call for Applications**

[mohawkcollege.ca/CSSICFellowship](https://mohawkcollege.ca/CSSICFellowship)

 **MOHAWK**  
COLLEGE



## COLLEGE STUDENT SUCCESS Innovation Centre

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**Call for Applications:**  
College Student Success Innovation Centre (CSSIC)  
Research Fellowship

**Application Period:** Monday, May 29, 2023 – Friday, October 20, 2023

<b>Value</b>	\$25,000 to \$100,000 per project (Maximum total funding envelope: \$100,000)
<b>Fellowship Duration</b>	1 to 3 years (Research development and implementation must not exceed 2 years; applicants may only plan for a third year to support completion of knowledge dissemination and mobilization activities)
<b>Application Deadline</b>	October 20, 2023 (8pm EDT)
<b>Results Announced</b>	April 2024
<b>Anticipated Start Date</b>	May 2024
<b>How to Apply</b>	Review the Call for Applications and prepare submission requirements.  All application components should be compiled into a single PDF and emailed to <a href="mailto:cssic@mohawkcollege.ca">cssic@mohawkcollege.ca</a> by the deadline. Late and/or incomplete applications will not be adjudicated.
<b>For More Information</b>	Email the CSSIC ( <a href="mailto:cssic@mohawkcollege.ca">cssic@mohawkcollege.ca</a> ) with any questions or to request alternative formats of the Call for Applications and supporting materials. The CSSIC team is also available to meet with interested applicants.  Consult the <a href="#">Frequently Asked Questions</a> (updated regularly to reflect new questions and answers).  Register for and attend an <a href="#">informational webinar</a> .



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### Objectives

The College Student Success Innovation Centre (CSSIC) at Mohawk College invites emerging and established external scholars at Canadian postsecondary institutions whose research is positioned to promote college student success to apply for the CSSIC Research Fellowship.

The goals of this fellowship are to identify and validate innovative student services and/or teaching approaches, methods, and practices that promote success for postsecondary students at Mohawk College and beyond; advance evidence-based research and practice in the college sector; and foster inter-institutional collaboration between Mohawk College and other postsecondary institutions. The resulting research findings and project outputs must be directly applicable to Mohawk College students and will be disseminated widely.

This opportunity leverages CSSIC's previous experience implementing student success interventions within research projects and replication studies in partnership with students (as co-researchers, leveraging the students-as-partners model [Cook-Sather, Bovill, & Felten, [2014](#); Healey, Flint, & Harrington, [2014](#); Mercer-Mapstone et al., [2017](#)]), practitioners (faculty and student affairs professionals), and external researchers across North America, testing leading-edge practices in college contexts.

### Description

The CSSIC Research Fellowship will provide up to \$100,000 to support the direct costs of research for one or more 1- to 3-year projects.

The successful fellow(s) will, in partnership with the CSSIC team, develop or modify, test, and evaluate a proposed student success intervention, which will be implemented with Mohawk College students. For the purpose of this call, a "student success intervention" refers to a student service or classroom-based intervention (i.e. an approach, method, practice, etc.) that is directly implemented with students in a curricular or extracurricular capacity (i.e. in or out of the classroom). Applicants are encouraged to review [examples of CSSIC's previously implemented student success interventions](#), though this list is not intended to be a comprehensive representation of the types of interventions that may be considered for funding.



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A successful application will:

- Propose a pilot project involving the implementation of a student success intervention with the potential for future scaling and/or replication, designed to promote student success in response to an identified problem, challenge, limitation, or barrier
- Demonstrate the validity of the underlying assumptions (theoretical and/or evidence-based) of the proposed approach, method, or practice and their applicability to Mohawk College students
- Consider [Mohawk College's context and student population](#) in its project design, ensuring findings and outcomes can be directly applied to existing practice and/or implemented with Mohawk College students
- Propose a methodology and knowledge mobilization plan that involves students as co-researchers
- Demonstrate capacity to evaluate the effectiveness of the implemented intervention and complete the proposed work within the proposed timeframe (i.e. ensure the methodology is appropriate and reasonable in scope)
- Detail a knowledge mobilization plan with tangible benefits for the Mohawk College community (students, staff, and faculty, as applicable) and dissemination opportunities relevant to the college sector and postsecondary educational contexts more broadly
- Align with Mohawk College priorities, as articulated in our [current \(2022-2025\) strategic plan](#)
- Align with the [Tri-Agency Statement on Equity, Diversity and Inclusion](#), specifically in regard to "promoting the integration of equity, diversity and inclusion-related considerations in research design and practices" (Mohawk College is a signee of the Dimensions Charter and received a Foundation State designation through the Dimensions program in April 2023).

While proposals can and should build on previous research activities, fellowship funds cannot be used to supplement an existing project/grant. The fellow(s) and CSSIC team may explore potential future extensions or expansions of the funded project(s), based on project results, but these considerations would exceed the scope of the CSSIC Research Fellowship.



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### Eligibility Guidelines

#### Subject Matter

Proposals should primarily emphasize how the proposed intervention is intended to promote student success and may be categorized within one or more of the following disciplines:

- Adult, higher, or postsecondary education
- Student affairs, student development, or student services
- Curriculum, assessment, or teaching and learning (e.g. online teaching and learning, experiential learning, supporting international learners, knowledge/skill development)
- Access, equity, diversity, and/or inclusion in postsecondary education
- Other disciplines/fields for which research insights can be directly applied to the college student experience with the aim of promoting student success.

The proposed disciplinarity of this call is intentionally broad in scope. We welcome submissions across and between disciplines that creatively (re)imagine ways of addressing and promoting student success, reflective of increasingly multifaceted, emergent conceptions of student success. Student success is a broad category, which can be diversely defined. Mohawk College's [Student Success Policy Framework](#) (2016) defines student success as "a process and an outcome. As a process, success is experienced as student engagement throughout the college experience. As an outcome, success is defined by each individual student as the achievement of their academic, personal or career goals during college."

Student success has been historically defined largely in terms of its end goals (i.e. persistence until graduation and the academic performance or achievement it requires, in addition to post-degree employment), assumed to be mutually endorsed by both postsecondary institutions and students. More recent studies have begun exploring student success from additional perspectives (e.g. student development, wellbeing, belonging) and centring student voices through qualitative, participatory research.

The CSSIC is currently engaged in a mixed methods study, "Redefining Student Success: Centering Student Voices in the Definition and



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Measurement of Student Success,” to explore how Mohawk College students define and measure student success. In collaboration with multiple student co-researchers, we have engaged almost 1,000 student participants using virtual surveys, in-person constructive survey-interviews, and focus groups. Based on our preliminary findings, it is evident that Mohawk College students hold wide and varying definitions and measurements of student success. Preliminary themes include academic achievement, knowledge and skills development, career or post-graduation achievements, feelings and attitudes toward learning, and interpersonal connections. While many students spoke to extrinsic factors, such as institutional indicators (e.g. grades), they overwhelmingly positioned these elements in relation to more highly prioritized intrinsic or personal conceptualizations of student success and internally defined metrics/individualized goals. Students also shared insight into identities, barriers/challenges, and life circumstances that shape their notions of student success, such as mental health, disability, caregiving, work-school balance, reskilling, and learning as an international student/living as a newcomer.

### **Applicant**

The awarded fellowship(s) will be held by an individual researcher(s) with the following qualifications:

- PhD or EdD, with evidence of having undertaken research in one of the identified disciplines (evidence of having successfully led and completed a funded research project will be considered favourably)
- Full-time or multi-year appointment (for the duration of the proposed project/funding period) at a Canadian postsecondary institution that holds [Tri-Agency institutional eligibility](#); the ability to lead/supervise a research project; and associated paid/allocated time for research. Eligible appointments include tenured and tenure-track faculty positions, limited-term appointments, postdoctoral fellowships, and other faculty and staff positions with compensated time to conduct research.

Applicants may submit only one application per call. Both emerging and established scholars are eligible to apply. In addition to providing their CV, it is incumbent upon all applicants to explain how their particular expertise and



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experience position them to succeed within the proposed fellowship framework.

Mohawk College is strongly committed to diversity within its community. We welcome applications from racialized persons, women, Indigenous Peoples, persons with disabilities, 2SLGBTQIA+ persons, and others who may contribute to the further diversification of ideas.

### **Fellow Commitments/Project Deliverables**

To ensure a timely and successful implementation, the fellow(s) will be expected to:

- Collaborate with the CSSIC team (staff, faculty, and student co-researchers), including participating in regular meetings (frequency to be determined collaboratively in alignment with project needs)
- Complete all data analysis (directly and/or with the help of research assistants)
- Submit annual financial reports and a final project report. Formal requirements and templates to be communicated upon selection of successful applicant.

The majority of project collaboration is anticipated to occur remotely in recognition of likely geographical and scheduling limitations. Mohawk College will cover travel and subsistence expenses associated with one preliminary on-campus visit over and above the fellowship funding. Applicants can also budget for additional travel related to research and/or knowledge mobilization activities, informed by the expense guidelines outlined below.

The CSSIC Research Fellowship is intended to facilitate meaningful knowledge exchange and mobilization opportunities throughout its duration. Mohawk College and the CSSIC are excited for the successful fellow(s) to share more about their research and its potential applications with the Mohawk College community. With this in mind, while the fellow(s) and the CSSIC team may explore additional knowledge dissemination and mobilization activities, the following are considered minimum required commitments and should be detailed within the proposal and activity schedule/work plan:





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- Facilitation of practitioner engagement and/or professional development opportunities (relevant to the focus of the funded project) with Mohawk College students, staff, and faculty (as applicable)
  - Consistent with the visiting scholar model, the fellow(s) will be expected to share their expertise and/or insights from the proposed project to support Mohawk College students, faculty, and staff. Examples include targeted lectures, professional development workshops, and/or the facilitation of working or discussion groups. These activities should be detailed in the proposal.
- Facilitation or co-facilitation of at least three research presentations:
  - One brief introductory video describing the research and theory/evidence supporting the proposed project/intervention (to be shared on the CSSIC website)
  - One internal conference presentation (e.g. as part of Mohawk College's Great Ideas for Teaching or Inspiring Minds conferences)
  - One external conference presentation, within Canada, to a recognized higher education organization or other body as appropriate
- Co-authorship of at least two publications, including:
  - One scholarly publication (e.g. open-access, peer-reviewed journal article; the fellow will serve as primary author)
  - One practical publication (e.g. practitioner resource)

### **Mohawk College Commitments**

The CSSIC Research Fellowship is intended to be of mutual benefit to both Mohawk College and the incumbent fellow(s). As a project collaborator, the College and the CSSIC commit to support the successful project(s) in the following ways:

- Provision of Mohawk College credentials and access to required platforms and secure data storage
- Support from Mohawk College's Institutional Research and Data Analytics department to access and prepare relevant student data and/or support the surveying of students (as needed)
- Support from the CSSIC team with the following activities:



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- Fellow onboarding
- Research ethics applications and amendments
- Recruitment (of participants, student co-researchers, Mohawk College personnel, etc.)
- Project coordination and implementation, including overseeing/supporting data collection activities and involvement of service or academic areas (as needed)
- Consultation on data analysis activities
- Promotion and coordination of engagement/professional development opportunities facilitated by the fellow
- Research dissemination and knowledge mobilization activities.

### **Application Instructions**

The competition will consist of a two-step adjudication process: an initial application, followed by a round of interviews with shortlisted candidates.

Applications should be saved as a single PDF and submitted directly to the CSSIC via email ([cssic@mohawkcollege.ca](mailto:cssic@mohawkcollege.ca)). Proposals should be formatted using 1" margins, single-spacing (no more than six lines of type per inch), and 11-point Arial font. Please ensure pages (including CVs) are numbered sequentially with the applicant's name at the top of every page. It is the applicant's responsibility to ensure all required application components are submitted by the deadline. Late and/or incomplete applications will not be adjudicated. Mohawk College shall make every effort to safeguard the confidentiality of each proposal submission. However, all proposal submissions are subject to the provisions of the Freedom of Information and Protection of Privacy Act.

Following review of submitted applications, a shortlist of candidates will be invited for interviews with the selection panel. These interviews will provide an opportunity to explore the proposals in greater detail and ask/answer questions about logistics related to research implementation. Additional details on the interview process will be shared with shortlisted candidates in early 2024.

All interviewed applicants, including the fellowship recipient(s), will be notified of competition results by April 2024. Together, the new fellow(s) and Mohawk College will articulate the terms of their forthcoming collaboration,



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which will be formalized within a Research Collaboration Agreement, with the terms of data collection, transfer, and storage outlined in an accompanying Data Sharing Agreement.

If you have any questions about the fellowship, eligibility, or the submission and evaluation processes, or if you require accommodations for any part of the application process, please email the CSSIC ([cssic@mohawkcollege.ca](mailto:cssic@mohawkcollege.ca)).

Mohawk College reserves the right to extend the competition deadline or amend or cancel the competition at any time. In the event of any modifications, notice will be posted on the CSSIC website. Mohawk College is not liable for any expenses, costs, losses, or any direct or indirect damages incurred or suffered by any applicant as a result of modification or withdrawal.

Mohawk College reserves the right to accept, modify, or reject all or part of a submitted proposal and to not award any fellowship(s).

### **Submission Requirements**

A complete application will include the following components:

#### **1. Project Details**

Please use the provided [template](#) (.docx), which can be downloaded from the [Application Instructions](#) webpage, to detail the following:

- Personal information (name, preferred pronouns, affiliation, title, contact information)
- Project title
- Subject/discipline
- Keywords (maximum of 10)
- Total funds requested
- Project summary (maximum 500 words)
- Activity schedule/work plan (detailing project milestones, description of activities, and anticipated start/completion dates)

Applicants are encouraged to consult Mohawk College's [Academic and Important Dates](#) and [Mohawk College Research Ethics Board](#) timelines when mapping project activities.



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### 2. Applicant CV

Applicants can choose to submit either a custom CV (maximum 5 pages), organized using the headings listed below, representing their most relevant experience **OR** a standard research CV (e.g. the Canadian Common CV or CCV) with an accompanying brief biographical sketch (maximum 2 pages) highlighting the following criteria and the alignment of the applicant's experience with the proposed project:

#### a. Academic Credentials and Affiliations/Employment

- i. List credentials earned and institutional affiliations (current and past employment).

#### b. Research Contributions

- i. List relevant research grants, other monetary awards, and non-monetary awards. Where applicable, indicate the funder; total funding received; co-investigators, collaborators, and/or partners; and significant achievements.
- ii. List and describe other research undertaken that is applicable to the proposed project.

#### c. Knowledge Mobilization Activities

- i. List relevant publications (indicate which are peer-reviewed), presentations, and other activities where research outcomes were disseminated to specialist and/or non-specialist audiences. Indicate citation details (including clarification of your role in multi-author publications) and speak to the significance and (potential) impact of the contributions.

#### d. Other Evidence of Contributions and Impact

List any additional relevant experience, which could include:

- i. Experience collaborating or partnering on research (particularly with students as trainees or co-researchers and non-university partners, e.g. colleges, community organizations, private sector/industry)
- ii. Relevant teaching, practitioner, community engagement, and/or volunteer experience
- iii. Board or committee involvement, consulting activities, other research fellowships, etc.



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### **e. Circumstances Affecting Research Activity (if applicable)**

- i. Where you would like to provide additional information or context, describe any circumstances that have affected the progress of your research activities.

### **3. Research Proposal (maximum 6 pages, not including references)**

Describe and detail the planned implementation of the proposed intervention:

#### **a. The research proposal must include the following elements:**

- i. Brief literature review introducing and validating the theoretical approach or framework
- ii. Description of proposed student success intervention (including whether it is newly designed or a modification of a previously tested intervention, as well as the specific element of student success that will be targeted) and the problem, challenge, limitation, or barrier it is designed to address, as well as its potential for replicability/scalability
- iii. Estimation of and rationale for an appropriate or statistically significant participant group/sample size required for the scope/context of the proposed project, including any relevant inclusion/exclusion criteria
- iv. Research question(s), objective(s), methodology, evaluation plan, and proposed deliverables
- v. Overview of the individual roles and responsibilities of all participating researchers, faculty, staff, and students, including how the proposed commitments of the CSSIC team (identified above) will be leveraged
- vi. Knowledge mobilization plan, including dissemination of results and tangible training and development opportunities for Mohawk College students, faculty, and staff, as applicable.

#### **b. The research proposal must answer the following questions:**

- i. How will the proposed intervention promote student success and what evidence exists to support this claim?
- ii. How will this project contribute to the advancement of knowledge and/or practice at Mohawk College and beyond?



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- iii. How is the CSSIC Research Fellowship uniquely positioned to support the proposal and how is the applicant uniquely positioned to engage in this work?

### **4. Project Budget**

Please use the provided [template](#) (.xlsx), which can be downloaded from the [Application Instructions](#) webpage.

### **5. Budget Justification (maximum 2 pages)**

Provide a detailed explanation and justification for each budget item, including sufficient information for reviewers to assess whether the requested resources are appropriate.

### **6. Letter of Support**

Provide a signed letter from the applicant's direct supervisor (e.g. Department Chair, Associate Dean, Dean, Manager) affirming the applicant's capacity for involvement and outlining any cash or in-kind contributions (if applicable; see note below under Expense Guidelines).

The proposed intervention cannot be in conflict with academic program requirements, accreditation standards, or Mohawk College [institutional policies and procedures](#). If you have questions about the alignment/feasibility of a particular intervention, the CSSIC team is happy to review a brief description and/or meet to discuss your project idea. Additionally, all project elements will be reviewed and discussed together (and modified as needed) to ensure feasibility and alignment ahead of implementation.

### **Evaluation Criteria**

Applications that contain all required components will be reviewed by the selection panel. The selection panel will be comprised of representatives from Mohawk College (staff, faculty, and students) and external reviewers with relevant disciplinary alignment and expertise. The following criteria will be used by the selection panel to evaluate submitted proposals:



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### **Quality and Feasibility of Proposed Intervention (50%)**

- Capacity of proposed intervention to innovate and improve student success (and professional practice, as applicable) based on strong evidence (theoretical and/or empirical)
- Capacity of proposed intervention to be replicated and/or further scaled
- Plans to engage students as research participants (through direct implementation) and co-researchers (through research collaboration, knowledge mobilization, and/or training)
- Clear articulation of focused, relevant research questions/objectives, methodology, and approach to data collection and analysis that reflect an awareness of the Mohawk College context
- Appropriateness of the scope and scale of the proposed implementation (and corresponding probability that the research objectives will be met)
- Appropriateness of the requested budget and justification of proposed costs
- Anticipated future benefit or impact to Mohawk College, the college sector, and beyond

### **Expertise and Experience of Applicant (25%)**

- Alignment of current and/or past research (and practice, as applicable) with focus of proposed project and how this experience positions the applicant for success
- Quality and significance of previous experience collaborating or partnering on research; securing, leading, and reporting on funded research; and analyzing data to evaluate efficacy of a research implementation
- Evidence of engagement in traditional knowledge mobilization (e.g. peer-reviewed publications and conferences)
- Evidence of engagement in non-traditional knowledge mobilization and its impacts (e.g. student partnerships, practitioner development/training, community-based knowledge sharing)

### **Impact Potential of Collaboration and Knowledge Mobilization (25%)**

- Anticipated distribution of duties of the proposed collaboration between the applicant and the CSSIC/Mohawk College and the



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potential for the collaboration to lead to meaningful outcomes for both parties

- Detailed plan to meaningfully engage the Mohawk College community (including student training/partnership and training/development opportunities for staff, faculty, and/or students, as applicable)
- Quality and appropriateness of proposed knowledge mobilization activities (i.e. publications, presentations, etc.), including effective dissemination, exchange, and engagement with stakeholders and the likelihood of impact within and beyond Mohawk College.

### **Expense Guidelines**

Fellowship funding will be provided to and administered by the applicant's home institution. This funding will support direct costs of research only. There is no associated salary for the successful fellow(s). The expectation is that the recipient(s) holds a salary at their home institution with compensation for research activities. However, where essential to the success of the research project and associated activities, applicants can budget up to 20% of the total project costs to backfill the fellow's involvement.

All budgeted expenses should be consistent with the principles governing the appropriate use of grant funds stipulated in the [Tri-Agency Guide on Financial Administration](#). For this opportunity, this means that grant expenditures must:

- Be direct costs of research for which the funds were awarded, with benefits directly attributable to the proposed project and/or fellowship commitments
- Not be provided by the fellow's home institution to the fellow
- Be effective and economical.

Budget finalization and the full terms of funding dispersal and resource distribution will be articulated within the Research Collaboration Agreement (RCA). There will be opportunities to discuss and negotiate the budget (as needed) in advance of signing the RCA.





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### Eligible Expenses

If unsure about the eligibility of a budgeted item, applicants are encouraged to seek clarification by reaching out to the CSSIC team. Applicants are also advised to consult relevant purchasing and procurement policies at their home institutions. Where applicable, budgeted expenses should include applicable taxes (13% HST).

### Salaries and Incentives

- Salaries and non-discretionary benefits for replacement faculty hired to backfill the applicant's involvement in the research project.
  - These expenses cannot exceed 20% of the total project costs.
- Salaries and non-discretionary benefits for student research assistants (undergraduate, graduate, and/or postdoctoral) from the applicant's home institution to support research activities
- Salaries and non-discretionary benefits for student co-researchers (diploma, degree, certificate, and/or apprenticeship) from Mohawk College to support research activities
  - Applications that extend additional opportunities to Mohawk College students will be considered favourably. The CSSIC employs the students-as-partners framework with our student hires and is available to help coordinate hiring, onboarding, support, and compensation. Mohawk College student involvement should be budgeted no lower than the current minimum wage and should factor in a 1% annual cost-of-living increase for every project year, 15% for non-discretionary benefits, and 4% vacation pay. The CSSIC is available to speak to student availability and qualifications ahead of submission.
- Release costing for Mohawk College faculty and/or staff to support the research implementation
  - Where projects require significant time (>10 hours across the project) from additional Mohawk College faculty and/or staff (beyond CSSIC team members) to facilitate the proposed implementation, funds to support associated activities (e.g. training, implementation, data collection) must be reflected in the proposed project budget. Please contact the CSSIC for accurate rates.



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- Incentives for research participants<sup>1</sup>

### Implementation Expenses

- Materials and supplies required to facilitate the research intervention (e.g. specialized supplies, printing, personal protective equipment)
- Equipment required to facilitate the research intervention and/or data analysis activities, including technical equipment (e.g. headphones, digital tools, assistive technology, student card tap devices, audio recorders) or software (with sufficient rationale); equipment will be purchased or leased only if it cannot be otherwise sufficiently provisioned

### Travel and Subsistence

As noted above, Mohawk College will cover travel and subsistence expenses associated with one preliminary on-campus visit over and above the fellowship funding. Applicants can also budget for additional travel related to research and/or knowledge mobilization activities (e.g. subsequent annual visits), with clear justifications provided for each proposed trip. Applicants should budget economically (e.g. economy fares; reasonable and appropriate meal expenses, not including alcohol) and prioritize remote collaboration wherever possible/appropriate.

- Travel expenses (mileage at \$0.61/km and parking, transit, airfare, or other transportation, as applicable) for the fellow and/or their research assistant(s) to support research and/or knowledge mobilization activities, in accordance with the fellowship commitments outlined above
- Food and accommodation expenses for the fellow and/or their research assistant(s) to support research and/or knowledge mobilization activities, in accordance with fellowship commitments outlined above

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<sup>1</sup> Minimum/maximum amounts have not been stipulated. Please ensure participants are appropriately compensated for their time and contributions, while bearing in mind [guidance from TCPS2: 2022](#) that incentives “should not be so large or attractive as to encourage reckless disregard of risks.”



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### **Knowledge Dissemination**

Wherever possible/appropriate, knowledge dissemination should occur in open-access contexts.

- Conference registration fees
- Costs associated with open-access scholarly publishing
- Costs associated with making research findings accessible, including translation, ASL interpretation, and accessible printing fees, where applicable
- Costs associated with hosting internal (Mohawk College) or external knowledge mobilization activities

### **Overhead and Administration**

- 10%<sup>2</sup> of the total project costs to support overhead and administration of the fellowship at the recipient's home institution (automatically calculated in the provided template)

While the provision of cash or in-kind contributions is neither required nor evaluated within the adjudication of applications, applicants can identify where they are able to contribute quantifiable resources, as well as the value of those contributions and justification of how the combined resources will lead to successful execution of the proposed project.

### **Ineligible Expenses**

- Applicant salary and non-discretionary benefits
- Consultation fees or research subcontracting
- Retroactive research expenses
- Furniture
- Office supplies or personal technology (not directly related to the research implementation)
- Facility expenditures (construction, renovation, maintenance, rental)
- Costs of memberships in professional associations

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<sup>2</sup> This percentage reflects the shared overhead and administration of the grant between the applicant's home institution and Mohawk College. Any concerns about appropriate or necessary compensation for grant administration can be addressed during contract discussions.



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Applicants are encouraged to reach out with questions about the eligibility of expenses should this guidance provide insufficient clarity.

### **About the Ontario College Sector**

Ontario has 24 publicly funded colleges known as the Colleges of Applied Arts and Technology (CAAT). The Ontario Colleges of Applied Arts and Technology Act (2002)<sup>3</sup> established the role of colleges as offering “career-oriented, postsecondary education and training to assist individuals in finding and keeping employment, to meet the needs of employers and the changing work environment, and to support the economic and social development of their local and diverse communities.” With a clear focus on employment, 85% of recent college graduates find employment within 6 months of graduation (Ontario Colleges, [2022](#)), exiting with a variety of credentials including one-year certificates, two and three-year diplomas, graduate certificates, three and four-year degrees, and apprenticeships. Colleges also offer a variety of academic upgrading courses through micro-credentials and continuing education courses. Smaller class sizes, “explorer-friendly” pathways for students with undecided career paths, lower tuition fees, and a unique blend of practical skills training and academic learning has contributed to over 270,000 students attending college each year (Government of Ontario, [2023](#))—a number that has steadily grown since 2012.

### **About Mohawk College**

Established in 1967, Mohawk College educates and serves more than 32,500 full-time, part-time, and apprenticeship students (domestic and international) at 4 main campuses in Hamilton, Ontario, Canada, a partner campus in Mississauga, learning hubs across Hamilton through City School by Mohawk College, and 6 satellite partner locations serving the Greater Toronto-Hamilton Area (GTHA) and Indigenous communities. Mohawk College is fully accredited and partially funded by the Ministry of Colleges and Universities and is a member of the Association of Community Colleges of Canada. With a mission to “educate and prepare highly skilled graduates for success and contribution to community, Canada, and the world,” Mohawk

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<sup>3</sup> The Act also authorized colleges to conduct applied research.



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College offers a wide selection of over 150 certificate, diploma, graduate certificate, degree, apprenticeship, and continuing education programs in business, community services, creative industries, health, preparatory studies, technology, and the skilled trades.

Among Mohawk College's demonstrated strengths are expanding access to postsecondary education; embedding the principles of equity, diversity and inclusion into its policies, practices and culture; providing students with in-demand skills to help achieve a sustainable and productive labour market and ensure graduates are ready for the workforce (including through our [Future Ready Premium Program](#)); and engaging with industry, employers and apprentices to promote apprenticeship as a career path and increase opportunities for apprentices in Hamilton. These and other aspirations are reflected in our [current \(2022-2025\) strategic plan](#).

Mohawk College employs robust [data collection activities](#), including internally managed postsecondary enrolment data and the administration of a Student Entrance Survey (SES). In the 2021-2022 academic year:

- 76% of students were domestic, with 51% from the Hamilton area
- 33% were the first in their family to attend postsecondary
- 33% had previous postsecondary education
- 24% were international, coming from 98 countries outside of Canada
- 24% were direct entry from high school, while the largest proportion of students (37%) were aged 22 to 29
- 23% identified as a Person of Colour or a Racialized person
- 17% identified as not being straight/heterosexual
- 15% identified as a person with a physical, mental, emotional, or learning disability
- 5% of identified as an Aboriginal/Indigenous person.

Mohawk College's data-informed understanding of our student population helps ensure we can identify and responsively support our students' unique needs. Based on data collected through provincial college [Key Performance Indicators](#) (KPI) and internal surveys, in the 2021-2022 academic year:

- Mohawk College's graduation rate across all programs was 65%, which ranked third among GTHA colleges



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- 84.5% of Mohawk College students found employment within 6 months of graduation
- Approximately 98% of Mohawk College programs offered relevant experiential learning, approximately 3,000 co-op work terms per year
- More than half of Mohawk College students relied on student financial assistance through the Ontario Student Assistance Program (OSAP)
- The top 5 supports students sought were financial assistance (45%), career advisement (38%), time management/organizational strategies (36%), ways to interact with peers outside of class (32%), and access to mental health and counselling (30%)
- Mohawk College had high uptake for student services, including career services (50%), accessible learning services (43%), counselling services (30%), [Social Inc.](#) (19%), and Indigenous student services (14%).

### **About the College Student Success Innovation Centre**

In 2022, Mohawk College ranked 12<sup>th</sup> in Canada (4<sup>th</sup> in research partnerships), and 5<sup>th</sup> in Ontario, in the [Research Infosource annual ranking](#). With research embedded in our [current \(2022-2025\) strategic plan](#), we seek to “expand the impact of our research activities in an environment that fosters scholarly collaborations and creativity, and innovation, and that embraces inclusion and diversity.”

One of Mohawk College’s key research areas is student success and social innovation. Student success has long been a pillar of our institution. Starting in 2012 with the publication of our [Student Success Plan](#) and continuing through to the recent creation of a new [Policy Framework for Student Success](#), student success has remained a strategic priority for the college for over a decade. Our student success research efforts began in earnest in 2015 when Mohawk College researcher-practitioners secured funding from the Higher Education Quality Council of Ontario (HEQCO) to partner with external scholars and data analysts to engage in research investigating the efficacy of predictive modelling, proactive advising, psychological attunement of student communications, goal-setting, and different methods of assessing students’ skill development.

Building on this initial work, in 2018, with a \$650,000 investment from the province, Mohawk College established the College Student Success



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Innovation Centre (CSSIC), Canada's first innovation centre on a college campus uniquely focused on community college student success. Our vision was to lead the province in the design, implementation, and evaluation of innovative interventions throughout the student lifecycle that improve student success by replicating previous studies, building capacity at other Ontario colleges, and sharing our learning broadly. The Centre earned national recognition for this innovative work, receiving the CACUSS Innovation Award in 2019.

With 10 distinct funded research projects in our portfolio, supported by funding from HEQCO, Employment and Social Development Canada, the Future Skills Centre, and the Tri-Agency, CSSIC's core [research team](#)—currently comprised of a Director; Professor, Learning Outcomes Assessment Consultant (faculty); Coordinator, Research and Special Projects (support staff); and Student Success Project Ambassador (student co-researcher)—has significant experience testing and evaluating practical interventions designed to improve student success outcomes and collaborating with a wide range of partners, both internal and external. The Centre has implemented and supported more than \$5 million in funded research projects with over 20 postsecondary, industry, and community partners across North America, facilitating over 70 workshops and presentations and publishing over 20 practical resources and research reports. The CSSIC is excited to build on past strengths and explore new opportunities and partnerships with the official launch of the CSSIC Research Fellowship.