**GLOSSARY OF ACRONYMS**

**ACCC** Association of Canadian Community Colleges

**AEC** Aboriginal Education Council

**AES** Accessible Education Services

**AIIT** Academic Initiatives Implementation Team

**ALT**  Academic Leaders Team

**AO** Academic Operations

**AODA** Accessibility for Ontarians with Disabilities Act

**ARC** Applied Research Committee

**ASA** Academic & Student Affairs Committee

**ATS** Applicant Tracking System (Human Resources)

**AUCC** Academic Union College Committee

**BOG** Board of Governors

**BPI** Business Process Improvement

**CAWT** Centre for Alternative Wastewater Treatment

**CAAT** College of Applied Arts and Technology

**CEC** College Employer Council (CEC)

**CIDA** Canadian International Development Agency

**CPP** Canada Pension Plan

**CPN** Canadian Presidents Network

**CR** Career Services

**CREW** (Fleming) Community Resources for Employers & Workers

**CIP** College Information Program

**CUCC** College University Consortium Council

**CO** Colleges Ontario (formerly ACAATO – Association of Colleges of Applied Arts and Technology of Ontario)

**COP** Committee of Presidents

**CCVPA** Coordinating Committee of Vice-Presidents Academic

**COG** Council of Governors

**COG** Course Outline Group

**DLN** Distributed Learning Network

**EAP** Employee Assistance Plan

**ELT** Executive Leaders Team

**EMSC** Enrollment Management Steering Committee

**EOLT** Evolve Operations Leadership Team

**ERP** Enterprise Resource Planning

**ESL** English as a Second Language

**FASA** Fleming Administrative Staff Association

**FDR** Fleming Data Research

**FIS** Financial Information System

**FLT** Frost Leadership Team

**FRG** Facilities Renewal Grant

**FRP** Facilities Renewal Program

**FTE** Full‑Time Equivalent

**GAS** School of General Arts and Science

**HSTA** Haliburton School of the Arts

**HLT** HR Leadership Team

**HR** Human Resources

**HRDC** Human Resources Development Canada

**HRIS** Human Resources Information System

**HSC** Health and Safety Committee

**HSAD** Haliburton School of Arts & Design

**HRAC** Heating, Refrigeration & Air Conditioning

**IASR** Integrated Accessibility Standards Regulation (AODA)

**IP** Indigenous Perspectives

**IPP** Integrated Program Planning

**ISG** Information Services Group

**ITS** Information Technology Services

**JABS** (School of) Justice & Business

**JEC** Job Evaluation Committee

**JFS** Job Fact Sheet

**KPI** Key Performance Indicators

**KTTC** Kawartha Trades and Technology Centre

**LC** Learning Commons

**LDST** Learning Design & Support Team

**LRC** Learning Resource Centre

**LBS** Literacy and Basic Skills

**LTD** Long Term Disability

**MAAP** Medical Accommodation Action Plan

**MWA** Modified Workload Agreement

**OAR** Office of Applied Research

**OCAS** Ontario College Application Service

**OCASA** Ontario College Administrative Staff Association

**OPSEU** Ontario Public Service Employees' Union

**OLRB** Ontario Labour Relations Board

**OSAP** Ontario Student Assistance Program

**OSOTF** Ontario Student Opportunity Trust Fund

**OSSGD** Ontario Secondary School Graduation Diploma

**OWSP** Ontario Works Study Program

**PAC** President’s Advisory Committee

**PAC** Program Advisory Council

**PD** Professional Development

**PDF** Position Description Form

**PDRC** Program Review & Development Committee

**PEQAB** Postsecondary Education Quality Assessment Board

**PLAR** Prior Learning Assessment & Recognition

**RO** Registrar’s Office

**RTW** Return To Work

**SA** Student Association (Frost)

**SAC** Student Administrative Council (Sutherland)

**SENRS** School of Environmental and Natural Resource Sciences

**SLT** Service Leaders Team

**SSRC** Student Success and Retention Committee

**SSFC** Sir Sandford Fleming College

**SSUC C** Support Staff Union College Committee

**SWF** Standard Workload Form

**T&T** (School of) Trades & Technology

**TAT** Threat Assessment Team

**TCH** Teaching Contact Hour

**TERT** Traumatic Events Response Team

**UDL** Universal Design for Learning

**VOIP** Voice Over Internet Protocol

**VPA** Vice President Academic

**WMG** Workload Monitoring Group