

Fleming College

OFFICE OF THE PRESIDENT

June 2019

Sherry Gosselin
Director, Project Management & Institutional Research Offices
Fleming College

Dear Sherry,

Fleming College is embarking on an activist agenda of transformation as we seek to be true partners for students, employers and the communities we serve - the Greater Peterborough Area, Ontario and Canada.

Our Fleming. Our Future, the 2019-24 strategic plan developed through extensive engagement with our stakeholders, recognizes that technology and changing demographics have disrupted the world in which we live.

The nature of work has been fundamentally altered, and Fleming College stands ready to adapt in order to meet the needs of the future.

Fleming College has identified a series of key commitments as it charts its course over the next five years that include being focused on the needs of students and employers, being true partners in our communities, embracing technology and digital processes, and being a welcoming place for all.

We have also committed to empowering our staff and faculty, investing in our people so that they can provide the best possible experience and job training for students, while participating in a positive, equitable and supportive workplace culture where the ideas and talents of all who contribute to Fleming's vision are respected and heard.

As Fleming's Director, Project Management & Institutional Research Offices, you will play a key role in ensuring the commitments in our plan are carried out.

Your mandate will include supporting other members of the Senior Team in meeting their responsibilities under our Strategic Plan.

These include fulfilling our goal to create a Student Success Strategy to increase retention and graduation rates and employment and a new Job Market Analytics program to improve our use of data to better understand the job market and outcomes for graduates.

You will also collaborate to create and implement a new Internationalization Strategy that will see expanded spaces for students from other countries.

PETERBOROUGH | LINDSAY | COBOURG | HALIBURTON

FLEMING COLLEGE

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Without meeting these commitments, we cannot fulfil our mission to empower our students with the innovative education, research and real-world experiences they need to build better lives, better communities and a better world.

In order to help you meet your responsibilities in fulfilling this critical mission, I will work with you to develop an Action Plan that will identify targets, deliverables, accountability measures and a detailed timeline for each initiative. Your progress will be communicated publicly as appropriate.

Your mandate is to work collaboratively across Fleming and with our employees to support Fleming's goals to ensure success for our students and expand spaces for International students, including:

- Developing a Student Success Strategy that will increase retention and graduation rates as well as employment by working together to develop individual success plans to help people identify and meet their goals at all stages of their life. The strategy will touch high school students, first-time postsecondary students, those returning to college or work after a gap, graduates looking for their first jobs and those looking for the kind of life-long learning that will allow them to progress in and change careers.
- Using the latest data-driven technology to create a Job Market Analytics program to improve our use of data and analytics to better understand the job market and outcomes for graduates so that program development will be informed by research.
- Creating an Internationalization Strategy that includes expanded spaces for international students, creates study abroad opportunities for domestic students, attracts talented faculty from overseas and builds on supports to create an environment where students from other nations can succeed and feel welcomed and where domestic and international students learn from each other's culture and political, social and economic perspectives.

As you know, Fleming's 2019-24 Strategic Plan commits the college to strengthening our relationship with Indigenous Peoples by helping to create opportunities in post-secondary education and ensuring all students and staff gain a deeper understanding and appreciation of Indigenous Peoples. This is a shared responsibility, and it too, will be reflected in your mandate.

The Mandate Letters relate to specific actions important to the successful implementation of the Strategic Plan. Clearly, in all of our roles, there is much more involved in our duties and responsibilities that will also be part of ongoing regular performance assessment processes.

I look forward to working together with you and each member of the Senior Team to ensure Fleming College is responsive to the needs of the evolving labour market so that we can be true partners in the economic and social success of the Greater Peterborough Area, Ontario, and Canada.

Sincerely,



Maureen Adamson
President