

Fleming College

OFFICE OF THE PRESIDENT

October 2019

Christy DeMont
Interim Chief Technology Officer
Fleming College

Dear Christy,

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 recognizes that the job market is ever-changing, and wants to be responsive to the needs of both our graduates and employers by providing industry with the talent it is looking for in real-time by increasing hands-on skills training and experience for students and providing opportunities for those already in the workforce to upgrade their skills in order to progress in their careers.

This means preparing students and workers for the new highly skilled economy, and providing employers with the talent they need to maintain and grow their businesses and to fuel our regional, provincial and global economies.

Meeting this goal for our organization, our employees, our students and the employers we serve will only be possible in this time of unprecedented technological growth if we embrace innovation. Where possible, we will invest in the latest technology and digital tools so that everyone can benefit from the new opportunities that exist to prepare our students for the future workplace and operate our college efficiently.

We will seek out opportunities, for example, through experiential learning to ensure our students benefit from hands-on training using the newest technology in the workplace and we will digitize our business processes as we seek to be efficient and to create, utilize and manage data in the best way possible.

Fleming's mission is to empower our students with the innovative education, research and real-world experience they need to build better lives, better communities and a better world.

PETERBOROUGH | LINDSAY | COBOURG | HALIBURTON

FLEMING COLLEGE

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As Fleming's Chief Information Officer, you will be responsible for working with internal and external partners to fulfil this critical mission. In order to do this, 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 partners, including students, employers and government to:

- Embrace technology, digital processes and innovation in order to meet the needs of our employees and students and to fulfil our organizational goals.
- Collaborate to create a Tech Development Centre that will conduct an inventory of the technology and digital tools that currently exist at Fleming and consult with industry to guide the expansion of technology for faculty and students so that both are using the most up-to-date technology to meet the expectations of modern workplaces.
- Working with the Vice President, Organizational Effectiveness and Human Resources, create an Employee Success Strategy that will identify and provide dedicated professional development opportunities, high skills training and the equipment and technology needed to provide the best possible experience for students and staff.
- As part of the work of the Fleming Jobs Council led by the Vice President, Academic Experience, collaborate to use 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.
- Work with the Executive Director, Marketing and Recruitment to implement a Digital and Communications Transformation Strategy to review our website, our digital and marketing channels, and our use of automation so that we can improve businesses processes and use of digital tools and engage with our audiences.
- Support the Registrar's Office in review of the Registrar's Office, Admissions and Recruitment technology supports.
- Develop an IT Renewal Strategy and action plan for the Fleming enterprise.
- Provide superior technology services to the enterprise including all related requirements such as events support and other activities to enhance the presence of the College.

As you know, Fleming is committed 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