

Fleming College

OFFICE OF THE PRESIDENT

July 2019 - Revised

Sandra Dupret
Vice President, Student Experience
Fleming College

Dear Sandra,

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, the province and Canada.

Our Fleming. Our Future, the 2019-24 strategic plan developed through extensive engagement with our stakeholders, puts students at the forefront as we stand ready to provide an outstanding experience for all who pass through our doors, and an education that will help graduates – new and returning – adapt to the quickly changing workplace.

Our mission is 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.

Fleming's goal is to increase enrolment, as well as retention, graduation and employment rates by recognizing the individual needs of students – this includes domestic, international and Indigenous learners - and guiding them as they move from high school, to post-secondary, the workforce, and back to college as they seek the kind of life-long learning that will allow them to progress in and change careers.

We will ensure we are providing job-ready graduates to employers by working with industry leaders to expand hands-on experience, using the most up-to-date technology, that will prepare students and workers for the new high skills economy, while providing employers with the talent they need to fuel our regional, provincial and global economies.

Throughout their Fleming journey, our students' success will be ensured as we work to provide improved career and support services and a renewed focus on student life and well-being on our campuses and in our communities.

Fleming will at the same time ensure a supportive and inclusive environment for diverse populations, one that is culturally safe as well as accessible for people with disabilities.

As we seek to strengthen our relationship with Indigenous Peoples, we will help to create opportunities in post-secondary education and to ensure all students and staff gain a deeper understanding and appreciation of Indigenous Peoples, their ways of knowing and histories.

PETERBOROUGH | LINDSAY | COBOURG | HALIBURTON

FLEMING COLLEGE

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As Fleming's Vice President Student Experience, you will be responsible for working with students, staff and internal and external partners to fulfil this critical mission. In order to do so, 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 establish and implement strategies to ensure all students have an outstanding experience while studying at Fleming, and to have the supports they need to thrive in the labour market throughout their working life, now and in the future.
- Develop a Student Success Strategy that will increase retention and graduation rates as well as employment by developing individual success plans for students - at all stages of their lives - to identify and meet their goals.
- Establish a new Student-Employers Partnerships Network that will increase the availability of hands-on experience through co-ops, internships, placements, apprenticeships and other types of experiential learning that are so essential to ensuring our graduates are job ready or ready to create their own jobs.
- Establish a Student Experience Strategy to ensure an outstanding student experience and success upon graduation through improved career and support services, renewal of our facilities and a focus on student life and well-being on campus and in our communities.
- Ensure we are meeting the needs of diverse populations among our employees and students in culturally safe and inclusive ways, and providing an accessible campus and accessible learning services, supports for under-represented groups and for those experiencing mental health challenges.
- Work collaboratively with the Vice President, Academic Experience to develop an Internationalization Strategy that expands spaces and study abroad opportunities, 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.
- Improve Key Performance Indicators by 15% in the 2019-20 academic year, and an additional 5-7% in the subsequent year for Student Services only.

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 students and 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