

# Strategic Plan

## 2013-2016

*Success Matters*

### Community-building through great students, people, partnerships and actions

As any great college in Ontario must, Durham College has truly taken on the identity of its home community: Durham Region. Durham College is Ontario's fastest growing college, while Durham Region is amongst the fastest growing communities in Canada. Durham College has introduced dozens of new programs and an applied research enterprise over the past few years, all designed to respond to Durham Region's evolution from primarily an automotive manufacturing economy, to one that is now genuinely broad-based. Durham College students, faculty and staff contribute knowledge and expertise in all the communities in which they live and work, both locally and globally, while Durham Region is all the richer socially and economically for the contributions of more than 31,000 alumni.

The development of the Durham College 2013-2016 Strategic Plan could only have been possible through the lens of how the college will continue to grow its reputation as a post-secondary home for students who graduate with the outstanding skills and expertise needed to find success in the world and help build strong thriving communities. It incorporates feedback from more than 300 people and is designed to be far-reaching, further advance student-focused teaching and learning, touch on new ways to responsibly grow the college and develop new dynamic partnerships.

Capitalizing on the significant momentum of the past few years, this Strategic Plan builds upon Durham College's roots as a community-builder – by leveraging the collaborative strength of its students, people, partnerships and actions.

#### MISSION

The student experience comes first at Durham College.



#### VISION

Durham College is the premier post-secondary destination for students who succeed in a dynamic and supportive learning environment. Our graduates develop the professional and personal skills required to realize meaningful careers and make a difference in the world.



Attending Durham College has been an incredible experience for me. My drive to excel in my program coupled with the professionalism and compassion of the faculty certainly prepared me for my future success.

**NIGEL CHARLTON**

2013 OPERATIONS MANAGEMENT – BUSINESS ADMINISTRATION GRADUATE

#### VALUES

Our values drive our organizational culture and behaviour in delivering our vision and mission.

**WE VALUE:**

**Integrity and transparency** – we behave and communicate sincerely and honestly.

**Respect** – we treat everyone with dignity, deliver superior service and offer a safe environment.

**Equal access and diversity** – we embrace diversity, ensure accessibility and champion all learners.

**Personal and team accountability** – we do what we say we will do and are creative and innovative in how we conduct our business.

OUR GOALS

## Our Students

To provide students with the best possible learning experiences by offering new opportunities for experiential learning, fostering greater mobility within the post-secondary system and ensuring all necessary supports are in place.

**WE WILL:**

- Further meet the unique needs of all students by building upon the current high quality of programs through expansion of experiential approaches to teaching and learning and ensuring greater use of technology and universal design.
- Foster student mobility and greater credit transfer through partnerships with post-secondary education institutions here in Ontario, across Canada and around the globe.
- Increase opportunities for students to gain real-world professional experiences through co-ops, applied research projects and other access to employers.
- Introduce new services and supports that will further retention and ultimately the success of students.
- Find new ways to connect students with learning opportunities from around the globe.
- Ensure the college is competitive within the post-secondary education system by launching four-year degree programs in strategic areas of the economy, and championing with other Ontario colleges the conversion of targeted three-year advanced diplomas to three-year degrees.
- Establish a first-in-Ontario college-university laddering partnership with the University of Ontario Institute of Technology (UOIT) that will provide students with the ability to move seamlessly from apprenticeship to PhD.
- Establish new ways to regularly communicate with students that are effective and reflective of their preferences for receiving information through many different mediums.

I am very thankful that I attended Durham College. The school offered so many opportunities to better myself in a very accepting and relaxed atmosphere. I met many wonderful and talented people during my time at Durham, both students and faculty that I still interact with.

**EDDY RACINE**  
2011 RENEWABLE ENERGY TECHNICIAN GRADUATE

## Our People

To capitalize on the vast experiences and expertise of our people and help them make the best possible contribution towards the student experience.

**WE WILL:**

- Create an empowering environment for all faculty and staff that fosters and rewards innovative thinking and ideas.
- Invest in professional development and training that will allow all faculty and staff to reach their greatest potential.
- Find new ways to celebrate and promote the college's unique family culture and further employee engagement.
- Foster greater avenues for communication across all levels of the college.
- Ensure strong succession planning is in place to develop the college's next generation of educators and leaders.
- Find new ways to engage alumni, a vast group of successful men and women who have built and are building strong communities in Durham Region, Ontario and globally.
- Commit time and expertise so college leaders can serve on boards, associations and for significant events that will strengthen these groups and ultimately the well-being of the community.

## Our Business

To be prudent stewards of all resources so that we are financially responsible, demonstrate good governance and are system leaders in making decisions that support outstanding teaching and learning.

**WE WILL:**

- Establish well-planned and responsible growth targets for overall enrolment.
- Renew existing campus space in ways that better meet the learning, study and service needs of students, both inside and outside of the classroom.
- Realize greater efficiencies throughout college operations, including with greater use of technology, scheduling of classes, utilization of space, and financial decisions.
- Plan for new buildings and facilities that will allow the college to demonstrate leadership in specific areas of study that are critical to local community well-being, such as health services. This planning will be in collaboration with UOIT, wherever possible, and with other appropriate partners, such as Trent University.
- Commit to being environmental stewards and leading through specific actions that reduce the college's carbon footprint.
- Create a culture of superior customer service that sees faculty and staff exceed the expectations of students and guests to campus.
- Begin planning for the college's 50th anniversary to celebrate the immeasurable impact it has had on students and the community through its students, people and business decisions.

## Our Community

To ensure the college, in all its actions and decisions, is contributing to the economic and social prosperity of our communities.

**WE WILL:**

- Establish new partnerships that will socially and economically support students, the college and the community.
- Foster a spirit of entrepreneurship in students and link them with partners to advance ideas and innovation in the community.
- Advance innovation and the economic well-being of the community through industry-led applied research targeted to small- and medium-sized enterprises.
- Take a leadership role with other Ontario colleges in helping to transform the provincial apprenticeship system so that it meets the needs of students and employers today and well into the future.
- Establish new formal partnerships within the Ontario college system to share curriculum, learning objects, and other resources that will realize greater efficiencies and savings.
- Take a leadership role in the development and realization of the Durham Learning and Business Innovation Park (dLAB), a large stretch of land connected to the college's Whitby campus that offers great social and economic development potential.
- Establish new agreements with UOIT that will foster greater movement of students between institutions, new opportunities for administrative cost savings, and further joint projects and collaborations.