



N Northern
COLLEGE

Business Plan Precis



2011-2012



Northern College's 2011-2012 Business Plan serves as a roadmap to guide the College's daily operations over the next fiscal year. It shows how the College will maintain momentum and reinforce our commitment to meeting the goals and objectives outlined in the 2010-2013 Strategic Operating Plan. Measurable operational initiatives linked to strategic goals and objectives will keep Northern College moving towards accomplishing our vision of success for our northern communities through learning and partnerships. This document highlights some of the major initiatives that will move the Strategic Operating Plan forward.

Community-Based Access

College. Communities. Connections.

The College has identified applied research as a major innovative and collaborative undertaking and has committed to supporting business and industry with research opportunities that are in line with the College's new Applied Research Plan.

Furthermore, by offering new trades/technology programs, increasing the use of alternate modes of delivery, and delivering academic upgrading in additional locations, the College will expand access to quality education and training opportunities in our communities.

Collaboration and partnerships will also be fostered through various initiatives, such as math forums with school boards and College faculty and workplace academic upgrading.

Continued growth in international education is forecasted through an expansion in joint-venture partnerships.

Aboriginal Choices and Directions

Vision. Wisdom. Choices.

Creating an organizational culture that inspires and supports the College's endeavours to respond to the choices and directions of First Nations peoples requires a commitment to increase awareness and understanding among all stakeholders. This will be achieved through various learning, outreach, and partnership opportunities developed and implemented throughout the year.

From embedding Aboriginal content into courses to developing self-directed materials to educate the College community about Aboriginal culture and perspectives, the College will continue to expand this cultural frame of reference among staff and students.

Partnerships to be established will focus on the delivery of programs and training in First Nations communities, specifically community-based and health-related programming and corporate training, as well as career planning.

Enhanced participation and success of Aboriginal students will result from increased accessibility to academic upgrading programs in coastal communities, as well as to trades/technology training and summer orientation sessions.

Organizational Development and Renewal

Renew. Grow. Lead.

As an organization, the College faces a number of challenges: keeping pace with rapidly evolving technology; complying with new legislation; building capacity to meet workforce demand; and forecasting operational needs in an uncertain environment caused by fluctuating provincial funding.

Strategic advocacy is foundational to meeting these challenges successfully. Advocacy strategies include increasing communication and points of contact with the Ministry of Training, Colleges and Universities, as well as accessing non-traditional funding from allied ministries. The College will continue its efforts to effect change in the funding methodology, as well as to increase the funding it receives.

The College will also focus on increasing enrolment at the Kirkland Lake Campus by continuing to implement recommendations presented in the recently completed Kirkland Lake Campus Strategic Plan.

Growth and renewal also require the integration of new learning and "green" technologies. The "greening" of the College will include the implementation of an energy conservation plan and "green" policy, as well as installation of Real-Time Operating System electrical meters for greater energy efficiency, among other initiatives.

Focus on Learners

Diversity. Potential. Success.

To prepare graduates who reflect the quality and value of a Northern College education and who make positive contributions to our community, the College emphasizes a student-centered environment and a holistic approach to learning.

In on-going efforts to fulfill recommendations identified in the Program Quality Assurance Process Audit, the College will implement a program review process to ensure program quality and relevance, as well as develop strategies to increase student satisfaction based on survey results.

In addition, expanded learning opportunities will be vigorously explored. Embedding green technology into existing technology programs, offering apprenticeship programs in day-release and block-delivery formats, and implementing an Academic and Student Success Plan are some of the initiatives planned.

Focus on Human Resources

Commitment. Achievement. Excellence.

The College will continue to focus on strengthening recruitment and retention practices, enhancing employee development and nurturing positive relationships in order to create an environment in which employees can flourish, maintain a learning-centered approach, and contribute to the achievement of college and community goals.

Specific initiatives include the completion and implementation of recruitment, succession/retention, and professional development plans, implementation of a new faculty performance evaluation tool, launch of a LEID intranet site, and implementation of the recommendations made by special-purpose working groups (Wellness, Communications, Evaluation and Professional Development working groups).

