2023-24 ANNUAL MANAGEMENT PLAN
Adopted by the Board of Governors
September 13, 2023

The 2022-23 academic year has been challenging. The looming prospect of the application of provisions in the revised French-language Charter, and the effect they will

In collaboration with the Academic Dean and the Directors, the Director General will review Dawson's practices to ensure that they meet the requirements of the Charter, including a review of the hiring requirements, the professional development needs and communications strategies.

STRATEGIC PLAN

The new strategic plan, expected to be approved by the Board of Governors in Fall 2023, will be implemented in January 2024.

The Director General will develop a structure and establish the conditions for the successful implementation of the Strategic Plan 2024-29.

In collaboration with the Coordinator of Quality Assurance and Planning, the Academic Dean and the directors, the Director General will establish a process to ensure an effective and continuous follow-up of Dawson's goals and strategies.

The directors in consultation with stakeholders will assess the financial resources required to implement the plan and develop critical paths for the effective implementation of the Strategic Plan goals.

STUDENT SUCCESS ACADEMIC SECTOR

INFORMATION SYSTEMS AND TECHNOLOGY

In summer 2023, a comprehensive security audit was conducted by an external firm, in accordance with the IT Governance Law and the new Governmental Directive on Information Security. Whilst no major deficiencies were observed, several recommendations were made to formalize rules and processes.

> The Director of Information Systems and Technologies will have an audit response plan drafted and ensure its implementation is started by Winter 2024.

In recent years, the College has been taking advantage of cloud computing to gain flexibility and save on costs for document storage, collaboration suite and various software as a service. Meanwhile the Government has launched an ambitious program to migrate all data centres to the Cloud. This forces the College to migrate systems and will have a significant impact on the long-term budget and the delivery of some of the academic support services.

> In cooperation with the Coordinator of IT Solutions, the Director of Information Systems and Technologies will develop a cloud migration plan, including the Dawson website and Moodle.

IT projects have become more difficult to manage: there are more technical dependencies, more skills and roles required, and a greater number of stakeholders impacted. In addition the College has to respond and adapt to several constraints which cause changing demands and shifting priorities.

> In consultation with the stakeholders, the Director of Information Systems and Technologies will establish a more formal approach to project management of IT projects, with a goal to clarify expectations and responsibilities.

HUMAN RESOURCES

The unemployment-to-job vacancy ratio in Canad to

Professional development is essential to give employees the opportunity to learn and apply new knowledge and skills that can help them in their job and further their career. In the long term, it can foster employees' growth.

> The Director of Human Resources, in consultation with the Academic Dean and the directors, will develop annual professional development plans for support •š +U ‰ŒE } (••] } v o•U (µ o š Ç v u v P u všX

Positive mental health at work helps employees flourish in their roles, manage stress, and boosts resilience. Ultimately, it allows each individual to reach their highest potential. To provide a framework, the College is in the process of adopting a Mental Health Policy.

> In consultation with the Community, the Director of HR and her team will develop and implement measures that promote well-being at work.

Diane Gauvin
September 11, 2023