



LEAD TRANSFORM DIFFERENTIATE

2019/2020 ANNUAL REPORT

Approved by the Board of Governors June 23, 2020

FROM THE PRESIDENT

In year two of the 2018-2023 Strategic Plan, Humber continues to Lead, Transform and Differentiate. This annual report highlights many of the accomplishments that advance our role as a global leader in polytechnic education and deliver on our promises to our students.

Humber significantly grew and strengthened partnerships to create learning opportunities and prepare our students to be career-ready citizens. Locally, the college is collaborating with industries to develop new programs, conduct innovative research in manufacturing, and implement its cloud infrastructure strategy. Through the Humber-Seneca Polytechnic Partnership, we are providing access to new pathways and shared resources. Internationally, Humber continues to be an active participant in the Global Polytechnic Alliance with postsecondary institutions in New Zealand and Denmark, and offer training in Asia. Finally, we launched Unlimited – Humber’s first ever fundraising campaign to support student learning.

It is our exceptional Board of Governors, Executive Team, staff, students, and industry and community partners that make our achievements possible. Thank you and congratulations Humber.



Chris Whitaker



HONOURING OUR INDIGENOUS ROOTS

Humber College is located within the traditional and treaty lands of the Mississaugas of the Credit. Known as Adoobiigok, the “Place of the Black Alders” in Michi Saagiig language, the region is uniquely situated along the Humber River Watershed, which historically provided an integral connection for Anishinaabe, Haudenosaunee, and Wendat peoples between the Ontario Lakeshore and the Lake Simcoe / Georgian Bay regions. Now home to people of numerous nations, Adoobiigok continues to provide a vital source of interconnection for all.



HUMBER AT A GLANCE

192
Full-time
programs

- 28** Degrees
- 86** Diploma/Advanced diplomas
- 21** Certificates
- 48** Graduate certificates
- 9** Apprenticeships

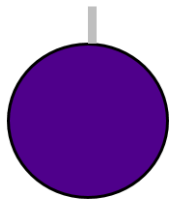
95% of graduates would recommend Humber

90% of employers are satisfied with Humber graduates quality of work

95% of employers are satisfied with Humber graduates teamwork skills

87% of domestic graduates are employed within 6 months of completing their studies at Humber

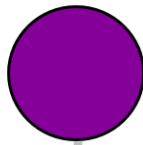
27,146
Full-time students



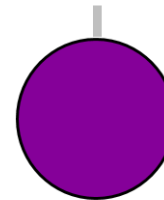
6,138
Full-time International
students



~25,000
Part-time & continuing
education students



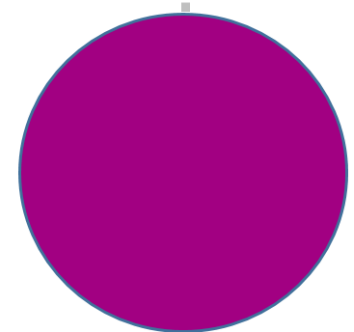
10,000
Graduates annually



1,500+
Apprenticeship
students



265,000+
Alumni



VISION

Transforming postsecondary education through global, polytechnic leadership.

MISSION

Humber develops global citizens with the knowledge and skills to lead and innovate.

VALUES

Courage

We are bold in charting a new course in high quality education.

Innovation

We drive innovation and creative enterprise.

Equity

We cultivate an environment where all individuals can achieve their full potential.

Health & Well-being

We nurture the health and well-being of our communities.

Sustainability

We preserve our collective future.

OUR STRATEGIC PRIORITIES

● Career-Ready Citizens ● Accessible Education ● Healthy & Inclusive Community

- 1 Transform education by creating opportunities for all students to participate in meaningful experiential learning, with a focus on work-integrated learning and applied research.
- 2 Establish strong, sustainable collaborations with industry, community, international and alumni partners that create unique learning experiences for our students and reciprocal benefits for our partners.
- 3 Lead in the development of programs, credentials and pathways that enhance student choice, mobility and access to higher education.
- 4 Empower students by transforming the learning environment to offer more choices in how, what, when and where they learn.

- 5 Expand and enhance Indigenous programming, methodology, research, practice and delivery.
- 6 Optimize student success by embedding health and well-being into all aspects of campus culture.
- 7 Continue to build a diverse and inclusive community of exceptional students, faculty and staff.
- 8 Provide national leadership in developing sustainable campuses.

THE 2019/2020 ANNUAL REPORT

This annual report details our progress against the 2019/2020 Business Plan and is aligned with the strategic priorities and the three pillars of the Humber College 2018-2023 Strategic Plan:

Pillar 1: Career-Ready Citizens

Pillar 2: Accessible Education

Pillar 3: Healthy & Inclusive
Community

Humber's achievements related to its people, processes and infrastructure in 2019/2020 are identified in the final section on Foundations: The 21st Century Institution.



2019/2020 ACHIEVEMENTS

Pillar 1

CAREER-READY CITIZENS

It is critical that we prepare our students to succeed in a global, knowledge-based economy that is technology-driven and changing at an unparalleled rate. These changes have disrupted the nature of work and are putting pressure on the knowledge and skill requirements of the labour market. Humber is addressing these challenges with a dynamic blend of academic and experiential programs that deeply engage students in their learning and empower them to think critically, make bold choices and become leaders of change.

Centres of Innovation (COIs)

Humber's Barrett Centre for Technology Innovation is delivering on its commitments to advance multi-disciplinary applied research, connect students with industry experts, and create innovative solutions for the Canadian manufacturing sector. As part of Humber's work integrated learning, students are building and programming interactive educational display units with KUKA Robotics using their robotic arms, while SEW-EURODRIVE and SICK Sensor Intelligence are developing Humber's first automated guided vehicle with support from Humber students and other industry partners.



Experiential Learning and Partnerships Understanding that one of the best ways to develop work-ready skills is through real life experience, Humber continues to invest in enhancing the quality of its work integrated learning opportunities and its collaborations with industry sectors. The college piloted a new digital platform that connects students and faculty to course-aligned experiential projects from industry and not-for-profit partners.

Humber’s new Strategic Partnership Framework, developed in collaboration with industry and community stakeholders, outlines a process for building and strengthening partnerships, such as that with Amazon Web Services (AWS) Inc. Among the planned activities, AWS is supporting Humber’s first comprehensive full-time Cloud Computing Ontario Graduate Certificate in Canada, pending Ministry funding approval. Given current global cloud computing needs, it is anticipated that graduates of this program will be in high demand. The first intake is expected to launch in Winter 2021.

Humber also became a Designated PearsonVue Test Centre, enabling it to provide AWS testing services including certification examinations for companies such as Microsoft, Cisco Systems and CompTia. Humber is one of only two colleges with this designation.

STRATEGIC PARTNERSHIP FRAMEWORK



INSTITUTIONAL LEARNING OUTCOMES





Monica Khosla,
Ignite President

Employability skills The college's newly created Institutional Learning Outcomes guide curriculum development that builds the competencies required for workplace success. Humber faculty are developing curriculum and activities that deeply engage and empower students in their learning, foster skills like critical thinking, and encourages students to make bold choices that sets them apart in the labour market. Through Humber's collaborations in the Global Polytechnic Alliance, the college launched a new course on systems thinking where students collaborated on interdisciplinary projects with their colleagues in New Zealand and Denmark.

The Digital World To provide students and employees with a transformative academic and work experience, Humber continued implementing its Digital Campus Plan. During this phase, the college expanded wireless services to all student residences, and with support from Ignite, it expanded the open access learning space at the North campus.

2019/2020 ACHIEVEMENTS

Pillar 2

ACCESSIBLE EDUCATION

As students increasingly juggle work, family and financial responsibilities, their learning needs and expectations are changing. Conventional models of higher education no longer satisfy these needs and are leaving many students behind. In response to this growing reality, Humber is transforming the educational landscape by pioneering exciting, new approaches that will give students more choice and flexibility in their learning. We are leading the way to a future where higher education is accessible to all.

Enhancing student access and mobility Humber is committed to developing unique and attractive pathways that recognize the value of a student's previous education and provide seamless, accessible and innovative opportunities for furthering their education.

Following the introduction of Seneca's Workplace Safety and Prevention diploma, Humber recognized a natural fit with its Bachelor of Health Sciences, Workplace Health and Wellness. A new pathway was created allowing Seneca's graduates to transfer into Year 2 of the program. Humber's current diploma-to-degree pathway offerings include 43 Seneca programs providing greater educational choice for students. The two colleges are on track to develop additional pathways in the areas of fashion, sustainable energy, and supply chain management among others.

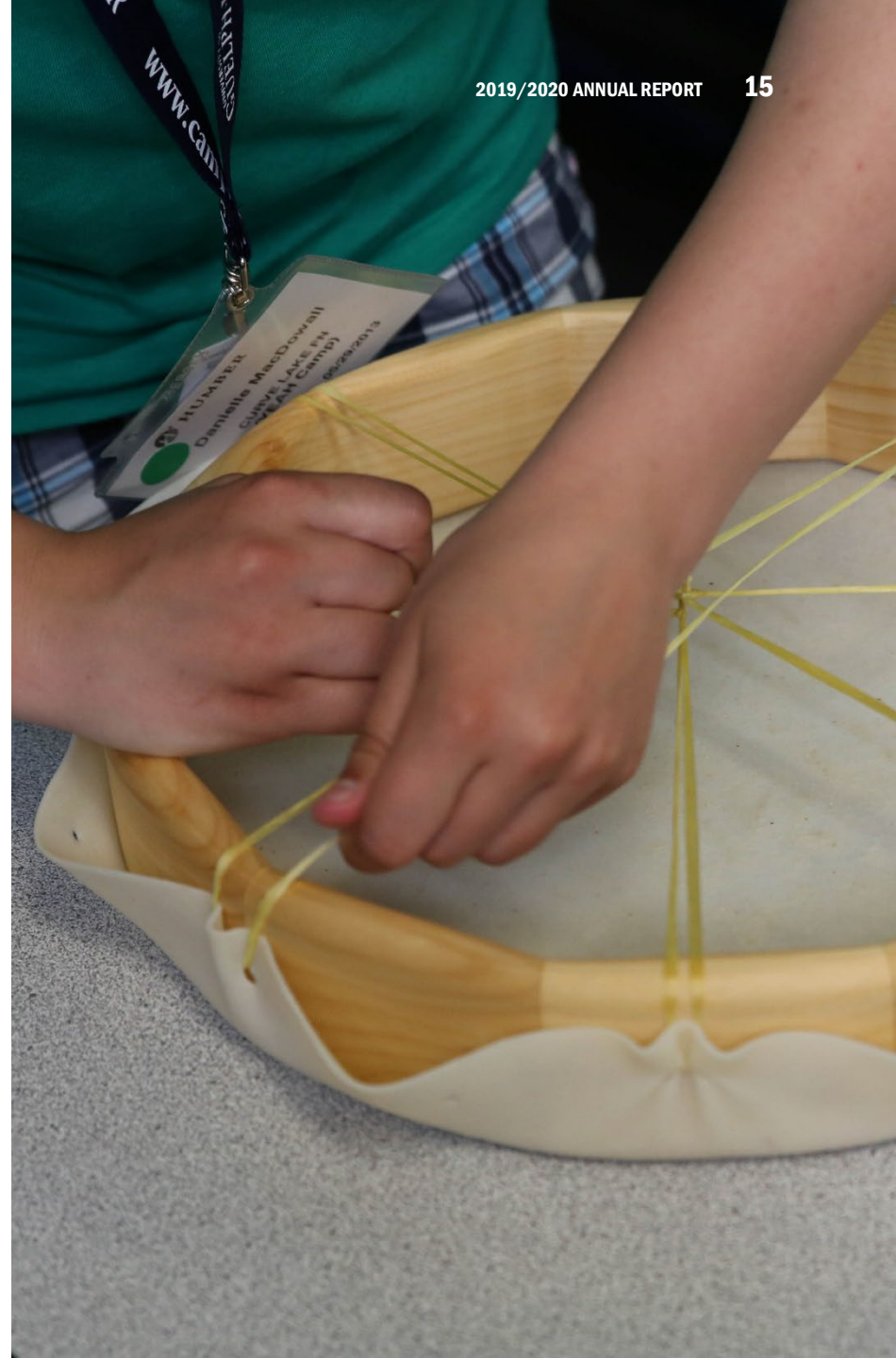
Humber has also worked on COIL projects and curriculum. Short for "collaborative online international learning", COIL is quickly becoming a global standard in international academic collaboration. Projects typically result in the joint development and delivery of a course component by two or more instructors from partner institutions in different countries. In 2019-2020, professors from Humber's Faculty of Social and Community Services and Peru's Universidad San Ignacio de Loyola co-developed curriculum for courses in Biology and Community Development.





Adapting to student learning needs Committed to adapting curriculum and its delivery to meet diverse student needs, Humber expanded its expertise in Universal Design for Learning through a series of courses offered online and in person to its faculty and staff. Equipped with the skills to create curriculum that accommodates individual learning differences, faculty across multiple disciplines are participating in a pilot project to re-develop courses applying Universal Design for Learning principles and approaches.

Embedding Indigenous knowledges and culture Guided by the Indigenous Education Plan and Protocol for Indigenous Community Engagement, Humber strengthened partnerships to advance Indigenous Education and Engagement through community education events, professional development training, and curriculum development. Humber hosted its 7th annual Indigenous Knowledge Gathering, bringing together a diverse array of educators, practitioners, scholars, students and members of Indigenous communities to engage in meaningful conversations about the role and inherent responsibilities of education. The College also provided training to faculty and staff, revised curriculum to ensure it reflected Indigenous ways of being, knowing and doing, and for the 11th time, offered Indigenous Camp Choice to introduce Indigenous students in the 7th and 8th grades to potential career paths and possibilities in postsecondary education.



2019/2020 ACHIEVEMENTS

Pillar 3

HEALTHY & INCLUSIVE COMMUNITY

Transforming education is a powerful vision that must be anchored in the strength of our people. As we strive to reach our strategic goals, we understand that true innovation will be shaped by the unique perspectives and contributions of our diverse campus communities and that well-being has a profound effect on achievement and engagement, particularly in times of great change.

The healthiest campus in Canada

The pan-institutional Healthy and Inclusive Community Taskforce was established to guide the college through a planning and implementation process that aims to make Humber the healthiest campus in Canada.

Early intervention maximizes student success

The college continued to implement and evaluate interventions aimed at enhancing student success and retention by identifying students' needs and challenges, and offering a broad range of services and outreach activities to meet those needs. This approach is increasingly leading to enhanced student outcomes as well as building evidence-based knowledge to support student success.



SUSTAINABILITY PLAN

2019 - 2024 LAUNCH



Sustainable and accessible environment

Committed to maintaining its role as a national leader in sustainability, Humber launched its 2019-2024 Sustainability Plan. It outlines a bold approach to shaping healthy, inclusive and sustainable communities through cultural change, leadership and collaboration. Humber achieved a Gold ranking in the Sustainable Tracking and Assessment Rating System (STARS), a self-reporting framework for colleges and universities internationally to measure their sustainability performance. The college has also been designated one of Canada's Greenest Employers for the past five years.

To evaluate the accessibility of Humber's facilities and exterior spaces, the college employed an external auditor to perform an accessibility audit and make recommendations that exceed building code requirements. The auditors identified several opportunities for the college to consider and improve the usability of its campuses for all people.

Our success is our people Humber's new draft employee engagement framework is based on current leading practices that recognize the links between an employee's physical, mental and emotional well-being and their capabilities, productivity, and social networks. The college defined the elements that will drive goals, strategies and programs to achieve our commitment to creating a healthy and inclusive community. In the coming year, employees will prioritize those they want to see included in Humber's employee engagement and wellness strategy.



2019/2020 ACHIEVEMENTS

Foundations

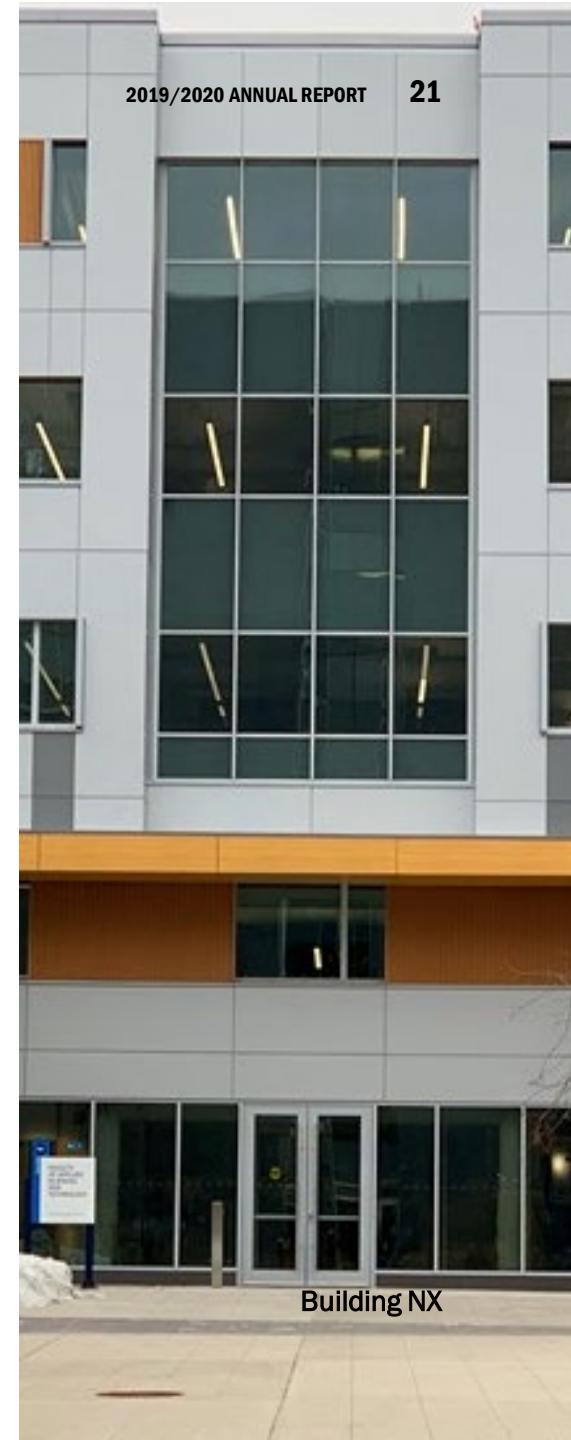
THE 21st CENTURY INSTITUTION

As we move boldly forward with our strategic plan over the next five years, a strong foundation of financial and institutional stability will be integral to our success.

Investing in learning and working spaces To support the delivery of curriculum and community well-being, Humber refurbished and modernized 30 classrooms, as well as hallways and other public circulation and administrative spaces. The college's way-finding app, "Humber Campus Compass" was launched at the North campus with plans to expand the service to the Lakeshore campus in the fall of 2020.

Work towards achieving carbon reduction targets continued with the transformation of Building NX, previously one of the most inefficient buildings on campus. It now uses 97 per cent less heating energy and 70 per cent less energy overall than before and is now a comfortable space with ideal temperatures and ample daylight. This retrofit set a new standard for building retrofits that prioritizes the conservation of its resources, as well as the well-being, comfort and performance of the Humber community. The building was awarded the Zero Carbon Building - Design Certification by the Canada Green Building Council (CaGBC), making it the first existing building in Canada to be zero carbon certified.

Strengthening our communications In a world where activity is increasingly pushed online, Humber undertook a comprehensive review of its website and future web needs, resulting in website enhancements and new privacy and security standards.





Unlimited is guided by a group of committed volunteer leaders who are passionate about providing the best learning opportunities to Humber students. Meet our Campaign Leadership Group:

Co-Chairs

Brien Gray, former EVP, Canadian Federation of Independent Business

Anthony Longo, President & CEO, Longo's

Cabinet Members

Dan Andreae, Professor (retired), University of Guelph-Humber

Tom Barlow, President & CEO, Canadian Federation of Independent Grocers

Allan Cole, President & Owner, MacKinnon & Bowes Ltd.

Ana Fernandes, Regional Vice-President, North York Market, BMO Financial Group

Bob Hull, Partner, Gowling WLG

Ziggy Krupa, Consultant, Cedar Croft Consulting

Kelli Saunders, President & CEO, Morai Logistics

Ron Suter, EVP & General Sales Manager for Canada, NBCUniversal Television & New Media Distribution, US & Canada.

Honorary Co-Chairs

Bob Barrett, President & CEO, Polytainers Ltd. (Honorary Co-Chair)

John Davies, President Emeritus, Humber College (Honorary Co-Chair)

Robert Gordon, President Emeritus, Humber College (Honorary Co-Chair)

Audrey McKinney, former CFO, Mercer (Canada) Ltd. (Honorary Co-Chair)

UNLIMITED: THE CAMPAIGN FOR HUMBER

The **Unlimited Campaign** was launched in 2019 and is a major milestone, representing Humber's first public fundraising campaign. To date, the college has raised \$35 million of its \$50 million goal. The campaign was named for the unlimited possibilities it will create for Humber students, providing them with the tools they need to thrive and succeed – both now and in the future. Unlimited will **Ignite Discovery & Innovation, Accelerate Student Potential** and **Transform the Learning Experience** by:

- Increasing student support to reduce financial stress and to create a healthy, vibrant learning environment;
- Developing career-ready citizens who think creatively and can meet the business and community challenges of the world through skills and experiential learning opportunities; and,
- Providing an optimal learning environment that provides students with the tools and resources needed for educational achievement – state-of-the-art learning spaces, technology, resources, excellent faculty and programs.

The campaign is also about pride, awareness and engagement among Humber's alumni, empowering them to serve as ambassadors to the wider community. With this support, Humber's students will be well-positioned for career and personal success.

Together, our future is



Investing in corporate education and entrepreneurial activity As the new provider of the Real Estate Salesperson Program in Ontario, Humber launched a cutting-edge program delivered on behalf of the Real Estate Council of Ontario (RECO). Offered online and in locations across Ontario, the program enables students to start coursework at any point during the year, without the time commitment of a full-time, semester-based program. Launched in September 2019, 7009 learners enrolled in the program in its first 8 months.

Humber grew its English Language training in Asia with the opening of a new training centre in collaboration with Kansai Gaidai University in Osaka, Japan. The college also provided customized teacher training in Taiwan at Hungkwang University in Taichung.

Modernizing human resources Humber launched a new Human Resource Management System which provides employees with enhanced automated services, improved advice through data and analytics, and more timely access to information for decision-making. This fully-integrated cloud-based system manages the entire employee lifecycle from hire to retire and incorporates leading HR practice that will deliver on Humber's talent objectives.





Responding to changing markets

Changing student demographics, labour market needs, and government policies and priorities continue to influence the post-secondary education landscape and shift Humber's institutional priorities. Within this evolving environment, Humber conducted pan-institutional research on its current marketing, recruitment and conversion processes with an aim to establish a more rigorous and structured approach to these operations.



THE EXECUTIVE TEAM

Chris Whitaker, President and CEO

Laurie Rancourt, Senior Vice-President, Academic

Rani K. Dhaliwal, Senior Vice-President, Transformation and Strategic Partnerships

Lori A. Diduch, Vice-President, Human Resources and Organizational Effectiveness

Jason Hunter, Vice-President, Students and Institutional Planning

Sanjay Puri, Vice-President, Administration and CFO

Scott Briggs, Chief Information Officer

Kelly Jackson, Associate Vice-President, Government Relations, Marketing, and Communications

2019/2020 BOARD OF GOVERNORS

Thomas Barlow

Ali Ghiassi

Andrew Leopold

Linda Bertoldi

Bob Goulais

Anthony Longo (Board Chair)

Tina Chiu

Michelle Hastick-Cowell

Akela Peoples

Sylvia Ciuciura

Robert Hull

Steven Pinnock

Ana Fernandes

Monica Khosla

Chris Whitaker (President)

Antonio Folino

Dan Lang



HUMBER

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