



LEAD TRANSFORM DIFFERENTIATE

2018/2019 ANNUAL REPORT

Approved by the Board of Governors May 28, 2019

FROM THE PRESIDENT

Lead. Transform. Differentiate. Our first year of the 2018-2023 Strategic Plan lived up to these commitments as we further cemented our role as a leader of global, polytechnic education and in the development of career-ready citizens.

This annual report highlights many of our initiatives and accomplishments over the last year. We established new programs, pathways and partnerships to ensure student access, choice and flexibility. We opened the Barrett Centre for Technology Innovation, exemplifying our model of applied research, experiential learning and industry collaboration. True to our commitment to be the healthiest campus in Canada, Humber was the first public college in Canada to sign the Okanagan Charter, thereby promising to embed health and wellness into all aspects of our campus culture.

Thank you and congratulations Humber. Without the support and commitment of our exceptional Board of Governors, Executive Team, staff, students, and industry and community partners, none of these achievements would have been possible.



Chris Whitaker



HUMBER AT A GLANCE

190
Full-time programs

- 28** Degrees
- 87** Diploma/Advanced diplomas
- 20** Certificates
- 46** Graduate certificates
- 9** Apprenticeships

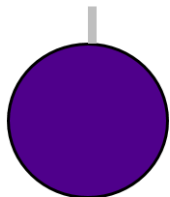
95% of graduates would recommend Humber

97% of employers believe Humber's graduates are well-prepared for work

85% of domestic graduates are employed within 6 months of completing their studies at Humber

79% of programs offer work-placement opportunities

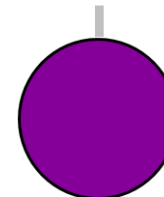
26,784
Full-time students



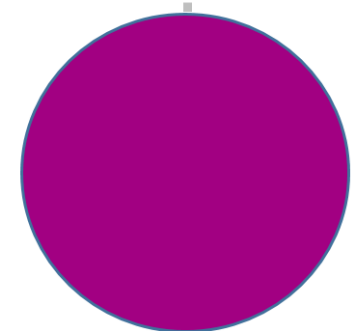
5,600+
Full-time International students



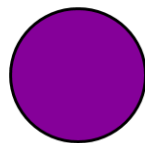
10,000
Graduates annually



240,000+
Alumni



23,000+
Part-time & continuing education students



1,800
Apprenticeship students



**LEAD
TRANSFORM
DIFFERENTIATE**

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.

**LEAD
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DIFFERENTIATE**



THE 2018/2019 ANNUAL REPORT

This is the inaugural annual report associated with Humber's 2018-2023 strategic plan and 2018/2019 Business Plan. As such, the document is organized according to our three pillars - Career-Ready Citizens, Accessible Education, and Healthy & Inclusive Community - as well as our foundations - the people, processes and infrastructure - that make us a 21st Century Institution.

2018/2019 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.



Festo Didactic room in the Barrett Centre for Technology Innovation.

Inspiring innovation and collaboration In 2018/2019, Humber opened the doors to the Barrett Centre for Technology Innovation, a 93,000-square-foot, net-zero facility designed to ignite creative problem-solving, innovation and applied research in areas such as automation, robotics, systems integration, and user experience. With equipment that is unique to North America, key features include a data centre, cyber physical factory, automated guided vehicles, prototyping labs, makerspaces, interactive technology zones and digital media studios. This novel facility supports Humber's new model of industry partnerships and student learning.

The Barrett CTI is home to Humber's Advanced Manufacturing Skills Consortium, a group of eight leading industry partners who are working with the college to train students and employees of Canadian companies. Consortium members include Cimatrix Solutions, Cisco Systems Canada Co., DMG MORI Canada Inc., Festo Didactic Inc., KUKA Robotics Canada Inc., Rockwell Automation Inc., SEW-EURODRIVE Company of Canada Ltd., and SICK Sensor Intelligence.

Building career competencies Humber's Institutional Learning Outcomes (ILO) framework was completed and piloted in 14 programs after in-depth consultations with a broad range of stakeholders including students, industry and community partners. ILOs are those core competencies essential for success in the workforce and in life that all Humber students will acquire upon graduation. They include innovation, leadership, digital fluency, and problem-solving, and are aligned with Humber's Co-curricular Record to further enrich the student experience.

Advancing experiential education Humber commenced its foundational work to enhance students' access to meaningful hands-on learning that will prepare them for their future careers. Broad stakeholder engagement, a review of best practices and an analysis of current work-integrated learning outcomes will inform our future strategy.

Global Entrepreneurship Humber welcomed 116 delegates from 39 institutions and 13 countries around the world to participate in a Global Forum on Entrepreneurship and Innovation. The two-day forum brought together partners to showcase various approaches to entrepreneurship education and innovation that build on strong linkages with industry and problem-based learning. Delegates discussed how colleagues across the globe are incorporating design thinking, entrepreneurship and international opportunities into their curriculum. Students from partner institutions participated in a design thinking workshop, which set the stage for a collaborative initiative that they will continue to pursue from their home countries.

2018/2019 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 choice Humber expanded its program offerings by successfully launching a Bachelor of Design and new graduate certificate programs in Professional Accounting Practice, Content Strategy, Advanced Chocolate and Confectionary Artistry, Systems Navigator, and Music Composition.

Launching micro-credentials Micro-credentials combine the delivery of specific knowledge and expertise in small manageable “bites” that are meaningful to employers with the assessment and recognition of learners’ previously acquired skills and knowledge. Working with both industry partners and Humber’s current programs, the college built a foundational suite of micro-credentials including those which ‘stack’ to create certificates recognized by employers while meeting the requirements for formal postsecondary credentials. In its first year, 200 students enrolled in micro-credentials in areas such as social media and architectural design software.





Indigenous Cultural Marker –
Anishinaabeyaadiziwin Miikana –
a symbol of Anishinaabeg history
and longstanding presence.

Programs with pathways in mind Drawing on our unrivalled range and number of programs, Humber continues to develop new pathways that enable students to more easily progress through degree programs. Our newest pathway into the Criminal Justice degree boasted record-breaking enrolment. Also in 2018/2019, Humber partnered with Seneca College to form a polytechnic partnership that will further expand opportunities for student mobility.

Access to international opportunities Over 600 students engaged in experiential learning abroad, including an exchange semester, work-integrated learning experience and short-term, faculty-led programming. In addition to practicing the skills they are learning in the classroom, students gained cross-cultural communication skills to prepare them for a globalized workforce.

Honouring Indigenous voices and history To support improved policy, research, practice and leadership in Indigenous knowledge and education, Humber engaged in a number of activities including its annual Indigenous Knowledge Gathering, a pilot of Indigenous Cultural Safety Training, and the unveiling of Indigenous Cultural Markers to create awareness of the long history of Indigenous nations in the area. In celebration of the International Year of Indigenous Languages by the United Nations, Humber launched a pilot project highlighting the Ojibwe language. The Anishinaabeg Language Circles is an innovative approach to culture-based curriculum featuring elders, language specialists and Indigenous Knowledge Holders.

2018/2019 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.

Becoming the healthiest campus in Canada Humber was the first public college in Canada to adopt the Okanagan Charter. Developed in 2015, the Charter calls on post-secondary institutions to embed health and well-being into all aspects of campus culture, and to lead in the promotion of human and environmental well-being, both locally and globally. Work is now underway to develop a holistic understanding of our students' health habits, behaviors, and perceptions that will culminate in a Humber-specific wellness strategy. As part of its commitment, Humber went smoke free in January 2019.

Enhancing equity, diversity and inclusion (EDI) Humber established its first EDI Taskforce composed of students, employees, community and industry partners, as well as alumni. The taskforce has embarked on its work to develop a strategy for inclusion that will identify opportunities to strengthen our diverse and vibrant campus.

Leading sustainable campus innovation Humber embarked on the development of its second five-year sustainability plan maintaining momentum in providing national leadership in the development of sustainable campuses. Adding to our successes in social and environmental innovation, Humber was named one of Canada's Greenest Employers for the fourth consecutive year and, after receiving recognition for social and environmental innovation through a Fair Trade designation at its Lakeshore campus last year, the North campus received the same honour this year.



2018/2019 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.



First floor – Inside the Barrett Centre for Technology Innovation

Creating a Digital Campus Humber undertook extensive community consultation and research to draft its Digital Campus Plan slated to launch in early 2019. More than 460 Humber students shared their vision for leveraging technology on campus. In addition to enhancing and supporting innovation across the community and working smarter by making data work harder, the plan seeks to increase student access, reach new learners, and transform their Humber experience.

Creating innovative, state-of-the-art learning and working spaces To meet the needs of students and the broader Humber community, Humber invested approximately \$5.1 million to remodel and modernize academic, support, administrative, and public spaces.

Humber partners with Walmart Canada In November 2018, Humber partnered with Walmart Canada to be the retail giant's preferred provider of postsecondary education programming for its employees and their families. Through AdvancED, an education assistance program, employees can find and enroll in a diverse range of programs provided by Humber or one of the post-secondary institutions in Humber's Canada-wide network. This unique partnership builds on Humber's goals to enhance career-focused education while meeting the needs of people currently in the workforce.

HONOURING OUR INDIGENOUS ROOTS

Humber's central campuses are located in Adoobiigok (Place of the Black Alders in the Ojibwe Language). It is uniquely situated along the Humber River watershed, which historically provided an integral connection for Indigenous Peoples between the Ontario lakeshore and the Lake Simcoe-Georgian Bay region.

In keeping with this Indigenous perspective of connection to the land and its original inhabitants and inspired by the Truth and Reconciliation Commission of Canada's Calls to Action¹, Humber respects the primary importance of Indigenous cultural foundations and the principles of mutual respect, inclusion and community engagement.

¹ Honouring the Truth, Reconciling for the Future: Final Report of the Truth and Reconciliation Commission of Canada: Volume One: Summary. Toronto: James Lorimer & Company, Publishers, 2015.



Indigenous Cultural Markers at Humber's Lakeshore campus – "Tuhbenahneequay Ancient Grove" and Ishpaadina "high hill" or "a high place".

THE EXECUTIVE TEAM

Chris Whitaker, President and CEO

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

Laurie Rancourt, Senior Vice-President, Academic

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

Jason Hunter, Vice-President, Students and Institutional Planning

Alister Mathieson, Vice-President, Advancement and External Relations

Sanjay Puri, Vice-President, Administration and CFO

Scott Briggs, Chief Information Officer

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Ana Fernandes

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Chris Whitaker (President)

