ANNUAL MANAGEMENT PLAN 2022-2023
Adopted by the Board of Governors – September 14, 2022

The looming prospect of the provisions in Bill 96 and their effect on academic success and staffing levels, particularly among faculty, the abrupt cancellation of the College's infrastructure project, and the continued management of risks associated with the pandemic created an atmosphere of uncertainty and apprehension. The 2022-23 academic year, will mainly focus on the challenges and demands that have arisen from these decisions.

IMPLEMENTATION OF BILL 96

Bill 96, *Loi sur la langue officielle et commune du Québec, le français,* is in effect since June 1, 2022 with some provisions taking effect in Fall 2023 and others in Fall 2024. The efforts of the Director General will remain focussed on student success within the context of the demands of the provisions in Bill 96.

> **In collaboration with the Academic Dean, the Director General will actively participate in discussions with the Ministry of Higher Education to ensure that the decisions made around the implementation of Bill 96 are student-centered with a view of minimizing the impact on staffing.**

To meet the requirements of the new legislation, the College will review its policies and the associated processes, undertake an assessment by program and department, and analyze the impacts of the new law on various structures and processes.

> **In collaboration with the Dean of Academic Systems, the Dean of Academic Development, the Sector Deans, the Director of Finance, the Director of HR, the Academic Dean will oversee the academic division's analysis, planning and preparations for the coming into effect of Bill 96.**

> **In collaboration with the Academic Dean and the directors, and in consultation** the Director of Corporate Affairs **with all directorships, will oversee the College's adjustments to the imposed by Bill 96 with respect to the use of French in the organ translation of the main policies and bylaws.**

SPACE DEFICIT

The College community expressed deep disappointment over the decision to cancel the

QUALITY ASSURANCE AUDIT
Last June, Dawson submitted its self-evaluation   Dn   Deon

OTHER CROSS-SECTOR UNDERTAKINGS

Blended courses

Following a moratorium on online instruction during Fall 2021, the academic leadership launched a pilot project in Winter 2022 to better understand the nature and pedagogical value of courses that blend in-person and online learning, and the implications of those courses at Dawson. This first iteration of the pilot project allowed many conceptual and practical issues to surface. The pilot project will be extended into the 2022-23 academic year to permit the College to continue reflecting on the issues raised and the benefits offered by blended courses so that an institutional position can be reached. During the 2022-23 academic year:

> **The Academic Dean will lead the continued institutional learning and consultations related to blended in-person and online courses and formulate policies and procedures for managing blended courses.**

Policies

This Business expense policy has only had minor updates over the years. A significant overhaul is needed. Many factors have changed in the way we carryout business that have an impact on the policy – on-line purchases, digital receipts, legal framework of public institutions (CAG), etc.

> **The Director of Finance will review and revise the Business Expense policy.**

With the Action Plan on Student Mental Health in Higher Education 2021-26 (PASME), the Ministry of Higher Education has affirmed its desire to support the network in the implementation of practices and measures promoting well-being and the development of thriving mental health in members of the student population. To this end, the Ministry of Higher Education requires that all colleges adopt a Mental Health policy

Equity, Diversity, Inclusion and Accessibility (EDIA)
The objective Equity, diversity, inclusion and accessibility is to design policies, practices, and programs that do eliminate systemic barriers for students and employees.

The Academic Dean, Director of Human Resources and the Coordinators of Student Services will conduct a needs analysis and develop a plan to advance EDIA.

The Coordinator of Student Services, in consultation with stakeholders, will develop an Accessibility policy, which will include legal obligations under the Quebec Charter of Human Rights and Freedom.

Facilities Management
In the last two year, there have been staffing challenges in the FAMA department.

The Director of Facilities Management, in collaboration with the