

REPORT
TO THE
COMMUNITY 2016

Fleming College

LEARN | BELONG | BECOME



REPORT TO THE COMMUNITY

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Fleming College offers a comprehensive suite of programs that provide access to post-secondary education for students in the region and responds to the evolving demands of the regional labour market. In addition, the college focuses on:

- Serving as a regional hub for trades education and training.
- Providing specialized programs that serve the province – in particular, the College is recognized as an Ontario leader in environmental and natural resource sciences education. It is also an applied research hub through its Centre for Alternative Wastewater Treatment.
- Offering a portfolio of art and design programs.
- Emphasizing health specializations consistent with regional needs and based on demographic trends.

Message from the President

Last year, Fleming College commemorated the 100th anniversary of the death of Sir Sandford Fleming with the unveiling of a special gift from his descendants – a portrait of Fleming that now hangs in the Scholfield Boardroom at the Sutherland Campus.



A respected inventor, designer, surveyor, and engineer, Sir Sandford played a key role in forming this great country of Canada through his work on the Canadian Pacific Railway.

He also brought a new sense of globalization to the world through his invention of standard time.

As our college namesake, we truly take Sir Sandford's legacy to heart. He was a visionary and exceptionally creative - and those attributes shape our new Strategic Plan, which is highlighted in this report. We genuinely hope that his life's work inspires our students and employees on a daily basis.

Through the following report, we have tried to capture a small sliver of the many wonderful things happening at Fleming College – from our recent accomplishments to the many impacts we have on the community. We are extremely proud of our students, employees and alumni and the contributions they make to the communities we serve – and we are pleased to be able to share it with you.

I sincerely hope you enjoy reading the inaugural Fleming College Report to the Community!

Tony Tilly, President

Message from the Board Chair

Through the creation of this Report to the Community, it has been wonderful to reflect on the College's successes and achievements in 2015-2016. The Report provides us with an ideal opportunity to celebrate Fleming, its students, employees, and alumni who so often go above and beyond what's expected.



It is always amazing to see the far-reaching extent of Fleming's impact, not only on our local communities but across Ontario, Canada and around the world. With 5,900 full-time students and 71,000 alumni, Fleming is making a difference in the world around us every day.

I invite you to read on, meet members of our Fleming family and find out what's been happening within our campus communities. I'm sure you will discover and learn new things about Fleming College. Enjoy!

Lori Sutcliffe Geens, Chair, Fleming College Board of Governors

FLEMING COLLEGE AT A GLANCE

CAMPUSES
PETERBOROUGH
LINDSAY
HALIBURTON
COBOURG

5,900
full-time students
10,000
part-time students
71,000+
alumni

500
full-time employees
600
part-time employees
(approx.)

Operating
Budget
\$107
MILLION

>100 FULL-TIME PROGRAMS

Arts and Heritage; Business; Environmental and Natural Resource Sciences; General Arts and Sciences; Health and Wellness; Justice and Community Development; Trades and Technology; and Continuing Education.

>600 PART-TIME COURSES

Evening sessions, week-long or weekend workshops, day classes, or online. These include both career-enhancing programs and lifestyle and leisure courses.

Board of Governors 2016-2017

Lori **Sutcliffe Geens**,
Chair

Dana **Empey**, Vice-Chair

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Tony **Tilly**,
College President

Patti **Watson**,
Academic Staff Governor

STRATEGIC PLAN

In fall 2015, Fleming College officially launched a new strategic plan – *Fleming Forward* – with a focus on student learning, community collaboration, sustainability, and excellence as an organization.

Fleming Forward places a strong emphasis on working with the community to strengthen partnerships and provide more mutually beneficial opportunities for students, community members, and businesses.

Building on the legacy of Sir Sandford Fleming and incorporating the College’s Core Promise of Learn-Belong-Become, the strategic plan will guide Fleming through the next three years, which will include the institution’s 50th anniversary in 2017.

“We want to continue to build on the College’s legacy of working with our communities to recognize and celebrate the achievements of our students, our alumni and our employees. At the same time, we want to ensure our students are enjoying optimal learning experiences in and out of the classroom.”

Fleming College President Tony Tilly.

Our Vision

Fleming. More than Skills.

Inspired by Sir Sandford Fleming, we are inventive. Fleming will be known for our continuous pursuit of excellence in teaching and every endeavour.

Our graduates will be recognized for exceptional knowledge, skills, attitudes and values on their lifelong journeys of learning and discovery.

We are community focused, yet we play a distinctive role serving Ontario and beyond through our specializations.

Our Values

- Learning
- Collaboration
- Creativity
- Continuous Improvement
- Sustainability
- Inclusiveness

Strategic Priorities

1. Deliver outstanding student learning and experiences
2. Collaborate and prosper with our communities
3. Excel as an organization
4. Enhance financial health and sustainability

The Fleming Legacy

- Dare to dream.
- Expand your knowledge and skills.
- Develop yourself along with others.
- Create learning communities.
- Be inventive.
- Build a better future.
- Enjoy the journey.

ECONOMIC IMPACT

Fleming College’s collaborative relationship with the communities it serves is further highlighted in a recent economic impact study.

In 2013-2014, the College’s impact on the regional economy (Central Eastern Ontario) was estimated to be \$518.2 million in added income, which is equal to 5.2% of the region’s Gross Regional Product.

This includes:

- \$86.4 million – Effect of College operations
- \$18.2 million – Effect of student spending
- \$413.6 million – Effect of past students’ productivity
- \$70 million – Amount of salary, wages and benefits to employees

“The economic impact study clearly shows that Fleming has an overwhelmingly positive effect on the regional economy. This impact can be felt not only from an economic standpoint, but also a societal one.” Fleming College President Tony Tilly.

The report states that for every dollar spent by students, taxpayers, and society on Fleming College (and then spent by the College), society as a whole will receive a cumulative value of \$19 in benefits, for as long as Fleming’s 2013-2014 students remain active in the provincial workforce.

To read more about Fleming College’s economic impact, visit: flemingcollege.ca/about-fleming/reports-and-plans

ENROLMENT

Despite a noted decline in the overall number of high school students, due to the demographics of an aging population, Fleming College has maintained steady enrolment with modest growth. New programs, unique specializations, and our beautiful campuses all provide strong incentive for students to attend Fleming.

Overall, more than 60% of Fleming students come from outside the area. That number is even higher at Frost Campus. About 80% of students at Frost come from outside the region to attend the campus, which is renowned for its excellent environmental and natural resource science programs.

Fleming has seen particular enrolment growth in certain academic areas – the Haliburton School of Art + Design, the School of Environmental and Natural Resource Sciences, and the School of Trades and Technology. The opening of the Kawartha Trades and Technology Centre in September 2014 has allowed the College to expand its intake of students as well as programming in this area.

INTERNATIONALIZATION

Fleming College has seen immense growth in its international student population over the last five years, and it continues to climb at a rapid pace.

Total international enrolment grew by more than 12% last year, leading to a record number of 423 international students studying at the College. The students came from 26 different countries and were enrolled across 31 programs. The numbers of international students in 2016-2017 are expected to be even greater.

In order to better accommodate new international students, the College has developed a comprehensive internationalization plan that includes everything from recruitment to student support to international training and research partnerships. International students have brought a new depth and richness to Fleming College’s campuses and have created important intercultural ties that go beyond the College into the greater community.



FLEMING IN THE COMMUNITY

Fleming's communities include our campuses, cities and regional areas, as well as our far-reaching communities of interest: provincial, national, international, online and learning-related networks connecting the college to our stakeholders. We are proud to be a part of these communities, which provide enriching experiences and opportunities. At the same time, we strive to give back to our communities as often and as best we can. As such, we aim to foster a culture of philanthropy that recognizes gifts of both time and monetary donations.

Experiential Learning

Many of our programs at Fleming offer a hands-on component via work placements, internships, co-ops, field camps, or applied projects. These real-world learning experiences are essential to ensuring our graduates are prepared for their careers once they graduate. We are grateful to the many businesses and organizations that provide these experiential learning opportunities to our students.



PROFILE

Applied Project - CET

Computer Engineering Technology graduates **Daniel Devine** and **Mathieu Seto** won the **Bell Presentation Award** for their applied project on High Performance Computers (HPC) at the Peterborough Community Innovation Forum (PCIF) in 2015. Students in the program spend their final semester on a team project for an industry sponsor, putting their new learning and problem-solving skills to work.

The PCIF is an annual event that showcases the talents of students participating in applied projects at Fleming College and Trent University for non-profit organizations, government, and private sector businesses.

Employee Campaign

Fleming employees are on the front line of post-secondary education. They see first-hand the financial pressures that students face. From student recruitment to convocation and beyond, students interact with Fleming employees on a daily basis. In turn, faculty and staff members offer support and assistance, serving as champions and mentors for students.

Through the annual Employee Campaign, staff and faculty members have the opportunity to give back by donating to student financial assistance programs and capital equipment. This is an important part of the support network students find at Fleming.

In 2016, employees at Fleming raised more than \$33,852 for students, clearly illustrating that the staff and faculty are committed to ensuring Fleming students have the best education possible.

Student Contributions

At the same time, we recognize the excellent work of our students as they create change, inform, and fundraise for community campaigns and causes.

Here are just a few of the campaigns, Fleming students have led on our campuses:

- Yellow Umbrella Project for mental health
- Light it Up Blue for Autism awareness
- Spread the Word to End the 'R' Word
- Elder abuse awareness and prevention
- Sustainability initiatives – green transportation, community gardens
- Score One for the Team fundraiser for the Huntington Society



Fleming CREW

Fleming Community Resources for Employees and Workers (CREW) offers free employment services for both job seekers and employers in the communities of Peterborough and Haliburton.

A resource centre features free access to computer/internet, career planning information, and job search resources. Employment and training consultants provide job search counselling and career planning services to job seekers. Fleming CREW also assists local employers with their training needs, and can provide assessment for Employment Ontario funded programs such as Second Career, Summer Job Service for Students, and the Job Creation Partnership program.



United Way Workplace Campaign

Every year, Fleming College demonstrates commitment to the communities we serve through our involvement in local United Way campaigns. As an organization we foster the belief that an investment in United Way makes a positive impact on our community.

The most recent campaign in 2015 was no exception - Fleming raised more than \$37,500. Thank you to our employees and students who have generously donated or volunteered their time to help the United Way.



Recognition

As an institution, Fleming believes in celebrating the excellent work of its employees and members of the community.

The **Brian L. Desbiens Community Service Awards** annually recognize two individuals – one an external community member and one a Fleming employee – for their outstanding commitment and contributions to the communities in which they live.

In fall 2015, Fleming presented the **Brian L. Desbiens Community Service Award** to community activist and volunteer **Kathi Curtin-Williams** and Fleming Purchasing Director **Linda Humphries**.

In addition to this, Fleming annually presents employee awards in June.

The 2016 recipients are:

- The **Charles E. Pascal Award for Excellence in Teaching:** **Jennifer Rishor**, School of Business
- The **Vice-President Academic's Contract Faculty Award for Excellence in Teaching:** **Dianne Berlenbach**, School of Business; School of General Arts and Sciences
- The **President's Recognition Award for Support Staff:** **Kylie Fox**, Aboriginal Student Services Coordinator
- The **President's Part-Time Support Staff Recognition Award:** **Kristine Hubers**, Part-Time Office Assistant in the Centre for Heavy Equipment at the Frost Campus.
- The **Leadership Award:** **Anita Arnold**, Counsellor, Student Services Division



"The Fleming community is not satisfied with standing still. I see so many individuals and groups pushing forward, trying to improve on current systems, making suggestions for change. At the root of it is a culture that is open to those ideas and encourages them. That's certainly true for my department, but I see it mirrored in so many other areas, too." - Antje Burness, Marketing Coordinator and 2015 Award Recipient.

ALUMNI

Our alumni are an important and invaluable part of the Fleming community. Currently there are 71,000 Fleming alumni, many of whom live and work in the communities we serve.

Premier's Awards Nominees

Presented annually by Colleges Ontario, the Premier's Awards showcase how college graduates achieve remarkable career success through positive influence and significant contributions within their respective fields while demonstrating strong social and economic support within their community.

Fleming College has six alumni among the 116 Ontario college graduates nominated for the 2016 Premier's Awards for outstanding college graduates:

BUSINESS:

Tracey Randall - Tourism and Transportation '88

As the General Manager for Musicfest in Peterborough, Ms. Randall annually generates \$4.7 M tourism dollars for the Peterborough area. Her international experience working on the Olympic circuit, volunteering in Zambia, and directing events at Unilever Canada has fueled her ability to become an accomplished and innovative event management professional.



COMMUNITY SERVICES:

John Lyons - Law and Security Administration – Customs Administration '84

Staff Sergeant Lyons, with the Peterborough Police Service, has a passion for public safety and community. In memory of a young drowning victim, he championed a nation-wide 'Swim-to-Survive' program, teaching water survival skills to youth and adults. His volunteer positions support education, alumni, and social actions including the prevention of violence against women and AIDS resources in the community.



CREATIVE ARTS AND DESIGN:

Irene Karsten - Art Conservation Techniques '94

Ms. Karsten is the Preservation Development Advisor for the Canadian Conservation Institute developing risk management solutions for museums, heritage groups and galleries. In 2013, she remarkably salvaged and stabilized several thousand artifacts from the Museum of the Highwood collection that were submerged for two weeks after the Alberta flood. Ms. Karsten's passion for preserving history extends to her role as editor of the Journal of the Canadian Association for Conservation of Cultural Property.



HEALTH SCIENCES:

Dr. Tammy O'Rourke - Nursing '91

Dr. O'Rourke is a catalyst for change in primary health care, focusing on team-based delivery models. Her doctoral dissertation and published research on nurse practitioner-led clinics in Ontario has influenced change in Alberta's primary care system. Dr. O'Rourke further implemented a unique Collaborative Community Care for Seniors initiative in Alberta—the largest of its kind in Canada.



RECENT GRADUATE:

Peter Andreas - Biotechnology Technologist – Forensics '13

As a Biology Researcher at Trent University, Mr. Andreas investigates biochemical cross-species interactions between plants and insects and is a key contributor to post-doctoral research. He co-invented a water remediation system with Noble Purification founder Adam Noble, which was patented in September 2013. Peter is also a Professor in Fleming's Advanced Biotechnology program where he provides students with a combination of life-science elements and job-ready skills.



TECHNOLOGY:

Grand Chief Zane Bell - Fish and Wildlife Technology/Technician '74

As an Indigenous leader and environmental biologist, Grand Chief Wabiska Mukwa (Zane Bell) embraced traditional ecological knowledge in a contemporary society, combining innovative green technologies with indigenous customs and alliances to implement sustainable initiatives. He was the first and only Métis Leader appointed to the International Joint Commission 5-year Great Lakes Water Quality Review. His long-standing career with the Ministry of the Environment and Energy protected and restored wildlife and the environment, influenced hazardous waste management and water and wastewater treatment management and advanced government policies across Canada.



SUSTAINABILITY

Fleming College aims to be both a community and post-secondary leader in sustainability. The College is currently in year three of a five-year college-wide Sustainability Plan (2013-2018) having just achieved a Sustainability Tracking Assessment Rating System (STARS) Silver Rating from the Association for the Advancement of Sustainability in Higher Education (AASHE).

STARS measures and encourages sustainability in all aspects of higher education. Fleming is the first institution in Ontario, and is only the second in Canada, to receive a Silver rating in the newest – and more stringent – version of the rating system, STARS 2.1.

Here are some additional highlights celebrating sustainability at Fleming:

- Six energy reduction projects have been completed – with significant energy and water savings.
- Most diploma programs now include the Fleming Sustainability Learning Outcome. Learning activities have a focus on community-based learning and integration with the Indigenous Perspectives initiative.
- A bike share program was implemented at Frost Campus.
- Both Sutherland and Frost campuses host community gardens and farmers' markets.
- The Kawartha Trades and Technology Centre, which opened in 2014, was built to a LEED Gold standard.
- The Frost Campus Environmental Technology Wing features geothermal heating and cooling and a green roof.

THE CENTRE FOR ALTERNATIVE WASTEWATER TREATMENT

The Centre for Alternative Wastewater Treatment (CAWT) is located at the Frost Campus and conducts applied research in the areas of water and wastewater treatment science.

It is an internationally-recognized institute committed to excellence in research and education. The Centre further fosters collaborative research partnerships with universities, government agencies, non-governmental organizations and the private sector, and engages in opportunities to enhance student learning.

Through the CAWT, Fleming College is the new and sole college member of the Southern Ontario Water Consortium, which will lead to access to increased research funding. The CAWT also works closely with WaterTAP to participate in efforts to make Ontario a global water leader.

On a national level, the CAWT is one of 25 members of Tech-Access Canada (TAC). The 25 Technology Access Centres across Canada assist with the needs of economical, industrial and technological sectors via applied research. TAC members offer small and medium-sized businesses access to a variety of specialized equipment, technical expertise and state-of-the-art facilities.



PROFILE

Bailey Holmes, RDB

Bailey Holmes, a 2015 Resources Drilling and Blasting grad, is no stranger to making choices. Bailey was attending a Studio Arts program at University of Guelph when she discovered an interest in geography. Seeking to combine that interest with strong skills for the job market led her to the unique Resources Drilling and Blasting program at Frost Campus. Bailey had two job offers upon graduation, one in the construction drilling field, and the other in a combination of geotechnical, environmental and water well drilling.

PARTNERSHIPS

2015-2016 saw the confluence of a number of new partnerships at Fleming College. These alliances are essential to our overall viability and sustainability as an institution, and we will continue to pursue opportunities for collaboration in the future.

National Skill Development Corporation of India

In spring 2015, Fleming College was selected as one of the few Canadian post-secondary institutions to sign a skills development agreement with India.

Leveraging its water and wastewater technology expertise, the College signed a memorandum of understanding with India's National Skill Development Corporation (NSDC), in conjunction with Indian Prime Minister Narendra Modi's state visit to Canada. Through the MOU, Fleming will develop training programs in water operations.

Fleming College is an ideal partner for the NSDC and the water sector skills council through its specialization in environmental and natural resource sciences as well as through the Centre for Alternative Wastewater Treatment (CAWT). The College graduates 40 per cent of Ontario's technicians and technologists in this sector, and the CAWT has existing partnerships in India to advance research on water/wastewater technology in India.



"In addition to our strength in applied research, Fleming College has the theoretical and hands-on knowledge and expertise to deliver training in the water and wastewater sector. We are pleased to partner with India's National Skill Development Corporation on this important initiative, and look forward to further building our relationship with the NSDC." – Fleming College President Tony Tilly.

Contact North

Last September, Fleming College and Contact North | Contact Nord announced the opening of a new online learning centre located at Fleming's Cobourg Campus.

The online learning centre provides students access to 1,000 online programs and 18,000 online courses available from Ontario's public colleges, universities as well as literacy and basic skills providers.

Contact North | Contact Nord partners with Ontario's 24 public colleges, 22 public universities, and 250 public literacy and basic skills and training providers to provide local access to education and training opportunities.

"Co-locating with Fleming College on their Cobourg Campus provides many benefits for students and the community in order to support those who would like to get a degree, diploma or certificate or upgrade their skills through online learning."

- Wendy Somerville, Online Learning Recruitment Officer, Northumberland Online Learning Centre.

Memorandum of Understanding with City of Kawartha Lakes

Fleming College and City of Kawartha Lakes Council have renewed their long-standing commitment to collaboration. In April 2016, the two parties signed a new Memorandum of Understanding (MOU) that expands the partnership and reflects synergies between them.

The City and College have enjoyed a longstanding and active partnership. This includes:

- Student employment within various City departments
- City staff have been student and program advisors for the College
- Several research and pilot projects have been hosted by the City
- Both parties have benefitted from the sharing of assets, equipment and facilities.

Fleming College is a key strategic partner to advance City of Kawartha Lakes' goal to foster a healthy environment by protecting and enhancing water quality. In addition to advancing shared environmental goals, Fleming College is an economic driver for the community. Students from across the province and around the world come to the campus to take advantage of its unique programs.

"We greatly value our relationship with Fleming College. The new MOU recognizes the significant social, economic and environmental contribution that the College, its students and faculty bring to our municipality. We look forward to many more joint strategic initiatives in the future."

- City of Kawartha Lakes Mayor Andy Letham.

First Nations Forestry Diploma

The Anishinabek Educational Institute (AEI), in partnership with Fleming's School of Environmental and Natural Resource Sciences, celebrated the first ever graduating class of the First Nations Forestry Diploma (FNFD) program in 2016.

FNFD is hosted at AEI's Munsee-Delaware site with students attending select courses at Frost Campus. The program aims to help First Nations students from across Ontario become accredited forest technicians.

The first cohort of students graduated at the end of June in Munsee-Delaware with a Forestry Technician diploma. The students also received their silver ring from the Canadian Institute of Forestry (CIF) upon completion of the program.

Siemens

In October 2015, Siemens Canada generously provided Fleming College's School of Trades and Technology with an in-kind donation of equipment, software and training valued at \$100,000.

The products donated by Siemens are from the factory automation and process instrumentation product portfolios which are widely used in the automotive, food and beverage, chemical, O&G and other process industries.

"In order for Canada to remain competitive and grow our manufacturing sector, we must nurture a skilled workforce and increase collaboration between industry and academics. With this in-kind donation, Fleming College now has the most innovative product portfolio to educate and train students so they have the advanced skills needed by Canadian industry." - Joris Myny, Senior Vice-President of Digital Factory and Process Drives, Siemens Canada.



PROFILE

Holly Clark, Paramedic

Paramedic graduate Holly Clark, and five of her classmates were chosen from hundreds of applicants as Peterborough County/City's newest Paramedic recruits in 2015.

"You become part of a really tight-knit, collaborative group in the program. You don't notice it at first, but they mould you to become your best from the very beginning. I was paired with a second year mentor in the first year, and then took on that role myself the next year. The hands-on labs were the best part of my experience. The one-on-one feedback from instructors every week really shows you how to improve." Holly Clark.

INDIGENOUS EDUCATION PROTOCOL

In December 2015, Fleming College signed Colleges and Institutes Canada's (CICan) historic Indigenous Education Protocol. The Protocol reaffirms Fleming's commitment to Indigenous education and provides a vision of how it will improve and better serve Indigenous peoples.

Fleming College has a long history of supporting Aboriginal learners and has relied on its Aboriginal Education Council (an advisory committee made up of Aboriginal leaders) for more than two decades. At the same time, both Fleming's Aboriginal curriculum and support services have continued to grow. The Protocol will provide even greater encouragement and incentive to promote and support Aboriginal education.

Since the signing, Fleming has actively moved forward with its commitment to Indigenous education:

- There is a new First Nations Forestry Diploma program offered in partnership with the Anishinabek Educational Institute.
- A new multi-year plan has been developed to implement the goals laid out in the Indigenous Education Protocol.
- There is a new diploma to degree pathway specifically for First Nations, Métis and Inuit students.
- An Indigenous Perspectives Designation is available in select programs. The designation provides students with a more in-depth knowledge of Indigenous peoples, their cultures, histories, traditions and contributions to our shared society.



INTRODUCING THE HALIBURTON SCHOOL OF ART + DESIGN

Fleming College officially launched its newly-branded Haliburton School of Art + Design (HSAD) in February 2016.

Formerly known as the Haliburton School of The Arts, the new brand better represents the blend of art, design and heritage programs offered within the school.

A new visual identity designed by Fleming's Marketing team is inspired by the iconic Haliburton Campus red doors that symbolize the opening of creative possibilities for students in all programs, and the School's longstanding history in providing art education since 1968. The addition of '+ Design' denotes the unique suite of programs that fuse hands-on studio art practices with design studies.

All of HSAD's programs are built on a design education philosophy that integrates art, material practices, production techniques, and experiential learning – all explored through the lens of design principles, elements and processes.



**Haliburton School
of Art + Design**
Fleming College

PATHWAYS

The College has designed and implemented a framework that expands and improves student pathways to and from Fleming – whether it's high school to college, college to university or university to college.

Here are just a few of the dozens of pathways available at Fleming College:

New pathway to a master's degree from Fleming College to Vancouver Island University

Fleming College graduates now have the option of completing a master's degree at Vancouver Island University (VIU) – the first pathway of its kind for the College.

VIU and Fleming have signed an agreement that allows eligible graduates of Fleming's Geographic Information Systems (GIS) programs to enter the second year of VIU's Master of GIS Applications program (MGISA).

"This agreement is ground-breaking for Fleming College. Vancouver Island University has acknowledged our 10-month program as equivalent to one year at the master's degree level." - Linda Skilton, Principal of Fleming's Frost Campus and Dean of the School of Environmental and Natural Resource Sciences.



Diploma to degree pathway – new Indigenous Bachelor of Education program at Trent University

Fleming College and Trent University have signed an agreement that provides a pathway for Fleming students into Trent's Indigenous Bachelor of Education (B.Ed.) program, a new five-year concurrent degree that puts Aboriginal knowledge and perspectives at the forefront of teacher training.

Eligible graduates of Fleming's General Arts and Science – University Transfer (UT) program will be given advanced standing in the Indigenous B.Ed. program at Trent. Students applying for admission to the Indigenous B.Ed. program will be required to self-identify as First Nations, Métis or Inuit.

"Our important partnership with Fleming College is growing even deeper through this new transfer agreement. Through this pathway, we will support Indigenous learners who are looking to fast-track from college into this specialized Bachelor of Education degree." - Dr. Cathy Bruce, Dean of the School of Education and Professional Learning at Trent University.

Accounting 2+2 Diploma/Degree

Students in Fleming's two-year Accounting program have a new opportunity to obtain a diploma and degree in as few as four years.

Eligible graduates can enter the third year of the Bachelor of Commerce (Honours) degree at the University of Ontario Institute of Technology (UOIT) in Oshawa.

Two years at Fleming and two years at UOIT = one unique opportunity to earn a college diploma and a university degree in just four years.

Dual Credit Programs

Dual credit courses are continuing to grow in popularity among secondary students with about 1,700 students taking advantage of the opportunity to complete a college-level credit at Fleming College in 2015-2016.

Dual credit courses allow students, while they are still in secondary school, to take college or apprenticeship courses that count toward their high school diploma and a post-secondary certificate, diploma, degree or a Certificate of Apprenticeship. These courses are taught by Fleming faculty members and are offered either on one of Fleming's campuses or at the participating secondary school.

Fleming has 90 dual credit courses scheduled in partnership with more than 35 schools across seven school boards in 2015-2016.





SUTHERLAND CAMPUS TRAIL RENEWAL PROJECT

In the mid-1980s, Fleming College recreation staff created the first trails through the Sutherland Campus for use by the cross-country athletics team. Since then, trail usage has increased to include training for the Paramedic, Firefighter and Police Foundations programs, provincial cross-country running competitions, walking programs offered at the

Peterborough Sport and Wellness Centre, organized charity events, and general recreational use by the public. The Sutherland Campus trails are also home to the Aboriginal Student Services' tipi, providing educational opportunities for students and staff.

As part of our upcoming celebrations for the 50th anniversary of Fleming College in 2017, and in recognition of the 150th anniversary of Canadian Confederation, Fleming was awarded funding for up to \$75,000 from the Canada 150 Community Infrastructure Program to improve the trails on campus.

The initial plans include expansion and rehabilitation of the trails. The College will install steps, boardwalks, and bridges as well as signage to guide users. A section of the existing trail will be renovated to create a one kilometre fully-accessible loop using compacted limestone gravel to

allow users in wheelchairs and families with strollers to easily navigate the trail. The new trail will link to the recently completed multi-purpose trail along Brealey Drive.

Fleming has set out to raise an additional \$50,000 to match the government funding. This funding will go toward supply benches and garbage receptacles to encourage greater environmental stewardship, as well as the promotion of community trail use through the development and implementation of a trails awareness campaign.

FROST CAMPUS – Master Plan

Recently, Fleming released the Frost Campus Master Plan, which will guide and shape development at the campus over the next 20 years.

The Plan provides overall guidance on improving movement on campus, enhancing awareness of campus activities, creating outdoor classrooms, locating/expanding new facilities and buildings, and upgrading existing interior spaces. The Campus Master Plan also provides recommendations that will contribute to the vision of the School of Environmental and Natural Resource Sciences as an international leader in this field of study – setting standards for education, training, innovation and research.

The Plan's five guiding principles are:

- **The Compact Sustainable Campus**
– small classes with a strong sense of community
- **Natural Campus Beauty**
– an inspiring setting with room for outdoor education, exploration, and recreation
- **Welcoming Campus**
– orienting and engaging students and visitors
- **Dynamic Learning Environment**
– a destination campus with a hands-on learning environment
- **Getting there easily**
– improved access and wayfinding to places beyond the campus

Fleming College retained Brook McIlroy to prepare the Frost Campus Master Plan. To view the complete Frost Campus Master Plan, visit: flemingcollege.ca

ATHLETICS

Fleming's athletes and recreational facilities had an impressive 2015-2016 season:

- Men's volleyball player Brock Jacobs won Athlete of the Year (2016)
- The men's curling team took silver at the OCAA Championship and won gold at CCAA (2015)
- The women's rugby team won gold at OCAA Championship (2015)
- Fleming College hosted both the OCAA Women's Soccer Championship and the CCAA Women's Soccer National Championship (2015)
- Fleming is one of only three post-secondary institutions in Ontario with competitive men's and women's loggersports teams
- The women's hockey team placed second at Humber North Women's Hockey Tournament





GIS professor Lawrie Keillor-Faulkner with her students.

FINANCIAL RESULTS FOR 2015-2016

	2015 - 2016 Financial Plan	2015 - 2016 Actual	2014 - 2015 Actual
REVENUE			
Operating Grants	\$ 49,744,829	\$ 50,221,755	\$ 50,784,722
Capital Grants	719,676	517,069	2,243,484
Student Tuition	30,755,864	31,347,211	28,266,517
Ancillary Operations	5,316,706	5,558,358	5,387,485
Other	13,881,647	15,052,384	14,510,939
Amortization of Deferred Capital Contributions	4,497,483	4,529,081	4,306,577
	104,916,205	107,225,858	105,499,724
EXPENDITURES			
Salary, Wages and Benefits	\$ 69,835,092	\$ 69,152,200	\$ 70,012,265
Service and Supplies	15,299,042	15,556,958	17,102,254
Utilities, Maintenance and Taxes	8,426,219	8,467,254	8,315,578
Other Expense	3,630,396	4,331,446	3,333,963
Amortization of Capital Assets	6,957,951	6,975,547	6,429,000
	104,148,700	104,483,405	105,193,060
Excess of revenue over expenditure	\$ 767,505.0	\$ 2,742,453.0	\$ 306,664.0



FACULTY PROFILE

Barr Gilmore, Coordinator,
Integrated Design,
Haliburton School of The Arts

Inspired by the Design Academy in Eindhoven, renowned designer Barr Gilmore (RCA, MDes) is the creative force behind the Integrated Design program at the Haliburton Campus.

Barr has been a graphic and industrial designer since 2005, working with numerous high profile clients. He worked as the studio assistant to the renowned Canadian art collective General Idea and was senior design associate at Bruce Mau Design. He won the Governor General's Academic Gold Medal as well as numerous awards for his book and exhibition designs. In 2009, he was inducted into the Royal Canadian Academy of the Arts for his graphic design work.

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