



President and CEO

Phone 403.320.3209 Fax 403.360.8962
3000 College Drive S. Lethbridge, AB T1K 1L6

2019/2020

Coreen Roth
Vice President People and Planning
Lethbridge College

Lethbridge College is inspiring and facilitating learning and innovation to meet economic and social need. Our vision of leading and transforming education in Alberta is bold yet is what drives us to find new and innovative ways to meet the learning needs of learners within our community and beyond. Our values of people, excellence and success underpin the choices and decisions we make each day as we serve students, partners and community.

In Fall of 2019 we are revisiting Lethbridge College's strategic framework to educate and engage our college community. We will review the four strategies of Academic Transformation, Collaborative Partnerships, Resource Innovation, and People Development asking the questions: What more can we do? What are we missing? We will do this in the context of how do we best position Lethbridge College for future growth and sustainability by being creative and innovative.

Lethbridge College is a major contributor to the economy of Lethbridge and surrounding region and wants to continue to provide competent graduates who meet the needs of employers. Our focus on apprenticeship and trades, as well as career focused programs in a variety of areas and disciplines serves us well but we must also focus on the future of work in learning to remain relevant and sustainable. We want to support students in getting the skills they need to be employed and contributing to the economy and society. Our graduates will be leaders.

As Vice President People and Planning you will provide leadership for the departments of Human Resources, Institutional Research, Planning, and Risk Management (IPARS), and Marketing and Web Services at Lethbridge College, You will provide leadership to the development and implementation of the Collaborative Centre of Excellence in People Development where you will work collaboratively with leaders from the Academic portfolio and people resources from IPARS and Human Resources as required to position Lethbridge College as a leaders in people development, reskilling and skill and competency assessment, while creating opportunities for generating additional revenue.

You will also provide leadership (working collaboratively with me) to the development and implementation of a culture plan for Lethbridge College.

For the 2019-2020 Academic year you will collaborate with the Provost and VPA in her leadership of College Leadership Council with the goal of creating a high performing senior leadership team for the college.



BE READY.



You are responsible to work collaboratively with internal and external partners to achieve the goals and initiatives identified in the Comprehensive Institutional Plan
Your mandate is to:

- Lead the development and implementation of a culture plan.
- Provide leadership to the Employee Experience Initiative team.
- Provide leadership to the development of an Organizational Learning Plan framework with the development and implementation of a detailed plan to follow.
- Co-lead with Student Affairs the development and implementation of a three-year health and wellness plan that benefits both employees and students.
- Support and advocate the Forward Together plan by providing leadership and guidance to the CLC members in my portfolio.
- Explore opportunity in areas of responsibility – Human Resources (including OHS and security), IPARS, Marketing and Web Services - for realizing operational efficiencies using the LEAN process.
- Continue to build strong relations with the Lethbridge College Faculty Association (LCFA) and the Alberta Union of Provincial Employees (AUPE).
- Develop and recommend a strategy for workforce planning and succession that corresponds to the strategy and priorities of the college.
- Provide leadership to the creation of a Centre of Excellence in People Development at Lethbridge College.
- Provide leadership to the Marketing and Web Services team to improve culture, and build a high functioning cohesive team.
- Provide leadership to the Manager, Marketing and Web Services to build on the college's brand, and our social media presence, as well as further enhance our web presence.

Our role as executive members at Lethbridge College also includes the leadership and full support of our commitment to the indigenous strategy being completed this year and our focus on being leaders in equity, diversity and inclusion, making our campus community an inviting, safe and growth supporting place for all people.

I look forward to working with you and other members of the executive leadership team and senior leaders as we lead and transform education in Alberta and partner in the economic, social and cultural success of Lethbridge and region.

Respectfully,

A handwritten signature in black ink that reads "Paula Burns".

Paula Burns, PhD
President and CEO