VISION 2025

STRATEGIC PLAN

McGill | DESAUTELS

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MCGILL DESAUTELS MISSION

What is our purpose?

To make organizations better through:

- An integrated, worldly, ethical and lifelong approach to educating current and future leaders;

- Fostering rigorous, insightful, research and influential thought leadership;

- Dedication to economic and social value creation.

VISION

What do we want to do at Desautels?

Transform the way organizations function for economic and social value creation.

VALUES

What is important to us?

We are committed to:

- **Innovative** learning;

- **Excellence** in research, teaching and program delivery;

- **Respect** for individuals, society and the environment;

- **Diversity** and inclusiveness in our people and our thinking;

- **Collaboration** within and outside our community;

- **Integrity** in all that we do.
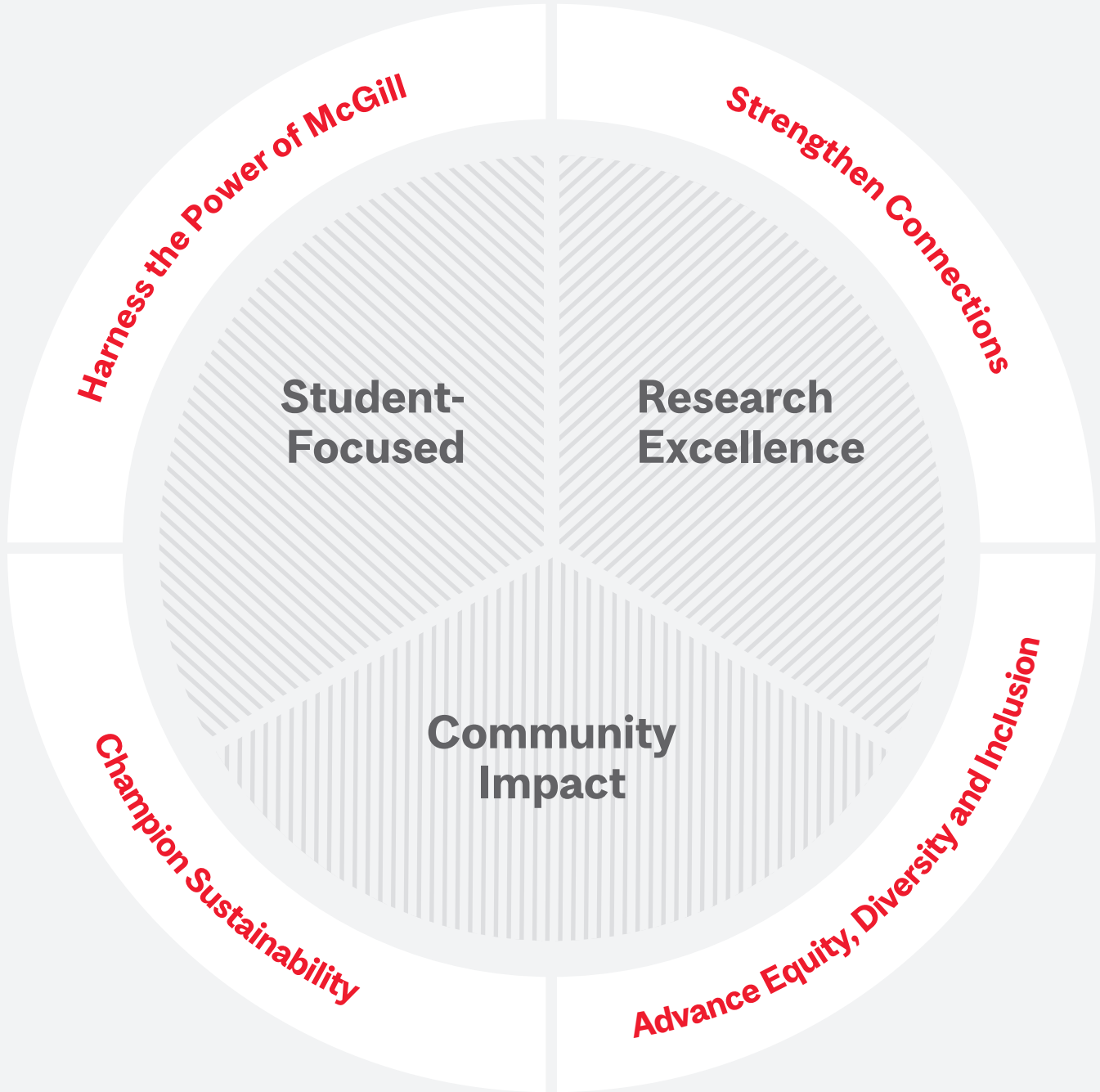
POSITIONING

What are we known for?

Desautels is:

- **Invested** in providing world-class educational experiences that emphasize analytical, experiential, and responsible approaches to management;

- **Innovative** in terms of thought leadership, programs, pedagogy and delivery formats;

- **Interdisciplinary** and worldly in our approach to research, pedagogy, programs and administration;

- **Individualized** in our approach to learning and development;

- **Embedded** within Montreal, Quebec and Canada, bringing Desautels to the world and the world to Desautels

Vision 2025
Strategic
Framework

Student-Focused

Research Excellence

Community Impact

Harness the Power of McGill

Strengthen Connections

Advance Equity, Diversity and Inclusion

Champion Sustainability

Core priorities

In executing our primary mission and achieving our vision as an institution of higher learning, we are committed to:

Students-Focused

Providing an outstanding learning experience for all students through high-impact programs that provide access to experiential learning and build foundational skills in critical and creative thinking and problem solving.

- **Update existing curricula and co-curricular experiences:**
Expand and curate experiential learning opportunities; continue to build up data literacy, logic and coding support; and enrich student learning through online and hybrid delivery methods.

- **Enhance the student experience:**
Provide an enriched cohort experience in all programs and exceptional student services through a new hub that integrates academic and career advising and mental health support services.

Research Excellence

Cementing Desautels' reputation as a world-leading management faculty, through the rigor and relevance of our research.

- **Strengthen the support for faculty research:**
Balance the roles and obligations of faculty members with regards to research, teaching, administration and outreach, and link rewards accordingly.

- **Increase influence and integration of research:**
Communicate the impact and relevance of our research to individuals and organizations, better facilitate the integration of research into the student experience, and pursue industry research partnerships.

Community Impact

Being the engine of social and economic value creation among university, local, national and international communities, through the application of Desautels' research, expertise, and talent.

- **Leverage Desautels as an engine of economic growth and engagement**
  Expand our capacity of entrepreneurship for university and community outreach, engage with and communicate initiatives by students, alumni, faculty and staff in terms of their community impact, and enhance industry collaboration.

- **Enhance internal quality of work life**
  Improve the work environment through organizational and process improvements, more integration and co-learning, and by facilitating communication and transparency among faculty, students, and staff.

Transversal themes

Over the next five years, Desautels further commits to augment student experiences, research excellence and community impact by activating new initiatives and enhancing existing ones that:

Harness the Power of McGill

- Establish a data reasoning analytics lab, initially geared toward supporting student projects with qualitative and quantitative components, and scaling to support faculty research and engagement activities.

- Lead and enable systematic Desautels participation in large-scale initiatives in domains where Desautels can make important contributions, has enabling infrastructure and facilities, can welcome multi-faculty stakeholder activity, and can contribute to institutional partnerships and associations.

- Increase accessibility for students to take academic courses across McGill faculties by resolving demand and cross-registration issues, and facilitating the development of new joint courses or programs with McGill colleagues.

Strengthen Connections

- Experiment with and offer exceptional online and hybrid learning and social experiences for students, faculty, staff and friends of Desautels.

- Expand learning opportunities, for example, through experiential learning, by providing more exposure to local (Montreal/Canadian) industry and societal challenges, expanding the range of short-term study abroad opportunities, increasing student access to meaningful work and volunteer experiences, and better leveraging students' out of class experiences.

- Expand ways faculty research is shared both among researchers within the Desautels community and with external audiences through vehicles like our thought leadership platform, Delve.

- Extend learning opportunities to new audiences with a special emphasis on increasing accessibility and registration of Quebec and Canadian students especially from under-represented communities in academic programs, and leading and building upon existing public education and engagement initiatives.

Champion Sustainability

- Integrate sustainability education in academic programs by emphasizing existing faculty expertise, assisting instructors to mainstream sustainability education, and reinforcing existing sustainability-focused programming.

- Raise internal awareness about sustainability and sustainable development by providing professional development and training support for all faculty and staff, and communicating our sustainability expertise and activities more cohesively.

- Continue to support faculty outputs around sustainability by maintaining a point of contact such as a sustainability committee, resourcing the development of teaching materials, inviting companies and external organizations to speak with faculty about sustainability challenges, and encouraging faculty research in sustainability topics.

Advance Equity, Diversity and Inclusion

Desautels and McGill University are committed to ensuring all members of our community feel safe, welcome, valued and heard. At Desautels a tenured member of the faculty has been appointed as Director of EDI to lead assessment, planning and actions taken at Desautels that raise awareness, create new processes and improve EDI outcomes.

Initial actions are to:

- Establish an EDI infrastructure at Desautels;

- Assess EDI data and experiences of students, faculty and staff;

- Build out a plan with related initiatives based on that analysis.