

## HIGHER EDUCATION EXECUTIVE

Driving innovation, student experience, partnerships, and academic excellence in line with community needs in the region.

A collaborative, visionary executive with a unique background in the public service that includes future-focused healthcare reforms, transformation leadership, and—most recently—post-secondary educational leadership. Offers extensive experience in public policy, educational service delivery leadership, and relationship-building with a broad range of organizations. Known for developing and implementing policy with a focus on service quality and sustainability, while taking full responsibility for challenges, change, and clear communication with the stakeholders and the general public.

- Strategic Planning & Vision
- Policy & Program Development
- KPI & Goal Setting
- Financial Planning
- Innovative Initiatives
- Community-Minded Leadership
- Student Experience
- Change Leadership
- Resource Allocation
- Process Improvement
- Active Spokesperson
- Partner Relations

### HONORS AND AWARDS

**National Chair, 2016**  
**Council of Ministers of Education Canada**  
*Led National Delegation to International Education Summit in Berlin. Steered work on National Early Childhood Framework. Developed 10-Year Cultural Strategy.*

## CAREER HIGHLIGHTS & DIFFERENTIATORS

- *Built a career that evolved from public school and athletics leadership to serving as the Minister of Health and Minister of Education at the provincial level, with recent experience in higher education leadership, private sector, and extensive public speaking to create new opportunities for cross-functional collaborations.*
- *Practices courageous leadership with a focus on innovation, long-term vision, and efficiency for the community's needs.*
- *Supports teams with accountability, strategic planning, public and internal engagement, open communication, and the ability to set clear goals and draft policy for top performance.*
- *Leads from the middle as an engaged and informed executive focused on empowering the team, serving the community and students, inspiring trust, and encouraging creativity among staff.*

## PROFESSIONAL EXPERIENCE

**HOLLAND COLLEGE • Charlottetown, PE • 2019 to Present**

### **VICE PRESIDENT, CORPORATE SERVICES, STRATEGIC DEVELOPMENT & STAKEHOLDER RELATIONS**

Reporting to the President, oversee financial and ancillary services, human resources, facilities management, international, registrar's office, recruitment, student services, athletics, marketing and information technology for an organization with 270+ staff and 71 full-time programs delivered on the main campus and 3 satellite campuses, with 2,550+ students. Support strategic direction and priorities in a unionized environment to promote key economic, educational, and business initiatives. Forge successful, long-term international partnerships with municipal, provincial, and federal governments. Identify efficiencies to enhance student population growth and student experience.

#### ***Strategic Leadership:***

- Lead a team of eight department heads, including CFO, Research Director, Marketing & Communications, Registrar's Office, IT, HR, Athletics, and Facilities Departments.
- Plan and oversee an overall budget of \$71.3M and work closely with 3 bargaining groups in a unionized environment.
- Implemented Employee Achievement & Success Reporting with direct reports as a model for their department staff.

#### ***Board Governance & Relations:***

- With accountability to the Board, promote the renewed strategic vision through monthly meetings with the Board and service on the Finance Committee.
- Leveraging a strong knowledge of Board governance and protocol, prepared and presented the strategic vision of the College that was embraced by the entire organization, including 6 core values aligned with 4 chief goals: Innovative and Flexible Programming, Corporate Innovation, Environmental Leadership, and Supports & Inclusion.

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- Regularly promoted awareness of the goals; presented a new framework for strategic enrollment management to grow partnerships and evaluate program success based on relevance to the labor market trends in the region.

**Strategic Planning:**

- Having established 16 KPIs with 24 strategic goals with the Board, defined accountability for each goal and worked with the President's Office and program managers to implement them.
  - Positioned the College to achieve goals in Teaching Excellence; Equity, Diversity and Inclusion; Energy Management; Innovative Programming; and Climate Leadership.
  - Introduced professional development for staff to increase access to EDI training and LinkedIn learning.

**Financial Planning & Leadership:**

- Partnered with the audit team to review fiscal management and prepare for the annual audit.
- Defined fiscal sustainability and future goals, including grant management, tuition and enrollment, and ancillary services.
  - Developed the management letter for the Board Chair with strategic advice on fiscal sustainability.
  - Worked with the Province on funding analysis and development. Promoted public relations and awareness with the federal Ministers and Members of Parliament.
- Served on the Steering Committee of Canadian Colleges for Resilient Recovery (C2R2), a group of 25 colleges across Canada that gained \$46M in funding from ESDC to support colleges across Canada.
- Elevated the needs and provided significant resources for IT infrastructure for cyber-security readiness.

**External Relations & Partnerships:**

- In a highly visible role, forged and maintained critical relations with the provincial government, current ministers, senior deputy ministers, and senior directors.
- Arranged regular meetings to monitor provincial labor needs and respond with innovative programs.
  - Achieved program growth; elevated the College's presence in the industries and with the government partners.
- Engaged private sector leaders for future collaboration. Strengthened a relationship with 12 college partners in China.
- Responsible for Tuition Waiver Initiative for Current and Former Youth In Care in PEI.

**Recent Achievements:**

- Worked closely with the Province to expand Advanced Paramedical Program and Licensed Practical Nurse program.
- Along with a team, introduced Project Management Office and Data Analytics Center; contributed institutional research.
- To manage strategic enrollment during COVID-19, built a new enrollment framework and researched best practices in partnership with colleges outside of Canada.
- Implemented a college-wide policy review focused on equity, diversity, and inclusion as well as mandatory professional development to support that work. Supported new program updates to include Mi'kmaq ways of knowing and teaching.
- Developed relationships with public school principals to engage 1,000+ high school students in hands-on learning experience at the College, as well as to support high school teachers with on-site professional development.
- Modernized the application process and provided the Registrar's Office with training on new technologies. Increased application volume by over 40% domestically and 20% internationally. Introduced a self-identification metric to ensure the College was responsive to the needs of various ethnicities, cultures, and languages.
- Modernized IT infrastructure with significant investments in server, storage, networking, and cybersecurity.

**NELSON CANADA • Charlottetown, PE • 2017 to 2019****VICE PRESIDENT, GOVERNMENT AFFAIRS**

In a private educational company, worked closely with the CEO and senior executive team to equip them with knowledge of public policy in education, allowing the Company to open new opportunities with educational boards and ministries. Introduced and nurtured a collaborative environment for provincial government, national government, private sector, and educational institutions to work on shared goals. Coordinated advocacy activities; provided models for international collaboration.

- Enabled the company to work productively with the government and set new priorities, including global sales goals.
- Managed institutional and international visits; planned outbound missions.
- Influenced and represented Nelson with high-level government officials, political leaders, influential organizations, and other relevant thought leaders to realize Nelson's cause in the public policy arena.

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**GOVERNMENT OF PRINCE EDWARD ISLAND • Charlottetown, PE • 2016 to 2017****MINISTER OF EDUCATION, EARLY LEARNING & CULTURE**

Assessed program performance and set the goals to reform underperforming services. Activated Government's new version for public education with the Learning Partners Advisory Council, Principals' Council and District Advisory Councils in 8 families of schools and created the Public Schools Branch. Developed consultations and processes to allow for a more balanced distribution of student population and capacity-building in public-school system.

- Built and implemented PEI Preschool Excellence Initiative and created early education centers; developed the policy on funding, regulations, and quality control.
  - The initiative implemented 45+ early education centers across the Province.
  - PEI became one of top-performing provinces in early education in Canada, and the program was used as a model by other provinces and territories since its implementation.
- Launched Triple P Positive Parenting Program and created partnerships with the Public School Branch and the PEI Teachers' Federation, to support parents with resources and training.
  - The program supported thousands of parents over the past six years and had a positive impact on student achievement, engagement, and overall school and community health.
- Contributed renewed policy and prioritized education outcomes, while aligning educators and ministries for best performance. Positioned the Province in the Top 5 performers in assessment outcomes across the nation.
- Led government file with Early Childhood Association on "Handle with Care" program, supporting parents and fostering improved mental health for young children.
- Represented Canada at two international summits on education (New York and Berlin).
- Led the re-structuring of the public-school system with the integration of the English Language School Board into the Department of Education. Created a new Education Act to move public education forward.
- Served as lead Minister of all Provincial and Territorial Ministers as Chair of the Council of Ministers of Education, Canada (CMEC); lead Minister for multilateral Early Learning and Early Childhood Framework; led the Province's 10-year Culture Strategy with public consultations to create a renewed mandate for the culture sector.

**GOVERNMENT OF PRINCE EDWARD ISLAND • Charlottetown, PE • 2011 to 2016****MINISTER OF HEALTH & WELLNESS (2011 – 2015) | MINISTER OF FAMILY & HUMAN SERVICES (2015 – 2016)**

Introduced the Board structure and initiated foundational innovative programs, in a highly visible role with full accountability for change leadership and communication with the stakeholders and general public. Strategized and implemented innovative programs to serve residents better in the long term. Led complex change to retire existing programs and replace them with efficient services, including the Youth Mental Health Action Plan; the Province's first 24/7 Residential Youth Addiction Treatment Facility; Youth Mental Health Day Treatment Program; the provincial Mental Health Action Plan.

- Built a strong relationship with the University of Prince Edward Island to introduce a graduate program in Nursing and promoted the creation of a 4-year Bachelor of Science program in Paramedicine.
  - Both programs were successful in servicing the healthcare system capacities and are growing today.
- Worked closely with regulatory bodies, private sector, and professional unions to modernize health services.
- Coordinated data collection to ensure changes in the legislation, resulting in the creation of foundational programs that are serving the population today. **Programs included:**
  - Women's Health Centre with access to women's reproductive, postpartum, abortion, IV obstetrical services
  - Generic U-65 Drug Program for affordable drug coverage
  - Triple P Positive Parenting Program to support parents
  - Poverty Reduction Strategy
- Introduced a new Hepatitis C management strategy able to cure up to 70% of Islanders living with Hepatitis C.
- Increased social assistance food rates by up to 17% depending on the age and number of people in a family.
- Modernized the provincial drug formulary via Prince Edward Island's first Catastrophic Drug Program.
- Brought in and expanded the scope of practice for professional health services with scope enhancements for Pharmacists, Paramedics, Nurse Practitioners, and LPNs by reforming and modernizing of the Health Services Act.
- Enhanced emergency response services with ground ambulance service provider IEMS and introduced expanded scope of practice of Advance Care Paramedics to provide health services in both in Home Care and Palliative Home Care.

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**EARLIER ROLES****GOVERNMENT OF PEI • MINISTER OF EDUCATION & EARLY CHILDHOOD EDUCATION | ATTORNEY GENERAL • 2010 to 2011**

- Introduced publicly funded kindergarten to the Island's public-school system, which involved an impact assessment.
- Led the process of rationalizing the number of private and non-profit day care centers through the introduction of Early Years Centers (EYCs) across the Province.
- Selected to represent the Canadian Ministers of Education Council (CMEC) at an international summit on teaching.
- Created Education Governance Commission to examine the governance structure of educational system.

**GOVERNMENT OF PEI • MINISTER OF HEALTH, SOCIAL SERVICE & SENIORS • 2007 to 2010**

- Provided operational oversight to Provincial healthcare, including over 4,000 front line service employees with a budget of approximately \$500M.
- Consolidated multiple regional health authorities into one integrated province-wide health authority, resulting in improved access to standardized health service delivery across the Province.
- Instituted numerous initiatives and programs to improve access to and delivery of health services for Islanders, including the Family Medicine Residency Program, the Palliative Home Care Drug Program, Provincial Integrated Stroke Care, and the Healthy Aging Strategy.

**BIRCHWOOD INTERMEDIATE SCHOOL • PRINCIPAL • 1999 to 2007****L.M. MONTGOMERY ELEMENTARY SCHOOL • VICE PRINCIPAL | TEACHER • 1996 to 1999****UNIVERSITY OF PEI • HEAD COACH & DIRECTOR OF HOCKEY • 1995 to 2004****GRANDE PRAIRIE ALBERTA • HEAD COACH MEN'S PROVINCIAL CANADA GAMES HOCKEY TEAM • 1995**

*"Doug Currie's visionary leadership has vastly improved our education system in Prince Edward Island. He fosters a climate of leadership and trust in others that motivates his team to strive for excellence in all aspects of their work."*

*~Robert Ghiz, Premier of PEI 2007-2015*

**EDUCATION**

**Level 4 National Certified Coach**, National Coaching Certification Program (NCCP), 1994

**Master of Education in Guidance and Counselling**, University of New Brunswick, 1990

**Bachelor of Education**, University of Prince Edward Island, 1986

**Bachelor of Arts in Psychology**, University of Prince Edward Island, 1985

**VOLUNTEER BOARD & COMMITTEE SERVICE**

Chair, Holland College Student Wellness Centre Initiative, Holland College, Jan 2022 – Present

Co-Chair, John Andrews/Holland College Watershed Centre of Excellence, Holland College, Dec 2021 – Present

Member, Canadian Colleges for a Resiliency Recovery (C2R2) Steering Group, Holland College, Sept 2020 – Present

Chair, Canadian Colleges for a Resilient Recovery Holland College (C2R2) Working Group, Holland College, Sept 2020 – Present

Member, ISI Board of Directors (Interuniversity Services Inc.), May 2019 – Present

Board member, Prince Edward Island Literacy Alliance, Sept 2019 – Nov 2021

Chair, Holland College Strategic Planning Steering Committee, Sept 2019 – Present