OUR MISSION:

To be an excellent College in a world-class University:

- To deliver a world-class undergraduate education
- To develop a stimulating and supportive environment for graduate education
- To advance research by graduates and Fellows
- To nurture and sustain a lively and welcoming community of scholarship and learning
- To attract a diverse body of high-calibre undergraduate and graduate students

In pursuing this mission, the College must balance the needs of present and future generations, and so ensure long-term sustainability.

OUR VALUES:

Our core values are a product of Fitzwilliam’s distinctive history, location and context. These values are manifest in the way we do things and how we prioritise actions:

- Ambition for excellence and challenge
- Open, inclusive ethos, modern outlook, and concern for welfare of all members
- Freedom of thought and expression
- Continuing commitment to increasing diversity throughout higher education and to advancing equality of opportunity
- Community and public engagement
- Independence and self-governance
OUR STRATEGIC PRIORITIES:

1. To deliver a world-class undergraduate education

Our Goal: To enable talented students to develop their academic skills and achievements to their fullest potential.

2. To develop a stimulating and supportive environment for graduate education

Our Goal: To provide graduate students with facilities, resources and other support that helps them achieve their ambitions for the development of their academic careers.

3. To advance research by students and Fellows

Our Goal: To attract world-class researchers to membership of the College and provide an environment in which their research may flourish.

4. To nurture and sustain a lively and welcoming community of scholarship and learning

Our Goal: To foster intellectual and cultural debate and exchange of ideas across a wide range of academic disciplines, cultural backgrounds and experience, for the benefit of all.

5. To attract a diverse body of high-calibre undergraduate and graduate students

Our Goal: “To offer admission to students of the highest intellectual potential, irrespective of social, racial, religious and financial considerations” (Undergraduate Admissions, University of Cambridge).
OUR COLLEGE:
Fitzwilliam is a large modern College, with a mixed undergraduate and graduate population, which will continue to have a majority of students studying full-time, undergraduate courses.

OUR RESOURCES:
To achieve these priorities, we need to focus on our physical, financial and human resources. Good governance is equally crucial:

Infrastructure
Our objectives:
- To provide accommodation to students to a good quality based upon modern day standards, so long as it is economically feasible to do so.
- To consolidate graduate accommodation in locations close to the main College site, encouraging students to partake in College life and use the facilities in College.
- To provide facilities that meet the academic, cultural and recreational requirements of College members as well as the opportunity to generate income to support academic activities.
- To maintain the College estate in a way which is sensitive to the character of its surroundings and aims to meet and where possible exceed minimum environmental standards.
- To deploy IT and communications technology effectively, with resilience, to enable members of the College to pursue their academic and cultural interests without impediment.

Finance
Our objectives:
- To generate a consistent operational surplus to deliver our charitable objectives that is sufficient to finance normal capital expenditure needs and contribute materially to refurbishment plans.
- To invest the endowment to preserve its value in real terms without undue risk and provide income for the College’s activities.
- To fundraise effectively to meet the College’s short and long-term needs.
People

Our objectives:

- To promote equality of opportunity and respect for all, regardless of actual or perceived age, race/ethnicity, national origin, religion or belief, disability, gender, gender identity or expression, marriage and civil partnership, pregnancy and maternity/paternity, gender reassignment or sexual orientation.

- To ensure that the College recognises each individual’s abilities, professional skills and unique contribution to the life and work of the College.

- To ensure that academics and staff are effectively deployed, led, and managed in support of the College’s mission and strategic priorities.

- To ensure that academics and staff are treated fairly and honestly, and receive fair reward and benefits for their work, commensurate with the financial resources of the College.

- To ensure students play a significant part in College governance.

Operations

Our objectives:

- To deploy our resources effectively to deliver the College Mission.

- To comply with legal and regulatory obligations wherever we operate, including those which fall upon the College as part of Collegiate Cambridge University.

- To meet consistently, and, wherever possible, exceed, the standards of service, support and operational performance that are expected.

- To promote the College and University values by celebrating the academic and non-academic successes of students, Fellows, alumnae/i and staff of the College.

Governance

Our objective:

- To maintain and adapt the model of a ‘self governing body of scholars’ as a transparently effective governance structure in the context of the legal, political and educational conditions in which we operate.

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