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## The KPU Distinction

As KPU looks to its next five years, the future of our society is under considerable discussion. It is a future where:

- as a result of digital transformation, the nature of work and ways of life are quickly evolving;
- awareness of and demands for action around social injustice are heightened;
- environmental impacts such as global climate change are requiring significant adaptation in the way we work and live; and
- decolonization of institutions and full inclusion of Indigenous peoples is a priority.

To respond to these challenges and to make the world a better place, **access to lifelong, meaningful education for all** is fundamental.

As a polytechnic university, KPU has the unique opportunity to evolve in a way that anticipates this future by:

- reflecting and serving our diverse, dynamic and growing region by providing a wide range of offerings, services and activities;
- defining, developing and teaching the essential new competencies needed by our graduates, encompassing both technical and human literacies, creativity, adaptability, and social awareness;
- ensuring that our graduates are prepared for a life time of learning and re-learning, and providing them with opportunities to adapt to their changing needs; and
- practising what we preach as we evolve as a unique, progressive and highly regarded polytechnic university which fosters innovative teaching and learning and relevant research and scholarship.

## KPU's Mission, Vision and Goals

**Mission:** By thinking and acting together, we transform lives and empower positive change

**Vision:** In 2023, KPU is a learning ecosystem rooted in a culture of sustainability, creativity and quality that inspires our people and our communities

**Goals:** KPU's 12 goals are organized into four interconnected themes:

**A. Experience:** We will

- A1. Enhance the experience of our students
- A2. Enrich the experience of our employees
- A3. Delight our friends in their KPU experience

**B. Sustainability:** We will

- B1. Embrace all cultures and promote a renewed, authentic approach to Indigenization
- B2. Foster environmental sustainability through our offerings, research and operations
- B3. Integrate planning to ensure KPU operations are aligned with our resources, thus sustaining quality and institutional health

**C. Creativity:** We will

- C1. Increase the levels of activity, funding and intensity of research and scholarship
- C2. Increase innovation in teaching, learning and curriculum
- C3. Embolden creative problem solving across KPU's operations

**D. Quality:** We will

- D1. Ensure continuous improvement of all KPU programs and services
- D2. Hold each other responsible for our promises and our expectations
- D3. Be accountable to our partners, governments and communities

## The Details

### A. Experience: Students, employees and friends enjoy rich, engaging and supportive educational and working experiences

#### A1. Goal: We will enhance the experience of our students

Progress on this goal will be made by ensuring our students have access to:

- The courses they need to graduate in a timely manner
- Experiential learning opportunities in all programs
- Campus resources to support their learning and development
- Campus facilities and services to support their well being

*Experiential learning includes, for example, co-ops, practica, field work and other work-integrated learning, as well as service learning, and research.*

#### A2. Goal: We will enrich the experience of our employees

Progress on this goal will be made by providing our employees with access to:

- Appropriate professional development opportunities
- Appropriate opportunities to advance internally
- Celebration and recognition of employees' achievements and service
- The resources necessary to do their job effectively
- The resources necessary to support their well-being
- An inclusive workplace where people are treated with dignity and respect and are free from discrimination, bullying and harassment

#### A3. Goal: We will delight our friends in their KPU experience

Progress on this goal will be made by:

- Regularly engaging our friends to actively contribute to KPU
- Ensuring our friends have a positive experience when they visit KPU
- Respecting and valuing the contributions of our friends to KPU
- Engaging with our partners in ways that benefit our communities

*By "friends" we mean alumni, retirees, visitors, donors, members of advisory boards, the KPU Foundation Board, partner organizations and all members of the communities we serve.*

#### What this means for KPU:

By making the perspectives of students, employees and friends our priority, we will improve their experiences at KPU. KPU will be an inclusive and safe learning and working environment that values, supports, and benefits from the diversity of all its people.

## B. Sustainability: Cultural, social, environmental and institutional sustainability are advanced

### *B1. Goal: We will embrace all cultures and promote a renewed, authentic approach to Indigenization*

Progress on this goal will be made by:

- Demonstrating value and respect for the diverse cultures and backgrounds of our students and employees
- Demonstrating value and respect for the richness of cultures and traditions of Indigenous peoples
- Engaging Indigenous peoples and organizations through active and community-focused KPU partnerships
- Continuing to develop more Indigenous academic content and integrating Indigenous culture into our learning environment

### *B2. Goal: We will foster environmental sustainability through our offerings, research and operations*

Progress on this goal will be made by:

- Offering formal education programs and courses that address sustainability
- Conducting research that addresses sustainability issues
- Ensuring our operations are environmentally sustainable

### *B3. Goal: We will integrate planning to ensure KPU operations are aligned with our resources, thus sustaining quality and institutional health*

Progress on this goal will be made by:

- Creating an integrated planning culture whereby:
  - institutional priorities to guide planning and decision-making are established annually and reviewed quarterly
  - divisions create operations plans that address institutional priorities, given available resources, and are accountable for the results
  - the need to make difficult decisions to ensure quality and institutional health is recognized
  - decisions are fully-informed and transparent
- Developing institutional mechanisms to align all planning and approval processes with available resources and institutional priorities
- Employing a budget model that ensures the strategic allocation of available resources to address institutional priorities
- Providing planners and decision-makers with the tools and training required to align operations with priorities and resources
- Strategic enrolment management (SEM) planning that aligns recruitment, admission and retention processes with our capacity to meet demand and support student success

#### **What this means for KPU:**

The 2015 Truth and Reconciliation Commission's Call for Action suggests how Indigenous communities and cultures can be sustained. KPU will meet its commitments to this Call.

KPU's commitment to environmental sustainability through cross-university engagement and co-ordination will continue, and external validation will be sought.

Integrated planning will ensure that academic offerings and services are aligned with our resources so that quality, financial and institutional stability are sustained.

## C. Creativity: KPU's innovation, scholarship and research benefit KPU, its students and society.

*C1. Goal: We will expand innovation in teaching, learning and curriculum*

Progress on this goal will be made by:

- Ensuring students receive quality instruction and a meaningful learning experience
- Ensuring educators are well supported to innovate in teaching, learning and curriculum

*C2. Goal: We will expand activity, funding, intensity and impact of research and scholarship*

Progress on this goal will be made by:

- Increasing support for research and scholarship activities
- Increasing the amount of funding for research and scholarship activities conducted by KPU employees
- Increasing the intensity of research and scholarly activity
- Increasing the amount of research and scholarly activity
- Increasing the impact of KPU research
- Engaging local industry, NGOs, community organizations and businesses to address economic and social needs for the prosperity of our communities

*C3. Goal: We will embolden creative problem solving across KPU's operations*

Progress on this goal will be made by:

- Anticipating the rapid changes occurring in work and society, and increasing our ability to respond accordingly
- Ensuring employees are empowered to take calculated and creative risks without fear
- Providing employees with the resources to incorporate diverse and creative problem solving into their daily operations

*Scholarship and Research at KPU encompasses discovery, application, engagement, creation, integration and the scholarship of teaching and learning.*

### What this means for KPU:

KPU links thought to action, appreciating and embracing creativity and innovation in all forms, big and small.

KPU will do more to recognize and celebrate the innovation, research and scholarship already underway.

We will invest more in all types of creative activity, both formal and informal, especially in the context of the digital transformation in our society.

## D. Quality: Continuous improvement builds confidence and reputation.

*D1. Goal: Through continuous improvement of all KPU programs and services, we will ensure that our graduates are well prepared for work and for life.*

Progress on this goal will be made by:

- Conducting regular reviews of all KPU programs to ensure continued relevance, alignment with institutional priorities, and efficient and effective use of resources, and implementing recommendations as appropriate
- Conducting regular reviews of all KPU support services to ensure continued relevance, alignment with institutional priorities, and efficient and effective use of resources, and implementing recommendations as appropriate
- Conducting regular reviews of all KPU operations to ensure continued relevance, alignment with institutional priorities, and efficient and effective use of resources, and implementing recommendations as appropriate

*D2. Goal: We will hold each other responsible for our promises and our expectations*

Progress on this goal will be made by:

- Ensuring employees understand their role in achieving KPU's mission, mandate and vision
- Ensuring employees have clear expectations that guide their work
- Ensuring employees receive effective feedback on how well they meet those expectations
- Promoting a culture of shared responsibility, and accountability to each other

*D3. Goal: Be accountable to our partners, governments and communities*

Progress on this goal will be made by:

- Ensuring effective and efficient use of resources
- Ensuring appropriate access to educational programming
- Ensuring students receive a quality education to ensure their success
- Ensure KPU is regarded favorably by the community we serve
- Ensuring we fulfill our commitments to our partners

*Holding each other responsible is fundamental to a collegial organization. As peers, we are all vested in KPU's quality and reputation, and we must be open to respectfully giving and receiving constructive feedback.*

### What this means for KPU:

KPU's mandate is to add value by contributing to the social, economic and cultural life of our region and beyond.

We do this by providing the right mix of offerings and services, and undertaking research and innovation of many types. These can all be improved through regular cycles of thoughtful and collegial reflection, evaluation and subsequent change.

This attention to continuous improvement is key to building the long term reputation of KPU and thus its ability to attract and retain motivated students and talented employees, and to increase respect within the community.