

Mid-Year Performance Measurement Framework Report, January 2011

A. Our work: teaching, research, and public service

Goal A1 – Promote and reward the pursuit of excellence in teaching, research, public service, and administration. Make the University widely known for excellence.

Measure 1. Creation of a Strategic Teaching and Learning Plan and its implementation

The University Committee on Teaching and Learning, chaired by the Associate Vice-President (Academic), is in the data collection phase of this project which is scheduled to produce a draft plan by the end of the summer, 2011.

Measure 2. Outcome from annual CUSC survey: the percentage of students who are satisfied with the overall quality of education

The Canadian University Survey Consortium (CUSC) survey for 2011 asks a random sample of all undergraduate students from participating universities about their undergraduate experience and their satisfaction with the learning and student support environment at their university. The survey is now in the field and the University of Regina is participating.

Measure 3. Implementation of an Institutional Marketing Plan

Key elements of marketing the University of Regina in 2011 are the program of events and the publicity surrounding the 100th Anniversary of Regina College, 100 Years of Excellence in Education.

Goal A2 – Reaffirm our historic commitment to the liberal arts and sciences.

Measure: Annual credit hours taught in the faculties of Arts, Science and Fine Arts, including federated colleges

In the fall of 2010, the credit hours in Arts, Science and Fine Arts across the university increased by 1.1 per cent.

Goal A3 – Align our array of program offerings to respond to the needs and interests of current and prospective students.

Measure 1. Progress of the academic program review and implementation of its findings

The academic program review is in the data collection phase. This includes the drawing of data from administrative systems and from an academic administrators' questionnaire. Surveys of students and faculty have been completed and a survey of alumni will be launched by the end of January. A panel of academic evaluators is being selected.

Measure 2. Number of international students, fall headcount, including federated colleges

The number of international undergraduate students increased by 8.5 per cent in the fall of 2010, with first-time international undergraduates increasing by 9.0 per cent. International graduate student enrolment rose by 17.1 per cent.

Goal A4 – Enhance the University’s distinctive programming and research profile. Capitalize on research successes to benefit the institution, researchers, and our students.

Measure 1. Development and implementation of a new strategic research and scholarship plan

The final stage in the adoption of the new Strategic Research Plan is its presentation to the Executive of Council for information. The Council Committee on Research has begun considering strategies for implementation.

Measure 2. Research Funding, all sources

At mid-year 2010-11, total research funding for the University of Regina has increased by 8.2 per cent over the funding at mid-year of the previous year. Excluding IPAC-CO² from last year’s figures, the increase is 28.7 per cent.

Goal A5 – Make the University a leader in environmental responsibility. Put sustainability at the core of our teaching, research, and campus life.

Measure: Development and implementation of a new sustainability plan

A University of Regina Sustainable Campus Policy has been adopted and can be viewed at <http://www.uregina.ca/presoff/vpadmin/policymanual/general/10140.shtml>. A President’s Advisory Committee on Sustainability is in the process of being established.

Goal A6 – Take a programmatic approach to distributed teaching and learning.

Measure: Preparation and implementation of a Distance Education Strategy

The implementation of the Report of the Distance Education Task Force continues. The Organizational Capacity Building Phase is the emphasis for 2010-11: to engage the units responsible for Distance Education at the University to make the structural and procedural changes required to fulfill the Task Force’s goals. Actions include the realignment of staff/responsibilities between Distance Learning and the Centre for Academic Technology, the adoption of more user-friendly websites and software, as well as more standardization in course development processes.

B. Our people: engagement, diversity, success, and esteem

Goal B1 – Build long-term relationships with First Nations and Métis communities.

Measure: Number of (self-declared) Aboriginal students, total university

Total enrolment of Aboriginal students decreased by 3.2 per cent (34 students) in the fall of 2010 compared to fall 2009.

Goal B2 – Make the transition into university seamless; enhance accessibility and flexibility; expand early-awareness and transitional programming; and ensure that appropriate supports are in place for students with special needs.

Measure 1. Outcomes from the joint Transitions Committee with regional school divisions

In its second year of activity, the University/School Divisions Transitions Committee and its consultant continue to focus on five priority areas: 1) guiding and supporting the expansion of accelerated programming and establishing dual credit courses, 2) facilitating professional dialogue and learning between high school teachers and university teachers, 3) involving high school students in appropriate learning experiences with U of R faculty/staff/students, 4) planning and promoting initiatives that encourage all Regina area students to explore a post-secondary education, regardless of background, and 5) gathering feedback from students who have been through the transition process, successfully or unsuccessfully.

Measure 2. Undergraduate retention rate from year 1 to year 2

The retention rate has dropped marginally from 78.9 per cent (2008-09) to 78.4 per cent (2009-10) but remains at 93 per cent of *Maclean's* median for all universities, an all-time high for the University of Regina.

Goal B3 – Improve the university experience for students, and foster a stronger campus community and spirit. Provide more scholarship and bursary support. Increase the amount of funding available to both undergraduate and graduate students.

Measure 1. Outcome from annual CUSC survey – percentage of students who are satisfied with their decision to attend the university

See Goal A1, Measure 2.

Measure 2. Development, approval and application of a new Campus Master Plan

The new Campus Master Plan was approved in principle by the Board of Governors at its

December 2010 meeting. The full text version of the plan is in preparation with the Advisory Committee expected to receive it by the end of January.

Implementation will include:

1. Determination of the implementation approach
2. Environmental Planning
3. Universal Design Policies
4. Studies
 - Comprehensive Housing Strategy
 - Space Strategy
 - Programming Strategy
 - Pedestrian Wayfinding Strategy
 - Infrastructure Plan

Goal B4 – Increase our administrative efficiency and enhance productivity.

Measure: Outcomes from the work of the Administrative and Organizational Structure Review and other steps to improve administrative efficiencies

The Administrative and Organizational Structure Review Committee has

- Completed a review of the reporting structure of the Enterprise Risk Manager and submitted a report to the President.
- Made substantial progress on its review of the reporting structure for Ancillary Services and particularly Food Services.
- Conducted further consultations with various administrative employee groups regarding their concerns with an eye to problem identification.
- Undertaken a review of its mandate, following one year of experience, and proposed to the President an amended terms of reference and role for the committee.

Goal B5 – On a foundation of positive and open employee relations, provide freedom and opportunity for faculty and staff to grow, excel, and be esteemed and recognized.

Measure: Administration of the employee engagement survey, analysis of the results, action and evaluation of improvements

The results of the 2010 University of Regina Employee Engagement Survey have been compiled and analyzed with summary reports provided to academic, research and administrative units. Follow-up activity was discussed at the fall 2010 ULT retreat. Consideration of the unit results is occurring at the unit level with the goal of identifying actions to maintain current high engagement levels, build on strengths, and address areas noted for improvement. The success of these efforts will be evident by comparative scores generated from the next administration of the survey in 2012.

Goal B6 – Continue to build a friendly, diverse, safe, and tolerant campus. Respect work-life balance and pay particular attention to the marginalized, the vulnerable, and the disadvantaged.

Measure: Creation and implementation of an Employee Diversity Plan

The University continues its outreach approach to ensure that representative workforce group members are aware of recruitment opportunities at the University of Regina. The electronic recruitment system implemented in 2010 allows applicants to self-declare, assisting with recruitment efforts. Recently a workforce audit was completed to support the Federal Contractors Program, a program established to further the goal of achieving workplace equity for designated groups experiencing discrimination in the Canadian labour market.

C. Our communities: presence and partnerships

Goal C1 – Raise the profile and increase the presence of the University regionally, nationally, and internationally. Promote community involvement of University personnel by redoubling our efforts to showcase the pursuit of excellence in teaching, research, and administration.

Measure: Survey results of public reputation

The Communications department in External Relations, with the assistance Phoenix Advertising Group, is preparing to launch a study of public perceptions of the University and its brand.

Goal C2 – Enhance collaboration with and between First Nations University of Canada, Campion and Luther Colleges, the Institut français, and the Gabriel Dumont Institute.

Measure: Development and implementation of collaborative strategies and agreements

Preparations are well underway for the completion of the Liaison Agreement arrangement for First Nations University of Canada and the coming into effect, on April 1, 2011, of the Administrative Services Contract for a three year period.

Guidelines for a Working Academic Relationship between Campion College and Luther, as Federated Colleges, and the University of Regina, an agreement to consolidate, update and clarify the various academic arrangements among the three institutions, has been signed with an effective date of November 1, 2010.

A draft Infrastructure Services Agreement among the University, Campion College and Luther College, is under review, following agreement in principle on the application of

the calculation methodology for a new seven-year period. The previous agreement expired in June 2009 with a bridging arrangement in place for fiscal 2009-10.

Goal C3 – Engage in educational, research, and human resource development partnerships with other educational entities, businesses, professions, and community groups.

Measure: Establishment of new research institutes, community outreach activities, and partnerships with organizations in the business and voluntary sectors

The Community Connections project has continued in 2010-11. Its objectives are increasing the University's presence throughout the province, establishing the recognition of the University of Regina as a provincial university, and fostering community partnerships. This year the program has featured evening lectures by University of Regina faculty and guest speakers in communities outside Regina.

The President's Community Award was created this year in keeping with the University's commitment to serve the provincial community and to recognize those who have a strong history of working to better the lives of others in Saskatchewan. It honours individuals or organizations whose values, history of service to Saskatchewan and concern for communities have made a lasting impact on the province. In recognition of its 125 years of service to the people of Saskatchewan, the Royal Canadian Mounted Police "Depot" Division was selected as the first recipient of the award, presented at a public ceremony on November 24, 2010.

The preparations for the fall 2011 launch of the collaborative nursing program with SIAST have proceeded with the appointment of a dean and the first two nursing faculty and the achievement of first scholarship donation for nursing students.