

# THE PEOPLE PLAN



As many of you know, the University of Lethbridge is recognized on the national stage as one of Canada's top-ranked institutions. This is largely due to the incredible support of faculty and staff like you.

Dr. Sam Smith, the U of L's first president, said it best: "Our people define our University and are our greatest strength." That statement still holds true today and the University remains committed to creating a positive environment where people want to work, educate, learn, conduct research and engage in creative activity, ultimately creating an outstanding experience for the students who study here.

To this end, a campus-wide committee has been struck to identify areas where we excel in supporting our faculty and staff and examine places where we could improve. By gathering information on priorities, collecting feedback on the working environment and providing a benchmark for future evaluation, the resulting People Plan will examine what support mechanisms currently exist for our faculty and staff and what new alternatives can be implemented to ensure continued support.

**You will soon receive an invitation from Léger**, the consulting firm hired for this project, to participate in a confidential, online survey. The survey will take approximately 15 to 20 minutes to complete, and an executive summary of the results will be posted on the [People Plan website](#) early in the new year.

Please take the time to provide your input. Your feedback is vital to ensuring the continued success of our university.

**Sincerely,**

Mike Mahon, Ph.D.  
President and Vice-Chancellor