

U of L Strategic Priorities: Report Card

May 2005

STRATEGIC PRIORITIES:

Students

Improve student financial support through scholarships, bursaries, work opportunities, and other initiatives.

Expand opportunities for graduate studies.

Foster a sense of healthy culture and community for students.

Diversity

Improve support and participation of First Nations in the University community.

PROGRESS:

February 14, 2005, marked the launch of the **Supporting Our Students campaign**, which will raise funds for student scholarships and bursaries.

For 2005-06, the U of L has **increased funding** for general scholarships by \$100,000, international scholarships by \$100,000, and athletic scholarships by \$80,000.

In March 2004, Alberta Learning approved a significant **expansion of the Special Case Ph.D. program** in five new multi-disciplinary areas of study: Bio-molecular Science; Biosystems and Biodiversity; Earth, Space and Physical Science; Evolution and Behaviour; and Theoretical and Computational Science.

The School of Health Sciences implemented a **new Master of Science cohort program** in 2004. The program allows students to pursue designations in Nursing, Addictions Counselling, or Health Sciences.

In 2005, the Faculty of Education begins a **Master of Education in Literacy Development and Teaching**, in cooperation with the University of Belize.

Developed in 2003, the **University of Lethbridge Principles of Student Citizenship** are now in the Calendar and disseminated at student orientation sessions. The principles "define The University of Lethbridge's expectations for the behaviour for its students."

2003 revisions to the **alcohol policy** encourage responsible use of alcohol on campus.

In May 2004, the Board of Governors approved a revision of the **University policy on tobacco use** to promote a safe and healthy campus.

The **Paterson Centre**, centrepiece of the new student residence subdivision, opened in November 2003. This building houses a recreation area, laundry facilities, and a large common meeting room and patio.

The forthcoming **Regional Health and Wellness Centre** will allow more students to participate in fitness programs.

Campus-wide health education events, organized by the Health Centre, occur during the fall and spring semesters.

The Registrar's Office and Student Services appointed Esther Healy as **Native Student Advisor** in August 2003, a position that receives continuing funding. Esther helps First Nations students achieve success at our institution.

In 2004, the University received Government of Alberta funding to pilot a **First Nations Transition Program**. Designed to boost the success of First Nations students, the program provides a bridge between First Nations and university cultures during the first year of study. The U of L is applying to extend the program.

In August 2003, the Faculty of Education and Red Crow Community College launched the **Niitsitapi Teacher Education Program** to offer First Nations students a teacher education program that integrates Blackfoot culture, traditions, and knowledge. The U of L plans to apply to extend this program.

The Faculty of Management and Department of Native American Studies launched Alberta's first **Bachelor of Management in First Nations Governance** in April 2003. With a multidisciplinary approach to First Nations issues, the degree provides a strong foundation in Management, leadership, and Native American Studies.

STRATEGIC PRIORITIES:

Ensure gender inclusivity by promoting and implementing equity within the University community.

Increase the international focus of The University of Lethbridge, through the recruitment and exchange of students and faculty.

Teaching and Research

Provide support for faculty in the enhancement of effective teaching skills and strategies.

PROGRESS:

The U of L sponsors the **Kainai Women's Secretariat**, a group of women from the Kainai First Nation with an interest in social and cultural issues in First Nations communities. In 2004, the Secretariat held their third conference on our campus.

The University's **Career Conference** includes an Aboriginal focus to support the participation of First Nations in the academic community and the workforce.

The School of Health Sciences is offering **Addictions Counselling courses on the Piikani Reserve** in Brocket. These courses provide addictions counselling education within an Aboriginal community context.

The U of L completed a **salary anomaly review** for faculty members and administrative staff. The Board of Governors made salary adjustments where necessary.

The U of L is signatory to the **Federal Contractors Program**. This national workplace equity initiative requires contractors bidding on large federal contracts to certify in writing their commitment to employment equity.

In December 2004, the Board of Governors approved the **Diversity and Employment Equity policy**, which commits the U of L to "achieve and maintain a fair and representative workplace through the development and implementation of an employment equity plan."

In 2004, the U of L launched the **Diversity Advantage**, an employment equity plan that focuses on building an inclusive and equitable campus. A formal plan is in development.

Workforce analysis data gathered from a 2004 survey of U of L employees shows encouraging results for representation from the federal government's four designated groups: 53% of respondents were women, 1.5% Aboriginals, 8% visible minorities, and 2.5% persons with disabilities.

The Women Scholars Group, of the Department of Women's Studies, runs the **Women Scholars Group Speaker Series**. Emphasizing the careers of women in Canada, this series brings 8-10 speakers to campus per year. These visits involve meetings with classes, presentations to local groups, meeting with students, and a public presentation.

The U of L has **exceeded the internationalization goal** of 7% of the student population from outside Canada, set by the General Faculties Council. In fall 2004, almost 8% of the student population were visa students.

For 2005-06, the U of L increased funding for **international scholarships** by \$100,000.

In 2005, the Faculty of Education begins a **Master of Education in Literacy Development and Teaching**, in cooperation with the University of Belize, a country located on the eastern coast of Central America.

The **number of exchange students has almost tripled** since 2000, rising from 18 to 52 students attending the U of L.

The Curriculum Redevelopment Centre, which receives partial ongoing funding from the U of L, has ongoing plans to build a **Teaching Development unit**.

The U of L will accelerate its schedule of installing **digital projectors in all classrooms**. The target completion date for this initiative is fall 2005.

Information Technology and the Curriculum Redevelopment Centre are working to deliver **increased WebCT testing facilities** for fall 2005. These two units are also designing, implementing, and supporting **two new videoconferencing rooms** in University Hall, which are connected to the WestGrid research computing environment.

Where possible, faculties and schools have addressed **workload issues**, using a variety of administrative mechanisms.

STRATEGIC PRIORITIES:

Pursue additional funding to support scholarly activity across a wide range of disciplines.

Develop centres of research excellence across the faculties and schools.

Facilities

Increase state-of-the-art academic space on campus.

Increase student residence space.

Provide access to additional recreation and leisure space.

Expand research space in all disciplines.

PROGRESS:

Over the past five years, **research grants have increased** 164%. In 2003-04, the value of research grants was \$8.9M, compared to \$3.5M in 1999-2000. This increase is due largely to new sources of international, federal, and provincial research funding.

With the inception of the federal **Indirect Costs of Research grant program**, the U of L can provide much-needed support for research activities.

Research Services is working with faculty members to develop strategic research applications and partnerships with the community in the **humanities and social sciences research areas**.

The U of L was selected as the administrative centre for a tri-university water research partnership—the **Alberta Ingenuity Centre for Water Research**.

The project “Ah tah po pinan, Nah to se”—translated from Blackfoot as “**moving towards (the knowledge or light of) the sun**”—that will preserve the history and cultural heritage of the Blackfoot Confederacy in Alberta and Montana received about \$1M funding from the Community-University Research Alliances program. Native American Studies Department Chair Alfred Young Man is a principal researcher in the project.

The Faculty of Management’s **Centre for Socially Responsible Marketing** aims to advance the state of knowledge related to a variety of socially conscious issues.

The Faculty of Management and the School of Health Sciences established the **Centre for Health Management Research**, which encourages health related research, and facilitates dialogue between stakeholders to promote an integrated health care system that focuses on preventative health care.

The U of L has made formal applications to the provincial government for funding of the **Management and Health Sciences Building** and the **expansion of Turcotte Hall**.

The **Legacy of Leadership Campaign** will fund three institutional priorities, two of which are new facilities—the Regional Health and Wellness Centre and the Management and Health Sciences Building. These facilities will help alleviate the need for new academic space on campus.

The University has made extensive **renovations to University Hall**, including ongoing improvements and repairs to classrooms and faculty offices, numerous lab renovations, and ongoing repairs to the University Hall building envelope.

New student residences opened in 2003. Located south of the Aperture Park residence complex, the new residences are six town home units that house up to 96 students in 24 four-bedroom suites.

The **Regional Health and Wellness Centre** is currently in development. It will provide additional recreational and cultural facilities to meet the demands of the growing U of L population and the needs of the community.

The University has made formal applications to provincial and federal agencies the funding of the **Alberta Water and Environmental Science Building**.

With funding secured from provincial and federal government agencies, the Board of Governors has approved an **expansion of the Canadian Centre for Behavioural Neuroscience (CCBN)**.

In the CCBN, the U of L developed **dry and wet laboratories** in space set aside for future development, and secured funding to develop a 900 sq. m. addition to house two nuclear magnetic resonance spectrometers and accompanying research support space.

STRATEGIC PRIORITIES:

Outreach

Work with our alumni to help advance the mission and vision of The University of Lethbridge.

Raise the profile of The University of Lethbridge in the provincial, national, and international arenas.

Improve relationships and increase involvement with individuals and organizations for the good of The University of Lethbridge and the community.

PROGRESS:

The University Advancement office appointed its **first Alumni Relations Officer**, Jaime Morasch. Ms. Morasch establishes and directs programs and practices that enhance our relationships with alumni.

The University has noted a **revitalized alumni presence** at events, as representatives on the Board of Governors, and during fundraising.

A **branding exercise** has developed a consistent and clear University identity. This exercise included a graphics review and the development of graphics standards, and led to the redesign of the U of L logo.

The University has improved its **web presence**. A Web Designer in University Advancement works with Information Technology to coordinate the U of L web site.

The U of L has made **regular presentations to several organizations** to keep community and political sectors informed on numerous initiatives:

- Alberta Government's Standing Policy Committee on Education.
- Calgary Caucus.
- Capital Area Caucus
- Various southern MLAs and candidates for Provincial Legislature.
- Lethbridge City Council.
- Edmonton City Council.

Jim Horsman, a former U of L Chancellor and former Deputy Premier, has been appointed as the Board of Governors' first **Government Relations Advisor**.

The University continues to develop its **University Advancement** office. A search is currently underway for a new Vice President (Advancement).