

VISION 2023 Progress Report: August 2020



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

MISSION » By thinking and acting together, we **transform lives and empower positive change.**

VISION 2023 Progress: By Goal and Metric

The following is a summary of progress made towards the VISION 2023 goals as of August 2020, based on the most recently collected data. Please see the Appendix for detailed results on each performance measure.

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

Targets have been achieved for two of three metrics:

- ✓ A slightly higher percentage (85%) of current students reported satisfaction with their educational experience at KPU
- ✓ Over 90% of recent KPU graduates reported satisfaction with their education, similar to last year
- ✓ Over 90% of recent KPU graduates assessed the quality of instruction at KPU positively, slightly higher than last year

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

Progress will be measured through the following metric:

- Proportion of employees who feel supported and valued
 - Baseline: 49% agreed, as measured in 2018 through the Employee Engagement Survey
 - A survey was planned for Spring 2020 but was delayed due to COVID
 - Target: increase in percentage agreement

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

Progress on this goal will be measured through the following metric:

- Proportion of friends (e.g., external reviewers, advisory board members, community members) who feel their contributions to KPU are valued
 - A survey was planned for Spring 2020 but was delayed due to COVID
 - The target will be developed once we have the first results

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

Targets have been achieved and substantially achieved, respectively for the following metrics:

- ✓ There was an increase in the percentage of students who perceived that KPU treats students fairly, regardless of their background, as compared to 2017
- ✓ The percentage of domestic FTEs who are Indigenous remained similar (3.5% in FY18/19 compared to 3.9% in FY17/18)

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

Progress has been maintained, though not fully achieved, for this metric:

- × KPU's self-ranking on the institutionalization of sustainability practices (using the STARS system) is unchanged since last year (3.3), after increasing from the first ranking (1.5, in 2015). The target is to achieve a maximum score (4)

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

The target has been substantially achieved for this metric:

- ✓ The average number of seats filled per class offered (21.9) declined slightly from FY18/19 (22.3), and fell just short of its target (23)

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

The target (increase in satisfaction) has not been achieved for this metric:

- ✘ A lower percentage of educators (37%) were satisfied in 2019 with the resources available to innovate compared to when this was previously measured (43%, in 2017)

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

The target (increase in satisfaction) has not been achieved for this metric:

- ✘ A lower percentage of faculty (24%) were satisfied in 2019 with the support for research compared to when this was previously measured (37%, in 2017)

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

Progress on this goal will be measured through the following metric:

- Proportion of employees who believe that KPU supports the development of new ideas that contribute to our future success
 - Baseline: 16% agreed, as measured in 2018 through the Employee Engagement Survey
 - A survey was planned for Spring 2020 but was delayed due to COVID
 - Target: increase in percentage agreement

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.

Targets have been achieved or substantially achieved for three of four metrics:

- ✘ Eight program reviews were completed, compared to the target of approximately nine each year
- ✓ The unemployment rate of recent KPU graduates decreased and was less than the target (7.3%)
- ✓ Over 85% of recent KPU graduates agreed their education helped them develop skills (up from CY18)
- ✓ Approximately 88% of recent KPU graduates reported their program-developed knowledge and skills are useful on the job, an increase from the previous year

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

Progress on this goal will be measured through the following metric:

- Proportion of employees who perceive co-workers at KPU work together to achieve goals
 - Baseline: 57% agreed, as measured in 2018 through the Employee Engagement Survey
 - A survey was planned for Spring 2020 but was delayed due to COVID
 - Target: increase in percentage agreement

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

Targets have been achieved or substantially achieved for five of the seven metrics:

- ✘ A lower percentage of KPU community members (25%, in 2018) would consider attending KPU compared to when this was previously measured (43%, in 2014), but a higher percentage would consider it for their children (56% in 2018, 36% in 2014); this survey will not be repeated until 2021
- ✓ An annual average of 2,177 credentials were awarded in FY17-FY19, falling just shy of the target (2,380); this is down from FY16-18's average of 2,421
- ✓ In FY20, there were 8,212 domestic FTEs (90% of target) and 938 health FTEs (131% of target); both of these categories declined by approximately 250 compared to FY19
- ✘ In FY20 there were 401 developmental FTEs (80% of target; down from 467 in FY19)
- ✓ In FY20, ITA-funded Foundation programs had an 89% seat utilization rate (down from 92% in FY19); seat utilization for Apprenticeship programs went up from 90% to 94% in the same period






Appendix: Performance Measures, Targets, and Results

The following pages present KPU's performance measures for assessing progress toward the goals in KPU's strategic plan, *VISION 2023*. The 24 measures include the performance measures required by the Ministry of Advanced Education, Skills and Training (AEST), as well as those for the Industry Training Authority (ITA). The glossary provides definitions of terms and sources used for the performance measures.






Each measure has a performance target against which actual performance is assessed. For the AEST measures, the targets were set by AEST and assessed using the method outlined in the *Accountability Framework Standards Manual and Guidelines*. Targets for the KPU measures were developed in consultation with the KPU Board of Governors.

Assessment of Performance Measures

Performance is assessed using the scale below, which shows how KPU's assessment method is aligned with AEST's. The difference is that KPU's method allows for additional gradations marking progress toward achieving a target, not just whether the target has been achieved.

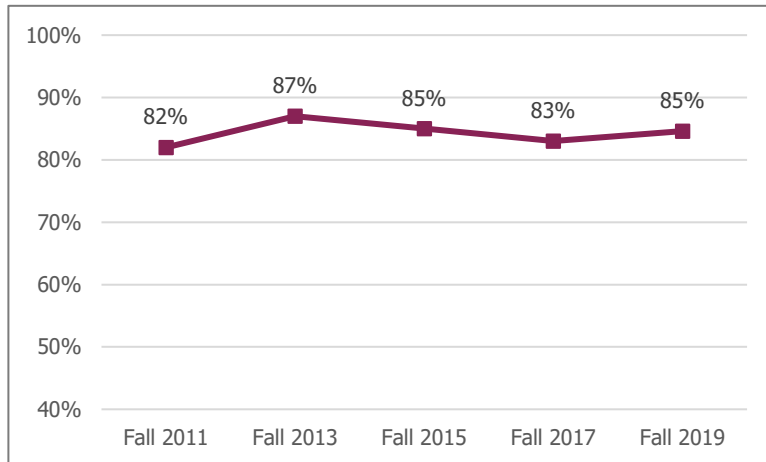
Assessment	Criteria
 Achieved	100% or more of target
 Substantially achieved	90% to 99% of target
 Not achieved	Between 60% and 89% of target
 Not achieved	Less than 60% of target
 Not assessed	No target, too few respondents, or margin of error too high

The table below provides a summary of the assessment on the 12 government (10 AEST, 2 ITA) and 12 KPU performance measures. In cases where multiple assessments are made for a single performance measure, the lowest of the assessments is assigned to the overall measure and is reported in the table.

	AEST	KPU	Total
 Achieved	6	2	8
 Substantially achieved	5	1	6
 Not achieved	1	5	6
 Not achieved	0	0	0
 Not assessed	0	4	4
	12	12	24

»»» Enhanced Student Experience

1. Proportion of students reporting satisfaction with their educational experience at KPU



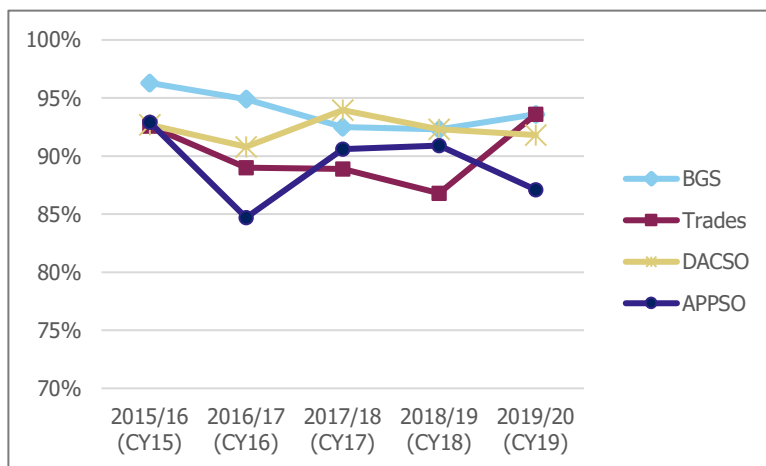
Assessment: ■

Achieved

Target: > previous rating

Notes: KPU measure (Student Satisfaction Survey [SSS]).

2. Proportion of graduates that report satisfaction with their education (AEST)



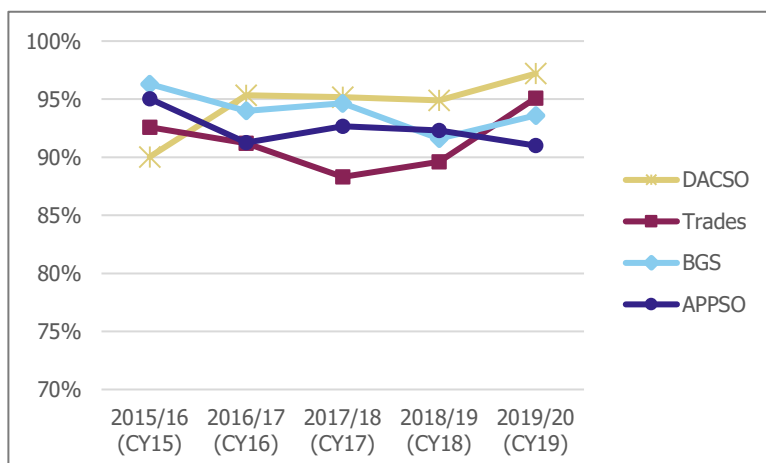
Assessment: ■

Achieved

Target: ≥ 90%

Notes: AEST measure (BC Student Outcomes Surveys [BCSOS]). The years presented in the chart represent the reporting year (e.g., "2018/19") and the year in which the data was collected (e.g., "CY18"). APPSO achieves the target due to a margin of error of 3.5%.

3. Proportion of graduates that assess their quality of instruction positively (AEST)



Assessment: ■

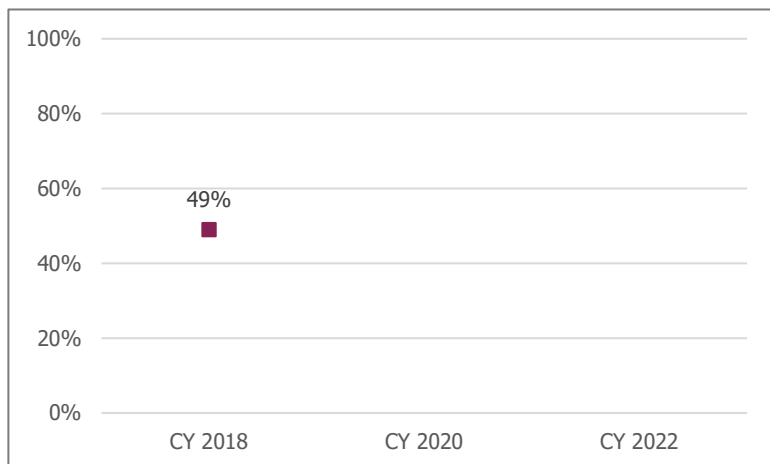
Achieved

Target: ≥ 90%

Notes: AEST measure (BCSOS). The years presented in the chart represent the reporting year (e.g., "2018/19") and the year in which the data was collected (e.g., "CY18").

»»» Enriched Employee Experience

4. Proportion of employees who feel supported and valued



Assessment:

Not assessed

Target: > previous rating

Notes: KPU measure (Employee Engagement Survey [EES]). The 2018 data represents a baseline for the biennial EES. The target listed refers to future years. The 2020 survey was delayed due to the circumstances arising from COVID-19.

Composite measure of four questions: "My co-workers treat each other with dignity and respect," "At work my opinion counts," "My manager provides the support I need to succeed," and "My manager provides valuable feedback throughout the year."

»»» Delighted KPU Friends

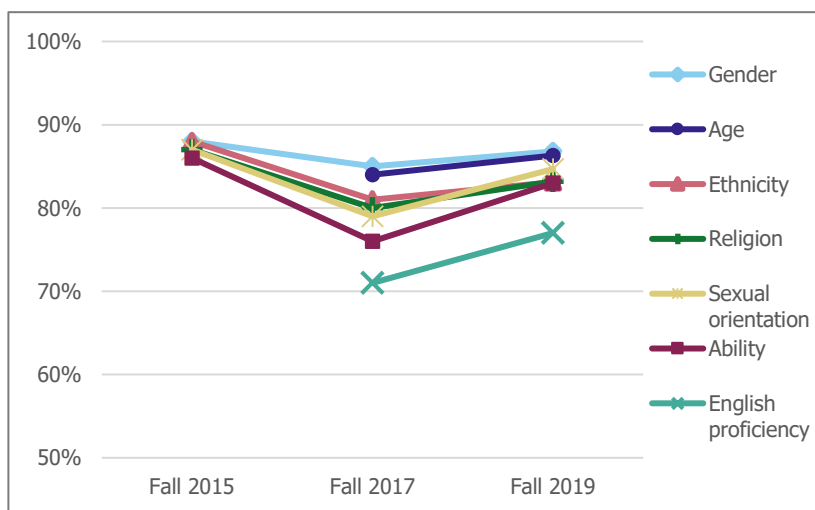
5. Proportion of friends (e.g., external reviewers, advisory board members, KPU Foundation) who feel that their contributions to KPU are valued

Assessment: Not assessed **Target:** To be developed

Notes: KPU measure. This is a new measure that was to be implemented in Spring 2020 through an annual KPU-based survey. It was delayed due to the circumstances arising from COVID-19.

»»» Multiculturalism and Indigenization

6. Proportion of students that perceive that all groups are treated fairly at KPU



Assessment:

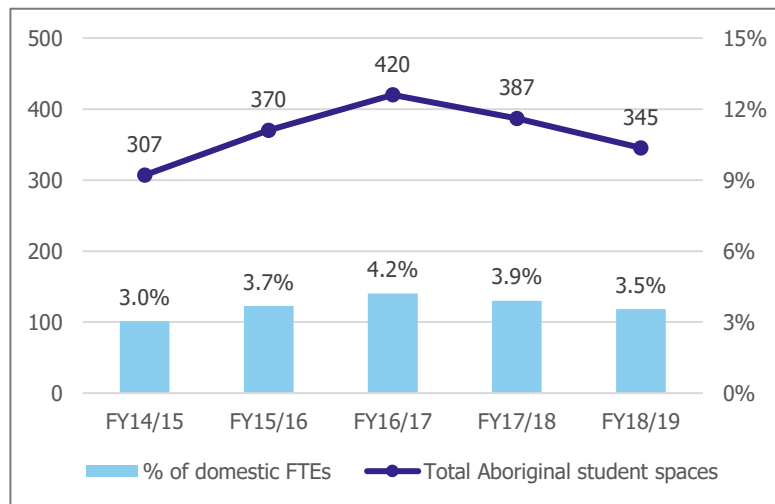
Achieved

Target: > previous rating

Notes: KPU measure (SSS). Questions of whether students are treated fairly regardless of age and English proficiency were not asked in 2015. In several instances, those within the group in question were less likely to indicate positive perceptions than others.

For example: in 2019, when rating whether students are treated fairly regardless of gender, students who identified as having trans experience ($n = 68$)¹ had an agreement rate of 57% compared to 88% of cisgender students ($n = 4461$); for ability, students with a disability ($n = 273$) had a 73% agreement rate compared to 85% of those who did not identify this way ($n = 4280$); for sexual orientation, LGBQ+ students ($n = 818$) had a 82% agreement rate compared to 87% of heterosexual students ($n = 3337$); and for age, 83% of students 30 or older ($n = 485$) agreed compared to 87% of those under 30 ($n = 4183$).

7. Number of Aboriginal student spaces (AEST)



Assessment:

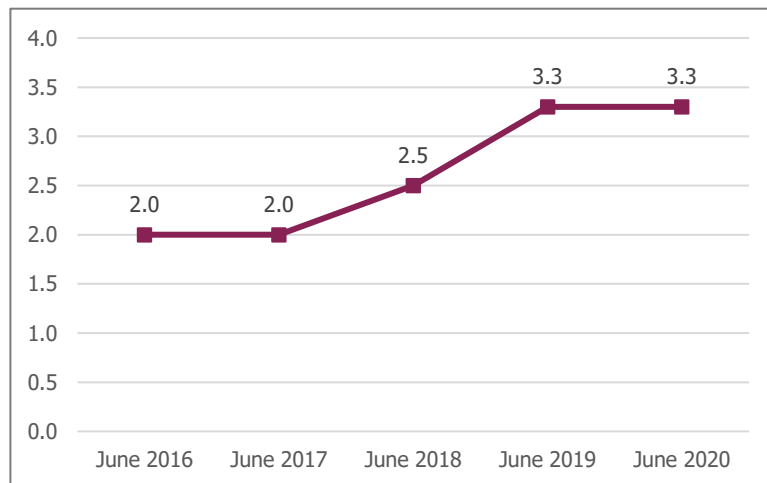
Substantially achieved

Target: Aboriginal FTEs as % of total domestic FTEs > previous year

Notes: AEST measure (Central Data Warehouse [CDW]). The years presented in the chart represent the year on which the data is based (e.g., "FY18").

»» Environmental Sustainability

8. STARS ranking of institutionalization of sustainability



Assessment:

Not achieved

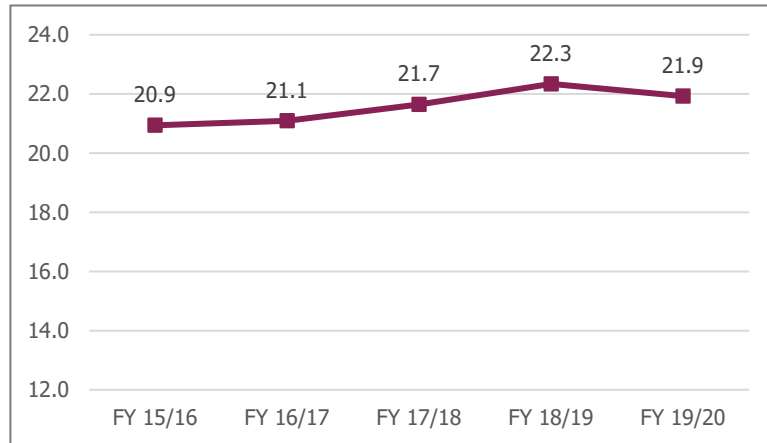
Target: 4 (maximum score)

Notes: KPU measure. KPU Sustainability Committee self-assessment based on the Sustainability Tracking, Assessment & Rating System (STARS) framework for colleges and universities to measure their sustainability performance of the Association for the Advancement of Sustainability in Higher Education.

¹ n denotes the number of respondents in the specified category.

»» Integrated Planning

9. Average number of seats filled per class



Assessment:

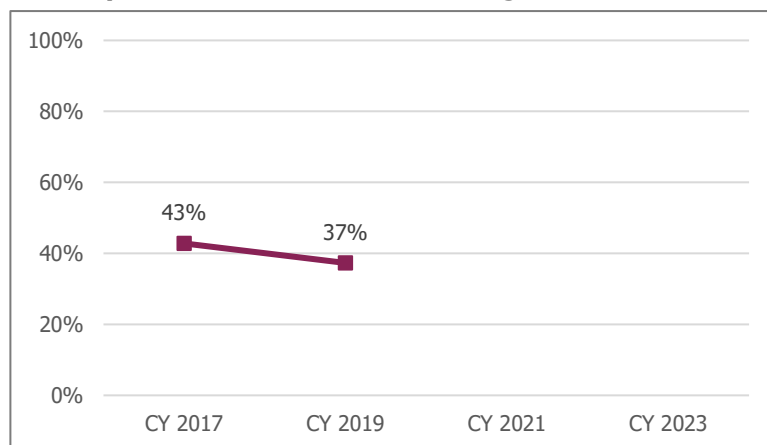
Substantially achieved

Target: 23

Note: KPU measure.

»» Teaching, Learning, and Curricular Innovation

10. Proportion of educators indicating satisfaction with the resources available to innovate



Assessment:

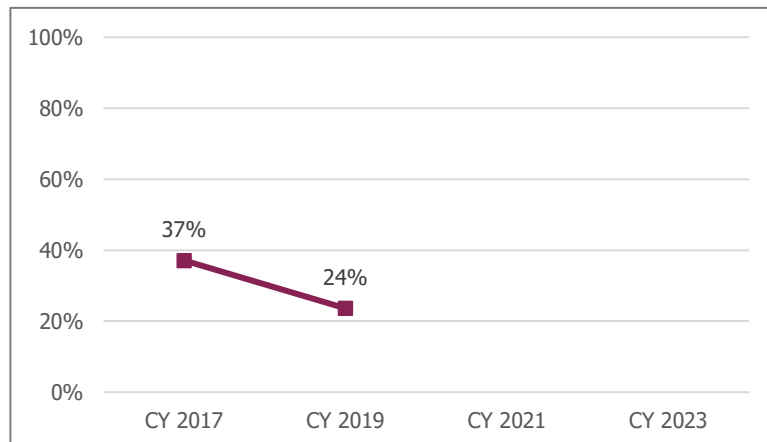
Not achieved

Target: > previous rating

Notes: KPU measure (Teaching, Learning, Scholarship, and Research Survey [TLSRS]).

»» Research Activity and Intensity

11. Proportion of faculty reporting satisfaction with support for research



Assessment:

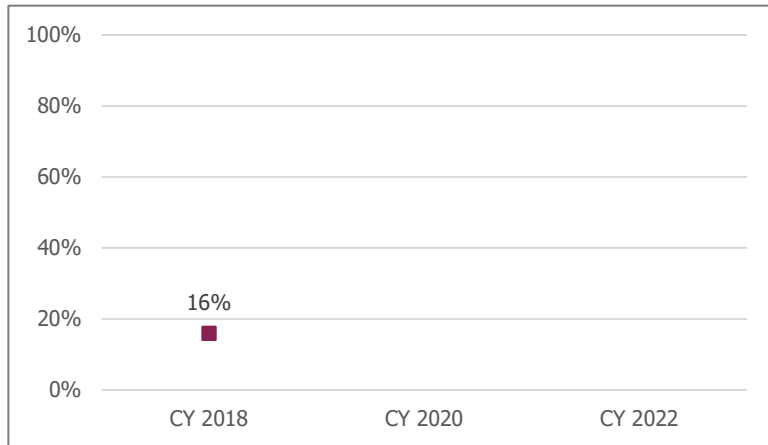
Not achieved

Target: > previous rating

Notes: KPU measure (TLSRS). This survey also includes the responses of non-faculty staff members in instructional or research roles.

»»» Support for Creative Problem-Solving

12. Proportion of employees who agree with the statement: "This organization supports the development of new ideas that contribute to our future success."



Assessment:

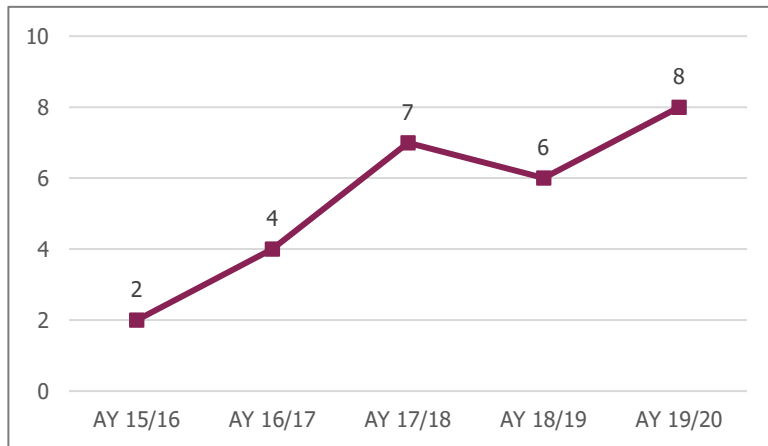
Not assessed

Target: > previous rating

Notes: KPU measure (EES). The 2018 data represents a baseline for the biennial EES. The target listed refers to future years. The 2020 survey was delayed due to the circumstances arising from COVID-19.

»»» Program and Service Improvement

13. Number of completed program reviews



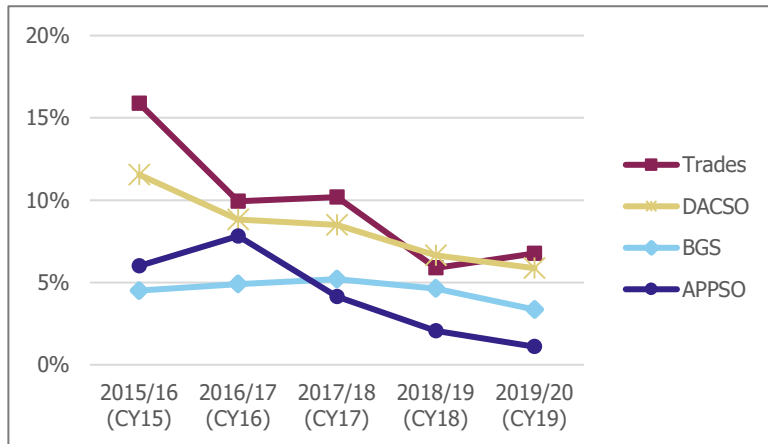
Assessment:

Not achieved, but some progress

Target: Average of the past three years ≥ 9

Notes: KPU measure (Senate Standing Committee on Program Review).

14. Graduate unemployment rate (AEST)



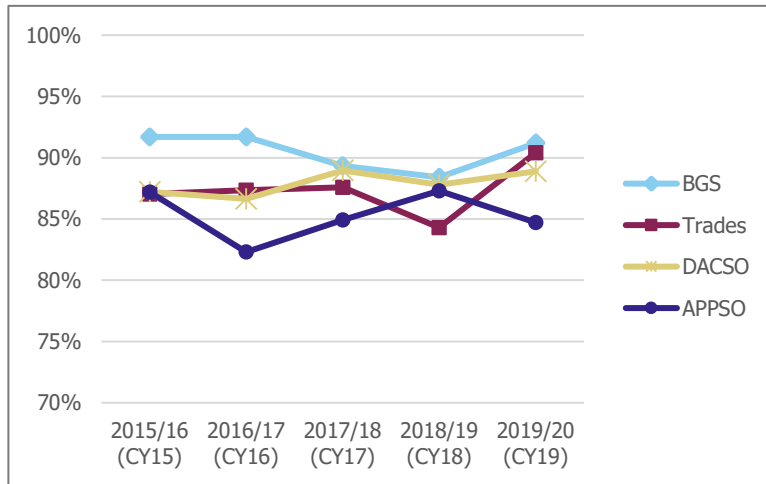
Assessment:

Achieved

Target: $\leq 7.3\%$

Notes: AEST measure (BCSOS). The years presented in the chart represent the reporting year (e.g., "2018/19") and the year in which the data was collected (e.g., "CY18").

15. Proportion of graduates who agree their education helped them develop skills (AEST)



Assessment: Achieved

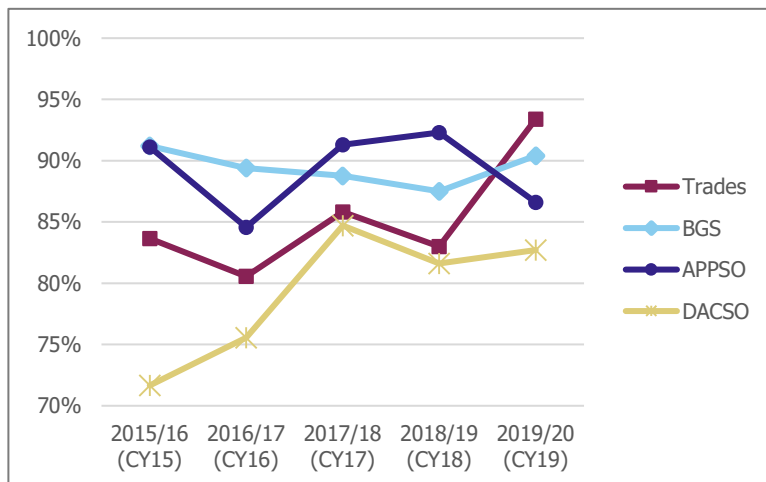
Achieved

Target: ≥ 85%

Notes: AEST measure (BCSOS). The graph shows the average of the seven specific skills shown below. The years presented in the chart represent the reporting year (e.g., "2018/19") and the year in which the data was collected (e.g., "CY18").

Skill	BGS	Trades	DACSO	APPSO
Written communication	92%	82%	87%	75%
Oral communication	93%	82%	87%	77%
Group collaboration	91%	94%	88%	86%
Critical analysis	94%	92%	91%	88%
Problem resolution	89%	91%	87%	85%
Independent learning	90%	90%	90%	88%
Reading and comprehension	90%	94%	90%	89%

16. Proportion of graduates reporting their program-developed knowledge and skills are useful for performing their job (AEST)



Assessment: Substantially achieved

Achieved for Trades, BGS, and APPSO

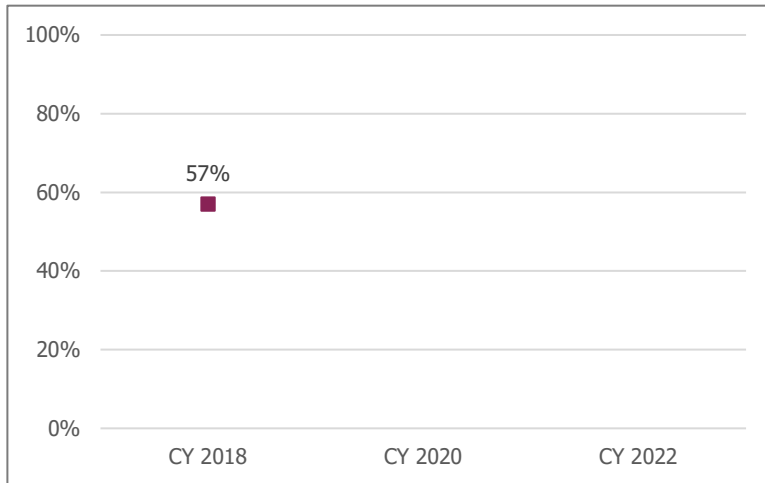
Substantially achieved for DACSO

Target: ≥ 90%

Notes: AEST measure (BCSOS). The years presented in the chart represent the reporting year (e.g., "2018/19") and the year in which the data was collected (e.g., "CY18"). APPSO achieves the target due to a margin of error of 3.7%.

»» Internal Accountability

17. Proportion of employees agreeing with the statement: "My co-workers work together to achieve our goals."



Assessment:

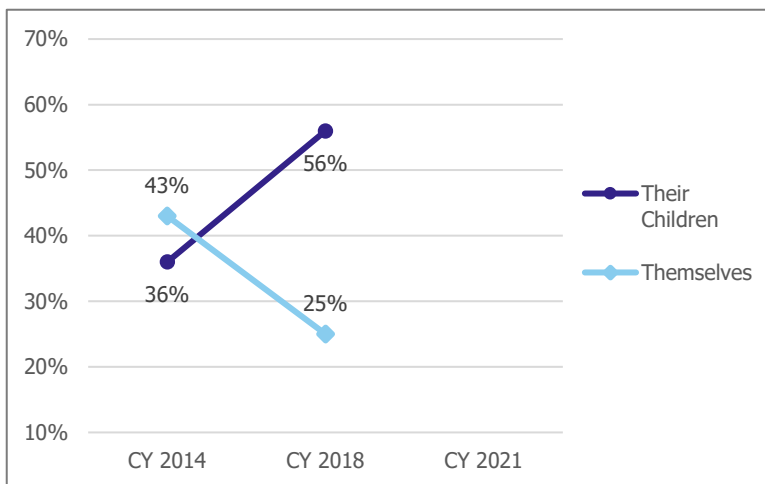
Not assessed

Target: > previous rating

Notes: KPU measure (EES). The 2018 data represents a baseline for the biennial EES. The target listed refers to future years. The 2020 survey was delayed due to the circumstances arising from COVID-19.

»» External Accountability

18. Proportion of community members who would consider attending KPU themselves or would consider it for their children



Assessment:

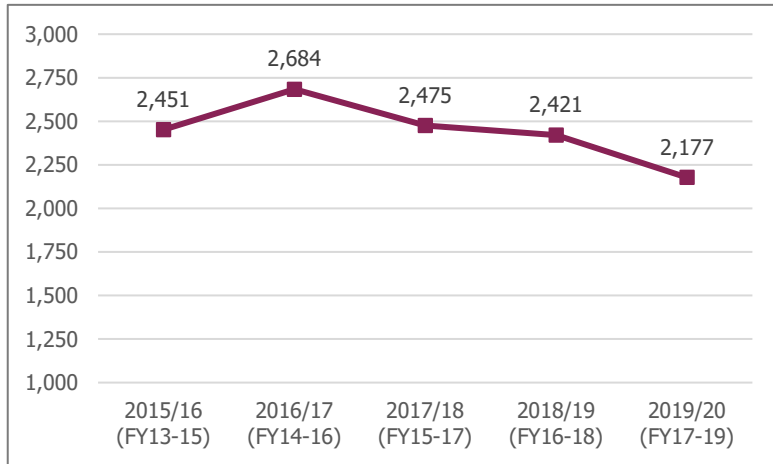
Achieved for their children

Not achieved for themselves

Target: > previous rating

Notes: KPU measure (Community Perception Survey). Those who answer about attending for themselves have indicated an interest in pursuing PSE. They may not be the same people who respond about their children.

19. Number of credentials awarded (AEST)



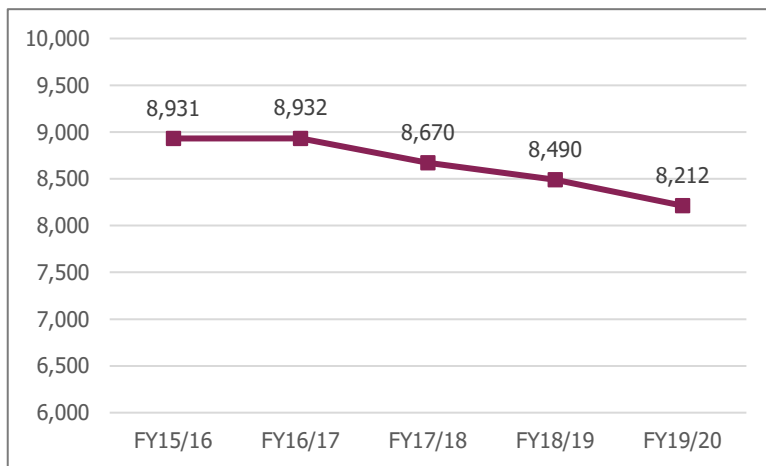
Assessment:

Substantially achieved

Target: 2,380

Notes: AEST measure. Each figure represents the average number of credentials awarded to domestic students in the most recent three fiscal years.

20. Number of domestic FTEs (AEST)



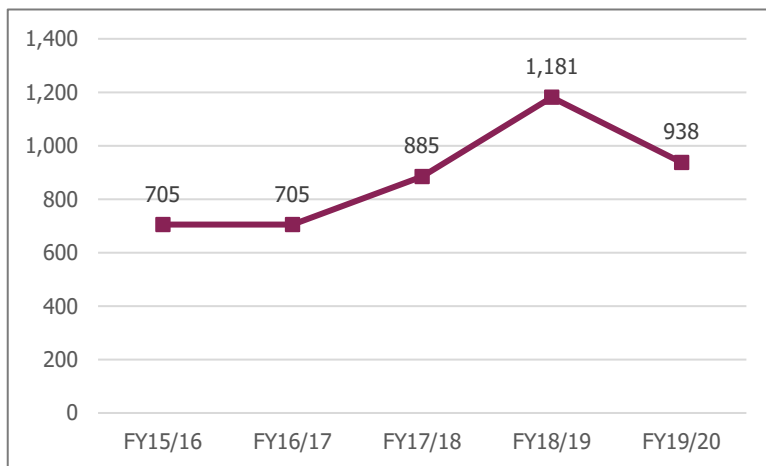
Assessment:

Substantially achieved

Target: 9,097

Note: AEST measure.

21. Number of health FTEs (AEST)



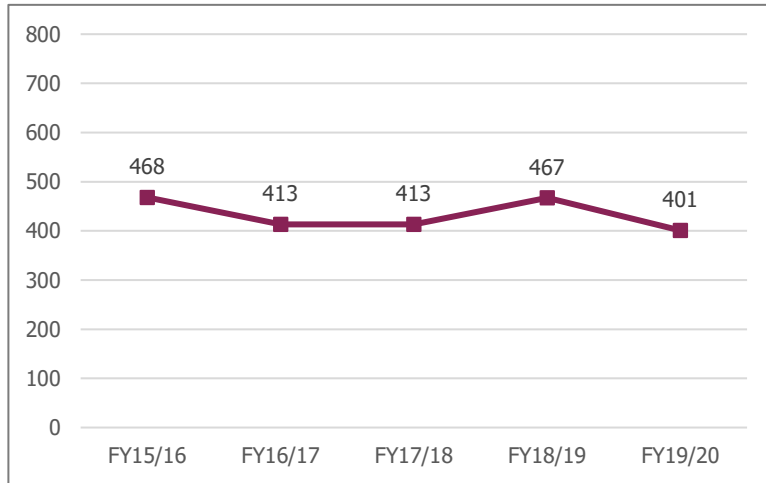
Assessment:

Achieved

Target: 716

Note: AEST measure.

22. Number of developmental FTEs (AEST)



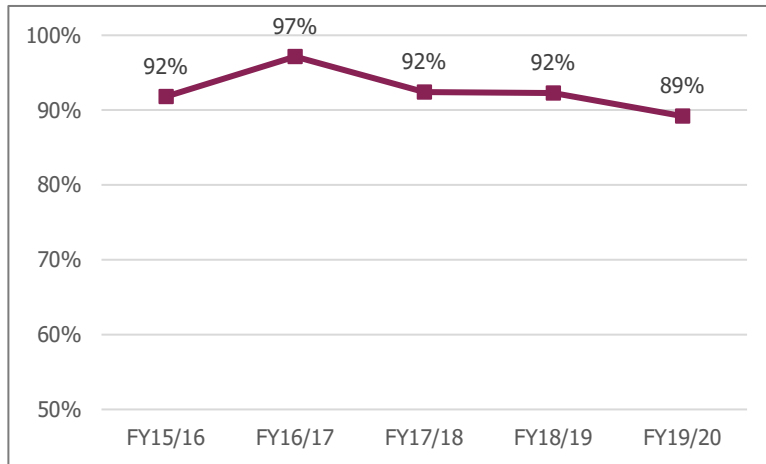
Assessment:

Not achieved

Target: 504

Notes: AEST measure. As of FY 2019/20, the Ministry adjusted the definition of developmental FTEs to exclude ASE FTEs, that is FTEs associated with programs for students with disabilities. Developmental FTEs for the previous years have been adjusted so that ASE FTEs are not included.

23. Seat utilization for ITA-funded Foundation programs (ITA)



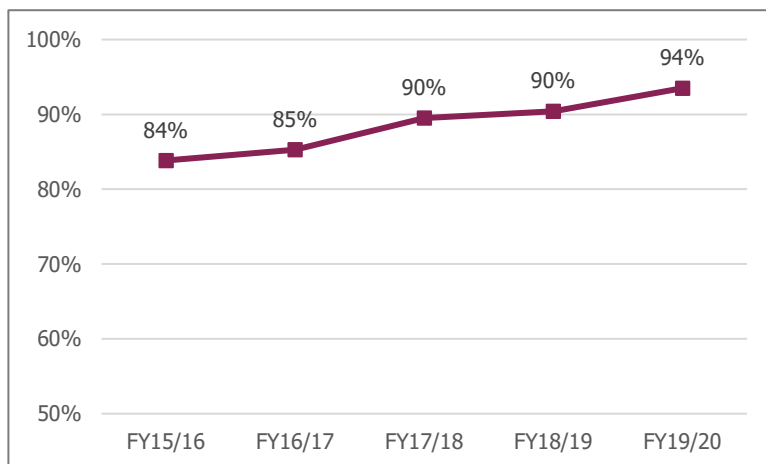
Assessment:

Substantially achieved

Target: 94.5%

Note: ITA measure.

24. Seat utilization for ITA-funded Apprenticeship programs (ITA)



Assessment:

Achieved

Target: 83.4%

Note: ITA measure.

Glossary of Data Sources

AEST: BC Ministry of Advanced Education, Skills and Training

APPSO: Apprentice Student Outcomes survey administered by BC Stats after apprentices complete their final year of training

AY: Academic year (i.e., September 1 to August 31)

BCSOS: BC Student Outcomes Surveys (umbrella term for APPSO, BGS, DACSO, and Trades surveys)

BGS: Baccalaureate Graduate Survey administered by BC Stats about two years after graduation

CPS: Community Perception Survey of the public in the KPU region, conducted as required

CY: Calendar year (i.e., January 1 to December 31)

DACSO: Diploma, Associate Degree and Certificate Outcome survey administered by BC Stats about 9 to 20 months after program completion

EES: Employee Engagement Survey of all KPU employees, conducted every two years

FTE: Full-time equivalent: For students, FTE equates to number taking a full load of five courses per term for two terms

FY: Fiscal year (i.e., April 1 to March 31); e.g., FY2015 is fiscal year April 1 2014 to Mar 31 2015

ITA: Industry Training Authority, which funds and oversees apprentice training

SSS: Student Satisfaction Survey of all KPU students, conducted by KPU every two years

STARS: The Sustainability Tracking, Assessment and Rating System, a voluntary, self-reporting framework for helping colleges and universities track and measure their sustainability progress

TLRS: Teaching, Learning, Scholarship, and Research Survey of KPU faculty members, instructional staff, and research staff, conducted every two years

Trades: Trades foundation and trades-related vocational student grouping as part of the BC Student Outcomes Surveys

If no source is specified, the data are from KPU administrative systems