



**Bob Gaglardi
School of Business
& Economics**

**THOMPSON
RIVERS
UNIVERSITY**

**Bob Gaglardi School of Business and Economics (TRU Gaglardi)
Strategic Plan 2021 – 2025**

VISION

We aspire to be the School of Business and Economics that connects the British Columbia Interior to the world through experiential education and high-quality research.

MISSION

We are committed to providing high-quality global business and economics education and research. We prepare regional, national and international learners to excel in both their workplaces and communities.

VALUES

Learning: We value excellence in teaching, excellence in research, experiential learning, community engagement (two-way engagement between the community and the school), and collaboration.

Professionalism: We are committed to academic integrity, accountability, challenging ourselves and our students, ethical behavior, hard work, and effective engagement.

Respect: We respect each other and our differences, the community, and the environment.

OUR STRATEGIC CHANGE PRIORITIES

1. Developing research
2. Enhancing teaching innovation, student experience, and student success
3. Responding to the Truth and Reconciliation Commission's Calls to Action
4. Achieving and maintaining an international accreditation
5. Demonstrating commitment to sustainability

STRATEGIC CHANGE PRIORITIES

Strategic Change Priority#1: DEVELOPING RESEARCH

Goal # 1.1: Foster a supportive research environment as a key element of TRU Gaglardi's organizational culture

- 1.1.a: Identify and provide resources to support research
- 1.1.b: Lead initiatives to encourage varied research collaborations
- 1.1.c: Nurture a research culture among TRU Gaglardi students and faculty
- 1.1.d: Provide recognition and/or incentives for the completion of high-quality, mission-driven research

Goal # 1.2: Develop a research focus that builds on common interests and values

- 1.2.a: Increase awareness among TRU Gaglardi faculty and staff of the research conducted at TRU Gaglardi
- 1.2.b: Determine research themes and focus based on current and past TRU Gaglardi research
- 1.2.c: Create opportunities for self-organized research teams within TRU Gaglardi

Strategic Change Priority #2: ENHANCING TEACHING INNOVATION, STUDENT EXPERIENCE, AND STUDENT SUCCESS

Goal #2.1: Enhance teaching innovation with the help of internal support and external best practices

- 2.1.a: Increase opportunities and incentives for professional/teaching development for TRU Gaglardi faculty
- 2.1.b: Promote a culture of continuous improvement through peer coaching, mentorship and self-reflective practice
- 2.1.c: Encourage innovation in pedagogy and curriculum content through initiatives such as co-teaching, team teaching and interdisciplinary collaboration
- 2.1.d: Lead teaching innovation with best-in-class innovative courses and programs

Goal #2.2: Reinforce capital, IT and human resources in support of teaching innovation

- 2.2.a: Identify and provide resources conducive to innovative teaching
- 2.2.b: Strengthen TRU Gaglardi's human resources in support of teaching innovation
- 2.2.c: Build faculty's understanding, usage and comfort with supportive technologies

Goal #2.3: Provide ample experiential learning opportunities for TRU Gaglardi students

- 2.3.a: Advance community-engaged learning opportunities
- 2.3.b: Stimulate curriculum integrated learning to reinforce connections across subjects
- 2.3.c: Increase and strengthen collaboration between TRU Gaglardi students, other TRU students, and the business, government and non-profit communities
- 2.3.d: Enhance experiential learning and career-related opportunities for students
- 2.3.e: Implement more experiential opportunities for high-achieving students

Goal #2.4: Augment students' virtual and on-campus classroom experience and introduce additional forms of support

- 2.4.a: Establish collaborative spaces for students
- 2.4.b: Ensure TRU Gaglardi event offerings connect students to the world
- 2.4.c: Explore additional/alternative ways of assessing students' progress and success
- 2.4.d: Increase TRU Gaglardi's academic and career advising capacity for students and alumni
- 2.4.e: Build on existing resources and identify additional resources to support students at risk of not meeting minimum academic performance requirements
- 2.4.f: Promote institutional mental health support services

Strategic Change Priority #3: RESPONDING TO THE TRUTH AND RECONCILIATION COMMISSION'S CALLS TO ACTION

Goal #3.1: Advance understanding of Indigenization in the business and educational contexts

- 3.1.a: Build a process to increase awareness among TRU Gaglardi faculty, staff and students of current and ongoing Indigenization initiatives and events on TRU campuses by encouraging participation and attendance
- 3.1.b: Build a process to increase awareness about indigenous communities' world views, cultures, languages, needs, challenges and ways of knowing amongst faculty, staff and students
- 3.1.c: Identify and address the needs and challenges of Indigenous students
- 3.1.d: Provide region-specific Indigenization training and education opportunities for TRU Gaglardi faculty and staff
- 3.1.e: Introduce Indigenous knowledge and ways of knowing into TRU Gaglardi's curriculum and programming

Goal #3.2: Promote and foster pride in our Indigenization efforts

- 3.2.a: Build a process to ensure local Indigenous traditional cultural expression is appropriately reflected in TRU Gaglardi's physical and virtual spaces
- 3.2.b: Create a communications plan to ensure visibility of TRU Gaglardi's Indigenization efforts in culturally appropriate ways

Goal #3.3 Increase collaboration with Indigenous and Indigenous-business communities

- 3.3.a: Build a process to maintain existing and grow new partnerships with Indigenous communities and organizations
- 3.3.b: Build a process to support community-engaged research with Indigenous partners
- 3.3.c: Build a process to provide opportunities for students to collaborate with Indigenous communities

Strategic Change Priority #4: ACHIEVING AND MAINTAINING AN INTERNATIONAL ACCREDITATION

Goal #4.1: Strive for positive societal impact

- 4.1.a: Develop a culture where diversity, equity and inclusion are embraced
- 4.1.b: Encourage learners' curiosity to establish a foundation of lifelong learning
- 4.1.c: Develop programs that respond to regional needs

Goal #4.2: Establish a culture of continuous quality improvement

- 4.2.a: Collect, document, assess and incorporate useful feedback from stakeholders
- 4.2.b: Enable continuous improvement by monitoring and evaluating TRU Gaglardi's learning goals and objectives and ensuring alignment with those of the institution
- 4.2.c: Identify and implement the next steps in obtaining an international accreditation
- 4.2.d: Ensure adequate human, physical, virtual and financial resources to achieve and maintain an international accreditation

Goal #4.3: Initiate TRU Gaglardi's Assurance of Learning (AoL) processes

- 4.3.a: Align Open Learning (OL) courses' learning goals and objectives with TRU Gaglardi's mission and vision
- 4.3.b: Develop and implement an AoL plan for the BBA and MBA programs
- 4.3.c: Create and regularly update curriculum maps for all programs

Strategic Change Priority #5: DEMONSTRATING COMMITMENT TO SUSTAINABILITY

Goal #5.1: Identify teaching, learning and research opportunities related to sustainability

- 5.1.a: Promote TRU's Leadership in Environmental Sustainability certificate to TRU Gaglardi students
- 5.1.b: Create more sustainability research opportunities for students (e.g., TELUS Sustainability Research Fellow)
- 5.1.c: Identify additional opportunities to incorporate sustainability into TRU Gaglardi's curriculum and programming
- 5.1.d: Identify and promote areas of strength in research in sustainability

Goal #5.2: Commit to being an active partner in TRU's Campus Strategic Sustainability Plan

- 5.2.a: Promote TRU's Campus Strategic Sustainability Plan within TRU Gaglardi
- 5.2.b: Determine where TRU Gaglardi can best contribute to the strategies in TRU's Campus Strategic Sustainability Plan