

Performance Accountability Plan - April 1, 2020 through March 31, 2021

Neil Fassina, President

Updated: March 23, 2020

RATING LEGEND (except vacation utilization)
Below Expectations (BE). Team member consistently does not accomplish the task, duty, responsibility, and the associated deliverable or is substantively below expected or established levels on key performance indicators (e.g., quality, deadline, budget, etc.).
Developing (DEV). Team member who demonstrates a Below Expectations result, but whom also demonstrates a consistent upward trajectory toward Fully Performing.
Fully Performing (FP). Team member consistently accomplishes the task, duty, responsibility, and the associated deliverable and meets expected or established levels on key performance indicators.
High Performer (HP). Team member regularly meets and often surpasses expectations for the set target for a task, duty, responsibility, and the associated deliverable or is consistently above expected or established levels on key performance indicators.
Exceptional (EX). Team member consistently surpasses expectations for the set target for a task, duty, responsibility, and the associated deliverable and consistently surpasses expected or established levels on key performance indicators.

SECTION 1: INTEGRATED RESOURCE PLANNING & INSTITUTIONAL HEALTH ASSESSMENT

STRATEGIC AND INSTITUTIONAL PRIORITIES - Integrated resource planning responsibilities				
Section 1 Weighting = 45%				
Goals / Priorities	Metric	Notes	Completion	Rating
(1) Review and renewal of the IMAGINE plan and priority outcome roadmap through to 2026 for approval at the December 2020 Board of Governors Meeting	General Faculties Council (GFC) endorsement and Board of Governors (BoG) approval of renewed IMAGINE Plan			
(2) Substantive progress toward the completion of the Business Process Review and Optimization Initiative	Completion of change initiatives outlined on January 29, 2020. See Appendix A for complete list.			
(3) Substantive progress toward the completion and implementation of integrated learning environment and supporting process infrastructure.	Deployment of a) integrated learning environment (LMS, SIS, SRM), b) a self-funded model of program development, c) institutional learning outcomes assessment plan, and d) digital experience platform.			
(4) Strengthening of AU's cyber security posture through the completion of rapid cloud migration and digital security program	A fully manifested cloud campus through rapid cloud migration and fully implemented digital security program and continuous improvement in cyber security posture			
(5) Substantive progress toward semi-virtual work environment initiative	Completed space planning initiative, initiated campus master plan, completion of semi-virtual work environment policy			
(6) Substantive progress toward improved and stabilized labour relations	Successful completion of AUFA, CUPE, and AUPE collective agreements			

SECTION 1 - CONTINUED

STRATEGIC AND INSTITUTIONAL PRIORITIES - Institutional Health Assessment				
Section 1 Weighting = 45%				
Goals / Priorities	Metric	Notes	Completion	Rating
(7) 5% overall enrolment increased	Full Load Equivalents (FLE) & Head Count (HC) in credit and non-credit programming (AU Dashboards)			
(8) Improved Student Satisfaction with Educational Experience	Net Promoter Score for AU & Learner Satisfaction with Learning Environment (AU Dashboards)			
(9) 10% increase in total research revenue from Tri-Agency, CFI, government grants, Industry, and Community Sources	Total research revenue from Tri-Agency, CFI, government grants, Industry, and Community Sources (AU Dashboards)			
(10) Demonstrated stability (or improvement) in financial health of University	Assessment of fiscal 2021 year-end financial statements. (June 2021 Board of Governors Submission)			
(11) Demonstrated resilience (or an increase) in employee engagement at AU	Employee engagement (AU Dashboards)			
(12) Strengthened Reputation and awareness of AU in Provincial Market				

DIVISIONAL AND WORKGROUP PRIORITIES - Integrated resource planning responsibilities				
Goals / Priorities	Metric	Notes	Completion	Rating
Not applicable for office of the president				

DIVISIONAL AND WORKGROUP PRIORITIES - Divisional Health Assessment				
Goals / Priorities	Metric	Notes	Completion	Rating
Not applicable for office of the president				

INDIVIDUAL PRIORITIES - Integrated resource planning responsibilities				
Section 1 Weighting = 10%				
Goals / Priorities	Metric	Notes	Completion	Rating
(13) Approval of AU's Renewed Tuition, Fees, and Affordability Framework at the December 2020 Board of Governors Meeting	Board of Governors approval of renewed tuition, fees, and affordability framework			
(14) Endorsement of AU's International Plan by General Faculties Council (GFC) and Board of Governors (BoG)	AU's International Plan accepted by General Faculties Council & Board of Governors as Information			
(15) Endorsement of AU's Strategic Enrolment Plan by General Faculties Council (GFC) and Board of Governors (BoG)	AU's SEM Plan accepted by General Faculties Council & Board of Governors as Information			
(16) Endorsement of AU's Indigenous Plan by nukskahtowin, General Faculties Council, and the Board of Governors	AU's Nukskahtowin Plan accepted by Board of Governors as Information			

SECTION 2: INDIVIDUAL ASSESSMENT

In-role responsibilities Section 2 Weighting = 30%				
Goals / Priorities	Metric	Notes	Completion	Rating
(17) Improved stakeholder relations for the business community in Calgary and Edmonton				
(18) Improved thought leadership on the future of education	Number of Public Addresses			
(19) Maintained or Improved relationships with elected and appointed members of Provincial and Federal Government				

Leadership Competencies Section 2 Weighting - 30%				
Goals / Priorities	Metric	Notes	Completion	Rating
(20) Model the way and exemplify "tone from the top" by living the AU leadership competencies at the level of "Leading the Organization."	Assessment of Senior Leadership in Employee Engagement Survey			

AU Values Section 2 Weighting - 30%				
Goals / Priorities	Metric	Notes	Completion	Rating
(21) Model the way and exemplify "tone from the top" by living the AU values and commitments in consistently leading to mission, vision, and mandate.	Assessment of Senior Leadership in Employee Engagement Survey			

Vacation Utilization Section 2 Weighting - 10%				
Goals / Priorities	Metric	Notes	Completion	Rating
(22) Achieve a rating of acceptable by utilizing vacation with five (5) days or fewer remaining (pro-rated to calendar year)	5 or fewer days of vacation remaining (pro-rated for calendar year)			

SECTION 3: PROFESSIONAL DEVELOPMENT

Goals / Priorities	Metric	Notes	Completion	Rating

SECTION 4: OVERALL ASSESSMENT

Notes	Rating