

Performance Accountability Plan: October 12 2017 – December 31 2018

President

Strategic Theme	Impact Statement	Action(s) / Goal(s)	Metric (process / subjective)
Open	1. Our University reflects a culture of inclusion	(a) Lead and enable the development and roll out an Athabasca University values and culture framework	(i) Values and Culture Framework is complete (ii) An Employee Engagement Pulse Survey is completed to create new baseline measure (inclusion, belonging, resilience, diversity, engagement, confidence in leadership) with improvement over 2014 Employee Engagement Pulse Survey
Open	2. All learners are welcome	(a) Enable and support the development of a renewed teaching and learning framework that maximizes learner outcomes within AU's mission and mandate and learner inclusion (b) Enable and support the rollout of year 1 stages of the student services strategy (c) Lead the development of renewed and/or refined Campus Alberta Partnerships	(i) Teaching and Learning Framework is in progress toward a 2018/19 completion (ii) Student Headcount and FLE (AB and Overall) (iii) Tuition Affordability index (tuition + fee increase / provincial income of median families with children and low income families with children) (iv) Student demographics (age, gender, Indigenous, Disability, Full-time employment, Dependent commitments) alignment to population demographics (i) Student satisfaction with student services
Place	3. A learning and research space that reflects the knowledge and values of Indigenous people through cultural affirmation and academic excellence	(a) Support and enable the development of an AU commitment toward purposeful and meaningful engagement with Indigenous communities	(i) AU is purposeful in its practice toward engaging with Indigenous communities
Place	4. Reputation for enabling and connecting rural, remote, and urban learners on a large scale	(a) Lead and support the updating and approval of AU's Government approved Mandate Statement	(i) Mandate statement is complete and approved by BoG and GoA (ii) Correlation of student population to that of Alberta and Canada (rural versus urban)
Now	5. Reputation for scholarly activity, dissemination, and impact reflecting our comprehensive research university status	(a) Enable and support the completion of the strategic research plan	(i) Research productivity and scholarly activity (ii) Research and scholarly activity impact (iii) Research Plan is complete
Norm	6. Reputation as a leader in quality open and distributed learning	(a) Lead the development of a 50 th year plan with domestic and international campaign (b) Lead the development of a Government Relations and Community Relations Plan and active engagement of stakeholders	(i) 50 th year plan is complete (i) GR and CR plan is developed to include President, Vice Presidents, and Deans (ii) Active engagement of stakeholders at Municipal, County, Provincial, and Federal levels consistent with strategic goals including face to face meetings, presentations, and advocacy submissions.
Norm	7. Culture of innovation and creativity evidenced by tangible actions	(a) Enable and support the development of a staged innovation funnel that accelerates the identification and review of innovation at AU. (b) Enable and support the launch of integrated planning, project management, and performance accountability plans through to Deans and Directors	(i) An innovation ideation, submission, review, and adoption process to amplify the AU's speed to innovation is identified, developed, and integrated into current AU processes (i) Integrated planning information and communication "clearinghouse" developed with affiliated communications plan

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		(ii) Performance Accountability Plans and associated measures established for President through Deans/Directors
8. Operational Effectiveness	(a) Enable and support the development and launch of renewed ICT plan to enable stable, reliable, secure, and recoverable IT and data infrastructure and support for semi-virtual employee base	(i) Disaster Recovery Capabilities for core services before January 2018 (ii) Office of Auditor General remaining 2 recommendations removed from Athabasca Scorecard (iii) Network uptime (iv) Average time to resolution on incidents
	(b) Lead the delivery of a financial outcome of +/- 2.5% for the 2017/2018 year	(i) 2017/2018 year end financials at +/- 2.5% of budgeted expenses
	(c) Enable and support the delivery of a balanced or surplus budget and resource plan for 2018/2019 year	(i) 2018/2019 resource plan balanced or surplus
	(d) Enable and support the development of a space needs plan for AU and initiate the development of a Campus Master Plan	(i) Space Needs plan is complete (ii) Campus Master Plan is under development
	(e) Enable and support the implementation of legislative changes and the outcomes of Reviews undertaken by Advanced Education	(i) Legislative compliance (or action plan to be so beyond 1 year)
9. Leadership	(a) Model the way and exemplify “tone from the top” by living the AU values and commitments in consistently leading to mission, vision, and mandate.	(i) LPI Assessment (ii) Confidence in leadership
	(b) Participate in a professional and/or personal development activity that builds capacity for the University in support of our mission, vision, and mandate.	(i) Professional/personal development opportunity is identified and initiated.
	(c) Lead the continued progress towards executive succession and renewal planning	(i) Each senior leadership role has an associated talent succession plan
	(d) Be the visible voice of Athabasca University	(i) Delivery of public addresses related to the University and strategic direction
	(e) Lead, enable, and support the rollout of the AU communications framework	(i) Internal communications pulse survey (ii) Unprompted recognition of Athabasca University in Alberta (iii) Perceived level of excellence in Alberta