

**School of Business and Economics (SoBE)
Thompson Rivers University
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 internationally recognized 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 SoBE'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 SoBE 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 SoBE faculty and staff of the research conducted at SoBE
- 1.2.b: Determine research themes and focus based on current and past SoBE research
- 1.2.c: Create opportunities for self-organized research teams within SoBE

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 SoBE 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 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 SoBE'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 SoBE 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 SoBE 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 SoBE event offerings connect students to the world
- 2.4.c: Explore additional/alternative ways of assessing students' progress and success
- 2.4.d: Increase SoBE's academic and career advising capacity for students and alumni
- 2.4.e: Build on existing resources and identify additional resources to support underperforming students
- 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 awareness among SoBE faculty, staff and students of current and ongoing Indigenization initiatives and events at TRU campuses by encouraging participation and attendance
- 3.1.b: Encourage faculty, staff and students to learn about Indigenous communities’ world views, cultures, languages, needs, challenges, and ways of knowing
- 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 SoBE faculty and staff

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

- 3.2.a: Reflect local Indigenous elements in the new SoBE building’s architecture
- 3.2.b: Introduce Indigenous representation and elements into SoBE’s curriculum and programming
- 3.2.c: Amplify the visibility of SoBE’s Indigenization efforts in culturally appropriate ways

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

- 3.3.a: Build on the success of current partnerships with Indigenous communities
- 3.3.b: Pursue community-engaged research with Indigenous partners
- 3.3.c: Provide opportunities for students to collaborate with Indigenous communities

Strategic Change Priority #4: ACHIEVING AND MAINTAINING AN INTERNATIONALLY RECOGNIZED ACCREDITATION

Goal #4.1: Strive for positive societal impact

- 4.1.a: Create 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 SoBE’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 internationally recognized accreditation
- 4.2.d: Ensure adequate human, physical, virtual, and financial resources to achieve and maintain internationally recognized accreditation

Goal #4.3: Initiate SoBE’s Assurance of Learning (AoL) processes

- 4.3.a: Align Open Learning (OL) courses’ learning goals and objectives with SoBE’s mission and vision
- 4.3.b: Contextualize SoBE research output and impact within AoL
- 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 SoBE 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 SoBE’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 SoBE
- 5.2.b: Determine where SoBE can best contribute to the strategies in TRU’s Campus Strategic Sustainability Plan

