

FUTURE - Data Analysis – Common Themes/Findings

Core Purpose, Vision, Values

Student-centered focus/approach/support

- Emphasize putting students at the center of everything the organization does.
- Increase flexibility and responsiveness to student needs.
- Have more student-centered approaches to education and prioritizing of the student experience.
- Prioritize the student experience by creating a supportive learning environment that prioritizes smaller class sizes and personalized attention to meet individual needs.
- Stewarding students through their experience by providing more funding for students' learning experiences, improving support for non-lecture-based instruction, enhancing student apps, and technology support.
- Students need proper guidance and direction on campus to figure out where they can go to get the support they need. It needs to be easy to understand and accessible.
- Increase all supports for Indigenous students.
- International student support is essential, and multiculturalism should be embraced in everything that the institution does.
- More support for non-traditional students (e.g., mature student), recognizing their unique needs.
- Create flexible learning environments that allow students to pursue their academic goals while also accommodating other responsibilities.
- Prioritizing a supportive environment, involving students in decision-making, and providing access to necessary resources.

Diversity, inclusivity, cultural sensitivity, and equity

- Ensure NU values diversity and inclusivity and seeks to create a welcoming environment for all.
- Improve in the areas of diversity, equity, and inclusion, including accessibility work, hiring more diverse faculty, and providing a safe space for all individuals on campus.
- Increase internationalization by bringing more students in and sending more students and faculty out into the world.
- Provide accessible and equitable education opportunities for all students.
- Address equity and funding challenges in online learning, student fees, and access to campus resources.
- Address issues related to power structures and diversity.
- Governance and administration reform must include transparency, responsible management, and reducing decision-making power of the executive.
- Address issues related to organizational power structures and diversity.
- Clearer internal communications, creating more transparency.

Decolonization and Indigenization

- Recognize the transformative work on decolonization and Indigenization done in partnership with Indigenous communities, emphasizing social change through learning, teaching, and research.
- Incorporate Indigenous and Two-Eye Seeing perspectives in what the institution does.
- Incorporate Indigenous knowledge and values into the curriculum and focus on outreach to Indigenous communities.
- Develop programs and initiatives that promote cultural understanding and respect for Indigenous peoples and their knowledge systems.
- Foster partnerships with Indigenous communities to support research and other initiatives that promote social justice and equity.

Innovation

Forward thinking and innovation

- Create a culture of innovation and creativity in all that the institution does.
- Promote attitudes of creativity, innovation, and resourcefulness.
- Reinforce forward thinking that focuses on developing innovative programs and practices.
- Create some ‘Wow’ factors.
- Create a sense of ‘vibrancy’ throughout the institution.
- Foster a culture of innovation and creativity among faculty and students to encourage experimentation and risk-taking.
- Embrace modern and emerging technologies.
- Modernize the main campus and improve facilities to provide a better learning environment for students.
- Provide employees with opportunities for innovation.

Program development

- Offer programs that meet the demands of in-demand fields.
- Expanding offerings in fields with labor shortages
- Develop programs that matter most, building on successful programs, expanding programs beyond Education and Nursing.
- Develop innovative programs and practices that prioritize creativity, resourcefulness, and environmental sustainability.
- Offer more distinct degrees/programming.
- Emphasize outdoor education.
- Prioritize research and development activities that focus on solving real-world problems and advancing knowledge in emerging fields.
- Nimbler curriculum development.
- More certification and micro-credentials.

Professional development

- Provide opportunities for professional development and career advancement for students.
- Improve practical learning opportunities.

Online learning and virtual programs

- Focus on standardization, accountability, capacity building, and investment in resources to ensure quality and success of online learning.
- Foster innovative technological solutions that will better prepare students and improving links with nearby indigenous students and northern communities.
- Recognize the demand for online learning given the convenience and flexibility offered.

Marketing and recruitment

- Communicate the wonderful things that happen at Nipissing.
- Recruit more local students.
- More utilization of people, resources and expertise.
- Is 'One Student at a Time' still relevant.

Community

Collaboration and partnerships

- Create a culture that values and encourages collaboration and partnerships with other organizations as a means of addressing social problems.
- Focus on collaborations and partnerships with local communities, organizations, and schools.
- Build more connections with Canadore College and local community organizations.
- Work with other organizations and stakeholders to achieve common goals, building long term mutually beneficial partnerships.
- Utilize stakeholder involvement for positive change management.
- Foster an internal culture of collaboration and teamwork that encourages open dialogue and shared learning opportunities.

Community engagement and outreach

- The University should be a 'community connector'.
- Focus on the North.
- Focus on the regional outreach, including geographically remote communities, particularly through online courses.
- Ensure the university is actively engaged with the community and striving to meet community needs.
- Increase community presence and communications, promoting the university's assets to the larger community.
- Engage alumni, local businesses, and other community stakeholders to create opportunities for internships, research, and community service projects.

- Ensure an understanding of the value of community outreach and the resources to accommodate this.
- Develop programs and initiatives that encourage civic engagement and community service among students and faculty.
- Promote the university's reputation and brand recognition by engaging with local media and other public relations activities.
- Ensure leadership fosters a sense of community among academics.

Sustainability

Environmental sustainability

- Place a strong emphasis on environmental sustainability, preserving natural resources, and creating a green campus and renewable energy.
- Develop a strong emphasis on environmental sustainability and the importance of preserving natural resources.
- Develop programs and initiatives that promote sustainability and reduce the university's carbon footprint.
- Emphasize environmental education and how this addresses sustainability concerns.
- Focus on learning in relationship with the natural environment, with respect for place, and sustainability woven through all courses and programming decisions.
- Supporting and promoting environmental research and transformation to products/revenues.
- Become a leader in environmental sustainability, showcasing innovation and creativity.
- Work with local and regional partners to promote sustainable development and environmental stewardship.

Financial

- Increase revenue generation, internationalization as a funding source, opportunities in mining and other industries, and focusing on developing high-level skills and leaders.
- Without financial stability, there is no "us," so this remains a key priority.
- Make essential services more affordable for students.
- Attract and retain skilled and dedicated staff, ensuring competitive compensation.
- Increase visibility and reputation on a provincial, national, and international level.
- Optimize resource allocation.
- Ensure adequate funding, orientation, training, and support for faculty members.
- Provide more funding for faculty and student research.

Other

- Actionable measurable plans.
- Ongoing assessment of these plans.