

Policy Name	<b>Innovation, Entrepreneurship and Applied Research</b>		
Policy #	519	Category	GOVERNANCE
Steward	Board of Governors	Date Approved	July 1, 2023
Next Review Date		Date Reviewed or Revised	

**PURPOSE:**

The purpose of this policy is to enumerate the expectations of the Board of Governors regarding the role of innovation in the College and the framework for conducting applied research.

**SCOPE**

This policy applies to all:

1. College employees, students and partners, and
2. Activities that are focused on developing new or improved College operations, programs, processes, services and activities, or partner products, processes and services.

**PRINCIPLES:**

1. Innovation is imperative to the future success of the College and its staff, students, partners and communities.
2. Innovation requires an entrepreneurial mindset that desires positive change and has a willingness to work toward that change. “To innovate” is the process of exploring potential solutions to challenges and opportunities which may lead to new or improved products, processes and service that enhance efficiency and effectiveness. “Innovation” has occurred when a solution is successfully implemented.
3. Innovation within the College is best undertaken by intrapreneurs utilizing the best practices of innovation, entrepreneurship and applied research.
4. Entrepreneurship occurs when people with a strong passion to change their chosen field of endeavour for better work collaboratively with other like-minded individuals to identify challenges or opportunities, devise potential solutions and determine the best solution using a disciplined business case-based methodology.
5. Applied research is the act of gathering information related to the challenge or opportunity, developing various solutions, testing solution and selecting the one that best addresses the challenge or opportunity.

**POLICY**

The Board desires that the College is seen as a leader in Canadian post-secondary education for developing a culture of innovation that helps the College accomplish its strategic goals and objectives. The Board expects that:

1. The College will strive to inculcate innovation in all of its activities and practices.
2. All staff will be trained in innovation, intrapreneurship and applied research and use these skills to continue to improve College programming, processes and services.
3. Where possible, all students will receive training in innovation, entrepreneurship and applied research

and will be given opportunities to practice this learning through real world experiences.

4. The College develops and uses a research approach of discovering, interpreting, applying, and disseminating new knowledge that is directed toward the enhancement and support of Coalition programs, services, and learning environments.
5. The College will establish collaborative, mutually beneficial arrangements and/or partnerships with local business, academic, governmental and non-governmental organizations wherever possible to support them in establishing and executing innovation, entrepreneurial and applied research initiatives.
6. All innovation, entrepreneurial and research activities will adhere to the highest ethical principles and standards and be conducted in compliance with all Coalition policies. For further clarity, to ensure human ethical standards have been met, all research activities involving human subjects must be vetted by the Research Ethics Board (REB) prior to commencement to ensure human ethical standards have been met.
7. All research activities must receive appropriate College approval prior to commencement of any research activities associated with the College.

## **DEFINITIONS**

**Applied Research:** a research methodology that starts with the end in mind or the desired outcome, and uses this as the guide in planning and conducting research.

**Entrepreneurship:** an approach to create or grow an organization whereby passionate people use a fluid and disciplined process to reduce risks and maximize returns by seeking early and sustainable buy-in from target audiences.

**Intrapreneur:** An employee of an organization who has the characteristics of an entrepreneur and uses these within the organization for the good of the organization and its clients.

## **LEGISLATIVE AND COLLECTIVE AGREEMENT REFERENCES**

## **LINKS TO OTHER RELATED POLICIES, DOCUMENTS AND WEBSITES**