

Summary of Non-Confidence Survey

Key Highlights

- 81.7% of faculty respondents do not have confidence in the current President's ability to effectively govern and advance the mission of our institution.
- 86.8% of faculty respondents do not feel the current President communicates and consults with faculty on major institutional decisions.
- 67.9% of faculty respondents are in favour of a non-confidence vote in the current President.
- As seen in the thematic breakdown on the next page, faculty respondents have significant concerns about proper governance at KPU

Comment Analysis: Introduction

This summary presents a thematic analysis of faculty feedback gathered through the KFA survey on concerns about KPU senior leadership. While there were 94 respondents to this section, only 50 provided comments. The comments were reviewed to extract recurring concerns, patterns, and perspectives. The following themes reflect the sentiments, critiques, and priorities expressed by faculty. This analysis is intended to support deliberation on the potential vote of non-confidence and guide member-led decision-making.

1. Lack of Transparency and Communication

A dominant theme is the persistent absence of transparent communication from senior leadership. Respondents cited vague or absent rationale for key decisions, failure to disclose budgetary realities, and a top-down communication style that evades accountability. Several noted the contradiction between internal claims of consultation and the perceived disregard for faculty feedback.

2. Autocratic and Disrespectful Leadership Style

Many faculty describe leadership as authoritarian, uncollaborative, or outright hostile. Concerns include bullying behavior, fear-based decision-making, and a refusal to engage meaningfully with faculty. These traits were seen as damaging to morale, governance integrity, and institutional stability.

3. Strategic Mismanagement and Lack of Vision

Repeated mention was made of poor planning around international enrolment, failure to anticipate financial instability, and the absence of a long-term strategic plan for KPU.

Respondents described senior leaders as reactive, disengaged, or lacking institutional vision.

4. Faculty Disempowerment and Governance Breakdown

Several respondents emphasized how shared governance has been undermined. Comments cited ineffective Faculty Councils, administrative overreach, and lack of faculty inclusion in budgeting and academic planning. There is concern that faculty governance has become symbolic and toothless.

5. Layoffs and Morale Collapse

A significant proportion of respondents framed the recent layoffs as unjustified, poorly executed, or ideologically driven. Some tied these decisions to the broader issues of budget mismanagement and administrative bloat. The process has intensified fear, distrust, and disconnection across the institution.

6. Administrative Bloat and Misaligned Priorities

Numerous faculty noted frustration with rising administrative costs amid faculty layoffs and stagnant support. Comments pointed to disproportionate compensation increases for administrators and an expanding leadership class that fails to deliver effective results.

7. Institutional Reputation and External Impact

Several respondents flagged concerns about the public image of KPU under current leadership, including effects on donor confidence, reputation among prospective presidential candidates, and credibility with government and community partners.

8. Calls for Strategic Caution

While the majority of comments expressed criticism, a number of faculty urged the KFA to act with care regarding a non-confidence vote. Some cited the President's pending departure, concern over optics, or risk of unintended consequences. Others expressed mixed feelings but stressed the need for a more strategic approach to systemic issues.

9. Isolated Support for Leadership

A minority of faculty expressed confidence in current leadership or questioned whether a vote of non-confidence would be effective. A few saw the challenges as structural rather than personal.

10. Misinformation, Distrust, and Fringe Views

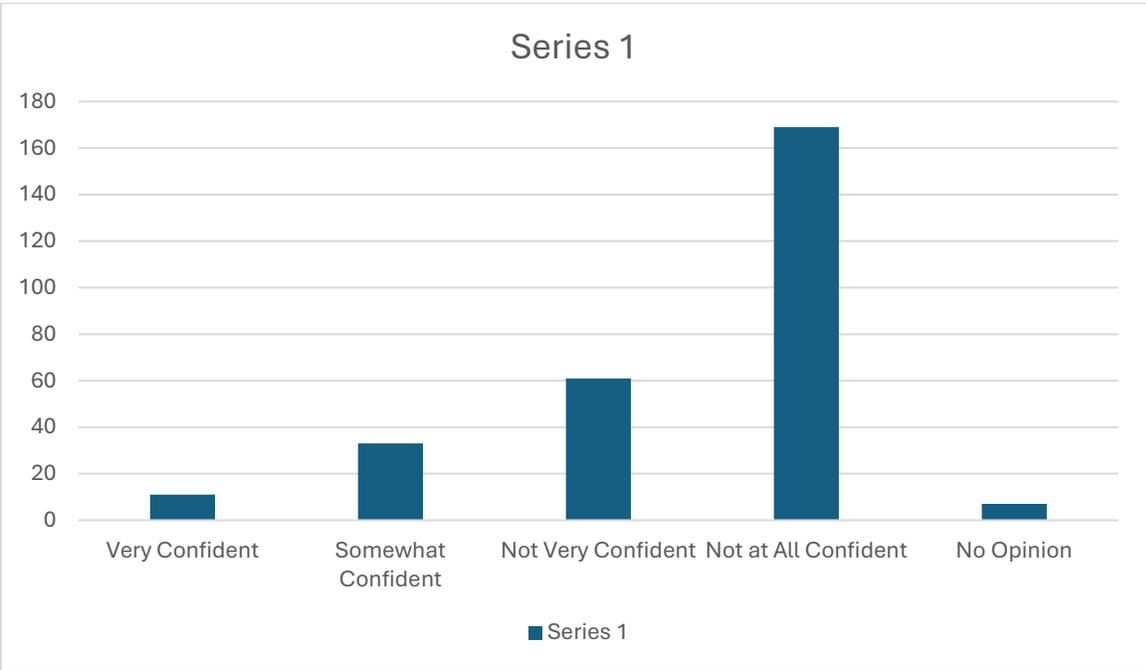
A few comments expressed extreme and conspiratorial views that, while not representative of the broader data set, reflect deeper issues of institutional mistrust and a fractured information environment.

Conclusion

The themes extracted from faculty feedback reflect profound concern with the state of leadership, governance, and morale at KPU. While a few voices called for caution or disagreed with non-confidence action, the overwhelming majority conveyed a strong desire for cultural change, democratic accountability, and leadership rooted in faculty consultation and respect. This summary is offered to assist members in shaping an informed, principled, and strategic response to these concerns.

Survey Data

How confident are you in the current President’s ability to effectively govern and advance the mission of our institution?



Total Respondents: 281

11 or 3.9% = Very Confident

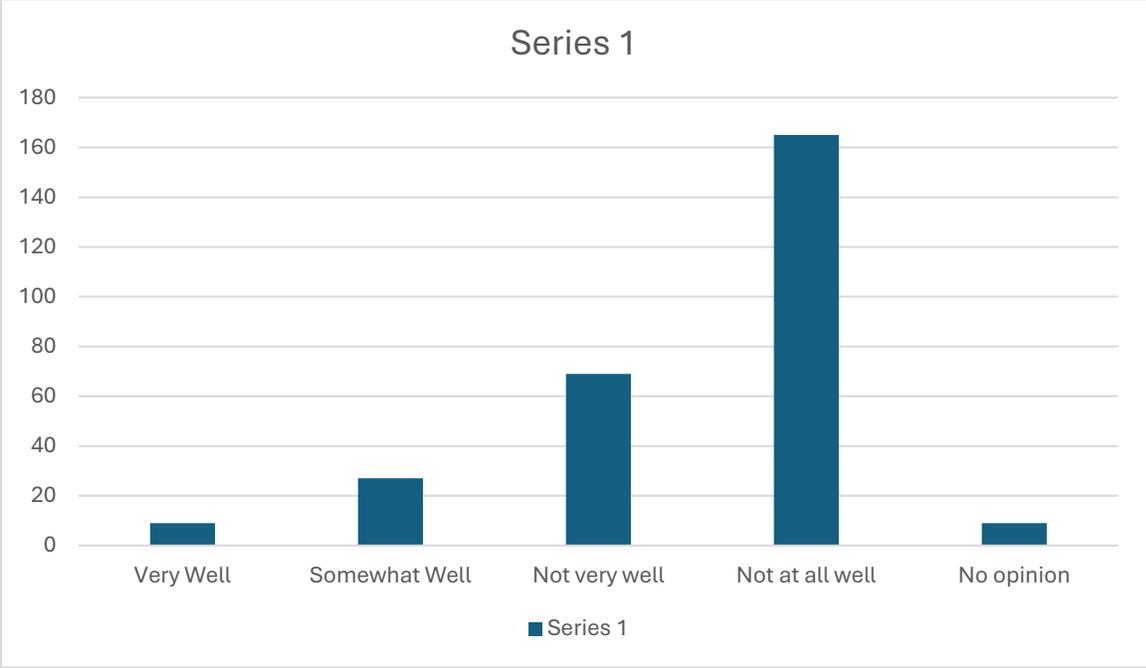
33 or 11.7% = Somewhat Confident

61 or 21.7% = Not Very Confident

169 or 60% = Not at all Confident

7 or 2.5% No Opinion

How well do you feel the current President communicates and consults with faculty on major institutional decisions?



Total Respondents: 279

9 or 3.2% = Very well

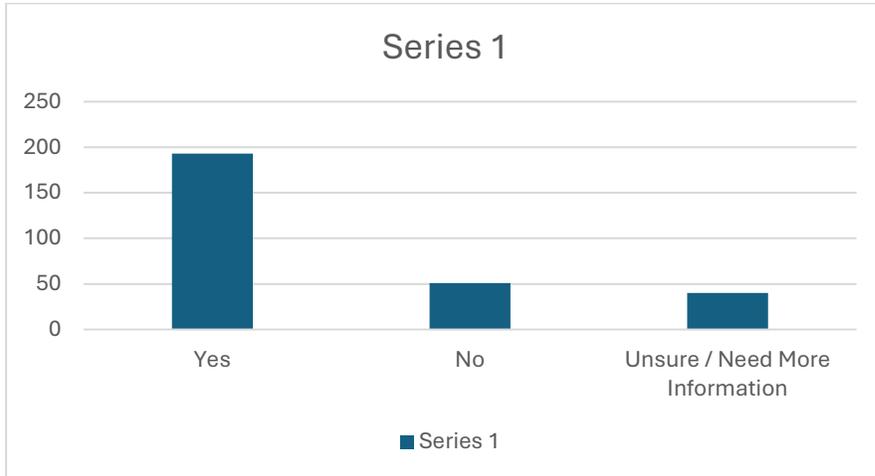
27 or 9.6% = Somewhat well

69 or 27.7% = Not very well

165 or 59.1% = Not at all well

9 or 3.2% No opinion

Would you support a faculty vote of non-confidence in the current President at this time?



Total Respondents: 284

193 or 67.9% "yes"

51 or 17.9% "no"

40 or 14% "unsure / need more information"