



Engineering and
Computer Science

Strategic Plan

2026 – 2031

Building Together.
Shaping What Comes Next.

Ləkʷəŋən & W̱SÁNEĆ Peoples

We acknowledge and respect the Ləkʷəŋən (Songhees and X̱wsep̱səm/Esquimalt) Peoples on whose territory the university stands, and the Ləkʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day.

The Faculty of Engineering and Computer Science recognizes the importance of language, how language is attached to Indigenous teachings, and how the teachings are attached to the land. ECS strives to continue to build meaningful and better relationships with Indigenous students, develop new Indigenous programs, and ensure that community values are brought into our institution.

ABOUT THIS PLAN

A Rich Legacy. A New Chapter.

ECS has a rich history of over 40 years, deep community connections, and a growing track record of impact.

This is the first shared vision since the coming together of Engineering and Computer Science, reflecting what we have inherited from two strong traditions, and what we now build together with intention and care.

THE CONTEXT

A Moment of Profound Change.

Accelerating technological disruption, climate instability, geopolitical uncertainty, and deepening social inequities are reshaping how societies learn, work, and govern themselves.

Engineers and computer scientists must respond with technical solutions, and lead with judgment, ethics, and care. This plan is our response to that moment.

OUR MISSION

"To advance the fields of engineering and computer science through transformative education, research excellence, and innovation that serves both people and the planet."

We empower students, staff, faculty, and local communities to co-develop technologies and knowledge that strengthen communities, drive sustainable and just progress, and shape a better future for British Columbia, Canada, and the world.

Innovation

Equity, Diversity & Inclusion

Social Impact

Excellence

Sustainability

Graduating Citizens of the Earth

Located on the lands of the Ləkʷəŋən Peoples, ECS understands Citizenship of the Earth as a responsibility grounded in place, relationship, and respect.

Our shared goal is to graduate engineers and computer scientists who possess core technical skills, and who recognize their work as interconnected with land, community, and future generations.

This commitment extends beyond curriculum into how the Faculty plans and operates, embedding sustainable and responsible decision-making across all that we do.

Four Areas of Focus

01

**Empowering,
Sustainable &
Transformative ECS
Faculty Culture**

02

**Learning & Teaching
Environments Fit for
Future Generations**

03

**Enhanced Knowledge
Generation and
Research Capacity**

04

**Partnerships Beyond
Existing Boundaries**

01

Empowering, Sustainable & Transformative ECS Faculty Culture

Cultivating an inclusive and forward-looking Faculty culture where everyone is empowered to lead, collaborate, and innovate.

KEY COMMITMENTS

- Increase accessibility by reducing barriers and expanding inclusive pathways into engineering and computer science
- Position ECS graduates as global Citizens of the Earth recognized not only for their technical excellence but for their ethical leadership, safety mindset, environmental consciousnesses, and social impact
- Embed Truth and Reconciliation as a core institutional principle across teaching, research, and community engagement
- Cultivate a data- and solution-driven mindset, using evidence to inform decisions and to proactively identify and solve challenges within our Faculty community
- Prioritize psychological safety and holistic wellbeing for all Faculty community members
- Strengthen accountability, trust, and respectful conduct across all areas of the Faculty
- Ensure that our spaces, resources, and staffing structures align with our mission to develop ethical, entrepreneurial, and socially responsible engineers and computer scientists
- Streamline administrative processes to enable greater focus on teaching, research, and learning

02

Learning & Teaching Environments Fit for Future Generations

Designing innovative learning experiences driven by the evolving needs of society.

KEY COMMITMENTS

- Design student-centered learning pathways aligned with ECS's vision of graduating Citizens of the Earth
- Ensure curricula remain responsive to technological change and evolving industry expectations
- Foster a culture of curiosity, creativity, and connection, where interdisciplinary collaboration enhances human-centered learning
- Redefine learning outcomes to emphasize identity, mindset, and purpose development alongside technical competence
- Thoughtfully respond to disruptive technologies, including AI, integrating tools to enhance teaching and foster responsible next-generation technical skills
- Conduct outreach to enrich teaching experiences, and connect with prospective students through K-12 STEM education
- Commit to continuous improvement to cultivate well-rounded professional identities among graduates, balancing personal, technical and academic achievement

03

Enhanced Knowledge Generation and Research Capacity

Building an integrated research ecosystem where ideas grow into leading solutions.

KEY COMMITMENTS

- Build an inclusive and respectful research culture, where faculty, staff, students, and partners are mobilized to contribute to impactful, high-quality research
- Measure and amplify research impact, ensuring outcomes align with community needs and global priorities
- Establish a clear and cohesive research identity, defining ECS's strategic priorities and areas of distinction
- Recognize research excellence and support research capacity, increasing visibility and connection points between research teams
- Build flexible, interdisciplinary collaboration precincts on campus that allow engineering, computer science, and community partners to co-design solutions and prototype ideas together
- Reinforce reciprocal long-term partnerships with institutions, research groups, and Indigenous communities

04

Partnerships Beyond Existing Boundaries

Fostering a network of people-centered engagements that connect ideas and impact.

KEY COMMITMENTS

- Position ECS as a global catalyst for change, leading research and innovation addressing society's most pressing challenges
- Develop cross-sectoral talent pathways, creating enduring connections between ECS students, graduates and diverse industries
- Create opportunities to support community-initiative projects and expand capacity for pursuing research and knowledge priorities
- Strengthen strategically aligned local and global collaborations, that expand research, learning, and partnership impact
- Leverage partnerships to expand resources and reach, unlocking new opportunities, investments, and platforms for ECS impact
- Engaging alumni to cultivate life-long relationships and expand the accessibility of ECS within the wider community

Our Commitments to Land & People

ECS is committed to implementing the four main goals of Xʷkwənən̓jstəl | W̱ÇENEN̓ISTEL, interlinked by the Coast Salish Weaving Framework.

Right Relationship

All members understand and demonstrate how to live, learn, and work in right relationships with local lands, waters, and laws.

Collaboration & Cooperation

All members respectfully contribute to a culture of collaboration and cooperation.

Health & Wellbeing

The health, wellbeing, and equitable treatment of all people are prioritized in University policies, practices, and structures.

Sustainable Resources

Funding, resources, and capacity are sufficient to deliver sustainable and responsive educational experiences to all.

Built from Community Voices

10

Key Informational
Interviews

4

In-Person &
Virtual Sessions

1

Community
Survey

2

Environmental
Scans

The plan synthesizes guidance from advisors and community members, key informant interviews across the faculty ecosystem, internal scans of UVic institutional plans, external scans of peer faculties across Canada, and a community survey of students, staff, faculty, alumni, and industry partners — with two in-person and two virtual sessions.

LOOKING FORWARD

"Together, these four areas of focus call us to build more than just programs, spaces, or partnerships. They ask us to shape a Faculty that is courageous in its values, generous in its relationships, and intentional in its impact, preparing engineers and computer scientists not just to succeed in the world as it is, but to help shape the world as it ought to be."

UVIC | Engineering and
Computer Science