	StFX Academic Plan GOALS AT A GLANCE
Goal 1	**Strengthen existing programs**
1.1	Hire tenure/ TT faculty vs LTA
1.2	Ensure transparency in allocating new faculty positions
1.3	Simplify degree structures
1.4	Review CAR process
1.5	Strengthen interdisciplinary programs
1.6	Ensure equity in campus space planning
1.7	Create teaching and lab infrastructure evergreening process
1.8	Develop recruitment plan
1.9	Clarify faculty role in recruitment
1.10	Review Senate committee structure
Goal 2	**Develop new programs**
2.1	Initiate a call for ideas for new programs
2.2	Align new programs with research priorities
2.3	Provide professional staff support for new program development
2.4	Review new program approval process
2.5	Clarify resources that will be invested in departments
2.6	Develop process for trial phase for new programs
2.7	Develop StFX Online as adminstrative hub for revelant new programs
2.8	Explore year round education model
Goal 3	**Address high priority learning themes**
3.1	Theme: academic writing
	Theme: EDIA
	Theme: misinfomration/disinfomration
3.2	Create working group - academic writing
	Create working group - EDIA
	Create working group - misinformation/disinformation
3.3	Develop process for addressing themes in grad programs
3.4	Provide faculty development on priority learning areas
3.5	Create events that support priority learning areas
3.6	Create recruitment communications around priority learning areas
Goal 4	**Enhance first-year experience**
4.1	Embed academic content in student orientation
4.2	Implement academic transition program (XACT)
4.3	Implement transition programing for underrepresented students
4.4	Provide academic supports/ accomodations for international students
4.5	Provide academic supports for underepresented students
4.6	Monitor retention rates
4.7	Encourage departments/programs to welcome and supports first year students
4.8	Develop community of practice instructors of first year courses
4.9	Clarify process for sharing student information between student service and academic areas
4.10	Hone early alert system
4.11	Explore a faculty advisor program

4.12	Require first-year students to meet with academic advisors
Goal 5	**Ensure access to education (EDIA - students)**
5.1	Review scholarship and bursary approach
5.2	Ensure equitable admissions policies
5.3	Provide academic supports for diverse groups of students
5.4	Hone student self-identification
5.5	Explore prior learning assessment policy
5.6	Update IT sytems to ensure access, self serve, degree auditing
5.7	Increase online undergraduate courses
5.8	Encourage OERs
5.9	IT systems and website updates
5.10	Develop strategy for student transfer
5.11	Review policies, processes, term dates, and ceremonies for religious accomodation
Goal 6	**Support transition to work or education**
6.1	Support departments/ Faculties to provide career info
6.2	Career Centre collaborate with departments Faculties on career support
6.3	Supports for students applying to grad school
6.4	Implement degree auditing software & adapt advising model
6.5	Enable course attributes to be flagged in time table (service learning, etc)
6.6	Help students document learning (experiential learning record)
6.7	Coordinate between offices that work on experiential learning
6.8	Create virtual hub for experiential learning
6.9	reduce barriers to participating in expereintial education
6.10	adapt academic policies and practices to enable expereintial education
Goal 7	**Support instructors in curriculum and pedagogy renewal**
7.1	Create Sustainable model for Teaching and Learning Centre - Director
7.2	Hire Educational Developers in TLC
7.3	Review new and existing courses for EDIA (Create framework Framework)
7.4	Provide teaching development opportunites around EDIA
7.5	Provide PD around academic integrity
7.6	Provide PD around high-impact teaching practices
7.7	Adapt Chairs in culturally relevant pedagogy
7.8	Faculty grants for research on scholarship of teaching and learning
7.9	Cooperate with Maple league on Certificate in Teaching and learning
7.10	Faculty development for those who teach online
Goal 8	**Support faculty career development**
8.1	Communicate clear expectations about requirments for promotion and tenure process
8.2	Recognize experience in placement in hirting scale and P&T process
8.3	Develop Mentorship program for pre-tenure faculty
8.4	Expand training opportunities for faculty and staff interested in leadership opportunities
8.5	Incentives for faculty who participate in innovative projects that increase enrolment
8.6	Facilitate team teaching courses
8.7	Support Institutes and Centres to connect faculty and professionals
8.8	Encourage departments to share faculty positions

8.9	Support Advancement to secure endowed chairs and externally funded professorships
Goal 9	**Diversity faculty and staff**
9.1	Hire according to EDIA principles
9.2	Develop a retention strategy for EDIA hires
9.3	Require requests for new faculty to demonstrate how position will contribute to EDIA
9.4	Collect and track demographic information re faculty and staff
9.5	Review academic policies, practices, procedures and ceremonies to ensure they accommodate diversity
Goal 10	**Enhance intellectual environment across campus**
10.1	Promote value of participation in arts, cultural events
10.2	Create events calendar; encouraging in-person and online participation
10.3	Senate develop an approach to engaging in discussions on challenging topics
10.4	Develop strategy/ opportunities to expand land-based learning
10.5	Explore viability of living learning communities
10.6	Use residence common areas for academic events
10.7	Extend informal learning and service into community
10.8	Create community among online or remote students