StFX Academic Plan Implementation Priorities- Year 1   October 31, 2023

Priorities Year 1

• Stablize and grow enrolment

• Support student success- retention, academic success

• Put conditions in place for equity, diversity, inclusion and accessibility (hiring, curriculum renewal, policy review)

• Engage campus community in implementing the plan

Priority actions for 2023-2024

Year 1 Goal	Accountability	Priority Actions	Academic Plan Goals
Implement an effective recruitment strategy	AVP	• Hire a director of recruitment; create a recruitment operational plan	1.8, 1.9
Develop new programs	AVP, Deans, AVPRGS	• Introduce programs that create significant new enrolment	2.1 -2.5, 2.7
	AVP, APP	• APP to review new program development process	2.4
	AVP, Deans, AVPRGS	• Develop a strategic approach to implementing new programs (e.g., identify potential programs, enrolment projections, target markets)	2.6, 2.7
	AVP	• Put out a call for ideas for new programs.	2.1
Implement more efficient and accessible admissions policies and processes	Registrar	• Review scholarships and bursaries	5.1
	Registrar	• Update admissions software and processes	5.2, 5.6
Support student academic success	Registar	• explore implementation of degree compliance software	5.6
	Asst VP Academic	• Support first-year transition	4.1-4.9
	Asst VP Academic	• Monitor and improve student retention	4.6, 10.8
	Asst VP Academic	• Review/ restructure academic advising, including decreasing wait times and building relationships with first-year students	1.3, 4.11, 4.12, 6.4
	Asst VP Academic	• Develop an integrated approach to experiential learning	6.5, 6.7, 6.8, 6.9, 6.10, 10.7
	AVP	• Develop working groups to explore how to address high priority learning areas	3.1, 3.2
Invest in Faculty development	Director, StFX Online/ TLC	• Review model of Teaching and Learning Centre to propose a model that will enable us to enact the professional development goals of the academic plan	7.1,
	TLC, Human Resources	• Provide professional development opportunities	7.3-7.10, 8.4
Promote equity, diversity, inculsion, and accessibility	Registrar, Human Rights and Equity	• Review policies and practices with EDIA lens	5.2, 9.5
	AVP	• Take EDIA approach to hiring in academic positions	9.1
	TLC	• Develop a course frameworks that support instructors to design courses on EDIA principles	7.3
	PACAR	• Review policies, processes, term dates and ceremonies for religious inclusion	5.11, 9.5
	Human Rights and Equity	• Produce baseline data on staff and faculty demographics	9.4
	AVP	• Develop working group to address EDIA as a high priority learning area	3.1, 3.2
Promote working efficiently	AVP, Deans, Senate	• Review degree structures to make them more flexible	1.3
	Senate	• Review Senate committee structure and processes	1.10
Use data to make decisions; data transparency	AVP	• Ensure transparency in approach to allocating new TT positions	1.2
	AVP, Institutional Research	• Provide transparent access to data for decision making	1.11

AVP - Academic Vice President and Provost

AVPRGS - Associate Vice President, Research, Graduate and Professional Studies

APP - Senate Academic Planning and Priorities

Asst VP Academic - Assistant VP Academic Affairs

TLC - Teaching and Learning Centre

PACAR - President's Action Committee on Anti-Racism