

I. Achieve Excellence in Teaching, Learning, and Research

C. Engaged and Successful Students, Faculty, and Staff

Feb 1, 2012

Strategy	Actions	Accountability	Timeline
1. Increase student success by enhancing support services	1.1 Continue to develop and support the Student Success Centre that brings together Orientation, First Year Experience, Academic Advising, Career & Cooperative Education as well as Academic Support Services.	<ul style="list-style-type: none"> - Student Affairs - Student Success Centre 	2012- 2016
	1.2 Integrate student services such that students can access them and conduct their university business with greater ease (i.e. One- Stop Centre).	<ul style="list-style-type: none"> - Student Affairs - TSC 	2012- 2014
	1.3 Re-design the webpage to allow for easier and more direct access to essential student services and processes (i.e. a virtual One-Stop Centre).	<ul style="list-style-type: none"> - Student Affairs - Administration & Finance 	
	1.4 Develop and implement an institutional retention plan designed to ensure student success and degree completion.	<ul style="list-style-type: none"> - Office of the Provost - Student Affairs - Strategic Enrolment Management Committee - Student Success Centre 	2012/2016
	1.5 Develop and implement an Early Alert Program to help identify students experiencing academic difficulties.	<ul style="list-style-type: none"> - Student Affairs - Registrar - Student Success Centre - Faculty Deans - Chairs/Directors 	2012- 2016
	1.6 Communicate academic status to all students following mid and term-end assessments.	<ul style="list-style-type: none"> - Registrar - Student Success Centre - Faculty Deans - Chairs/Directors 	Annually
	1.7 Identify first year courses with high <i>Drop</i> , <i>Fail</i> , and <i>Withdraw</i> rates to identify if additional supports are necessary. Provide necessary supports and refer where appropriate.	<ul style="list-style-type: none"> - Registrar - Student Success Centre - Faculty Deans - Chairs/Directors 	Ongoing
	1.8 Support student orientation activities which focus on essential skills and knowledge for students in areas such as money	<ul style="list-style-type: none"> - Student Affairs - Student Success Centre 	Annually

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	management, communication, independent living, mental health, and study and learning skills		
	1.9 Develop “First Year Experience” and “Upper Year Experience” programs on both campuses.	<ul style="list-style-type: none"> - Student Affairs - Dean Orillia Campus - Student Success Centre - Faculty Deans 	2012-2014
	1.10 Create opportunities for Student Affairs Managers/Directors to discuss and address academic concerns and issues with faculty and academic leaders.	<ul style="list-style-type: none"> - Office of the Provost - Student Affairs - Dean Orillia Campus - Faculty Deans 	Ongoing
	1.11.1 Define the needs of both the current student population and the academic units with respect to registration processes. 1.11.2 Update registration processes accordingly.	<ul style="list-style-type: none"> - Registrar - Faculty Deans - Chairs/Directors 	Ongoing
	1.12.1 Expand academic supports for students studying at a distance. 1.12.2 Encourage the development of online exams to eliminate the need for students studying at a distance to travel to an exam site, and to minimize the organization difficulties and costs associated with exam invigilation.	<ul style="list-style-type: none"> - CEDL - TSC - Student Success Centre - Student Affairs - University Librarian - Bookstore 	Ongoing
	1.13 Enhance the communication and partnerships between the Library and student services.	<ul style="list-style-type: none"> - Student Affairs - University Librarian 	Ongoing
	1.14 Provide financial counselling services that help develop students’ financial literacy skills.	<ul style="list-style-type: none"> - Student Affairs - Student Awards & Financial Aid - Administration & Finance 	Ongoing
	1.15 Develop a plan to increase bursaries to help support students with financial needs.	<ul style="list-style-type: none"> - PPG - Student Awards & Financial Aid - External Relations 	2012/2013
	1.16 Continue to develop and promote support services designed to assist	<ul style="list-style-type: none"> - Student Affairs - Student Success Centre 	Ongoing

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	students in seeking employment.		
	1.17 Support <i>SafeTalk</i> training for students in the classroom setting.	- Student Affairs - Student Health & Counselling Centre	Annually
2. Support initiatives that enhance student/faculty interaction and foster engagement and a culture of inquiry	2.1.1 Promote a top down mentoring strategy that includes faculty and staff, postdoctoral fellows and PhD students, Master's and undergraduate students.	- Office of the Provost - Faculty Deans - Graduate Studies - IDC - Student Success Centre	Ongoing
	2.1.2 Enhance support strategies focused on student engagement and academic success.		
	2.2 Increase collaborative and individual learning spaces in the Library for faculty/staff/student use.	- University Librarian - Administration & Finance - SLC	2012/ 2015
	2.3 Create a shared culture of student success by providing appropriate training to faculty and staff to support the institution's student retention goals.	- Student Affairs - Office of the Provost	2012-2014
	2.4 Develop and implement a plan to assess, and improve where necessary, the first year "classroom" experience.	- Office of the Provost - Dean Orillia Campus - Faculty Deans - IDC - Student Affairs	2012-2014 2014/2016
3 Develop and support new and innovative teaching strategies and incorporate effective instructional technology	3.1 Continue to develop and support the Instructional Development Centre through expansion of services and the addition of qualified support personnel.	- Office of the Provost - IDC - STLC	Ongoing
	3.2 Provide mentorship programs for new and existing faculty.	- Office of the Provost - IDC - STLC	Annually
	3.3 Develop and deliver a series of instructional sessions on library services for Instructors.	- University Librarian - IDC	Ongoing
4 Encourage and support instructional development for	4.1 Continue to develop and promote instructional development opportunities and experiences for	- Graduate Studies - IDC	Ongoing

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all instructors	graduate students.		
	4.2.1 Identify incentives to encourage faculty to pursue instructional development opportunities.	<ul style="list-style-type: none"> - Office of the Provost - STLC - IDC 	Ongoing
	4.2.2 Develop and deliver a <i>Teaching Certificate</i> for new and existing faculty.		
	4.3 Develop a plan to promote, support, and track faculty participation in the scholarship of teaching and learning.	<ul style="list-style-type: none"> - IDC - STLC 	Ongoing
	4.4 Support the development and delivery of training for all faculty and staff on <i>Student Mental Health</i> .	<ul style="list-style-type: none"> - Student Affairs - Student Health & Counselling - IDC - Human Resources 	
	4.5 Provide education and support for faculty to enhance awareness and understanding of the duty to accommodate students with disabilities and of the associated academic regulations.	<ul style="list-style-type: none"> - Student Affairs - Student Accessibility Services - Dean Orillia Campus - Human Resources 	Annually
	4.6 Provide English as a Second Language (ESL) programming for instructors.	<ul style="list-style-type: none"> - CEDL - IDC - Department of Languages 	Annually
5	<p>Recognize that learning takes place inside and outside the classroom - Cultivate opportunities for experiential learning and for a high level of involvement in both the university and the community</p> <p>5.1.1 Assess interest in Community Service Learning (CSL) from faculty members.</p> <p>5.1.2 Expand (where appropriate) and Promote CSL opportunities across Faculties.</p> <p>5.1.3 Create connections with related potential community partners.</p> <p>5.1.4 Create a community advisory board to oversee and assist with CSL partnerships at Lakehead University.</p>	<ul style="list-style-type: none"> - Office of the Provost - Research - Dean Orillia Campus - IDC - Faculty Deans - Graduate Studies - Chairs/Directors - CEDL 	Ongoing

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	5.1.5 Develop a contract template to support successful partnerships.		
	5.1.6 Provide necessary CSL instructional expertise and support.		
	5.1.7 Develop a CSL certificate for students.		
	5.2 Expand and promote opportunities for International exchanges.	<ul style="list-style-type: none"> - Office of the Provost - Special Advisor on International Affairs & Recruitment - Lakehead International - Research - Faculty Deans 	Ongoing
	5.3 Enhance, and expand where appropriate, cooperative education offerings.	<ul style="list-style-type: none"> - Faculty Deans - Chairs/Directors - Student Success Centre 	Ongoing
	5.4.1 Develop an inventory of experiential learning on both campuses.	<ul style="list-style-type: none"> - Office of the Provost - IDC - Institutional Analysis & Government Relations 	2012/2014
	5.4.2 Track, record, and promote best practices and recognize excellence.	<ul style="list-style-type: none"> - Faculty Deans - Graduate Studies - Communications 	2014/2016
5	6.1.1 Review programs to determine if a research methods course can be incorporated into the first or second year of undergraduate programs.	<ul style="list-style-type: none"> - IDC - Faculty Deans - Chairs/Directors - SUSC 	2012/2014
	6.1.2 Determine if there are other meaningful ways to integrate research early in degree programs. Where appropriate revise curricula.		
	6.2 Encourage development of inquiry-based first year courses in program majors.	<ul style="list-style-type: none"> - Dean Orillia Campus - IDC - STLC - Faculty Deans - Chairs/Directors 	Ongoing
	6.3 Encourage the development of program specific undergraduate	<ul style="list-style-type: none"> - IDC - Faculty Deans - Chairs/Directors 	Ongoing

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	capstone experiences.		
	6.4 Incorporate graduate student research presentations/discussions into the undergraduate curriculum where appropriate.	<ul style="list-style-type: none"> - Graduate Studies - Faculty Deans - Chairs/Directors 	Ongoing
	6.5 Provide workshops on designing courses to integrate research both as content in the curriculum and as process.	<ul style="list-style-type: none"> - IDC 	Annually
	6.6 Create more opportunities for undergraduate students to be employed as research assistants.	<ul style="list-style-type: none"> - Research Faculty Deans - Chairs/Directors 	Ongoing
	6.7 Expand opportunities for students to engage in service-oriented research with community partners.	<ul style="list-style-type: none"> - Research - Dean Orillia Campus - Faculty Deans Chairs/Directors 	Ongoing
7 Identify meaningful and reliable indicators of teaching and learning excellence	<p>7.1.1 Develop meaningful metrics to assess our institutional performance in teaching and learning and as a learner-centred institution.</p> <p>7.1.2 Track progress and communicate results effectively.</p> <p>7.1.3 Develop plans to sustain excellence and address areas of improvement.</p>	<ul style="list-style-type: none"> - Office of the Provost - Institutional Analysis & Government Relations - IDC - Senate Standing Committees 	2012/2016
8 Recognize excellence in teaching and learning, and consistently disseminate the results of progress	8.1 Review, and expand as necessary, ways to recognize and communicate excellence in undergraduate and graduate teaching and learning.	<ul style="list-style-type: none"> - Office of the Provost - IDC - STLC - Communications - Graduate Studies 	2012/2016
9 Support and provide recognition for co-curricular	9.1 Develop and implement a Student Co-Curricular Record to encourage and recognize student	<ul style="list-style-type: none"> - Student Affairs 	2012/2016

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endeavours	involvement in an array of activities that compliment the academic experience.		
	9.2 Develop an annual <i>Student Leadership Award</i> .	- Student Affairs - Student Success Centre	2012-2013
10 Provide support and ensure access for non-traditional learners	10.1.1 Develop effective means for prior learning assessment recognition (PLAR).	- Student Affairs - Registrar - Admissions and Recruitment	2012/2014 2014/2016
	10.1.2 Integrate PLAR into recruitment initiatives and communications where appropriate.		
	10.2 Refer students who appear to be struggling to academic support services and resources such as the Early Alert Program.	- Faculty Deans Directors/Chairs - Student Success Centre	Ongoing
11 Invest in academic service and leadership development for faculty and staff	11.1 Provide regular professional development opportunities for Chairs, Directors and Coordinators.	- Office of the Provost - Student Affairs	Annually
	11.2 Provide professional development opportunities designed to help develop effective academic committee leadership skills.	- Office of the Provost - Dean Orillia Campus	Annually
	11.3.1 Provide professional development for academic advisors.	- Student Affairs - Student Success Centre	Annually
	11.3.2 Initiate an <i>Academic Advisor Award</i> .		
	11.4 Develop ways to recognise excellence in service provided by faculty such as a <i>Contribution to University Service Award</i> to acknowledge outstanding service contributions to the university by faculty.	- Office of the Provost - Administration & Finance	2012/2014
11.5 Provide instructional development sessions on methods to document service contributions.	- Office of the Provost - IDC	Annually	