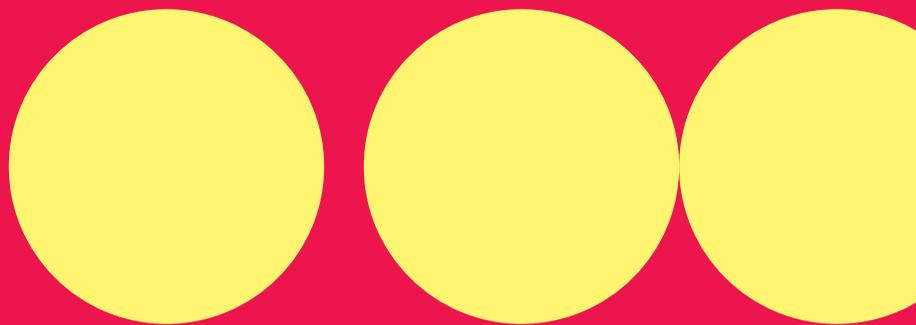


LOYALIST COLLEGE

Academic Plan

2022-2027



Land Acknowledgement

Loyalist College is located on the territory of the Huron-Wendat, the Anishinaabeg, and the Haudenosaunee people. We acknowledge our shared obligation to respect, honour, and sustain these lands and the natural resources contained within.



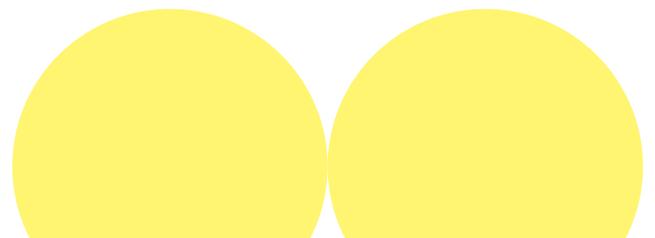
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A Message From the Senior Vice President-Academic

Timing is everything.

Another reality of life is that some things are beyond our control, including events that affect us personally and professionally. However, we can control how we react, learn, and plan ahead. We can learn from events and experiences, become more strategic, better prepared, more proactive and readier for the future. Overnight, the COVID-19 pandemic threw organizations into virtual and remote ways of approaching life and work. Educational and post-secondary institutions faced particular challenges with immediate and long-term impacts.

Within a few short days, Loyalist College had to decide how to deliver programs to students across Canada and internationally. We also had to answer questions about residence and support for students who lived on campus. Many students were thousands of kilometres from home and needed holistic wrap-around support. Ultimately, Loyalist still had thousands of students attending school, and we had to address how faculty would continue delivering their programs exclusively online. We needed remote teaching and learning plans within days.

Times of adversity can reveal resilience, innovation and brilliance. Loyalist College can add one more descriptor to its repertoire as a result of the pandemic, leadership.

As we developed a new five-year academic plan for Loyalist College, we benefited from what we learned over the last two years and can look ahead more strategically. Our previous Academic Plan expired at the end of 2020, giving us a unique opportunity to evaluate the effectiveness of virtual learning for both students and faculty. The delivery of post-secondary education continues to evolve, and we must become more student-responsive to learn from the past and look to the future.

We listened to students, faculty and staff about the successes and challenges of the last two years. We analyzed the changes and evolution of learning, teaching, assessment, achievement, research and opportunity.

We took a leading-learning stance and feel that ignoring the learning opportunities of the last two years is ignoring real-time action research. Developing a new Academic Plan on the heels of a global pandemic required the highest level of responsibility to our students, faculty and staff, communities and industry partners. Ignoring the lessons of the past two years is not consistent with who we are. We are provincial leaders in post-secondary education, strong, resilient and growing. We choose to emerge, focus on the future, learn from the past and position ourselves as Ontario's Destination College.



Sean Monteith,
Senior Vice-President, Academic and Chief Learning Officer



SMALL GIVES *us the POWER to* DO BIG THINGS.

Loyalist College Vision And Mission Statement & Developing the Academic Plan

Vision Statement

Loyalist College will be Ontario's Destination College, known locally, nationally, and internationally as a deliberate choice of students, faculty, and staff, where their experiences are enabled by an engaged and supportive culture.

Mission Statement

Loyalist College empowers students, faculty, staff, and partners through experiential, economic, cluster-based applied programs and research that provide career-ready graduates for, and knowledge transfer to, industry and the community.

Developing the Academic Plan

The 2022-2027 Academic Plan was developed in consultation with stakeholders including students, faculty, staff, alumni and partners. We engaged with these groups online, organized campus-wide town halls and listened to feedback from program advisory committees. Metrics were established by an academic plan working group whose members included staff, faculty and administration from across the College. The Academic Plan is aligned with the Loyalist College 2025 Strategic Plan and the Strategic Mandate Agreement (SMA3).

04

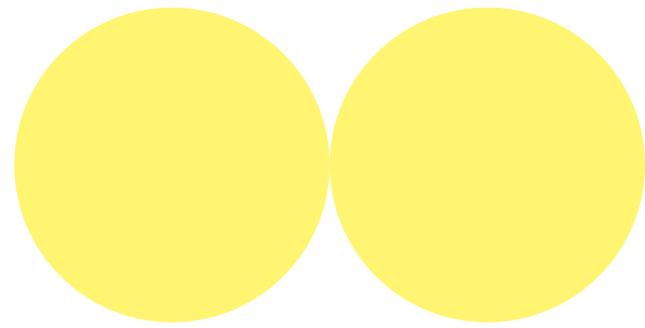




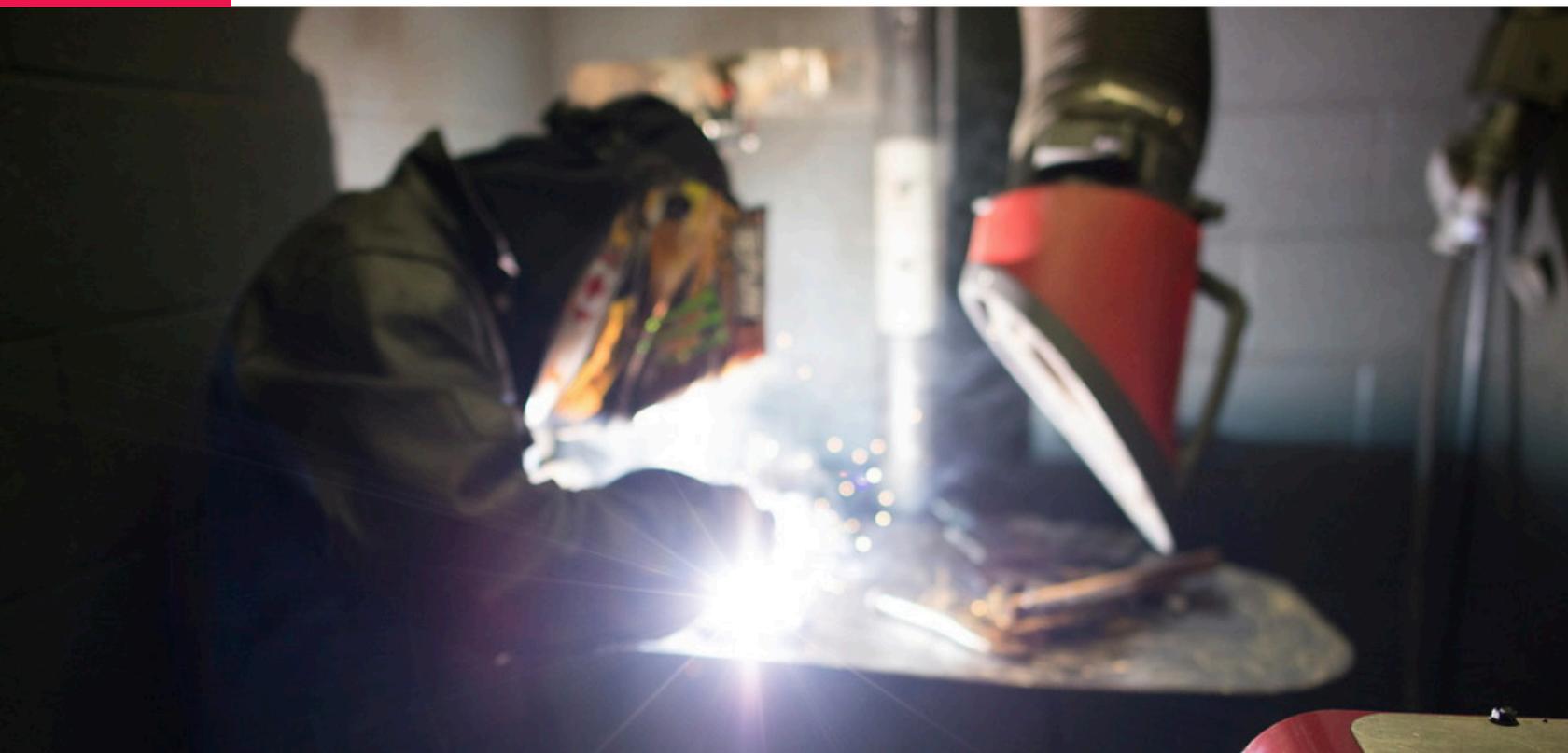
Strategic Academic Priorities

- I.** Loyalist College, as “Ontario’s Destination College”, will continuously enhance and evaluate programs across all programs to:
 - I. Increase graduation results annually through a dedicated Student Retention Plan.
 - II. Fulfill the Strategic Mandate Agreement.
 - III. Establish a student retention and success strategy that supports all students by 2023.
- Develop and support teaching and learning practices that encourage flexible delivery models, including virtual, face-to-face and asynchronous environments.
 - Increase the number of programs that offer flexible delivery models, including virtual, face-to-face and asynchronous environments.
 - Ensure students complete their programs with a recognized academic credential (certificate, diploma, advanced diploma, degree or graduate certificate).
 - Introduce six new three and four-year degree programs before 2027.
 - Increase and enhance micro-credential opportunities annually through the duration of this plan.
 - Provide stacking opportunities for students, including apprenticeships, post-graduate and enhanced credentials.
 - Grow and enhance robust Health Studies program pathways.

Strategic Academic Priorities



- 2.** Loyalist College will develop and implement apprenticeship, pre-apprenticeship, diploma and trade certificate programs designed to meet the individual needs of secondary school students, mature students, mid-career students, and first generation post-secondary students.
- Provide students with opportunities to start their studies in fall, winter or spring semesters, with flexible delivery models including virtual, face-to-face and asynchronous learning environments
 - Increase the number of Training Delivery Agency (TDA) apprenticeship programs annually
 - Ensure student progression and advancement by leveraging transfer credits and micro-credentials.
 - Identify and reduce barriers to post-secondary education access, promoting flexibility for teaching, learning, assessment and evaluation.
 - Decrease barriers to access by decreasing costs for textbooks and course materials through Open Educational Resource (OER) adoption.
 - Establish a standardized PLAR Strategy that uses lived experiences of students as an appropriate credit achievement.
 - Develop a dedicated School College Work Initiative (SCWI) memorandum of understanding, with local school boards to promote Loyalist College as a destination of choice through its expanding responsive programs, and in conjunction with area Specialist High Skills Majors (SHSM)





Strategic Academic Priorities

- 3.** Loyalist College will ensure all students are supported by a “Cluster-Based” applied programs/research foundation, preparing each individual student for success into a cluster-based economy, as opposed to individual program credential or pathway. Ensure that every course and program at Loyalist College is attached and connected to a Cluster:
- I. Health, Human Services, Social Development and Public Safety
 - II. Bio Economy, Agritech (Food, Pharmaceutical and Natural Products)
 - III. Advanced Manufacturing and Business Automation
 - IV. Science, Technology, Engineering, Arts and Mathematics (STEAM)
 - V. Creative, Communication and Social Economy
 - VI. Progressive Trade and Transportation
- Develop more industry partners and engage with PACs to expand Cluster-based programs and applied research projects on an annual basis.
 - Work with industry partners and increase use of technology to widen research in the bio-economy cluster
 - Increase applied research opportunities, through industry partnerships for Loyalist College graduates and post-graduate students.



Strategic Academic Priorities

- 4.** Loyalist College will embed its identified six Graduate Attributes into all academic programs, and clusters, providing each and every student with a recognized credential and certification of successful achievement.

Loyalist College Graduate Attributes are:

- I. Citizenship and Global Responsibility
- II. Cross-Cultural Understanding
- III. Indigenous Understanding
- IV. Entrepreneurship and Technology
- V. Health and Wellness
- VI. Ecological Literacy

- Develop a general education course teaching the Graduate Attributes. Make this course a graduation requirement starting in 2023.
- Complete a program review of two Graduate Attributes annually as part of the Program Quality Review (PQA) process.
- Provide professional development support for faculty to teach the Graduates Attributes course for students from any program area.
- Co-create program curricula to meaningfully integrate Indigenous ways of knowing, being and doing.
- Create and deliver a Graduates Attributes module on the Canadian Indian Residential School System and its continuing impact on First Nations and Canada. Teach students about Loyalist College's commitment to Reconciliation and our relationship with Tyendinaga Mohawk First Nation territory.
- Collaborate with student affairs to create explicit outcomes for the Loyalist College Graduation Attributes general education course.

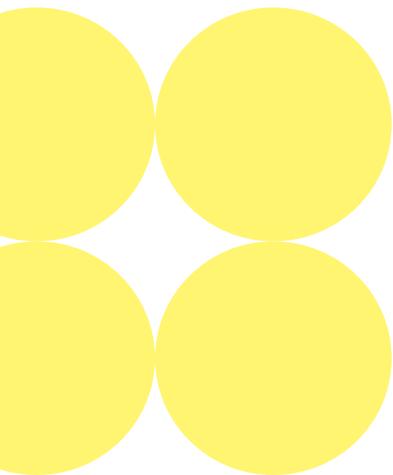




Strategic Academic Priorities

5. Loyalist College will provide necessary wrap-around supports for individual student mental health and academic wellness.

- Ensure accessibility as a foundational principle - design supports and tools with everyone in mind
- Remove barriers and ensure retrofits are consistent with universal design philosophies.
- Identify and ensure support for students' diverse learning needs and abilities, including cognitive, social, physical/environmental, emotional, academic and relational/interpersonal.
- Commit to a student-centred restorative practices philosophy that includes repair for damaged relationships, and mutual responsibility for consequential restorative principles
- Review and revise all Academic Policies that ensure fairness and transparency for every student, and ensure the policy is consistent with the principles of restorative practices



Strategic Academic Priorities

6. Loyalist College will be connected to our communities, provide innovative experiential learning opportunities, and will expand its makerspace environments.



**WE
ARE
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**LOYALiST
COLLEGE**