

Update on the Report of Presidential Task Force: Sustaining the Academic Priorities of StFX 2013-2018

Progress on Academic Programs to April 1/15							
Department or Interdisciplinary Program	Program	Category	Progress	under review	significant progress	complete	deferred
Advanced Majors -- Bachelor of Arts	Anthropology	Revise	• Dean of Arts referred to Chairs and Coordinators.	1			
	Celtic Studies			1			
	Development Studies			1			
	Economics			1			
	English			1			
	History			1			
	Philosophy			1			
	Political Sciences			1			
	Psychology			1			
	Religious Studies			1			
	Sociology			1			
Women's & Gender St.	1						
Art	Minor Art History	Revise	• Deferred until next phase.				1
	Minor Studio Art						1
Aquatic Resources	General courses	Priority to Enhance	• Deferred until next phase.				1
	Majors						1
Biology	General courses	Priority to Enhance	• Deferred until next phase.				1
Canadian Studies	Minor	Unsustainable	• Deferred until next phase.				1
Catholic Studies	General courses	Unsustainable	• Deferred until next phase.				1
	Majors						1
Celtic Studies	Honours	Revise	• Discussions between Dean and department since March/15. • Includes discussion regarding the restructuring or deletion of the Masters.				1
	Majors	Unsustainable					1
	Masters			1			
Chemistry	Masters	Unsustainable	• Deferred until next phase. •To be reviewed as part of a larger review of the role of Graduate Studies.				1
Classical Studies	General Courses	Revise	• Deferred until next phase.				1
	Minor	Unsustainable					1
Coady International Institute	International Centre for Women's Leadership	Priority to Enhance	• Initial steps to explore potential collaboration with Women's and Gender Studies. • Initial steps to explore StFX accreditation for Coady's Diploma, Certificate and specialty Women's Leadership offerings. • 4 StFX graduating students awarded year-long fellowships through new Ocean Path Fellowship program.	1			
	Off Campus Capacity Building and Innovation			1			
	On Campus Development Leadership			1			
Computer Science	Advanced Major	Revise	• Programs under active review since Feb/15. Discussions between the department and the Dean are ongoing with a focus on financial sustainability.	1			
	General courses			1			
	Honours			1			
	Majors			1			

Continuing & Distance Education	Certificate in Spirituality	Revise	• Program cancelled by department.				1
	Diploma in Ministry	Revise	• Departmental decision to phase out the program over the next 18 months and to replace with a non-credit, cohort-based certificate.				1
Coop -- All programs	Coop: Biology	Revise	• Deferred until next phase.				1
	Coop: Business						1
	Coop: Computer Science						1
	Coop: Human Nutrition Coop: Math and Statistics						1
Development Studies	General courses	Priority to Enhance	• Programs under active consideration for proposed enhancements through potential external funding sources.	1			
	Honours			1			
	Majors			1			
Diploma in Adult Education	Diploma in Adult Education	Revise	• Deferred until next phase.				1
Economics	General courses	Priority to Enhance	• Programs under active consideration for proposed enhancements through potential external funding sources.	1			
	Honours			1			
	Majors			1			
English	General courses	Revise	• Deferred until next phase.				1
	Honours						1
	Majors						1
Environmental Sciences	Advanced Major	Enhance	• Faculty members are working on program changes for Spring 2015 application to MPHEC.	1			
	Honours			1			
Extension Department	Leadership Programs	Revise	• Securing external funding for an Innovation and Incubation Centre at StFX which will support community, business and institutional partnerships across Atlantic Canada that foster social enterprise, encourage applied research and develop leadership capacity, as well as enrich and link to StFX teaching and learning. •Expect that strategic plan will provide direction for future organizational alignment with university and its many community outreach initiatives.	1			
	Self Employment Benefits			1			
History	Honours	Revise	• Deferred until next phase.				1
	Majors						1
Humanities Colloquium	Humanities Colloquium	Priority to Enhance	•Deferred until next phase.				1
Human Kinetics	Advanced Major	Unsustainable	• Deferred until next phase.				1
	Honours	Priority to Enhance					1
	Major (General Degree)						1
Information Systems	Co-op	Unsustainable	• Senate approved deletion of degree programs and department in February/15. In-program students to complete in 2017-18.				1
	General courses						1
	Honours						1
	Majors						1
Modern Languages	French- Adv Major	Unsustainable	• Programs under active review since March/15. Discussions between the department and the Dean are ongoing with a focus on financial sustainability.	1			
	French--Honours	Revise		1			
	Mi'kmaq -General courses	Unsustainable		1			
	Spanish-Major			1			

Music	BA Honours	Revise	• Programs are under active review since February/15. Discussions between the department and the Dean are ongoing with a focus on financial sustainability.	1			
	BMusic Honours			1			
	General courses			1			
	Diploma in Jazz	Unsustainable		1			
	BA Adv major			1			
	BA Major			1			
Nursing	Advanced Major	Revise	• Programs under active reviewing follow-up to province-wide Nursing curriculum and funding review. • New Interim Director in place.	1			
	Certificate in Continuing Care			1			
	Certificate in Gerontological Nursing			1			
	Honours			1			
	Major (General Degree)	1					
	Post Degree	Revise	• Under review since February/ 15. programs are being updated and revised for sustainability.	1			
	Post RN BScN	Unsustainable		1			
Physics	General courses	Revise	• Under active review since February/15. Preliminary discussions underway between Dean and department.	1			
	Majors			1			
totals				43	6	6	28

Progress on Academic Support and Administrative Programs to April 1/15								
Department	Program	Category	Progress	under review	significant progress	complete	deferred	
Academic Vice-President & Provost Office	Course-Based Service Learning	Priority to Enhance	•Small increase provided to support expanded service. • Further consideration deferred until next phase.				1	
	Academic Advising	Priority to Enhance	• Deferred until next phase.				1	
	Art Gallery	Revise	• Deferred until next phase.				1	
	Antigonish Review	Unsustainable	• Advisory committee newly formed in Fall 2014 with faculty member participation to inform review.	1				
Athletics	Cross Country - Men's & Women's	Enhance	• VP Finance and Interim VP Student Services are working directly with the Athletic Director to overhaul budgeting for all Athletics teams effectively immediately. • An internal auditing/review process has been undertaken which has identified a number of significant changes moving forward: all team special accounts will be eliminated and a revised spending formula for athletic awards has been approved by administration. This system will clarify eligibility for awards and ensure equitable distribution.		1			
	Rugby - Women's				1			
	Track & Field - Men's & Women's				1			
	Basketball - Men's	Revise			1			
	Basketball - Women's				1			
	Ice Hockey - Women's				1			
	Soccer - Men's				1			
	Soccer - Women's			1				
	Football - Men's	Unsustainable		• Effective immediately, Football will implement the same budget process changes as other athletic teams. • Increased focus is also being placed on measuring, monitoring and reporting student retention and academic success.			1	
	Xavier Basketball Camp	Revise		• Discussions scheduled to begin in early April.	1			
X-Men Football Camp	Unsustainable	1						
Campus Store	Mail Services	Revise	• Completed in summer 2014; created a shared resource between the Bookstore and the Mail Room to improve service.			1		
	Clothing & General	Revise	•Renovations to Bookstore being considered for summer 2015. •Discussions under-way with Student Union to consolidate retail operations.	1				
	Books, Course Packs & Teaching Materials	Revise	• Reactivating Bookstore Advisory Committee • Practices for ordering textbooks are under review, including examining feasibility of rental options and role of ebooks.	1				
Communications	Marketing, Advertising & Creative Services	Priority to Enhance	•Funding for web renewal approved. After failed search, Request for Proposals issued to revise website.	1				
Continuing & Distance Education	Distance Education Program Administration	Revise	• Deferred until next phase.				1	
	Online Undergraduate Programming	Revise	• Deferred until next phase.				1	
	Distance Nursing Program Administration	Revise	• Consultation with Dean of Science and Director School of Nursing to discuss phase out of post-RN BSC; exploring new program options.	1				

	Non-Credit Programming	Unsustainable	<ul style="list-style-type: none"> Developing new programming in support of student academic experience. 	1			
Dean of Business	Co-operative Education	Enhance	<ul style="list-style-type: none"> Deferred until next phase. 				1
Dean of Education	Education Student Advising	Revise	<ul style="list-style-type: none"> Complete; priorities have been reviewed and clarified. 			1	
Extension	Business & Economic Development	Unsustainable	<ul style="list-style-type: none"> Securing external funding for an Innovation and Incubation Centre at StFX which will support community, business and institutional partnerships across Atlantic Canada that foster social enterprise, encourage applied research and develop leadership capacity, as well as enrich and link to StFX teaching and learning. •Expect that strategic plan will provide direction for future organizational alignment with university and its many community outreach initiatives. 	1			
	Field Work	Unsustainable		1			
Facilities Management	Custodial	Priority to Enhance	<ul style="list-style-type: none"> Reviewing work practices to support improved service levels. 	1			
	Safety and Security Services	Revise	<ul style="list-style-type: none"> Emergency notification system, similar to systems used in other universities, to be rolled out in next few months. 		1		
	Projects	Revise	<ul style="list-style-type: none"> Staffing levels have been reviewed to ensure alignment with anticipated demand. •Demand is increasing in the short term with proposed Nicholson Hall renovation and energy management project. 				1
Human Rights & Equity	Human Rights & Equity	Unsustainable	<ul style="list-style-type: none"> Office has been moved into HR. • Exploring opportunities to align the position more closely with HR work focusing on respectful workplace and organizational culture. 			1	
Library	Research Services	Enhance	<ul style="list-style-type: none"> Library review underway with target completion date of June 30/15. 		1		
	Archives	Revise			1		
	Collections Services	Revise			1		
	Office of the University Librarian: Senior Management & Planning	Revise				1	
Office of the President & Vice Chancellor	Executive Management & Administration: President and Vice Chancellor Office	Revise	<ul style="list-style-type: none"> Priority focus on increasing enrolment through broad consultation and planning. • Term of Discovery was implemented and completed. University-wide strategic planning is underway. 			1	
Recruitment & Admissions	Recruitment	Revise	<ul style="list-style-type: none"> Implemented aggressive tracking and communications with applicants to increase applications and confirmations. 		1		
	Scholarships	Revise	<ul style="list-style-type: none"> Scholarship ad hoc task group formed. •Revised scholarships and initiated IB student scholarships. 		1		
	Admissions	Revise	<ul style="list-style-type: none"> Increase in staffing since September/15 has improved turnaround time and confirmations to date. 		1		

Registrar	Institutional Analysis	Priority to Enhance	• Since Fall 2014, working with data ad hoc task group to streamline data reporting.	1			
	Student Financial Aid	Revise	• Under review to identify opportunities to link more closely with related functions such as Scholarships.	1			
	Courses and Scheduling	Priority to Enhance	• Introducing technology for more student focused exam scheduling for 2015-16. • Exploring options for introducing student-focused time table for 2016-17.		1		
Research Services Group	Associate Vice-President Research & Graduate Studies: Executive Management & Administration	Enhance	•New Associate VP Research and Graduate Studies in place since January/15. •Committee on Graduate Studies reactivated in November 2014 and actively updating policies and reviewing programs to improve graduate student success. •Research Advisory Committee reactivated since February 15. •Strategic planning for Research and Graduate Studies being initiated. •Training to maximize use of Romeo being initiated.		1		
	Research Grants Office	Revise		1			
	Research Operations	Revise		1			
	Industry Liaison	Revise		1			
Student Life	Aboriginal Advisor	Revise	• Search for new Director of Student Life underway, and administration of the student advisors will return to student services once that person is in place.		1		
	Black Student Advisor	Revise	•Accessible advising and lounge space has been identified in the SUB and offices are moving together to new location. •Oversight of all internationalization activities on campus is being centralized.		1		
	International Advisor	Enhance			1		
	Chaplaincy	Revise	•Deferred until next phase.				1
	Counseling	Revise	• A new director of Health, Counseling & Accessible Learning began in January 2015. •Review of operations and implementations of the recent external review has begun and will be complete by summer 2015. • The Health Centre applied for and received funding from the province for a physician for one extra day per week. • Added nurse practitioner one day per week. • Now able to offer evening appointments for students.	1			
	Health	Enhance			1		
Technology Support Group	Management Information Systems	Priority to Enhance	•Proposal to add MIS position reviewed during 2015-16 budget process.	1			
	Telecommunication Services	Revise	• Improvements have been made to telephone services to improve user functionality.	1			
Writing Centre	APEX	Revise	•Deferred until next phase.				1
	Campus Services	Revise					1
	eXcel	Unsustainable					1
	LEAP	Unsustainable					1
Totals				19	25	3	11

Progress on University-wide Recommendations to April 1/15							
Theme	Subheading	Task Force Recommendations	Progress to Date	under review	significant progress	complete	deferred
1. Building a Sustainable Future	Human Resource Sustainability	Address concerns around staffing levels by focusing on program-level comments to find opportunities for efficiencies, addressing duplication, cross-training.	<ul style="list-style-type: none"> Quality of Work Life survey to gather more in-depth feedback about the health of the workplace environment, as this was flagged as a concern in the Task Force report. Early steps to identify duplication and opportunities improve efficiency, e.g., TSG, Student Services, Registrar and HR/Equity office. Further review of this issue will take place during the strategic planning process. Professional development sessions held for academic chairs and supervisors emphasizing the development of management skills. The Faculty Development Committee remains active and has taken on providing support for the development of research portfolios. 	1			
		Build systems for succession planning within departments.		1			
		Develop professional development opportunities.		1			
	Financial Sustainability	Encourage and support programs to demonstrate good stewardship through evidence of review, planning and innovation.	<ul style="list-style-type: none"> Continued emphasis on providing evidence to guide decision making and planning. Building on and updating Task Force data to inform the review of Athletics and academic programs under active review. 		1		
	Academic Program Sustainability	Phase out (or transform) degree options that have little to no enrolment.	<ul style="list-style-type: none"> APP is currently examining priority setting processes to enable Senate to facilitate planned enrolment, including identifying areas for growth and addressing low enrolment programs. APP has designated a subcommittee to work with the Registrar on a strategic enrolment management plan. 		1		
		Create policy to emphasize potential for sustainable enrolments in Senate and Committee on Studies review and approval processes.		1			
		Advanced Major in Faculty of Arts be formally reviewed.	<ul style="list-style-type: none"> Dean of Arts referred to Chairs and Coordinators. 	1			
		Review MA and MSc to develop a strategic direction for graduate programs.	<ul style="list-style-type: none"> Committee on Graduate Studies has made significant progress on revising policy, and the process will continue through 2015/16. COGS and the Associate VP Research and Graduate Studies (AVPRGS) will lead the development of a strategic plan for graduate studies during 2015-16. 	1			

	Research Sustainability	Update research strategy to identify expectations for research productivity, infrastructure and administrative support	<ul style="list-style-type: none"> The new AVPRGS assumed the office in January 2015. The AVPRGS and the Research Advisory Committee will update the current research strategic plan during 2015-16. The updated strategic plan will identify priority research areas and establish targets and objectives. In addition, the AVPRGS will develop an operational plan to strengthen internal support for research (e.g. space, infrastructure, administrative support). 	1			
	Sustainability of Physical Infrastructure and Technology	Planning for renewal of physical infrastructure be a component of a collaborative integrated planning and budgeting process, with particular attention to academic space.	<ul style="list-style-type: none"> APP has re-activated the campus planning committee. The Campus Planning Committee, Strategic Enrolment Management Committee and Faculty Development Committee are actively advising on proposed renovations for Nicholson Hall. 				1
		Prioritize new IT resources, including training.	<ul style="list-style-type: none"> Updates to technology are currently underway in targeted areas (e.g., Registrar, Finance, and Recruitment). 				1
2. Planning Strategically	Communicating Strategic Planning	Undertake a strategic planning process.	<ul style="list-style-type: none"> The President has initiated the creation of a strategic plan for StFX. A committee has been created with membership reflecting the university community. The committee commenced its work in March and will update the campus in May/June. While the strategic planning process unfolds, President's Council has targeted three areas of strategic importance, internationalization, enrolment, data collection and sharing, and created ad hoc task groups to begin focused work in these areas. 				1
		Develop and communicate goals related to Internationalization.	<ul style="list-style-type: none"> One of three areas of strategic importance targeted by President's Council and an ad hoc task group has been formed. An Interim Director of Internationalization has been named. 				1
		Develop and communicate goals related to health sciences.	<ul style="list-style-type: none"> Expect this to be considered by Senate and APP as faculty led discussions continue. Health Studies Colloquium approved. 				1
	Supporting Evidence-based Decision making	Priority investment in processes, mechanisms and systems to collect, store and share data.	<ul style="list-style-type: none"> Data management and sharing is one of three areas of strategic importance targeted by President's Council and an ad hoc task group has been formed. To enable efficient collection and sharing of data, technology infrastructure is being enhanced in targeted areas: Finance, Registrar (including timetabling & scheduling), Recruitment & Admissions (including first year experience). The academic data provided for the Task Force review is available on the AVP website and will continue to be updated. 				1
		ASAP programs be supported to measure, track, and report quality and demand and other important data.					1

3. Developing the Whole Student	Strengthening Student Services	Develop unified strategic direction for student services area.	<ul style="list-style-type: none"> • New Director of Health and Counseling since January 2015. • Active recruiting for Director of Student Life underway. • A number of new health and wellness initiatives have begun: implementing the recommendations of the Preventing Violence Against Women committee; Bringing in the Bystander training; Mental Health First Aid. 	1			
	Focusing on Health and Wellness	Review and reorganization programs that focus on development of the whole student.		1			
4. Collaborating to Maximize our Potential	Enhancing Internal Demand Connections	Explore mechanisms to encourage enrolment by non-majors in academic programs.	<ul style="list-style-type: none"> • APP examining this issue. 	1			
	Amalgamating and Linking for Efficiency	Review program-level comments for opportunities to improve efficiency through linking or amalgamating services.	<ul style="list-style-type: none"> • Initiated in some areas, e.g., co-location of student advisors. 	1			
	Creating Incentives for Innovation	Supports, incentives and processes be put in place to facilitate innovation.	<ul style="list-style-type: none"> • New Academic Ideas Fund created to support learning experiences that will encourage recruitment. First awards announced in early April. 	1			
5. Differentiating StFX	Advancing Interdisciplinary Programs	Prioritize interdisciplinary programs and promote strategically.	<ul style="list-style-type: none"> • Support for two interdisciplinary programs (DEVS and WMGS) requested through external funding. • Overall recommendation will be considered by APP as strategic enrolment planning moves forward. 	1			
		Encourage and support cross-appointments as more stable staffing option.					1
		Develop mechanisms to provide more accurate data re interdisciplinary programs.					1
	Promoting Experiential Learning	Identify and promote key learning opportunities.	<ul style="list-style-type: none"> • Deferred pending outcome of the strategic planning process. 				1
	Connecting the University and the Community	Focus strategic direction for community outreach in areas that leverage academic resources and respond to identified community needs.	<ul style="list-style-type: none"> • Deferred pending outcome of the strategic planning process. 				1
	Enriching Undergraduate Research	Expand undergraduate research opportunities.	<ul style="list-style-type: none"> • Establishing strategies for undergraduate research under revised research strategy for StFX. Set targets to increase the number of students receiving external scholarship support over the next five years. Set targets to increase the number of students supported by faculty research grants over the next five years. • AVPRGS currently working with McKenna centre to expand support for Irving Research Mentorship program. 	1			

	Developing Student Leadership	Broad consultative process to direct leadership initiatives which have a close affiliation to the academic mission.	<ul style="list-style-type: none"> Deferred pending outcome of the strategic planning process. 				1
TOTALS				16	7	0	5