Faculty of Arts Strategic Plan, 2015 to 2020

PRIORITIES

I. INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

A. Maintain and sufficiently support an appropriate range of humanities and social science programs for Manitoba’s research university in the context of stable or diminishing resources.

   i. Establish a Faculty of Arts program sustainability plan, incorporating sufficient support for students
   
   ii. Develop criteria for the allocation of academic positions

B. Optimize enrolment with an appropriate mix of undergraduate, graduate, indigenous, and international students.

   iii. Develop a Faculty enrolment plan to consider, among other matters, enrolment targets and the appropriate mix of Indigenous, international, graduate, undergraduate and other students in the context of a broader university enrolment plan.

C. Provide students with flexible learning opportunities using a variety of delivery modes that make the best use of available classroom and online learning technologies and resources.

   i. Support non-traditional approaches to teaching, including team teaching, teaching outside the credit system, and interdisciplinary teaching.
   
   ii. Renovate classrooms to ensure there are a variety of options for various pedagogical approaches, including configurable space to accommodate group work
   
   iii. Increase the number of technology-enhanced classrooms
iv. Develop a Faculty of Arts Flexible Learning Strategy that aligns with the university’s proposed Flexible Learning Strategy

v. Pursue more graduate and undergraduate program flexibility, including collaborations with other universities and exploring more options for graduate students to take courses outside of their home programs

D. Ensure students are able to complete their programs and reduce time to completion

i. Advocate for comprehensive, sustainable, predictable, equitable and competitive funding for graduate students

ii. Work with the Provost’s office to more closely coordinate undergraduate and graduate program reviews that are conducted under the Academic Program Reviews Policy and Procedures

E. Increase opportunities for experiential learning

i. Offer more practicums and research experience for undergraduates

ii. Encourage more study abroad options

iii. Expand cooperative education

F. Expect, recognize, promote and reward high quality and innovative teaching

i. Facilitate more course cross-listing and team teaching

ii. Review tenure and promotion guidelines to ensure we have the best possible language to ensure teaching and the scholarship of teaching are properly recognized

G. Enhance student mobility
iv. Support student mobility by facilitating transfer credit, challenge for credit, articulation agreements, and recognition of prior non-formal and informal learning as part of a Faculty of Arts Flexible Learning Strategy

H. Ensure every student graduates with a basic understanding of the importance and contributions of Indigenous peoples in Manitoba and Canada

i. Change the B.A. program requirements to require that students graduating with a Bachelor of Arts or Bachelor of Arts Integrated Studies have taken at least one course with Indigenous content.

I. Provide accessibility and reasonable accommodation in all of our programs for students with disabilities

i. Develop *bona fide* academic requirements for all programs

J. Ensure students have the information required to understand the goals and anticipated outcomes of our programs.

i. Establish educational goals and anticipated outcomes for all programs

K. Improve student success

i. Support small class experiences, especially in first year.

ii. Improve communications with and advice to students regarding programs, rules and procedures, and opportunities for involvement in campus life, including coordinating advising among the Dean’s Office and departments.

iii. Improve our advising capacity for Indigenous students

iv. Continue and expand our Arts Ambassador program, including peer mentoring and working with high school students to raise awareness of the benefits of an Arts education

v. Develop an understanding of the patterns of D and F grades and withdrawals across the Faculty and, as necessary, developing strategies to address them.

vi. Support intervention strategies to assist undergraduate students, including learning communities, supplemental instruction, and support with research and writing skills, in collaboration with colleges and University 1 as appropriate
vii. Encourage more global content in courses

II. DRIVING DISCOVERY AND INSIGHT through excellence in research, scholarly work and other creative activities

A. Expect, recognize, support and reward high quality and innovative research, scholarly work, and other creative activities.

i. Provide support to develop competitive research proposals to external funding agencies.

ii. Nominate researchers and scholars for national and international awards and celebrate accomplishments within the Faculty and broader communities.

iii. Establish or refine, and articulate, through a process of unit-level collegial discussion, discipline-specific or area-specific means to assess and evaluate the impacts and outcomes of research, scholarly works, and creative activities.

iv. Communicate our research accomplishments.

v. Implement a Faculty Research Award with an annual Faculty of Arts lecture.

vi. Support Arts-organized conferences and workshops.

vii. Support the Faculty of Arts Media Lab

B. Foster meaningful and sustained collaborative research, scholarly work and other creative activities within the Faculty, across the university, and with provincial, Canadian and global partners.
i. Continue to support research clusters through the Institute for the Humanities.

ii. Review the Faculty of Arts tenure and promotion guidelines to ensure that the value of developing effective partnerships and the time involved in carrying out community-based and international research are recognized.

iii. Support community-based research partnerships

iv. Ensure adequate space for research institutes and cluster

C. Provide education and training opportunities for graduate students that recognize their diverse career paths.

i. Provide discipline-specific and interdisciplinary opportunities for graduate students to explore diverse career paths.

D. Foster the inclusion of Indigenous perspectives in research, scholarly work and other creative activities.

E. Advance Indigenous research and scholarship.

F. Enhance our national and international research recognition and the quality and impact of our research, scholarly work and other creative activities.

III. CREATING PATHWAYS to Indigenous achievement

A. Foster a greater understanding of Indigenous knowledge, cultures and traditions among students, faculty and staff.

i. Widen opportunities for students, faculty and staff to learn about Indigenous perspectives
B. Build a culturally rich, safe and supportive learning environment in which an increasing number of Indigenous students, faculty and staff succeed.

i. Increase undergraduate and graduate Indigenous enrolment as a percentage of the total Faculty student population.

ii. Increase first to second year undergraduate retention rates and graduation rates for Indigenous students.

C. Foster K-12 Indigenous student participation in post-secondary education.

i. Increase community outreach and engagement activities that build Indigenous student interest in and preparedness for study in the Faculty of Arts

D. Enhance the Faculty’s research capacity on issues of importance to Indigenous peoples and populations.

i. Deepen our links with the National Centre for Research on Truth and Reconciliation.

E. Strengthen global connections with Indigenous peoples and programming around the world.

i. Increase the number of Indigenous faculty and students engaged internationally in Indigenous scholars’ networks

ii. Expand service-learning and community-based research opportunities with global Indigenous communities

F. Celebrate achievements by Indigenous faculty, staff, students, alumni and community partners.

i. Establish a Faculty of Arts Indigenous leader awards program to recognize and celebrate Indigenous achievement.
G. Weave Indigenous knowledge, cultures and traditions into the fabric of our Faculty

i. Increase the number of Indigenous faculty and staff as a percentage of the Faculty’s employee population.

ii. Make First Nations, Metis, and Inuit arts, cultures, and languages more visible in the Faculty.

IV. BUILDING COMMUNITY that creates an outstanding learning and working environment

C. Increase student, staff and faculty satisfaction with the learning and work environment.

- Relocate the Arts General Office to appropriate accessible ground-floor space
- Design common spaces whose form and function accommodate the ways in which people relate to space
- Work with the Arts Student Body Council to review and improve study space for undergraduates
- Provide all graduate students with dedicated study space
- Ensure all graduate programs have access to social space for their graduate students, including exploring the possibility of cross-departmental graduate student space
- Ensure there is adequate space for staff
V. FORGING CONNECTIONS to foster high impact community engagement

A. Establish, strengthen and support meaningful connections between the Faculty and key stakeholders

B. Foster a dynamic relationship between alumni and the University.
   i. Create a Friends of the Arts group.

C. Be an internationally engaged Faculty with local relevance and global impact.

D. Enhance engagement, and build and strengthen relationships with Indigenous communities in urban, rural, and northern settings.
   i. Continue to support the Department of Native Studies’ Pagnirtung course.