



ACADEMIC PLAN

2025 – 2030



Knowledge. Creativity. Impact.



Laurentian University
Université **Laurentienne**

Aki Gaabijidebendaagwak

Ka ke ginwaamdanaa Aki Gaabijidebendaagwak Robinson Huron Naakinegewin ode 1850. Miinwa ginwaamdandaa Laurentian Chi-kinomaagegamik gewii teg maanpii gidaa kiimina Atikameksheng Anishinaabek debendaagwak miinwa Chi-odeno Sudbury miinwa gewii debendaagwak Wahnapiatae Anishinaabe kiing. Gichipiitenmananig Anishinaabek-ga nakiitaanaa weweni maanpii Laurentian Chi-kinomaagegamik Debwewin miinwa Minadaapnagewin Nakii Naadmageh Makwataagziwin. Miigwech.

Land Acknowledgement

We would like to acknowledge the Robinson-Huron Treaty of 1850. We also further recognize that Laurentian University is located on the traditional lands of the Atikameksheng Anishnaabek and that the City of Greater Sudbury also includes the traditional lands of the Wahnapiatae First Nation. We extend our deepest respect to Indigenous peoples – as a sign of our continued relationship we will support Laurentian University's Truth and Reconciliation Task Force Recommendations. Miigwech.

Reconnaissance du territoire

Nous désirons reconnaître le Traité Robinson-Huron de 1850. Il importe aussi de souligner que l'Université Laurentienne se trouve sur les terres traditionnelles des Atikameksheng Anishnaabek et que la Ville du Grand Sudbury comprend également celles de la Première Nation de Wahnapiatae. Nous tenons à exprimer notre profond respect à tous les peuples autochtones et, comme signe de notre relation suivie avec eux, appuierons les recommandations émises par le Groupe de travail sur la vérité et la réconciliation de l'Université Laurentienne. Miigwech.





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Purpose of the Plan

Laurentian University has steadily strengthened its reputation as a premier institution for education in and about the North, earning growing international recognition and demonstrating significant impact at regional, provincial, and national levels.

Deeply rooted in Northern Ontario, we reflect an unwavering dedication to addressing the needs of our region while advancing excellence in undergraduate and graduate education. Over the next five years, our goal is to enhance academic programming that appeals to students seeking a tailored, cutting-edge university experience—one that equips them to excel as critical thinkers in the 21st century.

We are dedicated to achieving this vision through innovative teaching and research initiatives that engage students across and beyond their disciplines. These programs will offer practical, real-world experiences, empowering students to see the tangible difference they can make in the world.

Process

Laurentian University's 2025-2030 Academic Plan is situated within the context of other planning documents. The Academic Plan elaborates on the outcomes of Laurentian University's 2024-2029 Strategic Plan and was developed in alignment with the University's Strategic Research Plan 2024-2025.

This Academic Plan was prepared by a subcommittee of the Academic Planning Committee (ACAPLAN). **It was informed by an extensive consultation process, including input gathered from a digital survey, 42 interviews, 26 focus groups, and two engagement forums.** The document was sent for approval to ACAPLAN in January 2025 and Laurentian University Senate in February 2025.



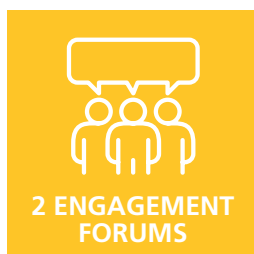
DIGITAL SURVEY



INTERVIEWS



FOCUS GROUPS



2 ENGAGEMENT FORUMS

Context

Laurentian University, situated on the traditional territory of the Atikameksheng Anishnawbek within the Robinson Huron Treaty of 1850, is dedicated to advancing knowledge in higher education and research. It offers an exceptional bilingual university experience in English and French, with a strong emphasis on including First Nations, Inuit, Métis (FNIM, Indigenous) education. Laurentian University prepares leaders of tomorrow who deliver innovative and informed solutions to both local and global challenges.

As a vital partner in the success of thousands of students, faculty, staff, and the communities it serves, Laurentian University has always thrived when recognizing its interconnectedness with Northern Ontario. By harnessing the resilience, creativity, and diverse knowledge of its people, the University delivers excellent education and groundbreaking research that directly benefits these communities. Laurentian University takes pride in providing high-quality education enriched by research and experiential learning opportunities, ensuring a robust academic experience that helps students tap into their curiosity and align their academic interests with future career paths.

Guided by principles of equity, diversity, inclusion, and accessibility, Laurentian University welcomes a diverse student population, including mature students, first-generation students, online learners, part-time students, and those with varied learning needs. It is a destination of choice for individuals from diverse cultural and linguistic backgrounds, including FNIM (Indigenous) and Francophone communities, while also attracting international students from around the globe.



Academic Plan at a Glance

Laurentian University's Academic Plan has been developed in alignment with the vision, mission, values, and strategic priorities outlined in the 2024-2029 Laurentian University Strategic Plan.

Vision

Laurentian University's vision is to bring the power of Northern Ontario values, resilience, innovation, and First Nations, Inuit, Métis (FNIM, Indigenous) ways of knowing to the world.

In alignment with the University's vision, we are committed to providing a world-class education to learners from all walks of life.

Mission

Laurentian University's mission is to prepare the leaders of tomorrow through an inclusive, intellectually curious, and connected bilingual and tricultural learning community.

In alignment with the University's mission, we aim to continuously improve and develop innovative and relevant programming taught by top professors in their fields.

Values

Laurentian University is guided by the values that shape the University's culture, decision-making, and accountability for results. **The Academic Plan is guided by the values of:**



Student Success

We focus our academic and research missions on supporting the development of our students into creative thinkers and compassionate leaders.



Community

We build long-lasting connections with each other through caring, understanding, and goodwill while fostering an inclusive academic environment that encourages intellectual exchange, shared learning, and active engagement reflective of Northern Ontario's values.



Stewardship

We value the land that sustains us, the knowledge that guides us, and the languages we use to convey our gratitude.



Collaboration

We share, listen, and work together as a community to develop solutions to real-world challenges, advancing interdisciplinary and cross-cultural academic partnerships that bring together students, faculty, and community members to innovate and solve complex issues.



Integrity

We are transparent, respectful, and accountable to each other, upholding a culture of trust and ethical excellence.



Equity, Diversity, Inclusion, and Accessibility (EDIA) are institutional principles that must permeate every aspect of Laurentian University's Academic Plan.

This commitment extends to respecting all individuals and supplements the school's tricultural mandate. It incorporates FNIM (Indigenous) perspectives, knowledge, and traditions into curricula, research, and institutional practices.



Strategic Directions

Strategic Direction # 1 ■ Enhancing our Student Experience

- Goal 1** Attract and Retain Undergraduate Students
- Goal 2** Attract and Retain Graduate Students
- Goal 3** Enhance Student Onboarding and Wrap Around Student Support
- Goal 4** Expand and Enhance Opportunities for Non-Traditional Students
- Goal 5** Produce Career-Ready Graduates

Strategic Direction # 2 ■ Energizing Our Academic and Research Mission

- Goal 6** Deliver Relevant and Engaging Programs
- Goal 7** Advanced, Well-Rounded Graduates with Core Academic Competencies
- Goal 8** Promote Interdisciplinary Learning
- Goal 9** Establish an FNIM (Indigenous) knowledge-sharing hub
- Goal 10** Expand and Enhance FNIM (Indigenous) Programming
- Goal 11** Expand and Enhance Francophone, FNIM (Indigenous), and Bilingual Programs and Learning Opportunities

Strategic Direction # 3 ■ Building Up The Communities We Serve

- Goal 12** Reconnect and Leverage Existing Partnerships
- Goal 13** Expand Experiential Learning Opportunities
- Goal 14** Align Advancement with Academic Priorities

Strategic Direction # 4 ■ Valuing and Supporting Our People

- Goal 15** Promote and Support Excellence in Teaching
- Goal 16** Celebrate Excellence in Teaching

KEY PERFORMANCE INDICATORS

The Academic Plan incorporates **Key Performance Indicators (KPIs)** as a foundational tool for evidence-based decision-making, ensuring alignment with our established goals. These KPIs are purposefully broad, providing a framework to guide the implementation of each goal. Alongside each KPI, we have identified initial metrics that we will track, incorporating quantitative and qualitative data to provide a comprehensive understanding of Laurentian University's progress. As the plan is implemented, the specificity of the KPIs and the associated metrics will evolve to reflect the changing context and priorities of the University.

We aim to monitor trends over time to capture insights into the evolving context in which the University operates. While a metric may be directly associated with a specific goal, it will also inform and support the achievement of other goals, fostering an interconnected and holistic approach. This adaptive approach is essential, enabling Laurentian University to navigate the dynamic landscape in which it operates while maintaining focus on achieving its objectives.



Strategic Direction 1

Enhancing our Student Experience



Laurentian University will be a university of choice for students through a focus on academic foundations, a strong sense of belonging and well-being, and a unique bilingual and tricultural experience. Laurentian University's Academic Plan aims to enhance the quality of academic programs and the student experience in class, online, and on-campus by enhancing program offerings and creating a comprehensive approach to onboarding, supporting, and retaining students.



CONTEXT

The goals under this direction were inspired by the following insights from the consultation process:

- **Support Diverse Student Needs:** Provide targeted mentorship and support for first-year, non-traditional, remote, and FNIM (Indigenous) students to facilitate a smooth academic transition. Enhance services ensuring equitable access to resources, including tailored support for international and graduate students, as well as those requiring additional language assistance.
- **Expand Learning Opportunities:** Prioritize flexible learning options to accommodate working adults and remote learners while strengthening experiential and work-integrated learning opportunities that connect classroom knowledge to real-world applications. Establish partnerships with local industries to offer relevant experiential learning experiences.
- **Enhance Retention and Success:** Focus on early intervention strategies to retain at-risk students, ensuring they receive the necessary guidance and support to thrive academically and personally.

ACADEMIC PLAN GOALS

Laurentian University is dedicated to delivering an exceptional student experience that fosters the engagement, growth, and success of both undergraduate and graduate students. From the moment students join our community, we prioritize their success through seamless onboarding processes that ensure they feel supported and engaged. Recognizing the diverse needs of non-traditional learners, including mature, part-time, and distant learners, we continuously evolve to offer flexible and accessible opportunities, enabling all students to thrive academically and personally.

Understanding that students come to Laurentian University to prepare for the next phase of their lives, whether advancing in academia or entering the workforce, we are committed to producing career-ready graduates.

By equipping them with the knowledge, skills, and experiences needed to excel in a rapidly changing world, Laurentian University empowers students to achieve their goals.

Through a holistic approach to student success and a vibrant, inclusive, and ever-evolving supportive environment, Laurentian University ensures students can unlock their full potential and confidently transition into their future endeavours.



■ Goal #1: Attract and Retain Undergraduate Students

Strengthen and expand quality undergraduate program offerings to meet competitive demands and support student success, with a core focus on a service-oriented and learner-centred approach.

KPIs to Measure Progress Include:

KPI	Metrics
Enrolment & Registration	<ul style="list-style-type: none"> • Year-over-year number of undergraduate student applications received • Year-over-year number of undergraduate student registrations received
Retention	<ul style="list-style-type: none"> • Year-over-year retention rate of undergraduate students
Graduation & Outcomes	<ul style="list-style-type: none"> • Percentage of students completing courses successfully within their academic term • Graduation rate as reported to the Ministry of Colleges and Universities
Student Experience & Engagement	<ul style="list-style-type: none"> • Student satisfaction with undergraduate programming

■ Goal #2: Attract and Retain Graduate Students

Establish a robust support framework focused on delivering competitive, need-based graduate program offerings, including both course-based and thesis options, aligned with high-demand career pathways.

KPIs to Measure Progress Include:

KPI	Metrics
Enrolment & Registration	<ul style="list-style-type: none"> • Year-over-year number of graduate student applications received • Year-over-year graduate student registrations received
Retention	<ul style="list-style-type: none"> • Year-over-year continuation rate of graduate students • Time to completion of graduation
Student Experience & Engagement	<ul style="list-style-type: none"> • Graduate student satisfaction with graduate program offerings • Undergraduate intention to apply to Laurentian University's Graduate Programs

■ Goal #3: Enhance Student Onboarding and Wrap Around Student Support

Implement an inclusive and coordinated onboarding and mentoring program designed to ease the transition for first-year students, with targeted support for mature, non-traditional, remote, and FNIM (Indigenous) learners.

KPIs to Measure Progress Include:

KPI	Metrics
Retention	<ul style="list-style-type: none"> First-year student retention rates
Student Experience & Engagement	<ul style="list-style-type: none"> Student satisfaction with the onboarding process/support services Student participation in onboarding programs and mentoring initiatives Student satisfaction with onboarding and wrap-around student support
Resource Utilization	<ul style="list-style-type: none"> Number and quality of academic advisor meetings Utilization of support services by first-year students

■ Goal #4: Expand and Enhance Opportunities for Non-Traditional Students

Increase access to and enhance flexible learning opportunities through evening, weekend, and online options, accommodating mature learners, working adults, remote learners, and transfer students while fostering lifelong learning and e-learning initiatives.

KPIs to Measure Progress Include:

KPI	Metrics
Enrolment & Registration	<ul style="list-style-type: none"> Year-over-year number of applications from non-traditional learners Year-over-year non-traditional lifelong registrations received Number of course registrations in online, remote, and dual delivery Number of course registrations in lifelong learning
Partnerships & Collaborations	<ul style="list-style-type: none"> Number of affiliation agreements with other post-secondary institutions to establish program or research relationships

■ Goal #5: Produce Career-Ready Graduates

Enhance existing offerings aimed to equip students with industry-relevant skills, research experiences, and professional networking opportunities to ensure their successful transition into the workforce.

KPIs to Measure Progress Include:

KPI	Metrics
Graduation & Outcomes	<ul style="list-style-type: none"> Graduate employment rate in a related field
Student Experience & Engagement	<ul style="list-style-type: none"> Student participation in professional networking events Number of career preparation activities (e.g., workshops, internships, mentorship programs) and professional networking events organized annually for students Student satisfaction with career preparation activities and programs



Strategic Direction 2

Energizing Our Academic and Research Missions



Laurentian University will build its reputation and credibility for intellectual curiosity by focusing on competitive advantage, unique bilingual and tricultural degree construction, and a commitment to long-term faculty development. The Academic Plan will focus on energizing the academic mission by delivering flexible and innovative programs that prepare students for both professional and societal engagement.



CONTEXT

The goals under this direction were inspired by the following insights from the consultation process:

- Enhance Academic and Community Impact:** Emphasize practical skills, community engagement, and market readiness through core programs, fostering interdisciplinary opportunities that bridge fields such as healthcare, environmental studies, mining, and FNIM (Indigenous) studies to address regional challenges. Expand FNIM (Indigenous) programming by developing culturally relevant curricula in partnership with FNIM (Indigenous) organizations and enriching Francophone and FNIM (Indigenous) language programs through bilingual pathways and inclusive learning environments.
- Strengthen Global Connections and Campus Diversity:** Support international student recruitment and retention to connect Laurentian University with global trends, enrich campus diversity, and enhance the University's international reputation while fostering a dynamic and inclusive learning environment.
- Align Education with Workforce Needs:** Leverage industry consultations to align course offerings with workforce demands and conduct curriculum reviews to ensure program relevance to evolving industry requirements, preparing graduates for regional, national, and global employment opportunities.

ACADEMIC PLAN GOALS

Laurentian University is deeply committed to the academic success of its students, recognizing the integral role that a meaningful and supportive academic experience inside and outside the classroom plays in achieving this success. We take pride in fostering a diverse, caring, and inclusive environment that provides focused academic and student supports tailored to individual needs.

As universities continue to be regarded as traditional stewards of knowledge, academic innovation is reshaping program design and delivery, transforming the undergraduate and graduate experience as never before.

Laurentian University is proud to be at the forefront of this evolution, offering dynamic academic programs and delivering exceptional outcomes for our students.



■ Goal #6: Deliver Relevant and Engaging Programs

Develop and maintain relevant, flexible, innovative, and high-quality undergraduate and graduate programs that equip students to become productive and engaged members of society – locally, nationally, and globally.

KPIs to Measure Progress Include:

KPI	Metrics
Program & Course Offerings	<ul style="list-style-type: none"> Number of programs, pathways and courses with FNIM (Indigenous) content Number of FNIM (Indigenous) programs, pathways, and courses offered Number of programs, pathways and courses offered in French
Student Experience & Engagement	<ul style="list-style-type: none"> Student satisfaction with programs
Partnerships & Collaborations	<ul style="list-style-type: none"> Number of affiliation agreements with other post-secondary institutions to establish program or research relationships

■ Goal #7: Advance Well-Rounded Graduates with Core Academic Competencies

Ensure undergraduate students receive a well-rounded education that is engaged in the tricultural mandate that covers core academic competencies preparing all students for their post-graduate and career pursuits.

KPIs to Measure Progress Include:

KPI	Metrics
Graduation & Outcomes	<ul style="list-style-type: none"> Graduation rates
Program & Course Offerings	<ul style="list-style-type: none"> Number of programs, pathways and courses with FNIM (Indigenous) content Number of programs, pathways and courses in French Proportion of students registered in courses with experiential learning and/or work-integrated learning Number of micro-credential registrations
Student Experience & Engagement	<ul style="list-style-type: none"> Student survey reporting on perceived readiness for the workforce

■ Goal #8: Promote Interdisciplinary Learning

Foster interdisciplinary opportunities and learning pathways at both course and degree levels, encouraging partnerships among fields such as mining, environmental studies, healthcare, and FNIM (Indigenous) studies to address complex regional opportunities.

KPIs to Measure Progress Include:

KPI	Metrics
Program & Course Offerings	<ul style="list-style-type: none"> Number of courses with interdisciplinary components Number of interdisciplinary degree offerings including interfaculty degree programs

■ Goal #9: Establish an FNIM (Indigenous) knowledge-sharing hub

Create an FNIM (Indigenous) knowledge-sharing hub to create a nexus for FNIM (Indigenous) knowledge to broaden the scope of existing FNIM (Indigenous) programs, integrate FNIM (Indigenous) content into existing and new courses, and serve as a repository of information, supporting local, national, and global knowledge sharing and collaboration.

KPIs to Measure Progress Include:

KPI	Metrics
Program & Course Offerings	<ul style="list-style-type: none"> Number of FNIM (Indigenous) programs, pathways, and courses offered Number of programs, pathways, and courses with FNIM (Indigenous) content
Faculty & Scholar Representation	<ul style="list-style-type: none"> Number and proportion of FNIM (Indigenous) faculty and scholars
Student and Experience & Engagement	<ul style="list-style-type: none"> Number of FNIM (Indigenous) knowledge-sharing and mobilization activities and initiatives

■ Goal #10: Expand and Enhance FNIM (Indigenous) Programming

Increase the availability of FNIM (Indigenous) programs through the Bachelors of Indigenous (FNIM) Interdisciplinary Studies and enhance support for FNIM (Indigenous) students to ensure their success.

KPIs to Measure Progress Include:

KPI	Metrics
Program & Course Offerings	<ul style="list-style-type: none"> Number of FNIM (Indigenous) programs, pathways, and courses offered Number of programs, pathways, and courses with FNIM (Indigenous) content Number of new FNIM (Indigenous) programs, pathways, and courses
Student Experience & Engagement	<ul style="list-style-type: none"> FNIM (Indigenous) student satisfaction with student supports
Resource Utilization	<ul style="list-style-type: none"> Number of student meetings with the Indigenous (FNIM) Student Affairs Office

■ Goal #11: Expand and Enhance Francophone, FNIM (Indigenous) and Bilingual Language Programs and Learning Opportunities

Expand course offering and learning opportunities in FNIM (Indigenous) health and wellbeing and in Francophone Education, and enhance academic, library, and support services for Francophone, FNIM (Indigenous), and bilingual learners, fostering an inclusive campus culture that helps students appreciate and achieve proficiency in multiple languages.

KPIs to Measure Progress Include:

KPI	Metrics
Program & Course Offerings	<ul style="list-style-type: none"> • Number of FNIM (Indigenous) programs, pathways, and courses offered • Number of programs, pathways, and courses with FNIM (Indigenous) content • Number of French programs, pathways, and courses offered • Number and proportion of students obtaining a bilingualism certificate
Student Experience & Engagement	<ul style="list-style-type: none"> • Number of bilingual and tricultural activities and learning opportunities available to students • Student participation rate in available bilingual and tricultural activities
Resource Utilization	<ul style="list-style-type: none"> • Year-over-year use of French and FNIM (Indigenous) library and archives resources • Number of engagements with the Language Learning Centre and Indigenous (FNIM) Sharing and Learning Centre



Strategic Direction 3

Building Up The Communities We Serve



Laurentian University will focus on building trusting relationships for the local, national, and global success of the Northern, Francophone, and FNIM (Indigenous) communities that it serves. The Academic Plan will build up the communities that Laurentian University serves by reconnecting and leveraging existing partnerships while also fostering new collaborations.



CONTEXT

The goals under this direction were inspired by the following insights from the consultation process:

- **Expand and Strengthen Partnerships:** Foster and rebuild trust with local industries, FNIM (Indigenous) communities, and Francophone organizations while enhancing collaborations to create impactful, community-driven experiential learning and leadership opportunities. These partnerships will enrich practical learning experiences, develop career-ready graduates, and strengthen industry networks.
- **Enhance Inclusive and Flexible Learning Pathways:** Develop tailored, inclusive learning opportunities for diverse learners, including working adults and non-traditional students. Collaborate with FNIM (Indigenous) and Francophone communities to expand culturally relevant programming and ensure students receive the support needed for academic and professional success.
- **Advance Experiential Learning Opportunities:** Increase hands-on learning experiences by collaborating with local organizations, ensuring students gain real-world skills that meet workforce demands and contribute to their career readiness.

ACADEMIC PLAN GOALS

For decades, Laurentian University has been a vital and integral member of the local and regional communities, serving as a hub for education, innovation, and collaboration.

As a critical partner, Laurentian University has played a pivotal role in driving economic growth, addressing community needs, and fostering strategic partnerships that deliver lasting benefits.

Over the coming years, the University is committed to re-engaging and revitalizing its relationships with existing partners while forming new partnerships that align with regional economic priorities and address the evolving needs of its students.

Laurentian University's deep connection to the community extends beyond education, as it actively contributes to the social, cultural, and economic fabric of the region. By leveraging its academic expertise, research capabilities, and diverse talent pool, Laurentian University aims to create opportunities that support community resilience and development. Through these efforts, the University reaffirms its role as a trusted and indispensable partner in shaping a thriving future for Northern Ontario.



■ Goal #12: Reconnect and Leverage Existing Partnerships

Develop strategies and initiatives to expand and enhance academic pathways, research collaboration, and shared service delivery in partnership with regional academic institutions, FNIM (Indigenous) academic and community institutions, Francophone academic and community institutions, as well as public- and private-sector organizations.

KPIs to Measure Progress Include:

KPI	Metrics
Partnerships & Collaborations	<ul style="list-style-type: none"> Number of affiliation agreements with other post-secondary institutions, public and private sector organizations, and not-for-profits for academic purposes Number of and outcomes of articulation agreements with other post-secondary institutions, as well as public- and private-sector organizations

■ Goal #13: Expand Experiential Learning Opportunities

Strengthen experiential learning, research engagement, and leadership development opportunities within each academic program area through collaboration with local industries, FNIM (Indigenous) communities, and Francophone communities to provide students real-world experiences that align with their academic goals.

KPIs to Measure Progress Include:

KPI	Metrics
Partnerships & Collaborations	<ul style="list-style-type: none"> Number of agreements with private- and public-sector organizations (including local, regional, provincial, and federal government), not-for-profit organizations, FNIM (Indigenous) communities, and Francophone communities in support of the academic mission
Student Experience & Engagement	<ul style="list-style-type: none"> Student satisfaction with experiential learning and research opportunities Proportion of domestic students who had experiential learning/work-integrated learning opportunities as part of their program of study Student participation rates in research beyond their course-related research activities
Enrolment & Registration	<ul style="list-style-type: none"> Number of domestic student course registrations in co-ops, internships, placements, and practicums

■ **Goal #14: Align Advancement with Academic Priorities**

Focus Advancement efforts on addressing funding gaps to support Laurentian University's academic priorities, engaging donors to showcase the University's commitment to academic excellence, and aligning fundraising campaigns with Laurentian University's academic goals.

KPIs to Measure Progress Include:

KPI	Metrics
Philanthropic Contributions	<ul style="list-style-type: none">• Total philanthropic endowment funds directed to academic priorities• Number of new donations/donors for academic priorities
Alumni & Donor Engagement	<ul style="list-style-type: none">• Number of alumni engaged with academic priorities• Number and outcomes of alumni and donor events dedicated to academic priorities



4

Strategic Direction 4

Valuing and Supporting Our People



Laurentian University will focus on becoming a trusted employer that values, empowers, and grows its people. The Academic Plan emphasizes valuing and supporting faculty by recognizing excellence in teaching, research, service, and creative activities across the span of their career.



CONTEXT

The goals under this direction were inspired by the following insights from the consultation process:

- Enhance Faculty Development and Support:** Expand professional development programs that integrate inclusive and interdisciplinary teaching practices, mentorship for early-career faculty, and training on cultural competency to support the needs of Laurentian University's diverse student population. These initiatives will foster effective teaching, research skills, and a welcoming, inclusive campus environment.
- Promote Community-Engaged Academic Practices:** Design professional development opportunities that emphasize community engagement as a core academic practice. Encourage collaborative research initiatives addressing regional opportunities, ensuring societal impact and community benefits.
- Strengthen Collaborative Research Initiatives:** Support applied research efforts through partnerships with local industries, public sector organizations, and not-for-profit organizations, focusing on projects that directly benefit the community and address societal challenges. These collaborations will enhance faculty success, align research with regional goals, and contribute to Laurentian University's commitment to broader regional development.

ACADEMIC PLAN GOALS

Laurentian University takes pride in delivering a high-quality learning experience for all students, rooted in teaching excellence and pedagogical innovation.

At Laurentian University, we aim to empower faculty to enhance their teaching approaches, adopt creative methods for engaging students, and incorporate meaningful innovations into course content and pedagogy.

By fostering an environment that values professional development and celebrates teaching excellence, we ensure our faculty are equipped to inspire students and deliver transformative learning experiences.

We are equally dedicated to recognizing and showcasing faculty achievements, highlighting their contributions to education at the regional, national, and international levels. Through these efforts, Laurentian University continues to advance its reputation for outstanding teaching and learning.



■ Goal #15: Promote and Support Excellence in Teaching

Expand support for best pedagogical practices along with efficient and financially sustainable practices as those relate to teaching. Support faculty development programs to support professional growth, career pathways, and faculty retention, and strengthen supports that enable faculty to incorporate inclusive teaching practices, interdisciplinary collaboration, community-engaged learning, and efficiency in the classroom.

KPIs to Measure Progress Include:

KPI	Metrics
Professional Development & Faculty Engagement	<ul style="list-style-type: none"> • Number of professional development opportunities available at Laurentian University • Number and proportion of faculty participants in professional development opportunities available at Laurentian University • Faculty satisfaction
Student Experience & Engagement	<ul style="list-style-type: none"> • Outcomes of teaching evaluations • Student satisfaction with teaching

■ Goal #16: Celebrate Excellence in Teaching

Broaden recognition initiatives to celebrate teaching excellence among both full-time and part-time faculty, showcase innovative strategies, and reinforce the University's reputation as a premier learning institution.

KPIs to Measure Progress Include:

KPI	Metrics
Recognition & Promotion of Excellence	<ul style="list-style-type: none"> • Number of internal and external staff and faculty awards and honours • Number of integrated supports for the visibility and promotion of initiatives, collaborations, and celebrations



Looking Forward

As Laurentian University embarks on the next five years, this Academic Plan charts a clear path to academic distinction and institutional excellence. By striving to achieve the goals outlined in this plan, Laurentian University will solidify its position as a leading university that empowers students to succeed in an increasingly interconnected and competitive global landscape.

Through the ongoing enhancement of academic programs and the cultivation of innovative opportunities, we will meet the evolving needs of learners while steadfastly upholding our commitment to our students, faculty, staff, partners, and community members. As a proudly bilingual and tricultural institution, we will continue to advance meaningful reconciliation, foster the success of our FNIM (Indigenous) students, and celebrate our vibrant Francophone and Anglophone communities. With students from diverse backgrounds across Canada and the globe, Laurentian University will continue to exemplify the rich inclusivity and promise that defines us, fulfilling the aspirations set out in our Strategic Plan.

