

FIVE PRIORITIES FOR 2025-2030

Based on our community consultations and shared values, below are the five priorities of the academic plan that will guide our activities and initiatives from 2025-2030.

1

ENHANCE THE LEARNING JOURNEY FOR GREATER STUDENT SUCCESS

- Support a holistic student experience
- Strengthen academic programming

READ PRIORITY 1

2

CREATE POSITIVE IMPACT THROUGH SRC EXCELLENCE AND LOCAL AND GLOBAL COLLABORATION

- Make impact through SRC and innovation
- Engage globally for a world of perspectives
- Lead as a city and community builder

READ PRIORITY 2

3

SUPPORT PEOPLE AND COMMUNITY

- Promote health, well-being and safety
- Embrace community inclusion and belonging

READ PRIORITY 3

4

CONTINUE OUR COMMITMENT TO TRUTH AND RECONCILIATION

- Advance Indigenous scholarship and education
- Build partnerships with Indigenous communities

READ PRIORITY 4

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ENSURE FUTURE READINESS

- Prepare our students for evolving careers
- Reimagine learning and teaching
- Cultivate sustainability

READ PRIORITY 5

1

ENHANCE THE LEARNING JOURNEY FOR GREATER STUDENT SUCCESS



Support a holistic student experience

- Work to ensure that students are provided with more flexibility concerning course and curricular options. Endeavour to give students more choices and make courses more accessible.
- Expand access to comprehensive support services, including academic advising, counselling and career development, to ensure the success and well-being of all students.
- With a focus on system modernization and grounded in data competency, review, improve and optimize processes for course selection and scheduling and enhance services provided by the Office of the Registrar.
- Implement a Strategic Enrolment Management framework to ensure students are supported from the time they consider TMU to the time they graduate.
- Leverage technology as a way of improving the student experience.
- Improve student persistence and academic recovery through the application of Universal Design for Learning, academic accommodation support, supplementary learning services and student-centred learning strategies.

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Strengthen academic programming

- Strengthen partnerships between academic departments and The G. Raymond Chang School of Continuing Education to support growth in continuing education programs and offer new online learning opportunities for students.
- Balance the creation of new programs, certificates and microcredentials with strengthening existing ones, focusing on relevant programming that meets the needs of students by grounding decision-making in labour market demand and societal needs.
- Conduct program review and evaluation to ensure consistent quality and ongoing curriculum improvement.
- Working in line with the Campus Master Plan, the university will bolster hybrid spaces and inclusive classrooms.
- Support the Centre for Excellence in Learning and Teaching (CELT) so that it continues to provide professional development opportunities and enhance current and cutting-edge teaching practices for faculty, contract lecturers and academic assistants.
- Through collaborations among TMU Libraries, CELT and faculties, demonstrate leadership in expanding Open Educational Resources for all programs.
- Develop options for non-degree studies, post-graduate upskilling and transitional programming into graduate studies.
- Establish and expand interdisciplinary and transdisciplinary programs, where there is clear evidence of enrolment demand, by drawing from existing curricula as much as possible.
- Strategically expand graduate and postdoctoral programs based on societal needs and government priorities and funding.

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2

CREATE POSITIVE IMPACT THROUGH SRC EXCELLENCE AND LOCAL AND GLOBAL COLLABORATION



Make impact through SRC and innovation

- Grow externally funded SRC revenue.
- Expand research collaborations and partnerships, locally, nationally and internationally.
- Encourage stronger partnerships and connections between graduate students and faculty-driven SRC activities, while strengthening SRC supports and systems, to ensure the long-term success and sustainability of a robust SRC culture and to enrich graduate students' experience.
- Amplify SRC impact through knowledge translation, dissemination, exchange, mobilization and commercialization.
- Enhance multidisciplinary collaborations, including involving students at both the undergraduate and graduate levels under the mentorship of faculty members.
- Develop a plan for strategic or cluster faculty hiring to grow a critical mass of scholars committed to priority areas.

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Engage globally for a world of perspectives

- Partner with reputable foreign institutions that share our values to create joint degrees and facilitate cross-cultural research collaboration and student and faculty exchange programs.
- Build engagement with the world beyond Canada by expanding student mobility and study abroad opportunities across the university, including a systematic approach to faculty-led programs abroad.
- Explore transnational education and satellite campus opportunities to improve access to education, particularly in the Global South but also in other parts of the world.
- Refresh our approach to international rankings to establish a benchmark for how TMU is excelling compared to other institutions globally and to identify areas for improvement.
- Identify clear commitments to advancing the Sustainable Development Goals (SDGs) and ensure resources are appropriately allocated to support those objectives.

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Lead as a city and community builder

- Deepen collaborations with local organizations, businesses and government agencies to address community needs, promote civic engagement and enhance student learning opportunities.
- Expand service-learning, community-based learning and civic engagement.
- Encourage faculty and students to engage in public scholarship and knowledge dissemination activities that contribute to informed public discourse and policy development.
- Focus on scalable and transferable solutions to the challenges of a global population that is increasingly urban as a way to expand our impact internationally.
- In alignment with university advancement strategies, foster philanthropic partnerships and engagement with donors to fund programs, expand and enhance financial and academic supports and improve infrastructure.

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SUPPORT PEOPLE AND COMMUNITY



Promote health, well-being and safety

- Connect and work with surrounding community partners in Toronto and Brampton to expand safety on campus and enhance supportive services grounded in harm reduction.
- In addition to the School of Medicine's flagship integrated health centre (IHC), develop a collaborative network of IHCs across Peel Region's most underserved areas that will offer comprehensive clinical services to the community and support TMU clinical faculty, train community-focused future physicians and build a robust research and innovation platform.
- Strengthen community well-being by taking a systems-level approach to proactively identifying issues and addressing the social determinants of health, with the overall aim to reduce strain on downstream services, ensuring the entire university community is supported.
- Foster peer support networks: Build capacity in students, staff and faculty to support each other as part of a thriving community.
- Leverage appropriate technologies to improve the access, quality and responsiveness of student services.
- Continue to invest in campus safety and security using a holistic approach, which includes supporting personal and collective safety through the provision of awareness building, prevention, intervention and response.

Embrace community inclusion and belonging

- Implement strategies to recruit, retain and support a diverse student body, faculty and staff, reflective of the communities we serve.
- Integrate diverse perspectives and lived experiences into curricular and co-curricular activities to enrich the learning environment, promote intercultural understanding and broaden cultural competencies.
- Examine and dismantle systemic barriers and oppression in all its forms, thereby fostering community inclusion and belonging.
- Explore new in-person and virtual support services for international students, such as an international student centre.
- Enhance centralized support for international students in areas such as immigration, onboarding, retention, persistence and career planning.

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CONTINUE OUR COMMITMENT TO TRUTH AND RECONCILIATION



Advance Indigenous scholarship and education

- Cultivate opportunities for Indigenous SRC to flourish at TMU.
- Work in partnership with Indigenous Peoples and community members to bring local knowledge and Indigenous approaches, methodologies and pedagogy into course design and continue Indigenous curriculum transformation for Indigenous education.
- Increase support for the recruitment, hiring and retention of Indigenous faculty and staff.
- Establish more pathways and access programs to bridge the gap between high school and university for Indigenous students, additionally addressing the existing barriers that prevent Indigenous student success.
- Increase support and resources for the outreach, recruitment and retention of Indigenous students.
- Integrate Indigenous pedagogies, experiential learning opportunities and Indigenous content and perspectives in our curriculum and develop new approaches for all students to learn about Indigenous history and settler colonialism.

Build partnerships with Indigenous communities

- Build and cultivate long-term, sustainable, community-based relationships and reciprocal agreements with Indigenous partners.
- Sustain our long-term commitment to the role of the TMU Elder and Senior Advisor, Indigenous Relations and Reconciliation to ensure there is Indigenous representation at the senior leadership level and that Indigenous knowledge and perspectives are embedded into the university's culture.
- Partner with Indigenous communities and organizations to bring Traditional Knowledge Keepers to TMU as a way to expand Indigenous awareness and cross-cultural experiences.
- Expand and support experiential and community-engaged learning opportunities where students learn with, from and about Indigenous communities and support community-led projects.
- Address the barriers to providing support to Indigenous communities in SRC projects.

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ENSURE FUTURE READINESS



Prepare our students for evolving careers

- Expand work-integrated and project-based learning opportunities so students graduate with real-world knowledge and practical experience along with the skills and project- and competency-based learning needed to break into the job market.
- Grow mentorship opportunities on campus and beyond, including with industry leaders, through faculty, school, program and alumni advisory councils.
- Encourage faculty and staff to integrate and leverage the resources and services provided by the Career, Co-op & Student Success Centre and the Experiential Learning Hub into every student's learning journey.
- Equip students with the future skills necessary for employment in a dynamic and changing world.
- Promote and build a culture around lifelong learning for staff, students, faculty and alumni while exploring opportunities to expand non-degree credit career-oriented learning.
- Develop and expand the creative and entrepreneurial mindset across all programs of study. This includes continuing to leverage our Zone Learning ecosystem to give students the chance to incorporate real-world experiences and embrace innovation and entrepreneurship, while benefiting our community, society and economy.

Reimagine learning and teaching

- Embrace, adapt and lead with a responsive, student-centred approach to new technologies.
- Enhance opportunities for experiential learning, co-operative education and internships by strengthening industry and community partnerships. These collaborations will provide students with real-world experiences, fostering practical skills and professional networks.
- Through learning and teaching grants and awards, enable faculty to pursue and develop new pedagogical approaches and methods for modifying curriculum to improve the student learning experience and teaching excellence.
- Leverage CELT and TMU Libraries' resources and expertise to enhance and support learning, teaching, SRC and collaboration.

Cultivate sustainability

- Make a positive impact across the SDGs, where knowledge exchange and mobilization are a top priority.
- Collaborate with community partners to implement sustainability initiatives and support local efforts to mitigate climate change and promote environmental justice.
- Commit to implementing proposed actions related to academic programming from the Sustainability Action Plan.

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Transforming Futures: TMU's Vision for Academic Excellence

Read the full academic plan at torontomu.ca/academic-plan