



Acadia University

Strategic Direction: 2025-2030

Vision Statement

To be recognized as the premier institution in Canada for delivering an exceptional applied liberal education, which emphasizes the knowledge, skills, and leadership to tackle key global issues through academic and experiential learning.

Mission Statement

Acadia University is committed to fostering intellectual growth, inclusivity, and a supportive community that empowers students to succeed academically and personally, preparing them to lead change and contribute positively to society.

Strategic Goals

1. Strategic Academic Programming

Objective: Develop a strategic academic plan with a core Acadia undergraduate experience that embodies the university's unique liberal education and experiential learning approach applied to major global challenges.

Actions:

- The Provost will work with faculty, academic units, academic leaders, and Senate to design a strategic academic plan that reflects the university vision.
- Explore a curricular focus on Planetary Health, such that all students will graduate from Acadia with the ability to connect their chosen discipline to local and global challenges in human, organizational, and environmental health.
- Identify opportunities to renew, evaluate, and revise current academic offerings, and to create new offerings, centred around areas of already-present strengths and future-focused initiatives aligned with the new vision, considering market data and student needs.
- Optimize the mix of faculty, teaching resources, and infrastructure to support this strategic curricular and academic direction and redistribute resources where necessary.

Outcome: A cohesive academic environment where students gain a comprehensive, interdisciplinary education that prepares them for global challenges. Purpose-driven academic focus differentiates Acadia from other like universities in Canada.

2. Equity, Diversity, Inclusion, and Anti-Racism for Growth and Achievement

Objective: Ensure that equity, diversity, inclusion, and anti-racism are at the heart of Acadia's academic and student support systems.

Actions:

- Redesign student service and academic support to identify and eliminate barriers respecting the lived experience of historically marginalized groups.
- Define success through individual growth and achievement, ensuring that all students have equitable access to opportunities.
- Focus on student persistence and retention by fostering a culture that supports continuous learning and development and celebrates individual growth.

Outcome: A more inclusive and supportive university where all students can thrive and find their purpose, regardless of their background.

3. Campus Culture

Objective: Foster a university culture that embodies joy, hope, belonging, and mutual support.

Actions:

- Establish professional development initiatives that encourage career growth for faculty and staff.
- Identify and address systemic barriers affecting underrepresented groups within the university community.
- Break down administrative silos to improve collaboration and efficiency across departments.
- Focus on resolving minor issues that impact daily life to build trust in institutional changes.

Outcome: A vibrant, supportive community where members of the university community feel valued, respected, heard, and empowered.



4. Financial Health and Sustainability

Objective: Achieve financial stability while promoting sustainable growth.

Actions:

- Explore new revenue streams, including land lease opportunities, research funding opportunities, and expanding academic programming through Open Acadia.
- Secure philanthropic support for new programs, scholarships and financial aid, and the area of greatest need.
- Secure stable funding for critical programs, such as nursing.
- Balance spending across key priorities, ensuring adequate investment in faculty, infrastructure, and student services.
- Update the student enrolment plan for 2025 and beyond, using newly available data, to support the strategic direction of the University and provide students the best university experiences.

Outcome: A financially secure university that can sustain its mission and continue to offer high-quality education.

Core Commitments

- **Purposeful Excellence:** Supporting students to find their purpose and to strive to be the best version of themselves they can be.
- **Sustainability:** Committing to responsible resource management and environmental flourishing.
- **Equity:** Embracing equity, diversity, inclusion, and anti-racism and ensuring equitable opportunities for all members of the university community.
- **Collaboration:** Encouraging teamwork and collegial governance across all university levels.

