

Academic Administration 2022 Quality Report



Meeting our Commitments

This report identifies the work done on:

Engagement and development

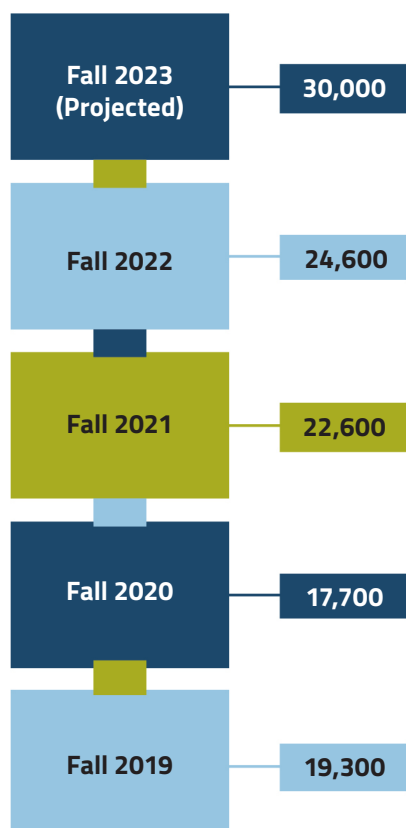
Staffing for success

Ensuring academic quality

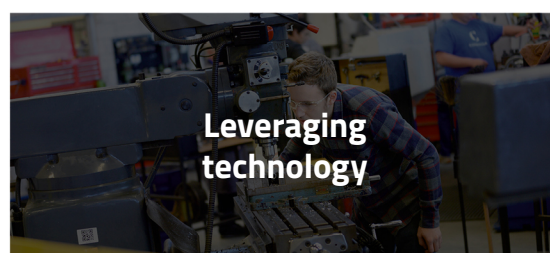
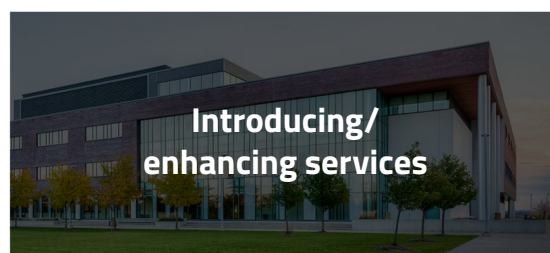
Over the past several years, Conestoga has experienced tremendous growth.



Full-time enrolment



Recently, the college and our community have encountered many unique opportunities and challenges. The pandemic, coupled with college growth, have spurred innovations in how work is done to support academic programs and operations. In 2022, there was a focus on:



Engagement and Development

EMPLOYEE EXPERIENCE & DEVELOPMENT

Employee Experience & Development provides a range of professional and personal development opportunities that support the development of an effective and high-performing employee team.



6,613

total registrations



283

workshop offerings

Multi-day workshop series & program registrations

344

Intercultural customer service interactions

308

Equity, diversity and inclusion at Conestoga

412

SupportStaff@Conestoga

420

Wellness@Conestoga

E3 Conference

This week-long event brings the college community together

53

workshops

2,544

registrations

PROFESSIONAL DEVELOPMENT

\$301,498

Professional development funds to support **255** external professional development activities

\$173,210

Tuition reimbursements to support completion of courses leading to post-secondary credentials for **55** employees

TEACHING & LEARNING



Teaching & Learning supports faculty to continually develop their teaching effectiveness.

FACULTY PARTICIPATION

633

faculty completed the mandatory **4**-course micro-credential "**Teaching at Conestoga**"

250+

unique courses and **workshops** with over **2,500** enrolments

390+

faculty participated in teaching **observations**

STACKABLE OPPORTUNITIES

80+

six-hour credit courses building to **18 micro-credentials** and a **Post-Secondary Teaching certificate**

81

faculty enrolled in the Post-Secondary Teaching certificate program

Micro-credentials include: Evolving Assessment Practices, Academic Integrity in Post-Secondary Teaching, and Awareness of Indigenous Values, Identify and Spirit

Staffing for Success

HUMAN RESOURCES

Human Resources provides the leadership, services, and programs to effectively recruit, develop, manage, and reward our employees to ensure they maximize their contributions at the college; and to provide an environment in which they can achieve professional growth.

College's talent acquisition



695

Postings



39,305

Applicants

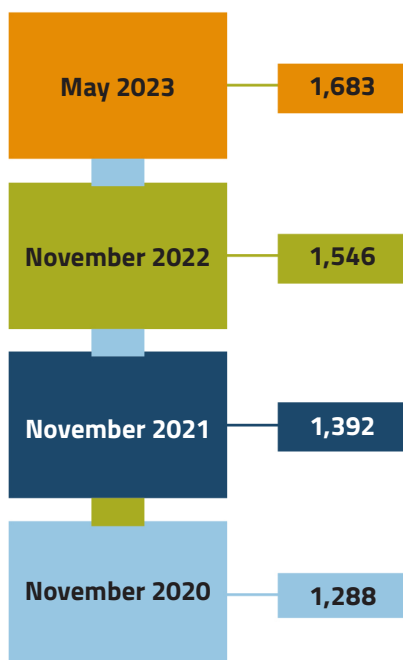


1,535

Total interviews and video interviews



Full-time employees



Retention rate of 99.61% after the 1-year mark for full-time staff employed with the college.



CONESTOGA

Ensuring Academic Quality

INSTITUTIONAL RESEARCH

Institutional Research provides a wide range of data and analytics to support program development, program review and college service planning.

2022 Initiatives

Labour market reports

120 labour market reports to support program development and review

Formal course evaluations, students rate:

82% their professor as very good or excellent

78% the quality of their course as very good or excellent

Early course check-in surveys

52,700 students provided feedback from 3,800 classes

Ontario college student experience survey

5,323 Conestoga students participated in 2021-22 survey

90% agree their program provides knowledge and skills useful for a future career

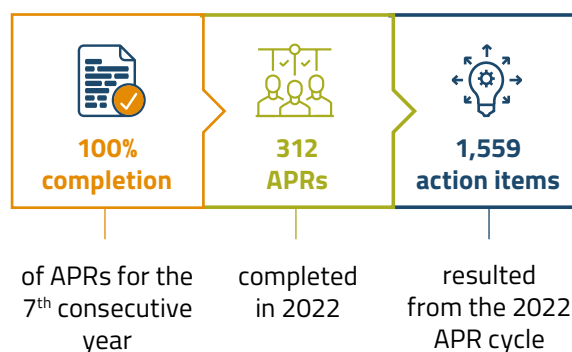
83% agree Conestoga is positive, respectful and inclusive

75% are satisfied with the quality of services offered

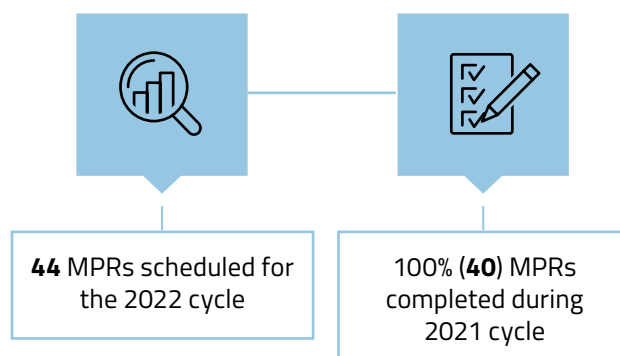
PROGRAM QUALITY ASSURANCE (PQA)

The PQA Office oversees and supports program review, revision, and renewal. The Annual Program Reflection (APR) and Major Program Review (MPR) occur every five to seven years, and help program teams assess program performance and support student success.

Annual Program Reflection



Major Program Reviews



*MPRs are conducted during the academic year

Ensuring Academic Quality

CURRICULUM/COURSE DEVELOPMENT

Curriculum Planning and Operations (CP&O) partners with academic areas to maintain program quality by overseeing new program and course approval and program design change processes. These processes come from program review activities (APR and MPR) as well as changing student, academic area, and labour market needs.

Curriculum consultants supported

44

MPRs

75

Description change requests

31

New programs (degrees and non-degrees)

10

Degree APRs

253

Program design changes

150

New course outlines



To increase program and course development and review activity, CP&O launched a new course outcomes map to evaluation tool in the course outline portal.

DEGREE QUALITY

Degree Quality & Accreditation supports academic areas to develop innovative new degree programs, through internal approvals and external review. The department also supports the development and submission of renewal applications in alignment with requirements outlined by the Post-Secondary Quality Assessment Board (PEQAB), the Ministry of Colleges and Universities, and, industry-specific accrediting bodies.

The department supports various degree enhancement activities across the college, in collaboration with internal stakeholders with the aim of ensuring a quality experience for students and faculty in Conestoga's degree programs.

5

Degrees received renewed consent from MCU

15

New degrees in development

4

Accrediting bodies engaged in degree renewals

3

Three-year degree proposals submitted to MCU

75

Degree students welcomed to degree student events

29

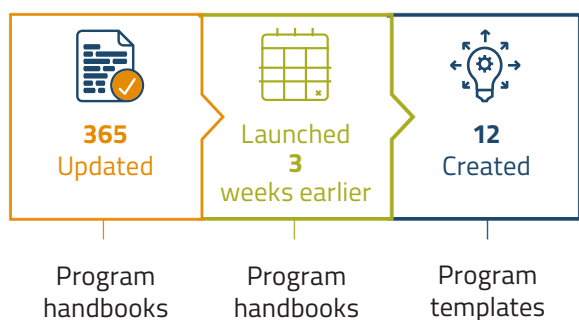
Faculty trained on writing academic CVs

Ensuring Academic Quality

PROGRAM HANDBOOKS



To ensure college-wide quality and consistency, a **new Microsoft 365 Communication site** was developed for improved college-wide collaboration.



PROGRAM ADVISORY COMMITTEE (PAC) COMMUNICATION SITE



Created communication site that is the single point of access for all PAC-related resources.



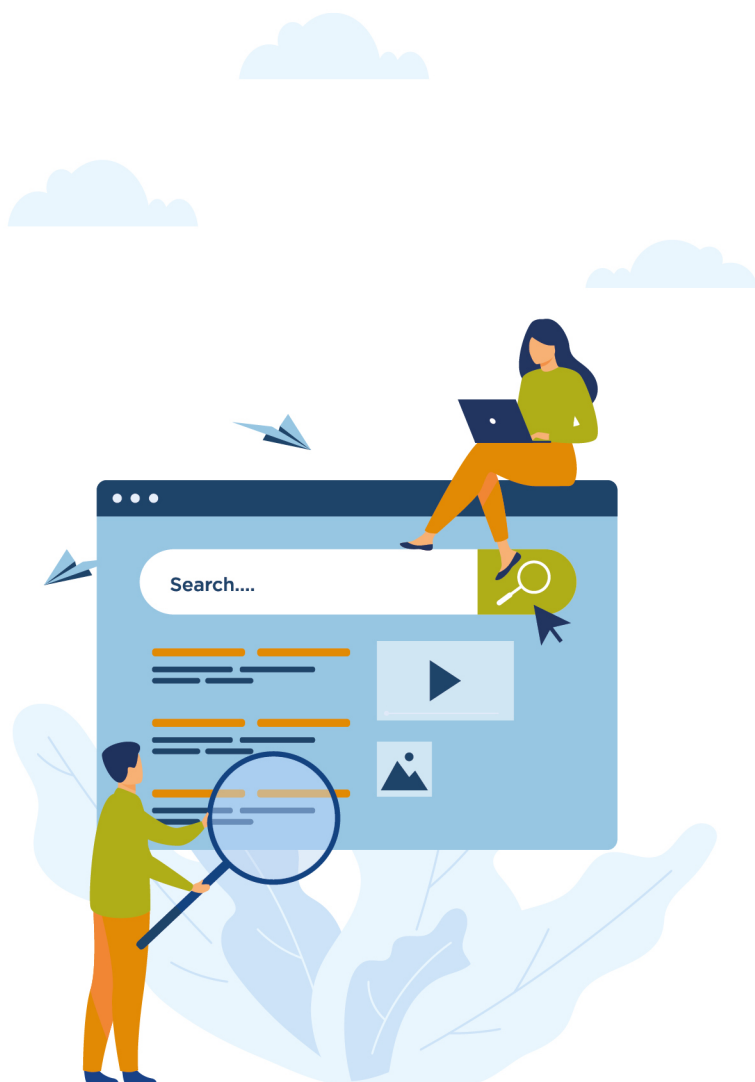
Calendar



Initiative updates



Workshops and training



CONESTOGA

