



A Community in Partnership...Rooted in Spirit



STM COLLEGE PLAN 2025

2021-2022 Academic Year Priority Progress Report

St. Thomas More College Plan 2025

Priority Progress 2021-2022:

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Vital Liberal Arts – Progress Report 2021-2022

We will support and celebrate, through excellence and innovation in research and teaching, the essential contributions of the humanities and social sciences to the local and global common good

Goal 1: Become a leading and visible advocate within the university and province for the liberal arts

Strategy	Progress in 2021-2022
Encourage distinct course offerings and faculty initiatives that advance interest in Liberal Arts and St. Thomas More College	• STM PCUH faculty served as media resources to address the crisis in Ukraine and provide background to the conflict. • News stories about Ukrainian conflict shared with College community through web, social media and emails, along with USask-focused campus Ukraine support site. • New certificates and programs approved for STM distinct to campus (listed in Certificate section below). • <i>Irene and Doug Schmeiser Centre for Faith Reason Peace and Justice</i> added new programs and initiatives distinct for the College. • New video options made available capturing College lectures and some events to encourage additional viewership/participation.
Showcase STM offerings and vital community to remain accessible and inviting to students studying Liberal Arts on campus	• Enrolment through STM classes remains strong. Over 5,200 students registered in STM courses for 2021-2022 academic year; 9,097 undergraduate 3 CUs: 8,383 in common subjects; 714 in unique subjects • Enrolment in 2021-2022 STM courses exceeded 5-year average. • 12% increase in international student enrolment in STM classes. • STM’s new Schmeiser Centre was showcased featuring the unique programs and certificates that it oversees: Catholic Studies, Peace Studies, and Critical Perspectives on Social Justice and the Common Good. • Advanced awareness of all facets of College through website updates, features, and special sections.

Vital Liberal Arts – Progress Report 2021-2022

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	- STM website visitors from May 1, 2021 – April 30, 2022: 52,354 - up 22.1%. - Website News stories: 9% increase - Advanced awareness of all facets of College community through a robust social media presence – Facebook: 272 posts-up 7%; Followers-up 3%; Instagram: 182 posts – up 13%; Followers-up 10.3% - New video produced that introduces STM to the community – explaining all facets verbally and visually with assistance of STM Recruitment Officer, plus walk-through tour video. - First female Dean for STM – Dean Marche – showcased in Star-Phoenix under Women in Leadership feature. - New STM offerings, initiatives and achievements were promoted through: Universities Canada PSE publications, Catholic Register, StarPhoenix, PSE Ads in 18 publications across Saskatchewan, Manitoba, and Alberta; Catholic Diocese; Saskatchewan Universities and Technical Institute Liaison (SUTIL) provincial advertising and presentations; ads in Indigenous publications
Offer new Certificates/Programs through STM	- STM coordinated five Certificate programs in 2021-2022: Catholic Studies: Religious Literacy; Ukrainian Studies; Peace Studies; and Jewish and Christian Origins - Ukrainian Studies program offerings and new STM certificates were promoted in various formats.

Vital Liberal Arts – Progress Report 2021-2022

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Promote the value of a Liberal Arts Education	- Vital Liberal Arts workshop attended by STM staff and faculty, discussing ways to further expand Liberal Arts education value. - Expanded quotes on liberal arts value from business and national leaders to include quotes from STM students, faculty, alumni, and leadership. 24 quotes added and shared through STM social media accounts this academic year. - New initiative “Why do you love your major?” attracted 60 College of Arts and Science participants supporting their Liberal Arts major. - STM Recruitment facilitated new virtual STM faculty guest lectures in collaboration with Recruitment in Saskatoon High schools, which were viewed by 90+ students. - Liberal Arts Skills included in syllabi and class content for many STM classes.
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Vital Liberal Arts – Progress Report 2021-2022

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Goal 2: increase inter- and cross-disciplinary initiatives in teaching and research at STM

Strategy	Progress in 2021-2022
Introduce Interdisciplinary and team-taught courses	7 Interdisciplinary courses offered in Critical Perspectives on Social Justice (CPSJ) program. - Several interdisciplinary options offered under RLST subject code. - STM’s Philosophy department contributed 5 courses to the inter-disciplinary certificate program in CPSJ.
Introduce innovative teaching and research initiatives	- Sociology department incorporated interdisciplinary research in teaching and collaborated with researchers in the USask College of Nursing; in Economics, Sociology, Social Work, History at various universities in Canada; and in the local community (e.g., Saskatoon Open Doors and the City of Saskatoon). - STM Economics department offered FYRE (First Year-Research-Experience) for the Introductory Macroeconomics course, where students were involved in group research projects acquiring research and teamwork skills in the first year of their university program. - Some Economics courses included experiential learning components through interactive online games and group research and presentations. - STM awarded the Petro Jacyk Post-Doctoral Fellowship in Ukrainian Studies, offering a combination of research and scholarship opportunity.

Vital Liberal Arts – Progress Report 2021-2022

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Have STM faculty teaching in more than one subject area	7 STM faculty teaching interdisciplinary courses (Literature and French; CMRS, History and Art History; English and Catholic Studies; Religious Studies and Peace Studies; and Interdisciplinary Studies (INTS), Cultivating Humanity).
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Goal 3: Diversify STM experiential learning offerings

Strategy	Progress in 2021-2022
Increase the number of students and faculty participating in Engaged and Experiential Learning Opportunities	24 students were in the curricular Community Service Learning (CSL) program. 13 students were in the Service & Justice Project. 59 students in First-Year Research Experience. 5 STM faculty participating in CSL course components. - STM Sociology courses continue to offer service-based learning opportunities.
Develop new community partners for CSL opportunities	No new partners - challenged with COVID-19 restrictions
Develop new internship opportunities available to STM students	- Internal opportunity planned in STM Development as pilot project. - STM investigating paid internship opportunities through partnerships with other businesses. - Financial support accessed through 2022 Canada Summer Jobs Grant.
Offer Study Abroad offerings through STM distinct for campus	- On hold due to conflict in previous areas for STM travel abroad - STM was awarded \$267,000 for education abroad experiences (to be administered over 4 years).

Hospitable Catholicism – Progress Report 2021-2022

Nourished by our faith, we will live out STM’s distinctively Catholic identity and mission, advancing the Catholic Intellectual Tradition to foster the integration of faith and reason, social justice, interfaith respect, and conversation.

Goal 1: Build capacity to live out STM’s Catholic identity and mission

Strategy	Progress in 2021-2022
Educate students, faculty, and staff about the rituals, beliefs, and practices of the Catholic faith	• STM Campus Ministry circulated a weekly MailChimp/Sunday Bulletin/Words of Wisdom/and reflections from Fr. Ron Griffin. • Catholic Studies Certificate program (CTST) launched through STM. • CTST 300: Catholic Studies capstone course was developed. • The CTST Program Committee took on the new role of assisting in planning the annual Dubé Chair in Catholic Studies Lecture. • Certificate Program in Catholic Studies includes Philosophy courses with aspects related to Catholic faith: PHIL 210; PHIL 404; PHIL 412. • STM’s <i>Catholic Identity and Mission Statement</i> was revised and will be sent to Board for approval. • Mission education elements included in orientations of new sessional faculty, Corporation and Board members. • 10 Catholic identity and mission-related communication were relayed. • 10 STM courses offered with distinct Catholic content. • Faculty and staff are encouraged to participate in mass when they are able.
Ensure that faculty and staff can grow their understanding of the Catholic Intellectual Tradition	• Mass is offered during weekdays for staff and faculty accessibility. • 23 STM faculty members have attended <i>Collegium: A Colloquy on Faith and Intellectual Life</i>; STM’s plans to send a faculty representative for 2023. • STM Academic Mass incorporated the installation of STM’s Dean and Interim Associate Dean.

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	• STM Economics Department took opportunities to better understand Catholic mission in science and education and contributed to the Critical Perspectives on Social Justice and Common Good program. • Student Experience Team attended Divine Liturgy as part of their fall planning day.
Communicate the diversity of our community so that people know we are an inclusive community open to all	• Study Retreat & Busy Persons Retreat included ecumenical participation. • College social media reflect support for diversity. • College recruitment initiatives engaged with and used messaging to welcome a diverse audience of students – not restricted to Catholic students. • Mission artwork incorporated ‘Welcome’ in Indigenous, Ukrainian, French, and English languages. • Visual symbols reflecting our values were placed in Engaged Learning Office hallway and in STM 155. • Choices continued to create a safe and comfortable place on campus for all people, understanding that this is part of STM’s commitment to be hospitably Catholic.
Showcase our distinctively Catholic programs and initiatives	• STM celebrated 85 years as the Catholic college at USask with fall 2021 More News Magazine write up. • Advertising and sponsorship by STM was supported in <i>Catholic Register</i> Education sections. • STM stories/initiatives/programs shared with Roman Catholic Diocese of Saskatoon and shared on their main website and bulletins • Advertising of STM’s distinctive area programs in Catholic Studies, Critical Perspectives on Social Justice and the Common Good, and Peace Studies as well as the offerings in Religious Literacy.

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	• Development and Alumni raised \$32,350 in donations in support of Campus Ministry. • Development rolled out a new annual Easter Letter Appeal, raising funds to support Campus Ministry. The letter featured students from the Newman Centre and inspired more that \$2,550 in donations. The appeal was mailed to approximately 400 recipients and emailed to more than 4000 donors, alumni, and community partners. • STM provided academic advising for students in the Sts. Benedict and Scholastica discernment program of the Diocese of Saskatoon.
Launch the Centre for Faith, Reason, Peace, and Justice which will serve as a hub for distinctive programming and research related to our Catholic identity and mission	• The Schmeiser Centre hosted a full slate of events in 2021-2022 and now employs three graduate students on a part-time basis to help administer its events and programming. • The Schmeiser Centre launch included media announcements, print advertising, web and magazine news stories, and permanent College installations. • Lecture: Oct. 4 - Peace Studies Lecture, <i>Nowhere to Hide: 10 Steps for Common Survival</i> with the Hon. Douglas Roche, OC • STM Accounting provided financial reporting, administrative support, oversight, and recommendations to ensure that the Schmeiser Centre remains financially accountable and sustainable. • Human Resources provided recruitment support and HR/payroll administration for the Schmeiser Centre.

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Goal 2: Engage with ecumenical and multifaith partners

Strategy	Progress in 2021-2022
Engage in ecumenical and multifaith outreach projects in collaboration with the Roman Catholic Diocese of Saskatoon	• The Philosophy department began a new cooperative enterprise with the Roman Catholic Diocese of Saskatoon by offering courses in philosophy for the Sts. Benedict and Scholastica Formation Program. • The Dean’s Office developed an MOU for the Robert Steane Holistic Research Chair in partnership with the St. Paul’s Hospital. • The College participated in the Friendship Inn Christmas/STM volunteer and sponsorship initiative. • Choices supports the Greater Saskatoon Catholic Schools (GSCS) retreats at STM by offering catering at these events.
Be recognized as a public forum for ecumenical and multifaith dialogue both at Usask and in the city of Saskatoon	• 10 related events in 2021-2022; 14 partnerships • Lectures: De Margerie Ecumenical Lecture, in collaboration with St. Andrew’s College ReJUNEvation, featuring Rev. Dr. Scott Charman; (spring 2021); De Margerie Ecumenical Lecture, <i>In Conversation: Perspectives on Ecumenism, Reconciliation, and Pathways for Renewal</i> with Archbishop Don Bolen and Bishop Chris Harper (289 people registered, 61 attended in person) • STM faculty member presented a paper entitled “Teaching About Islam and Muslims in a Secular Canada: Reflection from a Catholic College” at the Christian Education in a Secular Age Conference, engaged the Ahmadiyya Muslim Community, and spoke about STM course offerings on Islam and other College initiatives. • STM continued working with International Congregation of Our Lady of Sion Jewish-Christian Development Team, including attending the International Council of Christians and Jews Annual Meeting.

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Establish a fruitful ecumenical partnership with the Saskatoon Theological Union	STM and Saskatoon Theological Union (STU) partnered to plan a joint learning event in June 2022 exploring the theme: “Religious Community in a Digital World”.
Dedicate space in the College that is conducive to Smudging and other forms of prayer	A teepee was installed in the STM Chapel. It serves as a sacred space for personal prayer as well to experience and dialogue about the sacred teachings the teepee represents.

Goal 3: Create spaces for respectful and insightful dialogue around contemporary social and moral issues

Strategy	Progress in 2021-2022
Expand who feels comfortable, respected, and celebrated in our space (reaching out across the spectrum)	- STM saw a return of in-person liturgies – while keeping occasional online prayer event/liturgy available. - Christmas and Easter liturgies were tailored to student schedules. - New mission art/messaging designed to ensure visibility of the STM mission values, in a manner engaging and understood by students and visitors to the College. - Sponsorship support offered for Catholic partners initiatives – St. Joseph High School’s Basketball tournament, Knights of Columbus Invitational event. - Engagement with the Centre d’études partenariales de la Fransaskoisie (CEPF) to further develop STM’s relationships with Francophone Catholics - The College’s Catholic Identity Statement review committee revised the section entitled “Inclusivity, Diversity, and the Value of Community”.

Hospitable Catholicism – Progress Report 2021-2022

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Create forums for dialogue on contemporary social and moral issues that model respect across difference (cf. ECE, 32-33)	- STM Campus Ministry led the Synod on Synodality process by attending Diocesan Synod training, gathering, and engaging students, student groups, alumni, and community members in discussion about the Catholic Church. - The Newman Executive was guided by STM Campus Ministry towards principles of Hospitable Catholicism through Synod preparations and participation. - The Engaged Learning Office invited a biblical scholar to discuss moral underpinnings of refugee experience to Service and Justice Project community conversation.
Stay attuned to the current teachings of the Catholic Church including those emerging out of recent Synods on youth, the family, and the Amazon	- STM Philosophy Department offers several courses that encourage dialogue on matters of faith and reason and draw on the Catholic Intellectual Tradition: - PHIL 219.3 Phenomenology highlighted a prominent Catholic philosopher and saint – Edith Stein - PHIL 202 Philosophy of Religion, PHIL 210 Medieval Philosophy I, and PHIL 404 Advanced Problems in Philosophy and Theology: these courses engage a host of important Catholic thinkers – from Augustine to Bernard Lonergan – and are taught only through STM.
Explore links between Catholic teachings on ecological justice and contemporary eco-justice movements	- The Shannon Library prioritized acquisitions in Catholic subject matter regarding eco-justice, contemporary theology, and reconciliation. - Panel: June 15, 2021 - <i>New Paths for the Church, Inclusion and an Integral Ecology: How will the Church in Canada respond to the Synod on the Amazon?</i> in collaboration with OMI Lacombe’s Centre for Justice, Muskeg Lake Cree Nation, Queen’s House, and the Roman Catholic Diocese of Saskatoon

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	• Webinar: March 3, 2022 – <i>Journey into Exile</i>, webinar on refugee experiences was jointly sponsored with St. Andrew’s College and Jesuit Refugee Services. • Symposium: March 24- 25, 2022 – <i>Prairie Symposium for the Common Good</i> with St. Paul’s College (U of M) and Campion College (U of R)
Initiate conversations about decolonizing Catholicism	• Panel: June 9, 2021 – <i>Transforming the Troubling Legacy of Terra Nullius: Catholic Settler Responsibility and Indigenous Eco-Activism</i>, in collaboration with the Global Catholic Climate Movement • The Keenan Lecture: <i>Hunger at the Banquet, A Faith and Justice Lens on Food, Land, and Colonialism on the Prairie</i> with Trevor Herriot saw over 130 people in attendance and 400views of the lecture online.

Authentic Indigenization – Progress Report 2021-2022

We will be a reconciling community led by the ideals of holistic interconnectedness and accountability as represented by the Cree concept of *wahkohtowin*.

Goal 1: Build capacity for Authentic Indigenization at St. Thomas More College (STM)

Strategy	Progress in 2021-2022
Present lectures, special events, visuals, and initiatives offered through STM, designed to expand Indigenous knowledge and engagement.	• Development of Authentic Indigenization Action group led by STM Indigenous Scholar Harry Lafond - engaging faculty and staff on a regular basis. • <i>Achimo</i> Indigenous Storytelling event at STM – expanded and in person – attendance was up 30%. • Metis Beading Event offered at STM • An Indigenous content section was created in the Shannon library. • Shannon Library prioritized Indigenous content and authors in acquisitions. • 20% increase to STM Indigenous book/publication collection in Shannon library • 18% of STM Web news stories focussed on Indigenous initiatives or related news. • Indigenous language and art incorporated in visual messaging in the College • <i>Every Child Matters</i> large wall banner installed internally and externally at College. • Collaboration with Anglican Bishop Chris Harper from the Onion Lake First Nation for the DeMargerie Lecture at STM

Authentic Indigenization – Progress Report 2021-2022

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Develop STM courses with Indigenous focus and/or incorporate significant components of Indigenous content in course syllabus.	• Dene course offered through STM now under Literatures, Languages, and Cultural Studies to be more accessible for students. • <i>English Department</i> - ENG 113 and ENG 114 have significant components of Indigenous literature; ENG 210 and 230 reflected on legacies of colonialism; ENG 209 and 282 included readings by Indigenous writers. • <i>Catholic Studies</i> - CTST 200 included module with educational videos from the Truth and Reconciliation Commission; CTST 300 included readings by Indigenous writers. • <i>Religion and Culture</i> – RLST 112 and INTS 203 include Indigenous content and methods of study; RLST 282 included module on Indigenous understanding of death; RLST 284 and 314 included a module on Indigenous traditions and reconciliation; RLST 225 included Indigenous perspectives on Jesus. • <i>Economics</i> – participated in Indigenous Economics Conference series • <i>Sociology</i> - SOC 111 and SOC 203 include new Indigenous sections • <i>Peace Studies</i> - includes case studies in decolonization and challenges of Indigenous communities • <i>Philosophy</i> - PHIL 300 examined the issues surrounding residential schools; PHIL 121 includes module on Indigenous philosophy • <i>Psychology</i> – 4 Seasons of Reconciliation course (grad students); PSY 213 includes Indigenizing content. • CMRS 111 content changed to include Indigenous information
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Authentic Indigenization – Progress Report 2021-2022

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Goal 2: Collaborate and Consult

Strategy	Progress in 2021-2022
Encourage STM consultation and collaborations with Indigenous partners.	• STM Board met with Advisory Circle for the Chair in Indigenous Spirituality and Reconciliation to seek input on implementation of Authentic Indigenization priority. • Senior Administration welcomed a presentation from the Office of the Vice-Provost Indigenous Engagement on USask’s Indigenous Strategy, ohpahotân oohpaahotaan. • Campus Ministry weekly involvement with Indigenous Grounding circle with Elders. • Collaboration with Indigenous partners brought to life Achimo storytelling event with Indigenous special guests. • History faculty regularly met with Indigenous colleagues and mentors. • STM staff attended Wicihitowin Indigenous Engagement Conference. • Staff/Faculty organization and support for National Indigenous Peoples Day Walk; Red Dress Day Walk; TRC Call to Action and Awareness Walk. • College supported new Indigenous publications through advertising and congratulatory messaging (FSIN magazine and Indspire).

Authentic Indigenization – Progress Report 2021-2022

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Engage with and track the needs of Indigenous students.	• \$16,000 awarded in bursaries specifically for Indigenous students • Student Services now has access to contact information for engagement with the declared Indigenous STM students – 228 unique students in 2021-2022 • STM recruitment initiatives and engagement opportunities with 10 Indigenous community schools in 2021-2022 • STM section included in USask Indigenous student support brochure • Membership with Aboriginal Students’ Centre weekly Newsletter • Offered special Soup and Bannock days through Choices and catered at Gordon Oakes Red Bear Student Centre with cultural food items • STM student(s) recognized and celebrated during Indigenous Achievement Week on campus
Raise funds to support STM Indigenous Initiatives	• \$510,000 in donations received in support of the Endowed Chair in Indigenous Spirituality and Reconciliation.

Authentic Indigenization – Progress Report 2021-2022

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Goal 3: Honour Indigenous Culture

Strategy	Progress in 2021-2022
Participation in Indigenous Cultural Celebrations.	• A teepee was installed in the STM Chapel. It will have potential to serve as an appropriate space for Indigenous celebrations. • STM staff and faculty attended several campus and community Indigenous Cultural events.
Opportunities to learn about and participate in Indigenous ceremony available to STM students, staff, and faculty	• College participated in and adopted first official Orange Shirt Day. • College adopted practice of Orange Shirt Day on the last Friday of each month as suggested by the Saskatoon Tribal Council. • Métis beading event initiated at College

Holistic Community – Progress Report 2021-2022

We will strengthen bonds among students, faculty, staff, and alumni through shared projects and shared life, seeking to care for the whole person.

Goal 1: Create a home in a diverse world

Strategy	Progress in 2021-2022
Develop partnerships and initiatives that reach and welcome diverse student groups	• Introduction to Peace Studies featured classroom presentations about LGBTQ2S challenges and needs, the various challenges for the international students, and the needs of the disabled. • STM faculty member was awarded \$10,000 grant on a project with the City of Saskatoon and Saskatoon Open Door Society.
Increase the number of International and Indigenous students registered through STM	• International students registered in STM courses increased by 4%; Indigenous students registered in STM courses decreased by 20 % • Self-declared STM Indigenous – down 20 students • Self-declared STM International – down 3 students
Communicate the diversity of our community so that people know we are an inclusive community open to all	• College social media reflect welcome and support for cultural, ecumenical, and gender diversity. • College artwork, materials and installations communicate inclusivity of community. • Mission statement artwork including ‘welcome’ in different languages and College Plan priorities installation - are visible for all visitors and students.
Best serve students and community creating a home on campus	• Choices food services maintained hours of operation throughout the year providing meals and a comfortable, safe space for everyone. • Welcome Week offered several days of pick-up snacks and STM swag items for all students visiting the College. Ambassadors helped students to find classrooms and gave College tours. • Two Welcome Week BBQs with Choices staff outside College • Several events throughout the year welcoming and serving students including free drinks, tea, and cookies

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	• Campus Ministry initiatives and STMSU events throughout both terms welcomed students to STM from across campus
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Goal 2: STM Student Support Pathway

Strategy	Progress in 2021-2022
Expand dedicated student transition support initiatives	• STM offered an in-person first year orientation session, two first-year learning communities, and targeted emails to incoming students. • New summer/fall mentorship program offered for entering students through Recruitment. • New classroom pedagogy implemented in some STM classes to encourage increased socialization and address isolation issues during pandemic years.
Provide internships, work experience opportunities	• \$250,000 in new funding received to develop and launch pilot project for internship program through STM.
Provide resource opportunities supporting academic success and career-readiness	• TED Talk on Goal Setting • Student ‘Career-Readiness’ event was held in collaboration with USask Career services, offering resumé and cover letter support, and insight for articulating skills acquired while completing degree.

Holistic Community – Progress Report 2021-2022

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Goal 3: Intentional Community

Strategy	Progress in 2021-2022
Support opportunities for collaboration and communication between units	• Fall staff and faculty retreat designed for this purpose • Workshops for College Plan Priority action groups invited staff and faculty College-wide for input and discussion. • New Policies and Forms SharePoint site developed with all information in one central location. • New monthly e-news shared news and upcoming events with College faculty and staff. • Faculty held three Teaching Circles for STM instructors to share their pandemic teaching experiences. • Regular COVID updates provided to College community through email and website updates.
Provide College-wide celebrations of community success	• Faculty and staff achievements were celebrated through emails, STM web news stories and More News magazine write ups. • A new staff recognition program was proposed to celebrate staff contributions to the College community • Dean and President co- hosted a reception to recognize College award winners.
Offer social engagement activities and other opportunities for student interaction/collaboration with STM faculty, staff, and alumni	• Student Leaders Year-end cocktail party • Town Halls, several College committees, and Priority action groups included opportunities for student, staff, and faculty involvement. • Several social activities organized were open to all groups (e.g., beading event, paint and potting, cocktail party).

Holistic Community – Progress Report 2021-2022

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Build community for student groups through shared understanding	• STM hosted the Usask Peer Health panel ‘USASK: ONE WORLD, MANY CULTURES’ Discussion Panels for Week I – International students, and Week II – Indigenous students
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Goal 4: Mental Health, Wellness and Life Balance

Support awareness of mental health supports available to STM staff, faculty, and students	• Recruitment of Peer Health Mentors for STM • Faculty research addressed encouraging a broader diversity at the College and to address the mental health, wellness, and life balance of STM employees. • Campus Ministry TED Talks themes included support for mental health. • Campus Ministry provided weekly social media posts regarding encouragement, positivity, and self-care. • STM Psychology faculty member was lead scholar for designing, implementing, and evaluating sexual violence prevention on campus.
Work toward a positive experience of workplace culture, as determined by staff and faculty survey results, reduction and/or stability in rate of staff turnover	• STM faculty member researched and wrote a report on workplace accessibility and disability accommodations at STM to encourage a broader diversity at the College and to address the mental health, wellness, and life balance of the College’s employees.

Stewardship of Resources – Progress Report 2021-2022

We will strengthen our College’s position and adaptability by reinvigorating our fundraising; supporting and acknowledging the valuable work of our people; and pursuing excellence and accountability in our fiscal management, program delivery, and operations.

Goal 1: Increase revenue capacity through a renewed focus on philanthropy and alumni engagement

Strategy	Progress in 2021-2022
Renew and expand philanthropy efforts	• Donation levels for 2021-2022 reached \$977, 689.This brought STM within \$22,000 of the \$1M goal. • Direct solicitation, appeal letters, the giving program, and More News Magazine donation requests all supported fundraising success. • A resource management tool was developed that provides a clear process for identifying and achieving mission-focused fundraising goals. • 15 major gift solicitations were completed, including planned gifts. • Expanded donor recognition will include a complete list of all donors in STM’s annual Corporation Report for 2021-2022. • 13 new student awards were created (an increase of \$30,000), resulting in STM now offering more than \$235,000 in donor-funded scholarships and bursaries annually to STM students. • New recognition installations, signage, and news stories to celebrate donors’ support of the College
Expand Alumni engagement	• New database support hired to ensure College donor and alumni information has consistent profile reviews, updates, and provide the College with a more accurate and effective cultivation, communication, and stewardship tool. • Expanded public recognition of the STM Distinguished Alumni to include published announcements in the Star Phoenix and permanent large feature posters displayed in the College. • Alumni executive membership expanded.

Stewardship of Resources – Progress Report 2021-2022

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Goal 2: Become a preferred employer to attract and retain quality employees who are committed to the College and its mission

Strategy	Progress in 2021-2022
Review compensation system, retention rates, advance staff and faculty participation and communication opportunities, and assess employee satisfaction.	• Rollout and communication of the new Staff Compensation Plan. • New policies developed for staff remote and flexible work opportunities. • Additional communication with faculty and staff through town halls, staff meetings, invitations for all to participate in focussed action groups, and incorporation of staff and faculty on various College committees for input opportunities.

Stewardship of Resources – Progress Report 2021-2022

We will strengthen our College’s position and adaptability by reinvigorating our fundraising; supporting and acknowledging the valuable work of our people; and pursuing excellence and accountability in our fiscal management, program delivery, and operations.

Goal 3: Encourage and support efficiency, effectiveness, and sustainability in program delivery and operations

Strategy	Progress in 2021-2022
Ensure continuous facility improvement initiatives	- Added new tech to classrooms to allow recording of lectures and teleconferencing (Teams, Zoom). - Reduced amount of on-premises server infrastructure in favour of Cloud usage to promote mobile/remote work capability as well as reduce the capital costs of maintaining that infrastructure. - New streaming equipment acquired to allow for more hybrid and stream-only events hosted at the College. - Improved the building envelope and reduced utility costs by replacing a large old section of roof. - Used (where possible) green-only cleaning chemicals and low impact environmental products.
Meet student enrolment and retention targets	- New recruitment initiatives to meet prospective students and engage with school counsellors while alleviating costs for distance travel. Expanded <i>Prospective Student page</i> on website includes additional virtual resources and videos. - College enrolment for academic year exceeded target. - Intentionally decreased offerings to bring our STM department/USask department ratio closer to the target. - Unique subject course enrolment at 696, with goal of 850 by 2025

Stewardship of Resources – Progress Report 2021-2022

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Work with faculty and staff regarding best use of technology and reduction of expenses	- New efficiencies were made in eliminating printer and phone redundancies. - Reduction in paper use – more electronic use - Philosophy department has actively sought ways to deliver its program in more effective, sustainable, and creative ways by discussing cross-appointment term position with other STM departments. - Shannon Library examined budget for redundancies and reduced operational budget 12.31% from pre-Covid years. - Spring Session in Ukraine was awarded \$165,000 in federal funding from the Global Skills Opportunity program. The funding is over the next 3 years and looks to attract non-traditional students to study abroad.
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ST. THOMAS MORE COLLEGE
UNIVERSITY OF SASKATCHEWAN