



STRATEGIC PLANNING 2021-2022

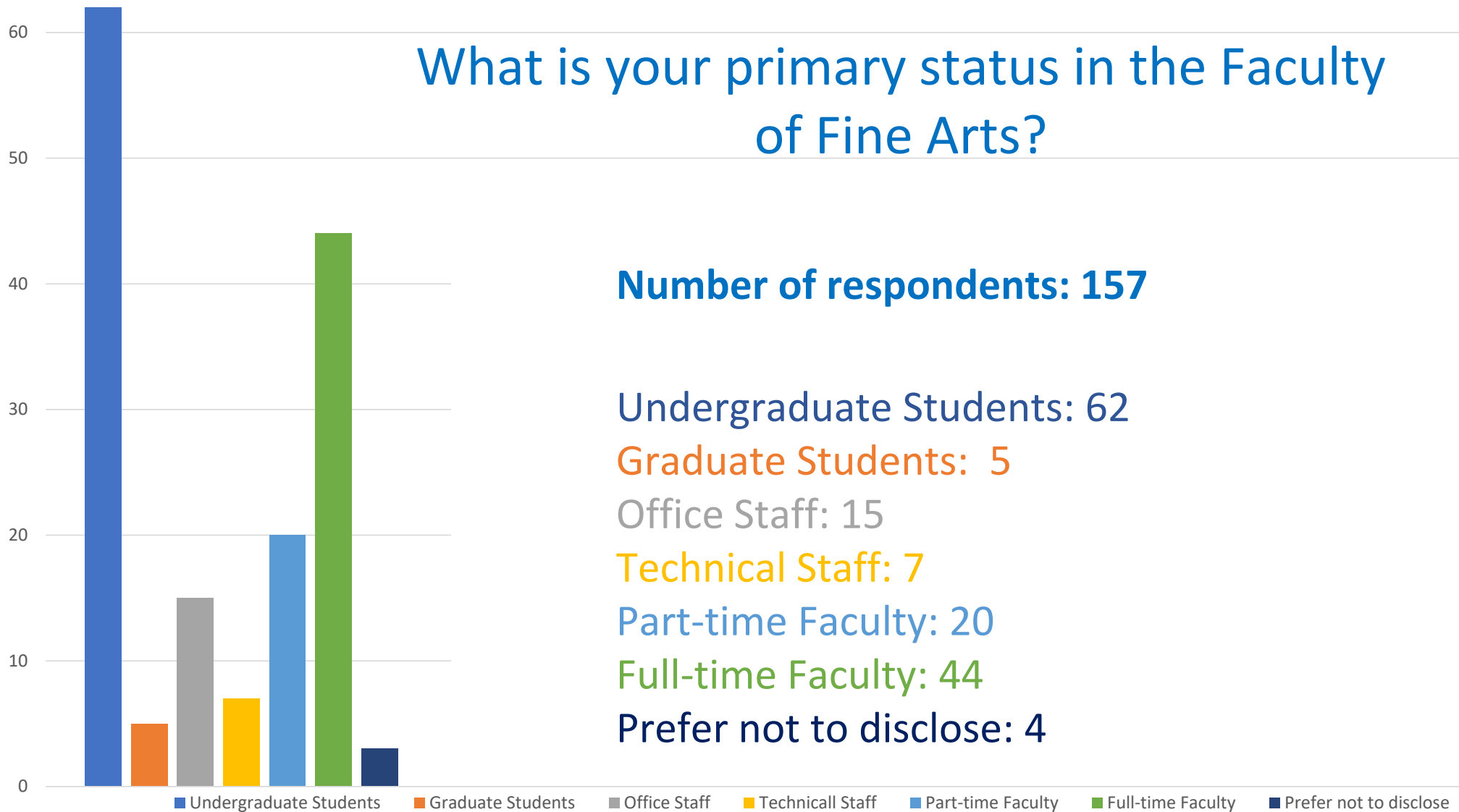
Faculty of Fine Arts

SURVEY RESULTS

Notes on the survey findings:

- Number of respondents: 157
- All responses are anonymous
- Responses were collected in two groups:
 faculty & staff || students
- Where responses are similar between these groups, they are presented jointly; where they differ, they are shown separately

What is your primary status in the Faculty of Fine Arts?



Number of respondents: 157

Undergraduate Students: 62

Graduate Students: 5

Office Staff: 15

Technical Staff: 7

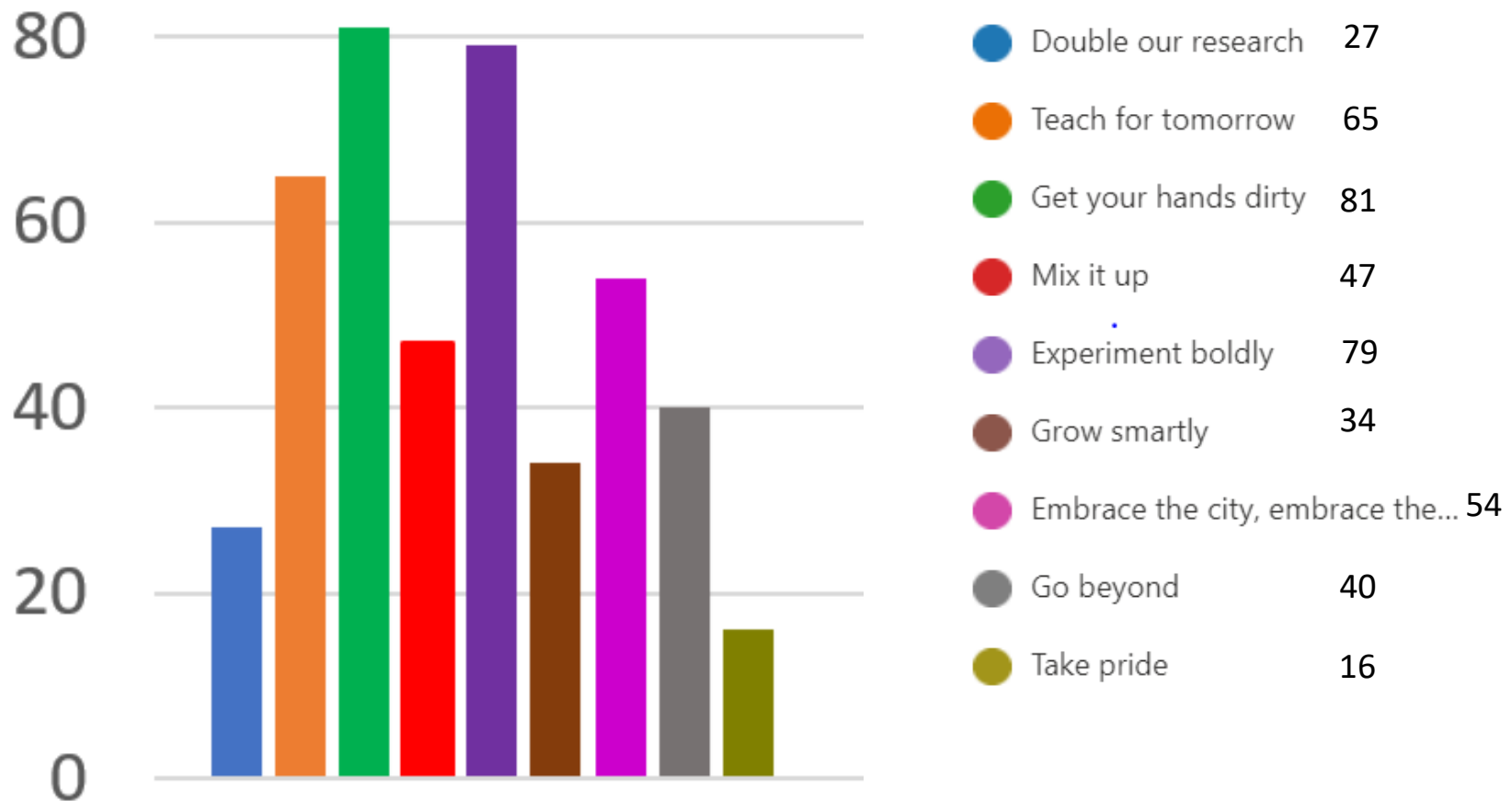
Part-time Faculty: 20

Full-time Faculty: 44

Prefer not to disclose: 4

In 2015, Concordia University launched its Nine Strategic Directions. Which do you find the most relevant for the Faculty of Fine Arts?

<https://www.concordia.ca/about/strategic-directions/9-directions.html>



What values do you think the Faculty should be guided by in the next five years?



Most Frequent Words

- Innovation
- Inclusiveness
- Sustainability
- Accessibility
- Diversity
- Engagement (with community)

What values do you think the Faculty should be guided by in the next five years? Quotes

These values which you have listed are essential, how they take physical form as action both in the Concordia and in under resourced communities throughout the city is where the real work is done.

Values without the work are just words.

Illustrated commitment to 'decolonial' interrogations of White settler histories, institutions, institutional systems, etc. I want to see institutional/administrative bravery as it looks at itself. I want to see an excellence oriented embrace of the intellectual richness and creative breadth of Indigenous and racialized faculty.

Ecology; embracing the planet, what we have in common, what we share and need to be alive, what precedes us - inclusiveness beyond the human. We cannot anymore ignore the environment and our daily actions' ripple effect. If the EDI (& A) expand our awareness, ways of doing/thinking and choices we make, we should also expand our awareness and the intimate links we have with the environment, the production of goods and impact on communities, lands and animals.

I have heard ART described as creations which help the viewers see the world in a new light. in a way. I think that what with all the challenges the world is facing, the art faculty can hopefully find ways to help the population at large face them and find ways to overcome them.

Students need to prepare for careers that engage with the challenges of inclusivity and accessibility in arts, media, tech, government, education. They need to come up with multiple and diverse answers that are both community oriented as well as economically-profitable.

Here are some recent Faculty of Fine Arts initiatives and actions. How important do you think each has been in contributing to the Faculty's overall mission?

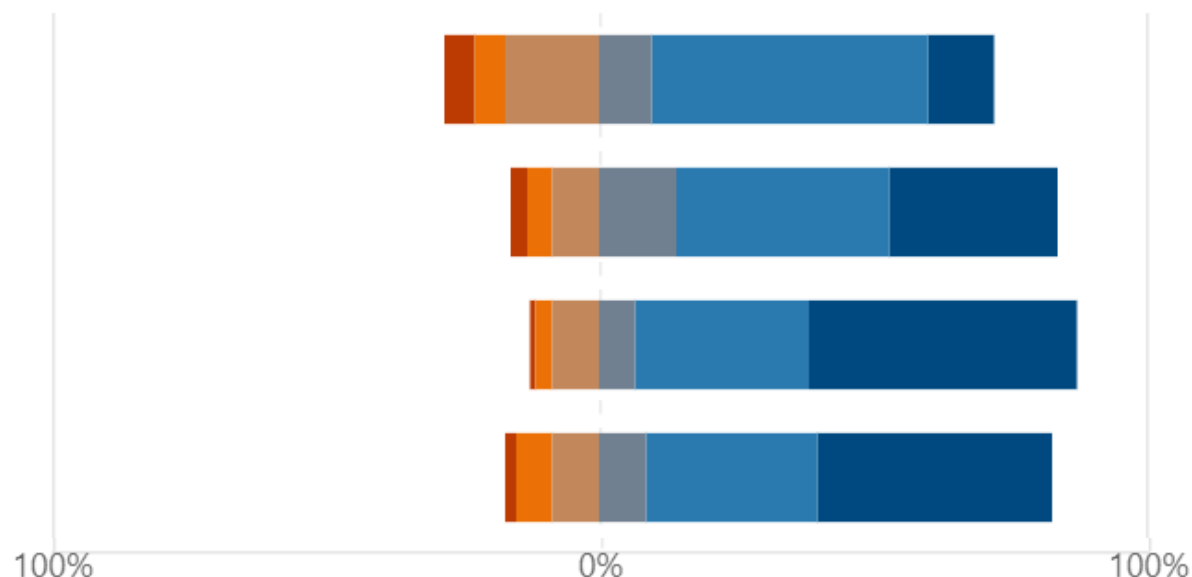
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■ Extremely Important

Faculty of Fine Arts students took part in summer Field Schools in Denmark, Colombia, Japan, the Czech...

The ArtVolt platform was developed to support our recent graduates transitioning into their professional...

The Faculty organised series of events to discuss the ways that principles of Equity, Diversity, Inclusion an...

In a joint effort with the Centre for Teaching and Learning (CTL), the Curriculab is offering support to...



■ I don't know what this is.
 ■ Not at all Important
 ■ Somewhat Important
 ■ Neutral
 ■ Important
 ■ Extremely Important

Paid internship opportunities were developed across the Faculty with the support of the Doggone...

We held our students with us through the pandemic by offering choices built into our courses either...

We developed new practices in our classrooms and Core Technical Centres to increase accessibility for o...

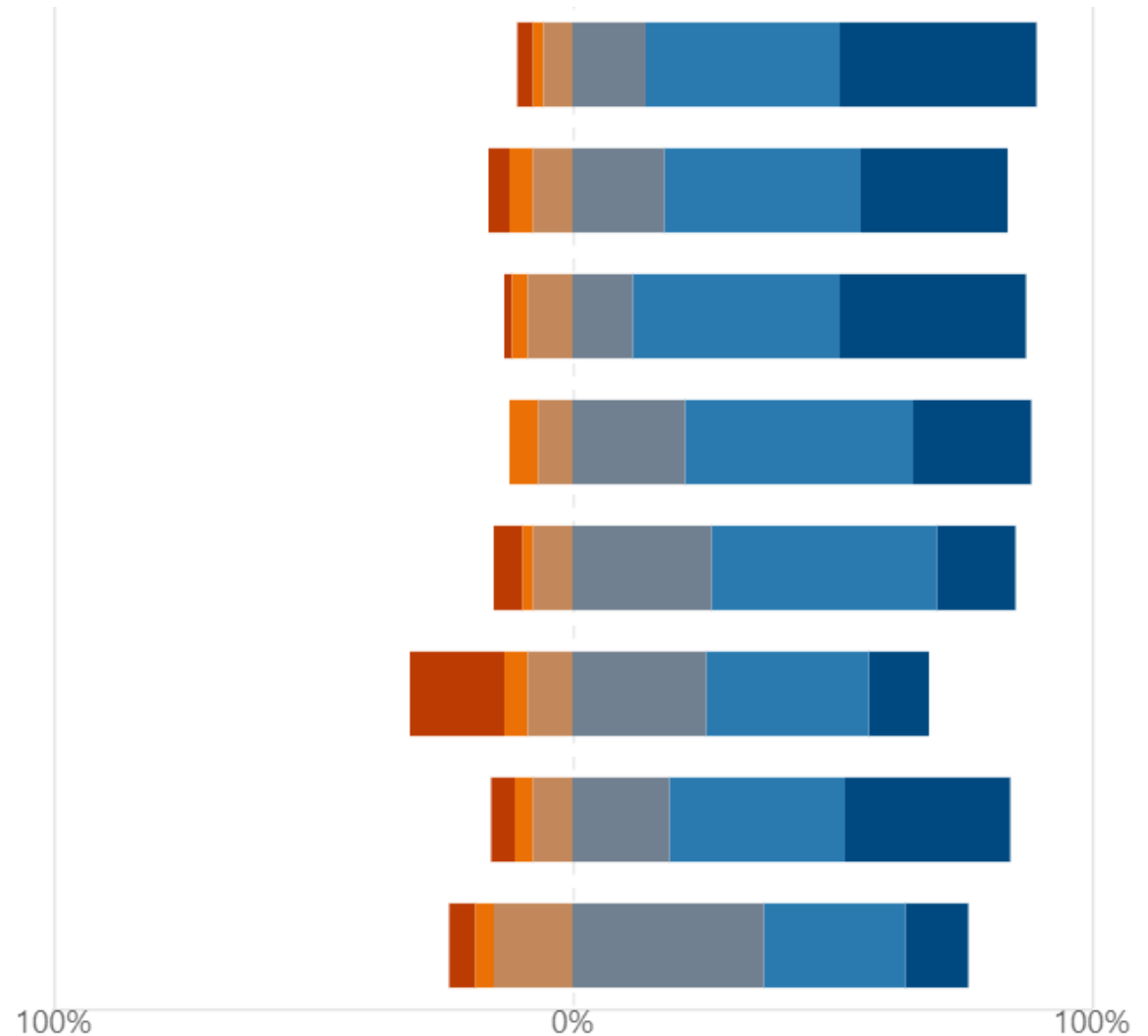
We used remote technologies to communicate broadly (e.g. FoFA Townhalls and Zoom meetings for...

Our faculty members have taken leadership roles in university-wide and inter-university research initiativ...

New research and research dissemination opportunities were developed in collaboration with...

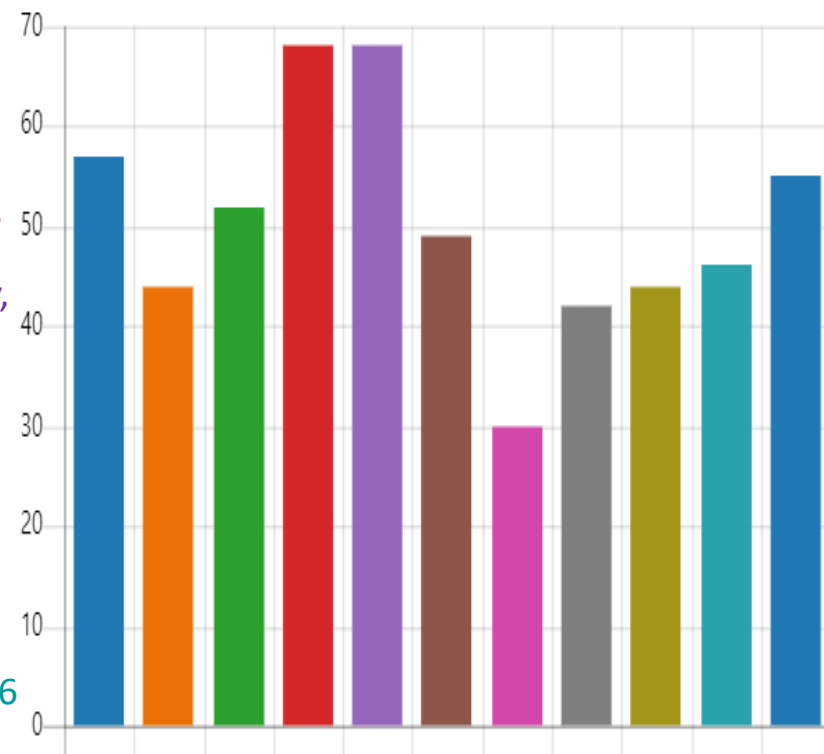
Dedicated support to mapping & recommending sustainability initiatives across the Faculty...

A series of newsletters were sent during the first half of 2021 to promote Sustainable Work Practices and...



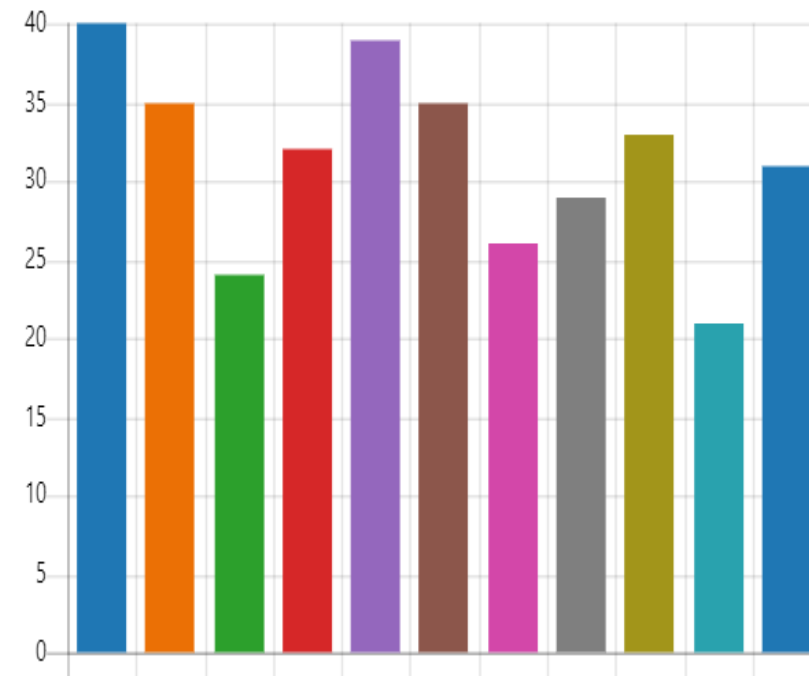
Here are some of the Faculty's current focus areas. Which ones do you think we should prioritize over the next 5 years? Faculty and staff responses

- Enhance student experience: 57
- Support our alumni in their transition to professional practice: 44
- Develop sustainable approaches in research and creative practices: 52
- Respond to the recommendations of the TRC and Indigenous Directions Action Plan: 68
- Increase equity, diversity and inclusivity in the classroom and community, and develop socially engaged pedagogies: 68
- Diversify and strengthen community partnerships: 49
- Position ourselves globally: 30
- Foster the conditions for interdisciplinarity: 42
- Create and innovate boldly: 44
- Make our work and decision processes more transparent and efficient: 46
- Create a healthy and safe work and study environment : 55



Here are some of the Faculty's current focus areas. Which ones do you think we should prioritize over the next 5 years? **Student responses**

- Enhance student experience: 40
- Support our alumni in their transition to professional practice: 35
- Develop sustainable approaches in research and creative practices: 24
- Respond to the recommendations of the TRC and Indigenous Directions Action Plan: 32
- Increase equity, diversity and inclusivity in the classroom and community, and develop socially engaged pedagogies: 39
- Diversify and strengthen community partnerships: 35
- Position ourselves globally: 26
- Foster the conditions for interdisciplinarity: 29
- Create and innovate boldly: 33
- Make our work and decision processes more transparent and efficient: 21
- Create a healthy and safe work and study environment : 31



Here are a few comments and suggestions made by respondents

"Our values are not just words, we need to put them into practice".

Factor the emotional labour that Indigenous and racialized faculty members experience/absorb in their efforts to build a better program.

I believe Fine Arts is and can continue to grow as a positive leader in the academic milieu and in society and come up with innovative solutions that have the power to inspire others. To achieve that, each of us needs to be disciplined and accountable.

Can we also address resources? And facilities?

Our carbon footprint is too big. We buy and throw out too much technology. We have to factor in the hidden carbon costs of our purchases. We have to spend wisely, use technology for longer.

I think we need to go further with making all units feel like they are a part of our initiatives and that they see a role for themselves.

Stay true to the two core missions of a university: 1) education and 2) the advancement of knowledge through research and creation.

Open the doors to the communities that surround the university -- life-long education, youth education and the physical melding of temporal and non-temporal creativity.

Create a healthy work and study environment by addressing both systematic issues and orientations towards work should be strongly emphasized

With IT services becoming more and more centralized with IITS, Fine Arts is losing the agility to implement quick changes and ensuring the availability of the services it offers.

If the university wants us to continue to engage with community beyond the institution's walls, it needs to devise ethics protocols that genuinely attend to different kinds of research.

I find some of our administrative procedures excessively complicated.

In the rush towards tomorrow, let's not overlook the past.

I think the management structure of Fine Arts (and the university) could benefit from de-colonizing practices.

This 'globalization is great' period is over if people are serious about the earth being habitable for future generations. Of course we need to look outwards and participate internationally, but this needs to be done in environmentally sustainable ways.

Make sure you have the funds to support what you already have in place.

EVERY SINGLE COURSE at Concordia should address BIPOC concerns, BIPOC artists & histories, and be accommodating of a wide berth of cultural viewpoints.