



Science | Science
Atlantic | Atlantique

2023-2028

Strategic Plan

Message from the Executive Director



Since 1962, Science Atlantic has been the umbrella organization uniting post-secondary institutions across Atlantic Canada in building and enhancing post-secondary science education and research in the region. The 2023-2028 strategic plan returns us to our roots, focusing on the people who drive this organization and building our capacity to welcome the increasingly diverse communities moving STEM forward in Atlantic Canada.

Science Atlantic would not exist without the engagement of post-secondary faculty and leaders from across the region. This plan represents the work of a group of dedicated members, volunteers, and staff, based on data from surveys and interviews

conducted over the past two years. Thank you for your commitment!

A special thank you to Robert van den Hoogen, Board Chair and Chair of the Strategic Planning Committee, for leading us through this period of change.

To the next 60 years!



Lois Whitehead, Executive Director



Images: 60th anniversary tree dedications at Dalhousie Agricultural Campus (top) and Université Sainte-Anne, two of the many across the Atlantic provinces.

Our Mission

To grow and connect the post-secondary science communities in Atlantic Canada.

Our Values

Inclusiveness

We embrace the values of Equity, Diversity, Inclusion, and Accessibility.

Leadership

We are a voice and a resource for science in Atlantic Canada's post-secondary communities.

Responsiveness

We provide timely decisions and actions to advance our organization and support our members.

Community

We provide a warm and welcoming environment.

Sustainability

We support our communities into the future through responsible and sustainable resource allocation in our organization and activities.

Our Vision

Science Atlantic is a committed, member-driven organization that builds collaboration and partnerships to strengthen post-secondary science communities across the Atlantic region



Strategic Priority Area 1: Capacity Building

Strengthening our organizational foundation enables us to enhance our community network, programs, and services.

a. Increase Stable Funding

Who: Finance Committee

- Assess operational requirements to meet the priorities of the organization as determined by the Strategic Planning Committee (1.c.)
- Develop multi-year budget strategy aligning targeted actions with available resources
- Develop income strategy to diversify sources of funding

b. Support Sustainable Leadership

Who: Human Resources Committee

- Strengthen governance through Board and member development
- Provide education and support to Division Chairs
- Assess staffing requirements based on priority activities (in conjunction with the Executive Director)
- Develop secure, ongoing staff positions

c. Bolster Policies and Processes

Who: Relevant committees

Building on the principles of equity, diversity, inclusion, accessibility (1.d.), and corporate responsibility (1.e.):

- Prioritize and evaluate organizational goals (Strategic Planning Committee)
- Develop/update and implement bylaws and governance policies (Governance Committee)
- Develop/update and implement financial policies and processes (Finance Committee)
- Develop/update and implement HR policies (Human Resources Committee)
- Update Committee Terms of Reference annually (all committees)

d. Embody Equity, Diversity, Inclusion, and Accessibility (EDIA)

Who: EDIA Committee

- Develop EDIA policies for leadership and employee recruitment
- Work with Division Chairs to educate and encourage application of EDIA principles in conferences, speaker tours, and other activities
- Collect and share educational resources and best practices

e. Apply Social Responsibility Principles

Who: Board Executive

- Define social responsibility in relation to Science Atlantic
- Evaluate new and existing policies and activities using a social responsibility lens

Strategic Priority Area 2: Connecting Our Communities

Facilitating connections strengthens the diverse post-secondary science communities in Atlantic Canada.

a. Diversify and Increase Membership

Who: Membership Committee

- Revise membership structure to welcome the communities we serve
- Assess community needs and refine and enhance value proposition(s) to reflect the diversity of our membership
- Build on Membership Code of Conduct and Student Support Philosophy

b. Increase Member Engagement

Who: Outreach Committee

- Enhance current activities and develop new activities to provide value to our communities
- Enable members to take an active role in the organization
- Develop and implement awareness campaign to promote the value of Science Atlantic to current and new members
- Recognize member contributions

c. Use our Collective Voice

Who: Institutional Representatives

- Speak on matters of importance to the Membership
- Define our audience(s)
- Act as a clearinghouse to collect and share knowledge from across institutions