

Short-Term Enrolment Projections 2023-2026

March 2023

To be approved by SCAD in March 2023, then University Senate April 2023

This report contains enrolment targets for 2023-2024 and 2024-2025 and enrolment projections for 2025-2026, which have been developed by the Strategic Enrolment Management Group (SEMG). More specifically, this report includes:

- Revisions to 2023-2024 targets: 2023-2024 targets were previously approved by Senate in April 2022, and the modifications are now submitted for April 2023 Senate approval;
- Revisions to 2024-2025 targets: initial 2024-2025 targets were provided for information to Senate in April 2022 as enrolment projections, and the revised targets are now submitted for April 2023 Senate approval; and
- Enrolment projections for 2025-2026: submitted to Senate for information.

The Development of Enrolment Targets

The SEMG includes the Provost, Vice-Provosts, Deans, faculty members, and representatives from the Office of the University Registrar, Undergraduate Admissions and Recruitment, and the Office of Planning and Budget. This group considers enrolment targets and projections annually for the following three years. Each spring, Senate reviews:

- Any revisions to previously approved targets for the upcoming year that are resubmitted for approval;
- Any revisions to previously submitted (for information) targets for the first of the two following years that are resubmitted for approval; and
- The projections for the second of the two following years submitted for information.

This practice of submitting overlapping enrolment targets enables annual budget planning, which begins 12 months prior to the year of the budget that is being planned.

The enrolment targets are developed as follows:

- Meetings are held with each Dean to review enrolment priorities, applicant demand, program capacity and any other issues affecting enrolment;
- The SEMG reviews data on Queen's applications, province-wide applications, sector trends, provincial policy issues and initiatives, and annual faculty and school enrolment plans;
- Preliminary targets for the upcoming three years are presented to SEMG and assessed against the data, and university priorities and goals;

- SEMG recommends rolling three-year enrolment targets and projections to SCADP. The first two years' projections are presented as targets for approval, and the third year's projections are presented for information;
- SCADP reviews and recommends the two upcoming years' enrolment targets to Senate for approval and provides the third year's projections for information.

Undergraduate Enrolment Context

Applications to Queen's for 2023-24 remain strong, with over 53,000 applications to undergraduate programs. This continues a pattern of strong growth over the past five years.

The Ontario Universities' Application Centre (OUAC) reports that first-year direct-entry applications to Ontario universities for 2023-2024 from applicants in Ontario have increased by 2.9 % as of February 15, 2023, compared to the same time last year. Over the last five years the OUAC reports a 13% increase from applicants in Ontario, while Queen's has seen a nearly 27% increase over that same time.

While applications are strong overall, applications to Queen's from international fee-paying students have decreased by 10% this year, driven primarily by a decrease in applications from students currently in China. This is a similar trend in the broader Ontario sector, where applications from international fee-paying applicants are down 4.3% this year.

Graduate Enrolment Context

Following a remarkable growth in graduate enrolment, with a 29% increase between the 2017-18 and 2021-22 academic years, we are beginning to see the emergence of a different trend. Although early indications for the 2023-24 academic year suggest a decline in application numbers, they align with historical trends, as applications received thus far appear consistent with previous admission cycles.

As of February 17, 2023, the School of Graduate Studies and Postdoctoral Affairs had received a total of 9,904 applications for all SGSPA programs for the academic year 2022-23, which accounts for a 6% reduction from the previous year. This decline not surprising, particularly following an exceptional year in graduate admissions in 2021-22. There has been a 5% decrease in domestic applications, while international student applications have witnessed an even more noticeable decline, dropping by 8.1%.

International Student Enrolment

The university remains committed to increasing the number, proportion, and diversity of international students on campus. International students currently comprise 14.3% of the full-time student population. Ongoing planning concerning international enrolment will be informed by the Principal's Strategic Plan, its implementation, and the specific international planning process currently underway.

In 2022-2023, international students made up 8% of the first-year undergraduate class, a decrease from 10.7% in 2021-2022 due to the impact of the global pandemic on student

mobility. First-year international enrolment reflects planned modest year-over-year growth since 2013, when international students accounted for only 2.9% of the incoming first-year class.

Queen's has embedded undergraduate recruitment staff in China, India, and Viet Nam and works with a select group of education agents to guide applicants during the application process. The university supports all students through the transition to their academic careers at Queen's, and provides robust international student support through the Queen's University International Centre (QUIC). Undergraduate Admission and Recruitment, in partnership with the QUIC, is leading efforts, in cooperation with the faculties and schools, to support incoming international students with enhanced transition support and outreach activities that contribute to an improved student life and learning experience. The first- to second-year undergraduate retention rate among international students in 2021 was 90.8%.

[Prioritizing Indigenization, Equity, Diversity, Inclusion, Anti-Racism and Accessibility \(I-EDI-AA\)](#)

Integrated through all strategic enrolment planning and management processes is the institutional commitment to advancing Indigenization, equity, diversity, inclusion, anti-racism and accessibility.

In August 2020, Undergraduate Admission & Recruitment struck an Equity, Diversity, Inclusion, and Indigenization (EDI) Task Force, concurrent with the Principal's Declaration of Commitment to Address Systemic Racism, to help remove barriers among equity-deserving applicants.

This work resulted in recommendations covering admission policies and processes, student financial aid, outreach, and peer support, all approved and endorsed by the SEMG and implemented for the 2021-22 admission cycle. Results to date include:

- The [Commitment Scholars Award](#) has received approximately 300 applications per year since launching in January 2021. Student Awards is currently assessing applications to identify the third cohort of 10 annual recipients.
- Commitment Bursaries are available to students entering the first year of any first-entry undergraduate degree program who self-identify as a member of an underserved or underrepresented group based on demonstrated financial need.
- At full maturity, these programs will represent a total ongoing commitment of \$3-\$4M annually of renewable funding for self-identified members of underserved or underrepresented student communities.
- The [Equity Ambassador program](#) currently includes 21 upper-year students representing all faculties and schools, as well as five full-time summer intern positions. Ambassadors are paid and work with campus and community partners to develop content and programming for equity-deserving students.
- Expanded admission bursary programs to enable more students with the highest need to join the campus community and fully experience all the university offers. The 2021-22 Financial Aid Review led to the creation up to 100 renewable [Major Access Awards](#) that

will provide recipients with four years of funding – totalling \$40,000 - \$72,000 – depending on the program of study. This initiative will encourage those who may not have otherwise considered Queen's due to personal, geographic, or socio-economic circumstances, to apply and accept their offer to Queen's. The first Major Access Awards will be offered to the students joining the university community in September 2023.

Indigenous Student Enrolment

The university continues to enhance targeted and sustained recruitment and outreach strategies to maintain the growth of self-identified Indigenous learners at Queen's at the undergraduate and graduate levels. In September 2021, an [Indigenous Students Verification Policy](#) was approved to ensure that resources, access and services, that are restricted based on Indigenous identity, are allocated to students with verified Indigenous identity. This work is undertaken in collaboration with the Four Directions Indigenous Student Centre.

Over the last five years, applications from self-identified Indigenous undergraduate applicants have increased by 68%. The university has an [Indigenous Students Admission Pathway](#), which has significantly supported the enrolment of Indigenous learners. Undergraduate Admission and Recruitment collaborates closely with the Office of Indigenous Initiatives, Four Directions Indigenous Student Centre, and faculties and schools, to collaborate on strategic priorities and support Indigenous students throughout the application and admission process and during their studies.

The representation of Indigenous applicants at the graduate level reflects some success of the proactive measures undertaken by SGSPA to increase Indigenous applicants. In particular, implementing the Indigenous Admissions policy, with its focus on recruiting Indigenous students, combined with the introduction of the Teyonkwayenawá:kon – Graduate Scholarship, has increased the representation of Indigenous applicants.

First-Generation Student Enrolment

The university is committed to increasing the number of self-identified first-generation students who would be the first in their families to attend college or university.

In Fall 2017, Senate approved the [First-Generation Admission Policy](#), modelled on the success of the [Indigenous Admission Policy](#), and established a GTA-based Recruitment Coordinator position to work in schools and communities that serve underrepresented populations. In fall 2021, Undergraduate Admission and Recruitment expanded its [team in the GTA](#) to include a Manager, Access and Inclusion, to oversee and continue to grow our community-based partnerships, which now include 22 local organizations that work with underserved communities.

Student Awards also introduced an entrance award to support local first-generation students; in 2022-2023, the university welcomed the third cohort of students in the [Promise Scholars](#)

program. In 2022-2023, 5% of incoming undergraduate students self-identified as the first in their family to attend post-secondary, an increase of over 10% since 2017.

Enrolment Tables

Two tables are included in this report:

- Table 1: Student Headcount Intake; and
- Table 2: Enrolment Summary (Total Enrolment).

Table 1: Student Headcount Intake

University-Wide Intake:

For 2023-2024 and beyond, the total **first-year direct-entry** target has reduced from the target previously approved by Senate, 5,084, to 5,034. This decrease is directly due to a revised intake target for the online Bachelor of Health Sciences program. In addition, there has been movement within and between some faculties and programs in response to applicant demand, program capacity and faculty/school priorities. Provincial government priorities for increased healthcare workers may necessitate growth in the Nursing Science program, not reflected in these targets.

For 2023-2024, the planned **first-year second-entry** target is 629, an increase of 122 students from what was previously approved. For 2024-2025, the planned **first-year second-entry** target rises to 643 students, an increase of 95 over the previously approved target of 548. The projection for 2025-2026 then decreases to 610 students. These swings in first-year second-entry targets are primarily due to fluctuations in the flow-through of students from the Concurrent Education program.

The projected intake of graduate students for the upcoming 2023-2024 academic year is expected to decrease by 223 students. The new intake target will be 3,242 compared to the Senate-approved target of 3,465. However, we expect the projected graduate intake for the subsequent academic year, 2024-2025, to be increased to 3,474, followed by a further increase to 3,483 in 2025-2026.

These adjustments to the graduate intake targets reflect the evolving Faculty/Institutional priorities, influenced by various recruitment challenges such as demographic shifts, a strong job market, the rising cost of living in Kingston, and the comparative strength of our funding packages. The reduction in the projected intake target for the upcoming academic year may be attributed to these recruitment challenges, while the subsequent projected increase in the intake target for the following years reflects the institution's anticipated capacity and goals for graduate education, as reflected in the Capital Improvement Plan.

Undergraduate Intake by Faculty and Program:

Table 1 shows first-year and upper-year intake by faculty, school, and program. A summary for each faculty/school is set out below.

Arts and Science:

The total intake target for 2023-2024 and beyond remains unchanged from the 2022-2023 target intake of 3,141.

For 2023-2024 and beyond, the Kinesiology program target has been reduced by 10 student spots from the previously approved 175 to 165 to allow for adding 10 spots for the addition of Concurrent Education/Kinesiology. Additionally, there is a reduction in the target for the Arts program to support growth for Science and Computing.

Admission to the Bachelor of Fine Art (Visual Art) and the Concurrent Education / Bachelor of Fine Art (Visual Art) programs is in the process of being suspended in light of the BFA's most recent cyclical program review and in consultation with both the Vice-Provost (Teaching and Learning) and Acting Program Director. The 20 spaces allocated to those two programs will be redistributed internally within Arts and Science and Education, respectively.

For 2023-24 and beyond, the upper-year Arts and Science transfer student target remains unchanged at 118 students.

Bader College:

For 2023-2024 and beyond, the first-year target remains unchanged at 155, and the upper-year intake target decreases from 40 to 30.

Faculty of Engineering and Applied Science:

For 2023-2024 and beyond, the first-year intake target remains unchanged at 850 students, and the upper-year target intake remains at 90.

Smith School of Business

For 2023-2024 and beyond, the planned first-year intake target for the Commerce program remains at the previously approved target of 500 students, and the upper-year target remains at 5.

Faculty of Health Sciences:

Planned intake to the on-campus Bachelor of Health Sciences program in 2023-2024 and beyond will remain unchanged at 229. Previously approved intake targets for the online Bachelor of Health Sciences program for 2023-2024 and beyond have been reduced by 50 student spots from 85 to 35.

The planned intake to the Nursing program remains at 124 for 2023-2024 and beyond, pending any additional space allocations as determined by the Ministry. The intake targets previously

approved for the Nursing-Advanced Standing program for 2023-2024 and beyond have increased from 48 to 64.

The School of Medicine's first-year intake remains at the previously approved target of 128 students for 2023-2024 and beyond.

The 2023-2024 intake target for Post-Graduate Medicine decreases from the previously approved target of 227 students to 197 students, and from 227 to 207 in 2024-2025. The intake target then increases to 217 for 2025-2026.

Faculty of Law:

The intake target for Law increases slightly to 216 from the previously approved target of 208 for 2023-2024 and beyond.

Faculty of Education:

The faculty adjusts the intake targets for the Consecutive Education programs to maintain a balance with the students progressing from the Concurrent Education program. The target intake for 2023-2024 has been increased by 108 students to 561 from the previously approved 453 and increases to 575 in 2024-2024, before falling slightly to 542 in 2025-2026.

Graduate Intake:

As highlighted in Table 1, the revised enrolment targets for master's and doctoral programs reflect modifications in planned enrolment intakes for the upcoming academic year: 2023-2024. Following a careful review of the faculty enrolment targets for master's programs, Queen's institutional target has been reduced from the previously anticipated enrolment of 2,512 to 2,345. The primary cause of this reduction is the projected decrease in intakes for Smith School of Business professional master's programs.

Besides, the enrolment target for doctoral students has been slightly reduced from 380 to 355. The revised target for graduate diplomas, currently at 542, mirrors a reduction from its original target of 573. This modification is primarily a function of a decrease in the projected enrolment for Smith's GBUS (Business Administration) and GDA (Accounting) diploma programs.

Table 2: Enrolment Summary

Table 2 shows total enrolment by faculty, school, and program, and includes all enrolment data that inform faculty budgets. Also included is a full-time-equivalent column to reflect the various course loads and weighting per student and the associated budget implications for each faculty and school. This table demonstrates the university's strong undergraduate and graduate retention rates — continually among the highest in the country — and tracks the flow-through of any enrolment changes included in Table 1.

The SEMG has worked collaboratively to enhance enrolment planning information for SCADP and Senate. Feedback is welcome as the SEMG continues to improve enrolment-related data reporting.

The results of these plans and strategies are detailed in the annual Enrolment Report, which will be submitted to Senate in January 2024.

Table 1: Student Fall Headcount Intake

Enrolment Report to the Senate Committee on Academic Development		DRAFT										February 2023		
Table 1: Student Fall Headcount Intake												Queen's University Office of Planning and Budgeting		
Program	2022 Actual		2023 Prev Planned		2023 Planned		2024 Prev Planned		2024 Updated Plan		2025 Planned			
	First Year	Upper Year	First Year	Upper Year	First Year	Upper Year	First Year	Upper Year	First Year	Upper Year	First Year	Upper Year		
Undergraduate (Full-Time)														
Arts & Science														
BA/BAH	1,370	13	1,403	65	1,330	65	1,403	65	1,330	65	1,330	65		
BSC/BSCH	1,063	11	923	35	931	35	923	35	931	35	931	35		
BFAH	6	0	10	0	10	0	10	0	10	0	10	0		
BMUS	6	0	15	0	15	0	15	0	15	0	15	0		
BCMP/BCMPH	391	1	250	5	325	5	250	5	325	5	325	5		
BSCH KINE	163	0	175	0	165	0	175	0	165	0	165	0		
BMT	1	3	0	13	0	13	0	13	0	13	0	13		
Con-Ed Arts/Science/Music/KINE	283	0	300	0	300	0	300	0	300	0	300	0		
Distance Studies (BA1)	71	8	65	0	65	0	65	0	65	0	65	0		
Non-Degree/Certificate Programs	0	0	0	0	0	0	0	0	0	0	0	0		
Subtotal Arts & Science	3,354	36	3,141	118	3,141	118	3,141	118	3,141	118	3,141	118		
Commerce	499	0	500	5	500	5	500	5	500	5	500	5		
Engineering	827	7	850	90	850	90	850	90	850	90	850	90		
Bachelor Health Science - Distance	37	4	85	0	35	0	85	0	35	0	35	0		
Bachelor Health Science - On Campus	215	0	229	0	229	0	229	0	229	0	229	0		
Nursing	130	0	124	0	124	0	124	0	124	0	124	0		
Bader College	155	29	155	40	155	30	155	40	155	30	155	30		
Subtotal Direct Entry	5,217	76	5,084	253	5,034	243	5,084	253	5,034	243	5,034	243		
Education (Yr 5 & Consec)		490		453		561		494		575		542		
Law	205	4	208	6	216	4	208	6	216	4	216	4		
Medicine	108	0	128	0	128	0	128	0	128	0	128	0		
Post-Graduate Medicine	194	0	227	0	197	0	227	0	207	0	217	0		
Nursing-Advanced Standing		49		48		64		48		64		64		
Subtotal Second Entry	507	543	563	507	541	629	563	548	551	643	561	610		
Subtotal Undergraduate (Fac/School)	5,724	619	5,647	760	5,575	872	5,647	801	5,585	886	5,595	853		
Graduate (Full-Time)														
School of Grad Studies														
Research Masters	667		774		773		797		806		813			
Professional Masters	398		528		500		551		548		546			
Doctoral	306		380		355		390		419		423			
Diploma	454		423		444		470		494		494			
Subtotal SGS	1,825		2,105		2,072		2,208		2,267		2,276			
Smith School of Business														
Masters	992		1,210		1,072		1,230		1,107		1,107			
Diploma	98		150		98		150		100		100			
Subtotal Smith	1,090		1,360		1,170		1,380		1,207		1,207			
Subtotal Graduate	2,915		3,465		3,242		3,588		3,474		3,483			
Budgeted Total Enrolment	8,639	619	9,112	760	8,817	872	9,235	801	9,059	886	9,078	853		

Table 2: Enrolment Summary

Enrolment Report to the Senate Committee on Academic Development					February 2023			
DRAFT					Queen's University Office of Planning and Budgeting			
Table 2: Enrolment Summary								
Program	Fall Full-Time Headcount				Annualized FTE			
	Actual	Planned			Actual	Planned		
	Fall 2022	Fall 2023	Fall 2024	Fall 2025	2022-23	2023-24	2024-25	2025-26
Undergraduate								
Arts & Science								
BA/BAH	5,878	5,835	5,736	5,664	5,734	5,753	5,659	5,589
BSC/BSCH	3,825	3,718	3,750	3,751	3,778	3,687	3,734	3,732
BFAH	71	58	54	52	76	61	56	54
BMUS	60	61	66	68	62	63	68	70
BCMP/BCMPH	1,206	1,201	1,237	1,244	1,191	1,167	1,213	1,217
BSCH KINE	709	690	645	611	710	690	644	610
BMT	17	21	19	19	18	22	20	20
Con-Ed Arts/Science/Music/KINE	906	824	825	825	879	816	807	807
Distance Studies (BA1)	322	300	291	288	447	417	411	408
Non-Degree/Certificate Programs	67	70	72	74	248	243	243	245
Subtotal Arts & Science	13,061	12,778	12,695	12,596	13,143	12,918	12,854	12,751
Commerce	2,072	2,066	2,012	1,998	2,090	2,057	2,009	1,996
Engineering	3,522	3,440	3,465	3,406	3,697	3,636	3,660	3,602
Bachelor Health Science - Distance	233	228	210	205	335	307	289	284
Bachelor Health Science - On Campus	943	997	950	840	976	949	903	799
Nursing	462	480	469	455	476	466	456	443
Bader College	184	185	185	185	215	245	240	240
Subtotal Direct Entry	20,477	20,174	19,986	19,685	20,932	20,578	20,411	20,115
Education (Yr 5 & Consec)	523	622	737	684	1,028	1,203	1,245	1,238
Law	628	622	624	636	660	659	662	673
Medicine	428	442	461	476	428	442	461	476
Post-Graduate Medicine	559	574	594	634	564	576	596	636
Nursing-Advanced Standing	90	107	116	116	134	151	161	161
Subtotal Second Entry	2,228	2,367	2,532	2,546	2,814	3,031	3,125	3,184
Subtotal Undergraduate (Fac/School)	22,705	22,541	22,518	22,231	23,746	23,609	23,536	23,299
Graduate (Full-time)								
School of Grad Studies								
Research Masters	1,314	1,475	1,584	1,620	1,256	1,404	1,512	1,554
Professional Masters	626	749	808	808	893	957	1,036	1,052
Doctoral	1,575	1,585	1,722	1,787	1,552	1,550	1,687	1,764
Diploma	451	477	492	514	445	506	525	555
Subtotal SGS	3,966	4,286	4,606	4,729	4,146	4,417	4,760	4,925
Smith School of Business								
Masters	1,236	1,225	1,313	1,314	1,236	1,225	1,313	1,314
Diploma	98	98	100	100	62	63	65	65
Subtotal Smith	1,334	1,323	1,413	1,414	1,298	1,288	1,378	1,379
Subtotal Graduate	5,300	5,609	6,019	6,143	5,444	5,705	6,138	6,304
Budgeted Total Enrolment	28,005	28,150	28,537	28,374	29,190	29,314	29,674	29,603