




**Academic Quality**

**1. Innovative, Quality Programs for Academic Excellence**

*Foster distinctive programs delivered in a culture guided by the scholarship of teaching and learning*

Action/Strategy	Measurable/Milestone	Status
Ensure programs are high- quality and contemporary and students are highly satisfied with their program.	1) New programs and program updates regularly occur at least once per year. Units report on action taken to address cyclical review recommendations. 2) Applications and registrations increase and meet enrolment target contracts. 3) Student surveys show increased satisfaction with their programs.	 On Track
Units map pedagogical practices to course learning outcomes and the FSc gains a reputation for pedagogical research.	1) Number of courses changed through adoption of appropriate pedagogical practices. 2) Number of eLearning and experiential pedagogies that are adopted. 3) Number of faculty members publishing pedagogical research increases.	 On Track




**Support Markham Campus**

Action/Strategy	Measurable/Milestone	Status
Actively engage in planning for the new York University- Markham Campus.	1) Develop unique science programs and courses for the new campus resulting in increased student demand and enrolments.	 On Track

**Academic Quality**

**2. Advancing Exploration, Innovation and Achievement in Scholarship, Research and**

*Enhance FSc’s strong research profile, building on existing areas of faculty strength and expertise.*

Action/Strategy	Measurable/Milestone	Status
Increase the number of research chairs and renew the professorial stream faculty complement.	1) Maximize CRC hires. 2) Search for a new Roger's Chair. 3) Develop new research chairs through advancement initiatives and industrial research chairs (IRCs) program.	 On Track
Enhance and build critical mass in selected research areas.	1) Build expertise in materials science. 2) Build expertise in biology of disease. 3) Identify other emerging areas.	 On Track
Increase external funding for research and graduate support.	1) Support team/large grant applications. 2) Increase industry support through CRD grants, etc. 3) Seek funding from foundations.	 On Track


## Integrated Resource Plan 2018-2019

### Faculty of Science

**PLANID:** 1119


Actively communicate FSc's research initiatives and successes to internal and external audiences.

1) There are 25 articles per year about FSc research activities in Y-File and/or The York University Magazine. 2) Number of press releases from Media Relations. 3) Coverage in print, broadcast and online media nationally and internationally.



 On Track

Develop a sustainable system for supporting research infrastructure and equipment.





1) Identify shared research equipment important for FSc research success. 2) Identify expenses and revenues for the shared research equipment to ensure proper maintenance. 3) Develop a rate structure model to ensure the equipment is properly maintained and accessible to FSc researchers. 4) Increased number of paying external clients utilizing excess capacity of our research equipment.

 On Track



#### ***Enhance the reputation and visibility of FSc research at York University.***

Action/Strategy	Measurable/Milestone	Status
Establish unit-based nomination committees to increase the number of nominations for prestigious awards.	1) Increased number of nominations and successes for prestigious awards year over year.	 On Track
Promote and publicize external speaking engagements featuring FSc researchers.	1) Organize major public events to showcase York Science. Target one major event per year. 2) Increased number of FSc researchers are requested for external speaking events, such as the Library series of talks.	 On Track


#### ***Improve the quality of graduate students and increase the number of graduates in FSc to enhance the quality of research and TA support.***

Action/Strategy	Measurable/Milestone	Status
Ensure timely offers are made to the best potential graduate students to increase the number and quality of acceptances (excellence in research requires excellent graduate students).	1) Increased number of acceptances by excellent graduate students ( A)	 On Track
Strengthen the role of "anchor departments" in the planning of graduate programs as part of the overall planning of their discipline.	1) Graduate planning is incorporated into departmental unit planning	 Progressing
Attract more external, high quality graduate students to FSc graduate programs through more competitive funding packages	1) Emphasize domestic recruitment 2) Increased number of high quality external grad student applications	 On Track
Run graduate scholarship workshops for Tri-council competitions.	1) Number of successful Tri- Council awards won by FSc graduate students 2) Success rate of workshop attendees compared to other applicants (% difference) 3) Number of graduate students attending the workshops	 On Track

***Increase "wet-lab" research lab space.***




Action/Strategy	Measurable/Milestone	Status
Intensify fund-raising efforts for donor-named labs.	1) Identify 5 prospects to cultivate for naming donations 2) Secure 2 new donors for naming opportunities in the Life Sciences Building (LSB) between 2016-2020.	 Not On Track
Develop a detailed and coherent space plan to map current and future research lab space requirements.	1) Identify current and future professorial stream hires in complement plans. 2) Identify available research lab space in FSc buildings and match to potential hires. 3) Ensure wet lab space is allocated to researchers requiring wet labs to optimize specific use.	 On Track

***Support construction and renovation projects in order to build the physical capacity to meet current demand and allow future growth in key programs.***


Action/Strategy	Measurable/Milestone	Status
Enhance and improve the space used for teaching purposes (classrooms and labs – the new Life Sciences Building provides new state-of-art teaching labs and classroom space; however, existing classrooms and labs need to be "spruced-up").	1) Number of fully equipped classrooms in the older buildings (Petrie, Farquharson and Lumbers) used primarily by FSc are refurbished and technologically enhanced at a rate of 1 each year.	 On Track

**Student Success**


***Foster distinctive programs delivered in a culture guided by the scholarship of teaching and learning***

Action/Strategy	Measurable/Milestone	Status
Expand research experiences for undergraduate students, beginning in the first year. Departments leverage alumni and community/employer partners to help grow co-op opportunities.	1) Provide at least five Dean's undergraduate research awards each year. 2) Enrolments in research practicum courses increase. 3) At least 20 students are in co- op work terms each academic term.	 On Track
Recognize research and teaching excellence through external awards.	1) At least one major external teaching award is won by a faculty member over the next 5 years. 2) At least one major external research award is won by a faculty member over the next 5 years.	 Progressing
A Teaching & Learning seminar series is well established and well attended.	1) There are at least two seminars each term with attendance of 30-40 people.	 On Track




**Improve the educational quality and delivery of teaching.**

Action/Strategy	Measurable/Milestone	Status
Recognize and strengthen the role of alternate stream faculty in quality teaching.	1) Provide teaching development opportunities and acknowledgement for teaching stream faculty. 2) Make pedagogy of teaching an important aspect in teaching stream faculty. 3. Develop appropriate Tenure & Promotion criteria for the teaching stream faculty.	 On Track

**Improve the quality of graduate students and increase the number of graduates in FSc to enhance the quality of research and TA support.**


Action/Strategy	Measurable/Milestone	Status
Ensure there is a balance between graduate growth and quality candidates.	1) Have a coherent plan in place between FSc and FGS 2) Quality of entering graduate students improves	 Progressing

**Increase student retention and academic success (through quality teaching and other major initiatives to enhance student learning).**



Action/Strategy	Measurable/Milestone	Status
Maintain or increase current grade levels for entrance to FSc programs.	1) Stable or increased retention of students from the overall retention rate of 85.53% in 2014/15	 On Track
Enhance opportunities for experiential learning and professional development for undergraduate and graduate students.	1) Increase the number of Mitacs placements. 2) Number of students taking part in co-op and internship programs increases year over year. 3) Expand undergrad summer research awards. 4) Implement graduate student professional development workshops and seminars focusing on job readiness skills.	 On Track
In collaboration with Bethune College, extend remedial Math tutorials and implement extra Math testing and support for at-risk students.	1) Improvement in academic performance of these students in selected courses from failing grades to passing grades 2) Number of students participating in summer and Reading Week tutorial sessions	 On Track

**Student Success**  
**4. A Student-Centred Approach**

***FSc Student Services are reorganized in a central location resulting in improved accessibility and better service for students.***



Action/Strategy	Measurable/Milestone	Status
Investigate the feasibility of moving the Science Academic Services into Bethune College.	1) Identify potential space in Bethune College. 2) Move to central location results in synergies between SAS staff, Bethune College staff and student support group activities. 3) Student satisfaction with FSc student services increases 4) Decrease in number of students being referred to multiple areas of FSc for service	 Progressing

***Increase student retention and academic success (through quality teaching and other major initiatives to enhance student learning).***

Action/Strategy	Measurable/Milestone	Status
Provide inclusive and engaging opportunities for student participation in FSc activities that will allow our students to connect with (and give back to) York as Alumni.	1) On-going involvement of alumni in student events 2) Celebration and acknowledgement of FSc student and alumni successes.	 Progressing
Increase student recognition through scholarships and awards.	1) Increased number of undergraduate student scholarships and awards in FSc (2015/16 baseline March 1/15 - February 29/16): 1740 scholarships 75 awards 578 bursaries 15 prizes There were 1442 individual students who received awards. (this includes: entrance scholarships; FSc Scholarships; York U continuing student scholarships; and awards)	 Progressing



**Engagement and Outreach**  
**6. Enhanced Community Engagement**

***Build sustainable Science Engagement programs that reaches our community and beyond.***


Action/Strategy	Measurable/Milestone	Status
Ensure access to our Science Camps is available to children in our community so they are introduced to York University and exposed to the excitement of Science.	1) Source and secure donations to fund camp bursaries for community children who otherwise could not afford to attend camp. Target at least 5% of camp registrations as bursary recipients. 2) Apply for grant funding to affordably run the Science Camps. Keep camp academic program of a high quality and keep the registration cost reasonable and accessible. 3) Develop interesting and varied camp programs. Keep the material fresh and suitable to the camper age groups.	 On Track
Continue to grow and enhance the Helix Summer Science Institute.	1) Registration in these programs for high performing high school students shows year over year growth. 2) Registrants include domestic and international students.	 On Track

**Enabling the Plan**  
**7. Enabling the Plan**


**Academic and Administrative Program Review results are considered and integrated in program plans.**

Action/Strategy	Measurable/Milestone	Status
Effective and fair teaching assignments.	1) Reduce course releases that are outside of the YUFA collective agreement. 2) Reduce small courses. 3) Reduce or eliminate the banking of courses. 4) Increase productivity in teaching assignments.	 On Track
Confirm effectiveness and demand of the current slate of programs offered.	1) Growth in student registrations in the programs. 2) Rationalize expensive courses and programs. 3) Merge and/or reform low enrolment courses and programs.	 On Track



**Enhance the skill and knowledge levels of the FSc workforce (staff and faculty).**

Action/Strategy	Measurable/Milestone	Status
Professional development and learning opportunities are increased for staff and faculty members by actively tapping into a variety of funding sources.	1) Number of staff who attend at least one learning or professional development course. 2) Number of faculty members set up with mentoring development opportunities and other professional development.	 On Track



**Ensure FSc is prepared for the implementation of the new SHARP Budget Model.**

Action/Strategy	Measurable/Milestone	Status
Impact of the new budget model on FSc is clear and transparent.	1) Clarify the SHARP budget model down to the departmental level for discussion and decision making purposes. 2) Allocate departmental budgets to ensure small programs are not disadvantaged and there is cross-subsidization where required. 3) Increase enrolments of domestic and international undergraduate students according to agreed upon targets to increase revenues. 4) The FSc in-year budget deficit is reduced to zero so that we are in a balanced position by May 1, 2017 when the new SHARP budget model is fully implemented.	 On Track



**Ensure the non- academic support aligns with the academic and research priorities and the activities of the Faculty.**

Action/Strategy	Measurable/Milestone	Status
Review administrative and technical support to ensure there is consistency across the Faculty.	1) Anomalies are identified and addressed to ensure consistency across the Faculty	 On Track
Measure and analyze non- academic workload to ensure an equitable distribution exists and make adjustments where necessary.	1) Efficiencies are realized 2) Workflow is smooth 3) Staff have a manageable workload and are efficient and effective in their roles.	 On Track

**Improve Organizational Engagement**

Action/Strategy	Measurable/Milestone	Status
Demonstrate the commitment of the Faculty Leadership team to the direction of the Faculty and be proactive in laying out plans to support the units.	OE - Faculty or Divisional Leadership Team 1) Individual departmental meetings are arranged to discuss plans and listen to concerns and suggestions. 2) Dean's Office staff visit departments personally to meet with staff and faculty members to review challenges and concerns (rather than rely on email). 3) Open forum meetings are planned quarterly to ensure staff and faculty are provided an opportunity to stay informed on Faculty and University initiatives and plans as well as given the opportunity to meet their colleagues in other departments. 4) Distribution of the Dean's Monthly Round-Up to all FSc faculty and staff. Also posted online on the Fsc website. 5) Foster a sense of community among graduate students and postdoctoral researchers by bringing them together at informal events or talks.	 Progressing
Increase opportunities for the engagement of alumni, supporters and friends of FSc.	1) Organize events such as: campus visits; meetings with the Dean; Science Legacies breakfast; YUSAN. 2) Engage alumni on various panels and discussion groups. 3) Profile alumni in magazines and events.	 Progressing

**Simplify and align the FSc administrative model to enhance support for students and faculty and provide meaningful involvement and satisfaction for staff.**

Action/Strategy	Measurable/Milestone	Status
Implement regular and on- going staff performance reviews.	1) Management and non- management staff have a minimum of one formal performance review each year	 On Track
Recognize exceptional staff performance.	1) Exceptional staff are identified and nominated for the President's Staff Recognition Awards annually. Number of staff nominated annually. 2) Managers and faculty recognize exceptional staff performance and contributions verbally or in writing (i.e. number of commendations received)	 On Track

