

Faculty of Health

Top Accomplishments - April 2022, Year-End Evaluation

- 1. Advancing 21st century learning through new programs and curricular innovation.** We received Senate approval to allow our students to take specified first year courses to satisfy their general education requirement and we began implementation of a framework called transition pedagogy across all undergrad programs – designed to provide students within the curriculum learning tools, understand expectations, and develop skills to be successful at university. We developed proposals, and/or began implementing the following new initiatives: (i) a new curriculum for direct entry nursing; (ii) revised IEN and 2nd entry nursing courses to align with the direct entry curriculum; (iii) developed a proposal for distinctive streams (e.g., acute and complex care) within the nursing UG program; (iv) developed a proposal to create new streams/micro-credentials in UG psychology; (v) brought a new PhD in Global Health through the approval process; and initiated market analyses, feasibility analyses, NOIs and full proposals to create professional masters degrees in (vi) physiotherapy, (vii) occupational therapy, (viii) professional kinesiology, (ix) psychotherapy, (x) health informatics and analytics. We also started a proposal to create a new UG degree in Racialized Health and Disability Justice, and had a new stream in health policy and management approved by Senate for our existing Masters in Health.
- 2. Intensification of our research.** We have hired three new CRCs and one new endowed research chair, appointed six new YRCs and reappointed one other YRC. An application for a new CIHR Chair is pending. Our researchers submitted 76 Tri-Agency research proposals (8 were funded for \$4.52 million and 41 are pending decisions). We also submitted 62 non-Tri Council applications of which 22 were funded worth \$12.3 million. We also received \$300,000 in subgrants. We made substantial commitments to support five existing ORUs and one new ORU, multiple catalyst grants, two New Frontier grants, a CFREF and a CERC application.
- 3. Advances in Equity, Diversity and Inclusion.** An EDI task force completed extensive consultations with multiple stakeholder groups and the Co-Chairs have recently completed an extensive report with nearly 30 recommendations. Funding has been put aside to support implementation. Our two largest units, Psychology and Kinesiology simultaneously developed their own action lists and have begun implementation. A student EDI advisory group has been created. Strategic hires successfully resulted in one Black and one additional Indigenous Scholar in our complement.
- 4. Building partnerships.** We supported the creation of several new or existing partnerships including the Vaughan Health Precinct, Mackenzie Health, Oak Valley Health, and the Alzheimer's Society of York Region. We have jointly written and submitted a multi-million-dollar proposal with Mackenzie Health to create new UG streams and post graduate internships in nursing. We have had discussion with Oak Valley about new placements opportunities, and new initiatives in professional development for their staff. We have met internally and with partners to identify several potential joint research projects. A new MoU with the Unsinkable Foundation lead to joint advancement activities to establish a new Chair in child and adolescent mental health.
- 5. Laying the foundation for future success.** Our Faculty met or exceeded its domestic enrolment targets in each term this year at both the graduate and undergraduate levels. Despite the pandemic, we came very

close to meeting international enrolment targets. The combination of exceeding targets and careful management allowed us to balance our budget, and maintain a carryforward of more than \$16 million dollars, as well as a significant capital reserve. This was accomplished while incurring unexpected COVID related expenses such as the need for more sessional instructors to cover full time instructor absences and accommodations, and investments in digital learning. We also made some progress in re-allocating and consolidating space for new faculty and expanded research activities. While slowed by COVID, we have made some progress in designing and planning major new space projects in Sherman, HNES, and BSB. Finally, our advancement activities resulted in more than one million dollars in new gifts and have laid the foundation for several other large potential asks potentially worth several million more dollars.

1. 21st Century Learning

Objective 1 .1: High quality, relevant, courses and programs that contribute to students’ academic success, timely graduation, and life-long learning


Action/Strategy:

Action/Strategy 1.1.1 : Finalize and launch a teaching chair/fellow (target any of the following: building digital fluencies, creating a global mindset, decolonizing curriculum, universal design for learning to address growing need for accommodation and includes equitable access to education for marginalized groups).

Measures/Metrics/Milestones:

- Draft criteria and process for applying and selection.
- Communicate availability to generate nominations and applications
- Create a selection committee to review applications

Evaluation Status:

 Not On Track

Action/Strategy 1.1.2: Incorporate transition pedagogy into first- and second-year courses that will contribute to building essential 21st C academic skills/qualities/attributes within our programs.

- Create new and/or redesign first/second year courses to pedagogically support student transition in and through their first and second year
- Improve graduation rates over time.
- Submit major-modification proposal of new ‘inside Faculty outside major’ degree requirement in order to incorporate courses that use pedagogy to aid transition

 On Track

Action/Strategy 1.1.3: Promote and Support innovations in Teaching targeting 21st C learning and teaching initiatives such as Experiential education and TEL/elearning that builds on remote learning initiatives

- Award yearly Funds for Innovations in Teaching (FIT)
- Raise awareness about Teaching Commons resources
- Work with Learning Technology Services to Curate and advertise Health specific elearning resources (e.g., tips and beginning of term reminders for teaching online, zoom webinars on variety of topics to support using eclass)
- Each term coordinate and/or facilitate “lessons learned/promising practices” zoom panel discussions with faculty members and/or graduate students
- Hire (2 year contract) an instructional designer to contribute to the design and delivery of online learning activities/content that are engaging, accessible, inclusive, contributes to decolonizing the curriculum, and use appropriate assessment techniques.

 On Track

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 1.1.4: Augment Professional development opportunities for professorial and teaching stream faculty and teaching assistants

- Raise awareness about Teaching Commons resources
- Work with Learning Technology Services to Curate and advertise Health specific elearning resources (e.g., tips and beginning of term reminders for teaching online, zoom webinars on variety of topics to support using eclass)
- Each term coordinate and/or facilitate "lessons learned/promising practices" zoom panel discussions with faculty members and/or graduate students.
- Conduct yearly needs assessment by surveying full-time and part-time faculty members and teaching assistants (TAs)
- Determine and address professional development of Faculty members and training needs for TAs

 Completed


DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 1.1.5: Facilitate and support development of high quality in-demand new or substantially revised graduate and undergraduate programs

- Hire expert to conduct environmental scans
- (NEW) KHS landscape analysis for rehab science professional graduate programs progressing.
- Gather and identify in-demand labour market skills and trends to inform curricular and co-curricular programs
- Assist in program and curricular design including mapping and course development
- Complete Collab nursing dissolution plan and business plan
- (NEW) Write and submit Business Case for new Direct Entry Nursing program.
- (NEW) Introduce stream options in acute care and mental health in all three undergraduate programs in the School of Nursing.
- Complete proposal and CNO course mapping for direct entry BScN
- Revise IEN and second entry BScN to align with new direct entry curriculum
- Complete a proposal to create a new research stream for health management and informatics in the masters of Health
- Complete a proposal to create a new doctorate in global health
- Complete proposal for new bachelors degree in critical disabilities (now called "Racialized Health and Disability Justice")
- Complete a proposal for professional masters in kinesiology
- Complete a proposal for a new professional masters in health analytics and informatics
- Complete a proposal for a new professional masters in physiotherapy
- Complete a proposal for a new professional masters in occupational therapy or a related program
- (NEW) Create a Certificate in Counseling and Mental Health in Psychology.
- (NEW) Create an unregulated professional masters in Psychotherapy. Progressing NOI created.
- (NEW) Develop curriculum content for either Master of Applied Kinesiology and or Master of Athletic Therapy.
- (NEW) Develop a certificate in muscle health.

 On Track


DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364


Action/Strategy 1.1.6: Develop, promote, integrate, implement experiential education (EE) opportunities into our programs.

- Hire a second EE coordinator
- All new course proposals involving EE reviewed by EE coordinators to ensure alignment with EE theories and practices
- Increase visibility and promote EE opportunities in the Faculty of Health by communicating and marketing EE courses, communicating EE successes in Faculty and pan-university promotional channels (e.g., Y-file), and contributing to pan-university EE course-coding surveys
- Augment work-integrated learning (WIL) and/or Community Service Learning (CSL) opportunities for students in all of our programs
- Develop and distribute resources for all stakeholders (students, faculty, community partners) to support engagement in the entire range of EE activities
- Track use of resources through EE website analytics and other distribution channels
- Utilize RIIPEN platform to connect students with 'real-world' industry projects
- Promote and support C4 initiative within our programs
- (New) Promote EE opportunities in our programs by establishing a fund to reduce financial barriers for under-represented students.
- (New) EE coordinators participate in consultation process for Academic Innovation funded proposals (e.g., Pedagogy Assisted Transition in Health -PATH project) targeting experiential education.
- (New) Utilizing Experience York platform (formally known as Orbis) to send health specific volunteer and employment opportunities to students.

 On Track

Action/Strategy 1.1.7: Develop co-curricular programming to increase access to community- or work focused experiential learning opportunities

- Run a pilot co-curricular program that equips students with the skills to identify, access and succeed in community or work-focused experiential learning placements
- Design and implement training modules focused on relevant professionalism and transferrable skills to prepare students for community/work-focused experiential learning placements
- Establish a repository of experiential learning placements in collaboration with community partners
- Expand the program through a peer-led model (e.g. through work-study positions)
- Explore opportunities for linking the program with Becoming YU.
- Explore opportunities for linking the program with Becoming YU and/or the microcertification and digital badges related to labour market trends

 On Track

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 1.1.8: Gather and identify in-demand labour market skills and trends to inform curricular and co-curricular programs

- Conduct feedback surveys of health sector partners involved in Community Service Learning (CSL) or Work Integrated Learning (WIL), or other co-curricular events such as alumni panels
- Use TalentNeuron to gather labour market analytics
- Establish a health sector partner committee to provide insight into sector trends and labour market skills for Health courses
- Host yearly panels and networking events with health-sector professionals to inform students of sector-specific skills and market trends
- Create and implement microcertification and digital badges that align with labour market trends
- (NEW) Assess career specific requirements for a registered Kinesiologist.

Progressing

Action/Strategy 1.1.9: Explore the integration of credit and non-credit learning to create lifelong learning opportunities

- Hold discussions between HLLN and stakeholders (undergraduate programs, faculty members, AVP T&L) to determine how it might be possible.
- Determine what role HLLN vs. the undergraduate program plays
- Pilot microcredentialling framework and badging in at least one program.

Progressing

Objective 1.2: Growth and Diversification of our Graduate Students

Action/Strategy:

Action/Strategy 1.2.1: Identify and implement strategies to attract diverse and highly qualified graduate students.

Measures/Metrics/Milestones:

- Programs assess strengths/weaknesses
- Assess programs for opportunities to increase the proportion of students who complete their degrees within prescribed term limits.
- Develop and implement marketing and recruitment plans for each program
- Evaluate applicant pool for quality, quantity, diversity, number of external applicants.
- The proportion of international students supported by external awards and research grants.
- The number and amount of donor funded graduate awards and scholarships.
- Number of new or substantially revised graduate programs or specializations available.

Evaluation Status:

On Track

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Objective 1.3: To enhance recruitment of diversely situated students to the Faculty of Health

Action/Strategy:

Action/Strategy 1.3.1: Identify and implement strategies to attract diverse undergraduate students

Measures/Metrics/Milestones:

- Identify and implement findings from FoH EDI Working Group that identify recruitment-related recommendations
- Provide professional development opportunities for Faculty recruiters (faculty, staff and student ambassadors) about the relevance of Equity, Diversity and Inclusion (EDI) for recruitment, conversion activities
- Embed strategies that foster inclusivity in relation to recruitment and retention
- Expand College pathways and partnerships that will attract more diverse transfer/mature students
- (NEW) EDI advanced in the School of Kinesiology & Health Science.
- (NEW) EDI advances in the Department of Psychology.

Evaluation Status:

 Progressing

2. Knowledge for the Future

Objective 2.1: Broaden and deepen our external partnerships engagement

Action/Strategy:

Action/Strategy 2.1.1:
Foster respectful community partnerships and engagement

Measures/Metrics/Milestones:

- Host annual Cultivating Community Partnership networking event
- Facilitate access to appreciation mechanisms for community partners who support experiential learning in our courses
- Facilitate access to pan-university professional development and networking opportunities for community partners
- Collaborate with the York-TD Community Engagement Centre to support student preparedness for community engagement
- Utilize HLLN sub-brand and network support, deepening external partnership and engagement with them.
- (NEW) Create stream options in acute care and mental health in the School of Nursing in consultation with community partners.

Evaluation Status:

 On Track

Objective 2.2: (NEW) Increase external research funding success

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 2.2.1: (NEW) Update, enhance and create new supports to provide guidance and support to faculty members as they develop competitive external funding applications

- Encourage faculty members to actively participate in Research Commons activities that provide pan university support to researchers submit competitive applications for external funding opportunities.
- Provide customized support to researchers in submitting applications for Tri-agency funding – meet 1:1 with researchers and provide guidance on planning their submissions to Tri-agency competition.
- Facilitate an increase in grant proposals submitted to and successfully winning Tri-Council and non-Tri-council research funds.
- Develop a community-of-practice for graduate student funding applications by hosting a series of workshops by unit GPDs and Faculty supervisors to support Tri-Agency submissions.
- Workshops targeted to each Tri-agency will be hosted with principal investigators to advise and provide direction on how to actively engage more graduate students in ongoing research and grant submissions.

On Track

Action Strategy 2.2.2: (NEW) Maintain current formal and informal collaboration to ensure success of research opportunities while pursuing new collaboration to explore large-scale research opportunities.

- Support the development, submission, and administration of large-scale inter-disciplinary team projects.
- Support the development and submission of CFREF application in Fall 2022.
- Support and coordinate the submission for CERC submission as lead Faculty with Centre for Vision Research.

On Track

Objective 2.3: Explore the creation of an academic health science network

Action/Strategy:

Action/Strategy 2.3.1: Develop connections and research collaborations with York Region healthcare centres

Measures/Metrics/Milestones:

- Meet with Mackenzie Health, York Public Health, potential new Ontario Health Team, Long term care and other regional providers.
- Vaughn site.
- Develop MoUs.
- Host targeted-topic research collaboration events with Health faculty members and hospital partners.

Evaluation Status:

Progressing

Objective 2.4: Increase the number of research chairs within the Faculty of Health

Action/Strategy:

Action/Strategy 2.4.1: Seek opportunities for endowed, expendable and jointly funded research chairs, YRCs and CRCs.

Measures/Metrics/Milestones:

- The number of net new YRCs, and externally funded or partially funded research chairs

Evaluation Status:

On Track

3. From Access to Success

Objective 3.1: Determine and develop opportunities for learning about indigenous worldviews and the history of Canada vis-à-vis Indigenous peoples


Action/Strategy:

Action/Strategy 3.1.1 : Develop and implement indigenization of the Faculty/decolonization of the curriculum strategy

Measures/Metrics/Milestones:

- Hire GA to conduct an environmental scan on decolonization practices in higher education particularly targeting Health fields.
- Develop, support and promote undergraduate and graduate curriculum decolonization actions
- Identify and promote inclusive and culturally responsive pedagogy (e.g. co-constructed learning)
- Explore decolonization opportunities within the Non-degree studies i.e., Health Leadership and Learning (continuing education) sector

Evaluation Status:

 Progressing

Objective 3.2: Enhance reliable access to excellent academic and career advising for diverse undergraduate students


Action/Strategy:

Action/Strategy 3.2.1: Build Faculty of Health advising staffing capacity and support to better meet our diverse student needs

Measures/Metrics/Milestones:


- Improve student to advisor ratios by adding two net new Faculty Advisors in each of the next two years
- Guidelines developed and implemented for OSAS advisors to improve recruitment, retention and professional development
- Report examining current organization of and effectiveness of Faculty of Health advising Resources within OSAS and unit-specific advising

Evaluation Status:

 Progressing

Action/Strategy 3.2.2: Evaluate access to and quality of advising resources

- Identify key evaluation metrics and data sources to align with University and SMA3 metrics
- Collect and analyze data
- Prepare and disseminate report of findings and recommendation to key stakeholders
- Develop action and budget plan to address findings

 Not On Track

Objective 3.3: Optimize oversight and alignment of Student Success programs and services with Faculty of Health governance mechanisms and strategic directions

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 3.3.1 : Finalize and implement recommendations of the Task Force on Student Success related to organizational structure, priority programs and services, resource requirements, and the Role of the Colleges

- Task Force final recommendations for organizational structure
- Align relevant organizational job descriptions and processes for reporting, mechanisms to align strategic directions of College-delivered programs with Faculty of Health

Progressing

Objective 3.4: Track our progress on improving outcomes for all of our students and especially those from underrepresented groups

Action/Strategy:

Action/Strategy 3.4.1: Build Faculty of Health capacity to support data collection, analysis and reporting of student success and experience

Measures/Metrics/Milestones:

- Implement hiring plan recommended by Student Success Task Force with hiring of Manager, Student Success and Evaluation specialist.

Evaluation Status:

Not On Track

Objective 3.5: Build capacity in use of data analytics to enable proactive, customized early interventions for students

Action/Strategy:

Action/Strategy 3.5.1: Enhance Early Alert mechanisms to support timely support for students

Measures/Metrics/Milestones:

- Participate in Early Alert program through Division of Students with attention to examining impacts of such interventions on diverse groups of students
- Participate in development of Civitas advising program capacity to enhance Early Alert mechanisms.
- (NEW) Implement early alert pilot test in one section of Kine 1000.

Evaluation Status:

Progressing

Objective 3.6: Enhance the student experience for diversely situated undergraduate students

Action/Strategy:

Action/Strategy 3.6.1: Enhance student perspectives in Faculty programs, services.

Measures/Metrics/Milestones:

- Create a student advisory group with diverse representation (e.g., transfer, mature, first gen, part-time, International, Indigenous, LGBTQ, racialized, people with disabilities, International students) to provide feedback on HH programs, services and support, recruitment strategies and communication channels (e.g. website).

Evaluation Status:

Completed

Action/Strategy 3.6.2: Increase the reach of Faculty of Health co-curricular and extra-curricular Student Success programming across student constituencies (e.g., part-time, mature, International, students with disabilities, Indigenous, commuters)

- Examine, track and evaluate strategies to engage diverse students in student success programs
- Collaborate/coordinate programming with York International to support International student participation

Completed

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 3.6.3: Enhance student experience of remote learning

- Create opportunities for student engagement with faculty and staff to dialogue on experiences with remote learning and identification of directions for creating support
- Engage with units, College Heads, OSAS, Division of Students, Office of AVP to identify barriers and strategies for engaging and supporting students in a context of remote access to academic programs
- Identify and implement findings from Working Group on Anti-Black and Anti-Indigenous Racism that identify relevant recommendations.

On Track

Objective 3.7: Build Faculty of Health undergraduate student and faculty capacity related to academic integrity

Action/Strategy:

Action/Strategy 3.7.1: Build understanding of academic integrity issues, challenges, opportunities, and solutions with a particular focus on those that have emerged through remote course delivery

Measures/Metrics/Milestones:

- Forums created for faculty, staff and students to dialogue and reflect on strategies that enhance a culture of integrity in the Faculty of Health
- Share e-resources and webinars for faculty on pedagogical strategies, evaluation strategies that can build their capacity to enhance a culture of academic integrity
- Engage interested students in development of AH resources geared to students

Evaluation Status:

On Track

4. Advancing Global Engagement

Objective 4.1: Create opportunities for global outlook and fluency in degree and non-degree studies

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 4.1.1: Facilitate student learning opportunities globally for both degree and non-degree studies

- Cultivate and build meaningful international community partners by increasing number of placement opportunities
- Raise awareness about and facilitate globally networked learning (GNL) opportunities, i.e., faculty to faculty engagement with international institutions to develop virtual classrooms: develop content, determine synergies (e.g., Germany)
- Build online professional program offerings targeting a global uptake (e.g. Cancer Coaching and Acupuncture)
- Create and implement virtual exchange opportunities
- Facilitate development of outward-bound pathways into international programs
- Build and Integrate cultural competence into curriculum by reviewing and piloting "Effective Intercultural Communications" (EIC) modules for usability within Global Health program
- Contribute to the Success of the ASCEND project (PhD collaboration between Health/York University and University of Health and Allied Sciences, Ghana) by finding financial resources to support and assist our Ghanaian PhD candidates

On Track

Action/Strategy 4.1.2: Collaborate with other Faculties to build ongoing programming in Costa Rica/Las Nubes related to health, environmental sustainability, and well being

- Seek SSHRC Insight funding to finance building documentary series, resource materials on virtual platform to support semester abroad program at Las Nubes in Costa Rica.
- Facilitate international virtual practicum/GNL opportunities for global health students to work on virtual platform
- Facilitate opportunities for faculty members to provide either for credit or not for credit course offering at Las Nubes campus or at other international sites.

On Track

Action/Strategy 4.1.3: Explore strategies to introduce and/or expand alumni engagement programs to stay connected with graduates

- Develop plans for introducing and/or expanding alumni engagement programs
- Garner insights from alumni about program quality and effectiveness that can inform accreditation and cyclical program reviews.
- Encourage lifelong learning in not for credit programs and through Faculty and University promotional vehicles (e.g., Faculty website)
- (New) EE Coordinators support Alumni engagements efforts, (for example, through surveys, speaking engagements, & practicum alumni networks).

On Track

Objective 4.2: Host International Conferences

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 4.2.1:
Host International Biochemistry of Exercise Conference

- Organize Conference
- Hold Conference

Progressing

Action/Strategy 4.2.2: Support a Toronto bid to successfully host a world congress on non-communicable disease in Toronto in June 2023.

- Help develop and present a collaborative bid to the World NCD Federation
- Support the creation and execution of congress executive committee
- Support the creation and implementation of a scientific committee
- Be recognized as a major sponsor of the congress through modest financial and human resources support.
- Encourage York faculty and students to contribute to the congress

On Track

Objective 4.3: To enhance recruitment of International Students to Faculty of Health

Action/Strategy:

Action/Strategy 4.3.1: Develop and implement an enhanced International student strategy specific to the Faculty of Health

Measures/Metrics/Milestones:

- Number of international undergraduate students
- Number of nations of origin for our undergraduate students
- Develop and implement an International student recruitment strategy in collaboration with Strategic Enrolment Management team, York International, OSAS, Manager, International Relations, International students and alumni
- Improve number and utilization of international exchanges and partnerships as recruitment aids
- Increase experiential learning opportunities for domestic students going aboard
- Increase the international relevance of our programs and courses

Evaluation Status:

On Track

5. Working in Partnership

Objective 5.1: Explore the creation of a healthcare precinct in the City of Vaughan

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 5.1.1: Work with the City of Vaughan, Mackenzie Healthcare, and Venture Lab to explore the feasibility and potential uses of a healthcare precinct.

- Assist in the development and signing of an MoU to study the feasibility of a healthcare precinct.
- Work within the York community to explore uses of a potential building/health campus within the Precinct
- Consult with Faculty of Health Faculty about potential programs, research teams, and services which could potentially be located at a Vaughan building/campus.
- Identify Faculty of Health space and infrastructure needs
- Work with PVP to identify potential funding sources

Progressing

Objective 5.2: Explore the creation of an academic health science network

Action/Strategy:

Action/Strategy 5.2.1 : Develop connections and research collaborations with York Region healthcare centres to facilitate the formation of a unique academic health science research network.

Measures/Metrics/Milestones:

- Identify perspective partners in acute care, public health, community health, long term care, home care, hospice/palliative care, rehabilitation
- Meet with perspective partners to sensitive the idea
- Host targeted research collaboration events with faculty and partners
- Develop MoUs with interested parties
- Develop a strategic vision and multi-lateral terms of reference
- Develop a potential funding and operating plan
- Facilitate joint research funding proposals

Evaluation Status:

Not On Track

6. Living Well Together

Objective 6.1: Incorporate accessibility fully into our planning

Action/Strategy:

Action/Strategy 6.1.1 : Facilitating access to accessibility services for students enrolled in work-integrated learning (WIL)

Measures/Metrics/Milestones:

- Develop a guideline document to inform students of accessibility services and accommodation processes
- Participate in knowledge-exchange with Student Accessibility Services to support placement students' accommodation plans
- EE Coordinators serve on the committee of ActON, an AIF project aiming to develop resources to support faculty and students in navigating accessibility/accommodations during practica.

Evaluation Status:

On Track

Objective 6.2: Develop enabling spaces for research and academic excellence

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:


Action/Strategy 6.2.1 : Sherman Health Sciences Expansion

- Design and develop new facility including state of the art vivarium/research labs, neuropsychology & physical activity clinics, faculty and student office and collision spaces
- Construct facility and furnish
- Occupy facility

 On Track

Action/Strategy 6.2.2: Farquharson West Wing Wetlab Renovations

- Design and develop new wetlabs on the 2nd floor, shared with Science & Engineering
- Secure contractor and obtain permits
- Renovate space
- Occupy space

 On Track


Action/Strategy 6.2.3: Refresh office and research spaces in Stong College (ground, first and second floors).

- Design and develop plans with Facilities and users
- Secure contractor
- Refresh and furnish space
- Occupy space

 On Track

Action/Strategy 6.2.4: Refresh office and research spaces in HNES (ground and 4th floors)

- Design and develop plans with Facilities and users
- Secure contractor
- Refresh and furnish space
- Occupy space

 On Track


Action/Strategy 6.2.5: Reconfigure space in existing Sherman Health Sciences Building to enhance biomechanics research (in three phases)

- Design and develop plans with Facilities and users
- Secure contractor
- Refresh and furnish space
- Occupy space

 On Track

Action/Strategy 6.2.6: Reconfigure and remodel vacated Vivarium space on 3rd floor of BSB for wetlab and nutrition lab

- Design and develop plans with Facilities and users
- Secure contractor
- Refresh and furnish space
- Occupy space

 On Track

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/Strategy 6.2.7: Establish and implement a budget plan to fund major expansions and refurbishment of space as well equipment purchase, replacement and maintenance (e.g., MRI).

- Refresh capital needs assessment and budget plan

On Track

Action/Strategy 6.2.8: Work with senior administration to identify and explore future space opportunities including an integrated community health campus as part of Lands for Learning, and/or a potential Engineering, Science and Health building on the Keele campus.

- Explore space sharing opportunities with Mackenzie Health
- Work with consultants, PVP re potential integrated community health centre as part of the Lands for Learning
- Draft concept paper on vision for integrated health centre

Progressing

Objective 6.3: Continue to grow the faculty and staff complement

Action/Strategy:

- Action/strategy 6.3.1:
- Use FoH Strategic Plan, UAP, University Complement Plan, FoH budget forecast, cross Faculty comparisons, and competitor comparisons to estimate optimal number of faculty and staff
 - Prioritize areas of growth based on performance and emergent opportunities
 - Develop a three-year rolling complement plan

Measures/Metrics/Milestones:

- Priorities identified
- Three-year plan developed

Evaluation Status:

On Track

Objective 6.4: Enhance our equity, diversity and inclusion culture and practices

Action/Strategy:

Action/strategy 6.4.1: Create and support an EDI work group to undertake consultations and make policy and practice recommendations to improve EDI within the Faculty, with initial focus on initiatives which enhance EDI for Black and Indigenous faculty, staff and students.

Measures/Metrics/Milestones:

- Establish ToR, appoint Co-Chairs and provide funding support to the work group. EDI work group submits an initial report and recommendations to the Dean and Faculty Council
- Increased faculty and administrators' awareness of the need to consider an EDI lens in curriculum and everyday practices.

Evaluation Status:

On Track

Action/strategy 6.4.2: Continue to ensure we maintain a diverse and inclusive faculty complement

- Designated Indigenous and Black hires are incorporated into the 2020-21 and 2021-2022 complement plans
- All academic units meet or exceed AA objectives in the YUFA CA
- A minimum of 5% of our faculty self-identify as Black
- A minimum of 2% of our faculty self-identify as Indigenous

On Track

Objective 6.5: Enhance resources through advancement and engagement with alumni

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Health

PLAN ID: 1364

Action/strategy 6.5.1: Work with the President, VP Advancement to identify opportunities, build relationships, and present proposals for major gifts (>\$1 million)

- Develop a proposal for at least one major gift per year
- Sign one major donor agreement at least once every three years

On Track

Action/strategy 6.5.2: Identify opportunities, build relationships, enhance stewardship, and present proposals to friends of York. Tied to SMA 3 # 8 (Research Revenue from Private Sources)

- Generate a three-year rolling annual average total one million dollars (excluding major gifts)
- Sign donor agreements with at least two new donors per year
- Identify at least five new prospects each year
- Ensure ongoing correspondence with new and established friends (cards, alumni news, Impact reports, etc.)
- Invite new and established friends to attend at least one special event per year (e.g., Tennis, Red Rose, celebrations, Bryden awards, etc.)
- Personally visit at least 5 new or existing friends each year

On Track

Action/strategy 6.5.3: Enhance engagement with FoH alumni.

- Include additional staff for alumni/communications in 2020-21 budget
- Hire additional staff hired to enhance capacity for alumni engagement and communication
- Database of alumni is created/improved.
- E-newsletter created and sent to alumni at least once per year
- Key alumni invited to participate in student career days and other events
- 50th anniversary celebration for Calumet College

On Track

7. Answering the Call

Objective 7.1: Promote SDG Goal 4 on Quality Education

Action/Strategy:

Action/Strategy 7.1.1: Provide opportunities for learners to acquire knowledge and skills needed to support health and global citizenship and appreciation of cultural diversity

Measures/Metrics/Milestones:

- Opportunities sought out and encouraged for practicum students
- Build and Integrate cultural competence into curriculum by reviewing and piloting "Effective Intercultural Communications" (EIC) modules for usability within Global Health program
- (NEW) Support for pan-university SDG in Action Initiative providing faculty supported workshops on SDGs, student mentorship around SDG projects and opportunities for global engagement with SDG project.

Evaluation Status:

Progressing