

# Office of Vice-Provost Academic

## Top Accomplishments - April 2022, Year-End Evaluation

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*Note: To avoid duplication and confusion, please note that work done in the Vice Provost Academic's office supports many larger initiatives across divisions and faculties, which may also consider these same items as major accomplishments.*

1. Restructured positions within the Office of the Vice-Provost Academic to better support strategic initiatives:
  - a) Created position of Academic Integrity Officer to provide centralized resource for issues of academic integrity.
  - b) Created position of Program & Curriculum Development Specialist to provide resources for new program development and cyclical program review.
  
2. Supported suite of thriving "Access to Success" programs through special envelope grants:
  - a) Completed outreach, transition and retention initiatives through the Ontario Postsecondary Access and Inclusion Program Grant and successfully reapplied for the next round of OPAIP funding receiving \$1.1M over the next 3 years with projects in collaboration with VPS and LA&PS.
  
3. Strengthened York's commitment to community engagement:
  - a) New partnership of the Black Creek Community Health Centre (BCCHC) and York University (York-TD CEC and Innovation York) have created the Black Entrepreneurship Alliance (BEA). BEA is comprised of a suite of agri-food, technology, and community programs to support Black entrepreneurs and young professionals. The overall goal is to support Black entrepreneurs in building successful companies that will lead to the creation of jobs, the development of new products and services, and have a positive impact on the Canadian economy. Close to \$3M was secured for this project over 3 years.
  
4. Supported Provost's hiring plan for faculty recruitment:
  - a) Supported the hiring of 10 faculty hires for Markham Centre Campus with 18 new Markham authorizations in progress for 2022-23.
  - b) Supported increasing the number of Black/BIPOC scholars resulting in 12 Black scholars and 1 BIPOC scholar hired in 2021-22. Five new Black scholar authorizations in progress for 2022-23.
  - c) Supported recruitment of scholars of an international calibre and reputation, implementing new advertising and offer templates and new guidelines for deans for considering international applicants. International faculty hires increased 7% in 2021-22 from the previous year.
  - d) Organized workshop sessions through the NCFDD on mentoring.
  
5. Supported curriculum and program development:
  - a) Developed processes and proposals for Markham Campus courses and shared curriculum.
  - b) Supported framework development for pan-university courses.
  - c) Supported processes for OSAP approval of in the non-credit Micro-Credentials.

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## 1. 21st Century Learning

### Reinvent our programs to address emerging issues and labour market needs.


**Action/Strategy:**

1. Work with faculties and programs through YUQAP to support program review and renewal.
2. Support faculties in program innovation and curriculum development.
3. Support faculties to critically evaluate programs through analysis of market demand, appropriate learning outcomes, new models for delivery etc.
4. Review general education models and structures.
5. Support development and approval of programs for MCC.
6. Work with AVP, T&L on framework for pan-University courses.
7. Work with Non Degree Studies Units and School of Continuing Studies and MCU to ensure York's inventory of micro-credentials are OSAP eligible.

**Measures/Metrics/Milestones:**

1. Identified programs scheduled for CPRs completed and FAR followed up on.
2. Modifications made to existing programs and new programs developed and launched.
3. Changes to general education implemented as appropriate
4. New Masters programs developed and approved.
5. MCC programs developed and approved.
6. Framework developed and launched for pan-University courses.
7. # of micro-credentials eligible for OSAP

**Evaluation Status:**

 On Track

### Make York a more attractive destination for all potential students, including Indigenous students and equity seeking groups.


**Action/Strategy:**

1. Work with VPS to continue to explore and support access initiatives around recruitment and retention, including those supported at TD-CEC, Division of Students and selected Faculties through special envelope funding grants and other government funding.
2. Strengthen strategic initiatives for outreach and transition for transfer, mature, BIPOC, immigrant and refugee and local resident community members

**Measures/Metrics/Milestones:**

1. Identified access initiatives funded through grants ( e.g. OPAIP, CTIG, Bridge Training) in place and successes defined, articulated and indicated through data metrics.
2. TD- CEC IRP initiatives align with Vice Provost Academic Office initiatives, with impacts for local community observed.
3. Identified initiatives designed for under-represented and academically at-risk populations

**Evaluation Status:**

 Completed

### Encourage students to become lifelong learners


**Action/Strategy:**

1. Support development of life-long learning strategy.

**Measures/Metrics/Milestones:**

Consultations completed on Lifelong Learning Strategy

**Evaluation Status:**

 Progressing

### Enhance and update teaching and professional development supports for all instructors.

**Action/Strategy:**

**Measures/Metrics/Milestones:**

**Evaluation Status:**

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- 1. Enhance work of Academic Integrity CoP to broaden instructor engagement with issues of Academic Honesty .
- 2. Work with AVP – T&L, ASCP and others on initiatives on Academic Honesty including educational resources and institutional reputation
- 3. Support initiatives for Experiential Education and for 21st Century Skill development

- 1. CoP on Academic Integrity meeting regularly.
- 2. New structures and resources developed to support instructors in developing the academically honest student and to protect institutional reputation.
- 3. Structure and resources supporting instructors in efforts for inclusion of Experiential Education and 21st Century Skills in courses and programs.

On Track

## Decolonizing curriculum and ensuring our graduates are known for their global mindset.

**Action/Strategy:**

- 1. Contribute to development of University Equity Plan with a focus on the role of curriculum in this.

**Measures/Metrics/Milestones:**

- 1. University Equity Plan written and launched.

**Evaluation Status:**

Progressing

## Build essential 21st century skills into our programs

**Action/Strategy:**

- 1. Support Development of sequenced inventory of 21st century Skills in QAP
- 2. Support Curriculum development embedding 21st Century Skills

**Measures/Metrics/Milestones:**

- 1. Sequenced inventory of 21st century Skills included in QAP for those programs under review in current year
- 2. Curriculum CoP meeting regularly and addressing 21st Century Skills

**Evaluation Status:**

Progressing

## Providing every student with an experiential learning opportunity

**Action/Strategy:**

- 1. Support enhanced opportunities and relevance of Experiential Education integrated in program learning outcomes renewal

**Measures/Metrics/Milestones:**

- 1. PLO Renewals for current programs undergoing CPR integrate enhanced opportunities for relevant Experiential Education

**Evaluation Status:**

On Track

## 2. Knowledge for the Future

### Increasing the research participation of faculty and trainees at all levels across the institution.

**Action/Strategy:**

**Measures/Metrics/Milestones:**

**Evaluation Status:**

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1. Work with Provost on Faculty Complement Renewal Strategy.
2. Strengthen tools, training, and support for faculty recruitment processes to promote ambition and inclusive excellence in hiring.
3. Support faculty hiring plan and recruitment for MCC.
4. Develop and introduce Provost Fellows Program.

1. Faculty Complement Renewal Strategy confirmed and launched.
2. Revisions to recruitment process made and active.
3. Faculty successfully recruited to MCC.
4. Provost Fellows Program developed and launched.

 Completed

**Broadening and deepening our external partnerships and engagement**

**Action/Strategy:**

1. Strengthen and expand external partnerships and engagement in collaboration with Alumni , President's Office , Research and innovation (KMU),

**Measures/Metrics/Milestones:**

1. Partnerships and engagement initiatives developed in collaboration with Alumni and President's Offices, Research & Innovation, Office of Equity , People, and Culture and Community Engagement CoP

**Evaluation Status:**

 Completed

**3. From Access to Success**

**Enhanced opportunities for learning about Indigenous worldviews and the history of Canada vis-à-vis Indigenous peoples.**

**Action/Strategy:**

1. Support Faculty initiatives through Indigeneity Teaching & Learning fund.
2. Participate with Indigenous Council as appropriate to strengthen Indigeneity at York.

**Measures/Metrics/Milestones:**

1. Faculty Initiatives through Indigeneity T&L funded and launched.
2. Active participation and representation in Indigenous Council

**Evaluation Status:**

 Completed

**Achievement of our Faculty Complement Renewal Strategy**

**Action/Strategy:**

1. Work with Provost to finalize and implement Faculty Complement Renewal Strategy.
2. Support more hires of BIPOC faculty.

**Measures/Metrics/Milestones:**

1. Faculty Complement Renewal Strategy confirmed and launched.
2. Increased number of hires of BIPOC self-identified faculty.

**Evaluation Status:**

 On Track

**Reliable access to excellent academic and career advising.**

**Action/Strategy:**

1. Work with VPS to support excellence in advising initiatives.
2. Support excellence in differentiated advising for non-traditional students through TD-CEC and Division of Students programs

**Measures/Metrics/Milestones:**

1. Plans developed and implemented and special envelope funding sources applied where viable and feasible (e.g. Ready, Set, YU!, Adult Learning Centre Outreach)
2. Identified enhancements to advising as part of programs aimed at non-traditional students identified and implemented.

**Evaluation Status:**

 On Track

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## Use of data analytics to enable proactive, early interventions for students.

### Action/Strategy:

1. Support use of data analytics to inform all initiatives involving interventions for students which enhance access, transition, retention, transfer and mobility

### Measures/Metrics/Milestones:

1. OIPA and Division of Students supported in data gathering and analysis activities.  
2. Projects supported in research and KM have access to quality data measures and analytics, ( e.g. ONCAT, OPAIP and CTIG funded projects)

### Evaluation Status:

Discontinued

## 4. Advancing Global Engagement

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

### Action/Strategy:

Partner with OIPA and Student Success to develop data analytics models for tracking outcomes for underrepresented and other equity-seeking groups.

### Measures/Metrics/Milestones:

Data analytics models developed for tracking outcomes for underrepresented and other equity-seeking groups.

### Evaluation Status:

Discontinued

### Research attracting international scholars and support international collaborative research.

### Action/Strategy:

Support Faculties and hiring committees to pursue candidates of international calibre and reputation.

### Measures/Metrics/Milestones:

1. New processes and supports for hiring developed and implemented.  
2. High calibre candidates successfully hired.

### Evaluation Status:

On Track

### Communicate more actively, cultivating new partnerships, and fostering alumni connectivity

### Action/Strategy:

1. Co-chair Carnegie Community Engagement Advisory Committee and finalize pilot classification application.  
2. Partner with Alumni Office to strengthen connectivity between alumni and current students

### Measures/Metrics/Milestones:

1. Outcome determined of Carnegie application and next steps planned.  
2. Connectivity between Alumni Office and Vice Provost Academic Office enhanced.

### Evaluation Status:

Completed

## 5. Working in Partnership

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**An integrated, interdisciplinary health precinct that will serve the needs of a growing region, while creating synergies for health-related research, teaching, and innovation**

**Action/Strategy:**

Participate in conversations and discussions regarding potential curriculum and program offerings for interdisciplinary health initiatives.

**Measures/Metrics/Milestones:**

Planning for programs moving forward.

**Evaluation Status:**

Progressing

**Strengthen the Indigenous presence on campus**

**Action/Strategy:**

1. Continue to support implementation of Indigenous framework
2. Work with Indigenous Council on academic initiatives and programming

**Measures/Metrics/Milestones:**

1. Increased attention to Indigeneity in courses and programs.
2. More Indigenous faculty hired.
3. More Indigenous academic initiatives supported.

**Evaluation Status:**

On Track

**Implementation of York University’s social procurement policy, as part of broad commitment to being an anchor institution for the region**

**Action/Strategy:**

1. Champion and Coordinate Anchor York U Initiatives
2. Participate in Anchor York U committees for social procurement and employment.

**Measures/Metrics/Milestones:**

1. Implementation of social procurement process is supported.
2. Social Procurement and Employment committees meet regularly and developing framework

**Evaluation Status:**

Completed

**6. Living Well Together**

**Commitment to open, transparent collegial governance.**

**Action/Strategy:**

Support launch of Academic Leaders forum.

**Measures/Metrics/Milestones:**

Forum structure developed and forum launched.

**Evaluation Status:**

Completed

**Renew our physical environment with inspiring and humane natural and built spaces.**

**Action/Strategy:**

Support academic division space planning.

**Measures/Metrics/Milestones:**

Higher quality space to support academic programs and student success.

**Evaluation Status:**

Not On Track

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**Embrace a culture of service excellence.**


**Action/Strategy:**

Serve as Member of Service Excellence Steering Committee.  
Support Provost in implementation of SHARP 2.

**Measures/Metrics/Milestones:**

Outcomes of service excellence program achieved across identified workstreams.  
SHARP 2 implemented successfully.

**Evaluation Status:**

 On Track

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**7. Answering the Call**

**Engage critically with the SDGs and to take meaningful steps, both small and large, toward a more just and sustainable future.**


**Action/Strategy:**

Identify core principles of appropriately aligned SDGs in departmental initiatives, actions and metrics

**Measures/Metrics/Milestones:**

SDG principles considered, discussed and addressed within planning and implementation phases of all initiatives.

**Evaluation Status:**

 Progressing