

June 26, 2015

Faculty of Health Complement Plan for 2015-2016

'Creating the Faculty of Health - a Success Story for York University'

On July 1, 2006 the Faculty of Health was established to address the significant opportunities for advancing health education and research with a distinctive York focus, as well as to forward the University's long-standing goal of becoming a more comprehensive university. Building on our strengths in nationally and internationally recognized programs emphasizing our interdisciplinary approach to learning, research and community engagement, the Faculty of Health has achieved tremendous success over its initial 9 years. Health has undergone major enrolment growth (now over 10,000 students) in a range of high quality programs significantly helping York meet overall enrollment targets. Also, through substantial research expansion and game-changing projects (e.g. Federal Development Agency \$15.5 million funded Connected Health and Wellness program), Health has advanced York's strategic goal of increasing research intensity. As well, Health has made great strides in engaging the local York region/GTA and global communities through partnerships that support our education and research.

Our compelling vision is to generate and mobilize the knowledge, policies and interventions needed for 'keeping more people healthier longer'. We do this through our impactful research, our community, public and private sector partnerships, and by graduating over 2000 'Agents of Change' each year from our academic programs. Our activities are driven by five priority areas from our 'Health@2020' five year (2015-2020) Academic Planning targeted for adoption at our October 7, 2015 Faculty Council meeting. A critical success factor for achieving our bold vision is the recruitment and retention of outstanding faculty members

The Academic and Administrative Program Review examined 27 programs (19 academic programs, 2 ORUs, 6 administrative) in the Faculty of Health. It is noteworthy that the AAPR Task Force underscores the Faculty's success by assessing that our programs are almost entirely in the upper quadrant of high academic Quality and financial Sustainability. Clearly, we need to keep our programs in a leading position by addressing three key challenges. Recruiting stellar new faculty members is fundamental for this success:

- a) **Strategic Enrollment Management:** meeting student admissions targets and significantly increasing retention.
- b) **Addressing Core Needs** (high ratio of faculty and staff to students; class sizes) **and Strategic Investments** to advance our Education (eLearning; Experiential Education; international students), Research programs and Centers. The new SHARP budget model will enable the Faculty to move forward.
- c) **Achieving our Local-Global Ambitions:** positioning Health and York University to be a key hub for local and global academic, community, public and private sector partnerships and networks.

Summary of Appointment Health's 14 Requests

A. Faculty Funded Appointments

Psychology

1. **Quantitative Methods**, Alternate Stream, funded from retirement of Fran Wilkinson
2. **Adult Clinical Psychology**, Professorial Stream, funded from retirement of Les Greenberg
3. **Developmental Neuroscience**, Professorial Stream, funded by the passing of Maria Legerstee
4. **Social-Personality**, Professorial Stream, funded by the resignation of Ian MacGregor

School of Kinesiology and Health Science

1. **Human Immunology, Global Disease Burden/Pathology**, Professorial Stream, funded by anticipated retirement of Natasa Bajin
2. **Sociocultural Study of Sport and Development**, Professorial Stream, funded by anticipated retirement of Sue Vail

Nursing

1. **Innovations in Nursing Education and Training**, Professorial Stream, previously approved (2014/2015) failed search funded by the resignation of Joan Samuels-Dennis
2. **Nurse Practitioner Research and Education (Doctoral Prepared)**, Professorial Stream, previously approved (2013/2014) failed search funded by the resignation of Deborah Tregunno
3. **Oncology (prevention and care throughout the life course)**, Professorial Stream, funded by the retirement of Isolde Daiski
4. **Paediatrics (health promotion and care of children)**, Professorial Stream, Net New Strategic Appointment especially to support the new Doctoral program

School of Health Policy and Management

1. **Chair of the School: Health Policy, Management or Informatics**, Professorial Stream, search for a relatively senior candidate to assume the role of Chair funded by the anticipated retirement of Joel Lexchin. This search is necessitated by the recent resignation of Ellen Schraa as Chair and the dearth of suitable candidates at this point in the School to assume the Chair's role.
2. **Health Informatics & Global Health**, Professorial Stream, Net New Strategic Hire
3. **Health Management & Global Health**, Alternate Stream, Net New Strategic Hire

B. Canada Research Chair Tier 1 (SSHRC)

1. **Global Governance and Social Innovation**. Integral to leadership of the proposed Global Health Institute and appointed in the School of Health Policy and Management.

Tenure Stream Appointment Requests Starting July 1, 2016

School of Kinesiology: All Positions are replacement for faculty retirements

Rank order	1	2
Professorial or alternate	Professorial	Professorial
Area(s) and academic unit(s) if relevant	Human Immunology, Global Disease Burden/Pathology	Sociocultural Study of Sport and Development
Assistant, Associate or Full	Assistant	Assistant
Rationale by enrolment needs referencing FTE:FFTEs ratios relative to Faculty statistics provided in 1) above	<p>The Faculty of Health's undergraduate and graduate enrolment has experienced rapid growth since 2006. Faculty complement growth has not kept pace with growth in enrolment. Health's student : faculty ratios are among the highest at York (e.g. York's 13/14 TS FTE : UG FFTE ratio was 32.4 vs. Health's 14/15 ratio of 42.7; York's ratio of TS FTE : UG and Grad FTE was 35.8 vs. 45.8 in Health). Unit level ratios are even higher than the Faculty average. Even if these appointment requests are approved, Health's ratios will be higher than the University average. In addition, Health has a large number of majors, relative to the number of Tenure Stream faculty available to support them. Consequently, there is high reliance on part-time instruction at the undergraduate level.</p> <p>Faculty renewal is critical in providing a quality teaching and learning experience and to support innovative pedagogical approaches and to ensure we keep our large academic programs strong. Our enrolment targets will continue to increase over the next three years. Complement renewal is required to address the teaching</p>	<p>The Faculty of Health's undergraduate and graduate enrolment has experienced rapid growth since 2006. Faculty complement growth has not kept pace with growth in enrolment. Health's student : faculty ratios are among the highest at York (e.g. York's 13/14 TS FTE : UG FFTE ratio was 32.4 vs. Health's 14/15 ratio of 42.7; York's ratio of TS FTE : UG and Grad FTE was 35.8 vs. 45.8 in Health). Unit level ratios are even higher than the Faculty average. Even if these appointment requests are approved, Health's ratios will be higher than the University average. In addition, Health has a large number of majors, relative to the number of Tenure Stream faculty available to support them. Consequently, there is high reliance on part-time instruction at the undergraduate level.</p> <p>Faculty renewal is critical in providing a quality teaching and learning experience and to support innovative pedagogical approaches and to ensure we keep our large academic programs strong. Our enrolment targets will continue to increase over the next three years. Complement renewal is required to address the teaching and program needs articulated below.</p>

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Rationale by teaching/program needs including pedagogical innovation, new programs, accreditation, etc	<p>C.1; growth in undergraduate and graduate enrollments linked to exercise therapies for chronic conditions/diseases (new graduate degree) plus creations of certificate in Muscle Health; interest of students in health related KHS and GH majors that require knowledge of human immunology; career choices of students</p> <p>C.2; maintain/expand human immunology, inflammation, and infectious diseases, which are unique aspects of the School offerings not met in other KHS (distinctiveness in kinesiology and exercise therapy courses)and GH programs by using a strong experiential learning platform focused on student success; aligned with ‘career-connected’ placements and capstone courses in GH and KHS by preparing students for today’s technical and management skills related to global health issues and outbreaks (e.g., including Ebola, hepatitis, flu);</p>	<p>C.1; renewed growth in undergraduate theme related to sport within a local to global context (our competitors are focused locally – we wish to push out internationally);</p> <p>C.2; i) expand international curricula linking international (VISA) students within a Canadian/global experiential learning network; ii) aligns with cultural focus of is sport healthy? Iii) aligns with the health promotion/prevention areas of concentration within the GH offerings and the agents of change agenda;</p>
Relevance to research priorities for professorial appointments	C.3; maintain and expand scope of research intensiveness in KHS; support emerging areas of concentration in the GH offerings;	C3; maintain and expand the human capacity needed to provide a strong interdisciplinary research intensive focus in KHS;
Funding of appointment including salary range and how it will be paid in the context of the Faculty’s budget	Net New Position Salary Estimate \$100,000	Bridge funding in anticipation of retirement (Sue Vail). Salary Estimate \$100,000
Indicate if a CRC request is attached to this	N/A	N/A

appointment and provide rationale as requested		
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Department of Psychology – All Positions are replacement for retirements, resignations & deaths.

Rank order	1	2	3	4
Professorial or alternate	Alternate	Professorial	Professorial	Professorial
Area(s) and academic unit(s) if relevant	Quantitative Methods	Adult Clinical Psychology	Developmental Neuroscience	Social-Personality
Assistant, Associate or Full	Assistant	Assistant/Associate	Assistant	Assistant/Associate
Rationale by enrolment needs referencing FTE:FFTEs ratios relative to Faculty statistics provided in 1) above	The Faculty of Health's undergraduate and graduate enrolment has experienced rapid growth since 2006. Faculty complement growth has not kept pace with growth in enrolment. Health's student : faculty ratios are among the highest at York (e.g. York's 13/14 TS FTE : UG FFTE ratio was 32.4 vs. Health's 14/15 ratio of 42.7; York's ratio of TS FTE : UG and Grad FTE was 35.8 vs. 45.8 in Health). Unit level ratios are even	The Faculty of Health's undergraduate and graduate enrolment has experienced rapid growth since 2006. Faculty complement growth has not kept pace with growth in enrolment. Health's student : faculty ratios are among the highest at York (e.g. York's 13/14 TS FTE : UG FFTE ratio was 32.4 vs. Health's 14/15 ratio of 42.7; York's ratio of TS FTE : UG and Grad FTE was 35.8 vs. 45.8 in Health). Unit level ratios are even	The Faculty of Health's undergraduate and graduate enrolment has experienced rapid growth since 2006. Faculty complement growth has not kept pace with growth in enrolment. Health's student : faculty ratios are among the highest at York (e.g. York's 13/14 TS FTE : UG FFTE ratio was 32.4 vs. Health's 14/15 ratio of 42.7; York's ratio of TS FTE : UG and Grad FTE was 35.8 vs. 45.8 in Health). Unit level ratios are even	The Faculty of Health's undergraduate and graduate enrolment has experienced rapid growth since 2006. Faculty complement growth has not kept pace with growth in enrolment. Health's student : faculty ratios are among the highest at York (e.g. York's 13/14 TS FTE : UG FFTE ratio was 32.4 vs. Health's 14/15 ratio of 42.7; York's ratio of TS FTE : UG and Grad FTE was 35.8 vs. 45.8 in Health). Unit level ratios are even

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<p>Rationale by teaching/program needs including pedagogical innovation, new programs, accreditation, etc</p>	<p>Increased retention and improved success and student satisfaction in core statistics and research methods courses is a key</p>	<p>The Clinical Psychology Faculty complement has lost three members through retirement (Greenberg, Irvine, Fleming) and lost two retired faculty (Rennie,</p>	<p>The loss of two established researchers in the developmental science area (Legerstee and Johnson) has created a gap but also a</p>	<p>The loss of an established researcher in the Social Personality Area (McGregor) and the anticipated retirement next year of another established</p>

	<p>aspect of curriculum reform that needs to be addressed according to AAPR evaluations and in anticipation of Cyclical Program review. We recommend a full-time faculty hire in the area of Quantitative Methods with strong interests in undergraduate teaching and research interests in education and pedagogy. Consistent with AAPR recommendation #28, we would consider diversifying teaching capacity through alternate stream appointments. The faculty hire in the area of Quantitative methods is essential for improved student experience.</p>	<p>Brooker); taken together, these faculty were active in scholarly research (for example Irvine is ranked among the top ten most productive female psychologists in Canada) and contributed significantly to grad course teaching and supervision. It is anticipated that another Clinical Faculty member will retire this year (July 2016). The Clinical doctoral program is accredited by APA/CPA accreditation bodies who review the demanding graduate curriculum to qualify for professional credentials as a registered psychologist and scientific research capabilities. The new hire is critical to address the teaching and supervision needs which are essential not only for enrolment but also to meet accreditation standards.</p>	<p>strategic opportunity. Strategic enrollment (SEM) in graduate recruitment and in improved undergraduate curriculum teaching in the crucial area of developmental psychology will be enhanced by this hire, who will also fill a needed gap in the proposed anticipated neuroscience undergraduate program. Further, we propose that this tenure-track hire be related to developmental neuroscience with possible research track record in the area of social cognition and which makes use of the availability of our fMRI technology while complementing our world-class neuroscience scholars whose research focuses at the aging end of the developmental spectrum.</p>	<p>social psychology scientist (Wiesenthal) makes the recruitment of a tenure-stream social-personality full-time faculty member a high priority. This Tenure-track hire in the area of social-personality would serve to complement and expand the superb internationally-recognized level of research already undergoing in this area.</p> <p>Taken together, the hires in the developmental neuroscience and social-personality areas would serve to attract increased applications and interest in graduate and post-graduate study in developmental science and social-personality areas, increasing the numbers (SEM) and furthering the excellence of these students. The teaching that the hires will be expected to provide will address a curriculum gap in these key psychology foundational areas that was created by the loss of the two faculty</p>
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				members through death and resignation.
Relevance to research priorities for professorial appointments	Quantitative methods (Alt Stream). Although the emphasis of the Alternate Stream appointment is on excellence in teaching intensity, the ideal candidate will demonstrate a research track record and demonstrated interests in educational measurement and research in pedagogy, teaching evaluation and teaching outcomes, consistent with the priorities for student success elucidated in the AAPR.	Clinical Psychology. Consistent with the University's Building on Strength Strategic Research Plan, the Clinical Psychologist scientist-practitioner that we are seeking will demonstrate well-established clinical research program in psychopathology that will build upon the legacy of recently retired academic international superstar (Greenberg who founded an innovative kind of therapy) and the productivity of one of Canada's top-ten most published women psychologists (Irvine who also just retired).	Developmental Neuroscience. This tenure-track appointment is seeking an energetic innovative developmental neuroscientist who can integrate investigations of cognition in infants and young children while making use of the availability of our fMRI technology. This emerging scientist will Build on Strength in complementing our world-class neuroscience scholars whose research focuses at the aging end of the developmental spectrum, while Advancing Fundamental Knowledge and Critical Discovery.	Social-Personality. This well-established scholar will demonstrate a proven research track record in social-personality domain with preferred focus on intergroup relations and/or social cognitive neuroscience, which will address the loss of a senior personality researcher (Mcgregor) and Build on Strength forged by our innovative social psychology scientists whose internationally-recognized work on racism, culture and empathy and more is directly related to the University Plan of Forging a Just and Sustainable World.
Funding of appointment including salary range and how it will be paid in the context of the Faculty's	Funded by Retirement of Fran Wilkinson Salary Estimate: \$100,000	Funded by Retirement of Les Greenberg Salary Estimate: \$100 –	Funded by the passing of Maria Legerstee Salary Estimate:\$100,000	Funded by the resignation of Ian McGregor Estimate: \$100 – 125,000

budget		125,000		
Indicate if a CRC request is attached to this appointment and provide rationale as requested	N/A	N/A	N/A	N/A

School of Health Policy & Management: one retirement and two Net New

Rank order	1	2	3	1*
Professorial or alternate	Professorial	Professorial	Professorial	Professorial
Area(s) and academic unit(s) if relevant	Chair of the School: Health Policy, Management Informatics	Health Informatics & Global Health	Health Management & Global Health	Global Governance & Social Innovation (CRC Tier 1 SSHRC)
Assistant, Associate or Full	Associate/Full Professor	Assistant	Assistant	Full Professor
Rationale by enrolment needs referencing FTE:FFTEs ratios relative to Faculty statistics provided in 1) above	The Faculty of Health's undergraduate and graduate enrolment has experienced rapid growth since 2006. Faculty complement growth has not kept pace with growth in enrolment. Health's student : faculty ratios are among the highest at York (e.g. York's 13/14 TS FTE : UG FFTE ratio was 32.4 vs.	The Faculty of Health's undergraduate and graduate enrolment has experienced rapid growth since 2006. Faculty complement growth has not kept pace with growth in enrolment. Health's student : faculty ratios are among the highest at York (e.g. York's 13/14 TS FTE : UG FFTE ratio was 32.4 vs.	The Faculty of Health's undergraduate and graduate enrolment has experienced rapid growth since 2006. Faculty complement growth has not kept pace with growth in enrolment. Health's student : faculty ratios are among the highest at York (e.g. York's 13/14 TS FTE : UG FFTE ratio was 32.4 vs.	

	<p>Health's 14/15 ratio of 42.7; York's ratio of TS FTE : UG and Grad FTE was 35.8 vs. 45.8 in Health). Unit level ratios are even higher than the Faculty average. Even if these appointment requests are approved, Health's ratios will be higher than the University average. In addition, Health has a large number of majors, relative to the number of Tenure Stream faculty available to support them. Consequently, there is high reliance on part-time instruction at the undergraduate level.</p> <p>Faculty renewal is critical in providing a quality teaching and learning experience and to support innovative pedagogical approaches and to ensure we keep our large academic programs strong. Our enrolment targets will continue to increase over the next three years. Complement renewal is required to address the teaching and program needs articulated below.</p>	<p>Health's 14/15 ratio of 42.7; York's ratio of TS FTE : UG and Grad FTE was 35.8 vs. 45.8 in Health). Unit level ratios are even higher than the Faculty average. Even if these appointment requests are approved, Health's ratios will be higher than the University average. In addition, Health has a large number of majors, relative to the number of Tenure Stream faculty available to support them. Consequently, there is high reliance on part-time instruction at the undergraduate level.</p> <p>Faculty renewal is critical in providing a quality teaching and learning experience and to support innovative pedagogical approaches and to ensure we keep our large academic programs strong. Our enrolment targets will continue to increase over the next three years. Complement renewal is required to address the teaching and program needs articulated below.</p>	<p>Health's 14/15 ratio of 42.7; York's ratio of TS FTE : UG and Grad FTE was 35.8 vs. 45.8 in Health). Unit level ratios are even higher than the Faculty average. Even if these appointment requests are approved, Health's ratios will be higher than the University average. In addition, Health has a large number of majors, relative to the number of Tenure Stream faculty available to support them. Consequently, there is high reliance on part-time instruction at the undergraduate level.</p> <p>Faculty renewal is critical in providing a quality teaching and learning experience and to support innovative pedagogical approaches and to ensure we keep our large academic programs strong. Our enrolment targets will continue to increase over the next three years. Complement renewal is required to address the teaching and program needs articulated below.</p>	
Rationale by	With the recent resignation	This appointment is	This appointment is	See attached proposal

<p>teaching/program needs including pedagogical innovation, new programs, accreditation</p>	<p>of Ellen Schraa as Chair, the School is in urgent need of recruiting a senior academic to assume leadership of the School as it expands and consolidates its education and research programs.</p> <p>The retirement of Dr. Joel Lexchin will leave a huge gap in the health policy group, from both a teaching and research perspective. Dr. Lexchin is a significant contributor to both the undergraduate and graduate programs,</p>	<p>necessary to support the Informatics specialization in the SHPM and support the Global eHealth stream in Global Health. Currently there are two tenured faculty and one CLA to support both these programs. Another tenured stream faculty member is required to advance our standing in Health Informatics expertise and research, and pursue accreditation.</p>	<p>necessary to support the management stream in the SHPM and support the Global Policy, Systems and Management stream in Global Health. This individual would play a key role in supporting the EE strategic goals and program accreditation.</p> <p>and global health program.</p>	
<p>Relevance to research priorities for professorial appointments</p>		<p>This appointment will assist in advancing the field of Health Informatics as a global phenomenon by supporting not only the organization and delivery of healthcare in both developed and developing countries, but also the social networks to advance societal change in developing nations. This</p>	<p>This appointment will build and support the current health management strengths of the School by advancing research in health systems and health organizations with a focus to health equity and social justice locally and globally. This scholarship increasingly focuses on issues of status,</p>	

		position has a high potential for research funding and collaborative interdisciplinary research across the School (policy and management), Faculty (global health, nursing, psychology), and York University (computer science and engineering).	immigration and trans nationality. This research will link local and global issues in health equity by leveraging the GTA/York Region's diversity as the locus to build on scholarship in Global Determinants of Health.	
Funding of appointment including salary range and how it will be paid in the context of the Faculty's budget	Funded by the anticipated retirement of Dr. Joel Lexchin – July 1, 2018 Estimated Salary \$150,000	Net New Hire Estimated Salary \$100,000	Net New Hire Estimated Salary \$100,000	SSHRC, IDRC Estimated Salary: \$200,000
Indicate if a CRC request is attached to this appointment and provide rationale as requested	N/A	N/A	N/A	See attached proposal

School of Nursing: three retirement replacements and one net new

Rank order	1	2	3	4
	Failed Search Previously Approved (2014/2015)	Failed Search Previously Approved (2013/2014)		
Professorial or alternate	Professorial	Professorial	Professorial	Professorial
Area(s) and academic unit(s) if relevant	Innovations in Nursing Education & Training	Nurse Practitioner Research & Education (Doctoral Prepared)	Oncology (prevention and care throughout the life course)	Paediatrics (health promotion & care of children)
Assistant, Associate or Full	Assistant/Associate	Assistant	Assistant	Assistant
Rationale by enrolment needs referencing FTE:FFTEs ratios relative to Faculty statistics provided in 1) above	The School of Nursing's comparatively lower ratios are reflective of the clinical nature of this regulated discipline. Enrolment changes that will be occurring during this three year horizon include the introduction of a new PhD program, expected to commence in September, 2017. It is anticipated that this will result in enrolment growth of up to 20 students by 2021. A recent review of the MScN program identified a need for nurse practitioner prepared faculty to teach in the popular PHCNP program. At the undergraduate level, modelling is underway for a new delivery model for the	The School of Nursing's comparatively lower ratios are reflective of the clinical nature of this regulated discipline. Enrolment changes that will be occurring during this three year horizon include the introduction of a new PhD program, expected to commence in September, 2017. It is anticipated that this will result in enrolment growth of up to 20 students by 2021. A recent review of the MScN program identified a need for nurse practitioner prepared faculty to teach in the popular PHCNP program. At the undergraduate level, modelling is underway for a new delivery model for the	The School of Nursing's comparatively lower ratios are reflective of the clinical nature of this regulated discipline. Enrolment changes that will be occurring during this three year horizon include the introduction of a new PhD program, expected to commence in September, 2017. It is anticipated that this will result in enrolment growth of up to 20 students by 2021. A recent review of the MScN program identified a need for nurse practitioner prepared faculty to teach in the popular PHCNP program. At the undergraduate level, modelling is underway for a new delivery model for the	The School of Nursing's comparatively lower ratios are reflective of the clinical nature of this regulated discipline. Enrolment changes that will be occurring during this three year horizon include the introduction of a new PhD program, expected to commence in September, 2017. It is anticipated that this will result in enrolment growth of up to 20 students by 2021. A recent review of the MScN program identified a need for nurse practitioner prepared faculty to teach in the popular PHCNP program. At the undergraduate level, modelling is underway for a new delivery model for the

	<p>Collaborative Nursing program, which would see all 4 years of the program delivered at the partner institutions' sites. This will require content expertise not currently available in the School.</p> <p>Faculty renewal is critical in providing a quality teaching and learning experience and to support innovative pedagogical approaches and to ensure we keep our large academic program strong and to support a new PhD program. Complement renewal is required to address the teaching and program needs articulated below.</p>	<p>Collaborative Nursing program, which would see all 4 years of the program delivered at the partner institutions' sites. This will require content expertise not currently available in the School.</p> <p>Faculty renewal is critical in providing a quality teaching and learning experience and to support innovative pedagogical approaches and to ensure we keep our large academic program strong and to support a new PhD program. Complement renewal is required to address the teaching and program needs articulated below.</p>	<p>Collaborative Nursing program, which would see all 4 years of the program delivered at the partner institutions' sites. This will require content expertise not currently available in the School.</p> <p>Faculty renewal is critical in providing a quality teaching and learning experience and to support innovative pedagogical approaches and to ensure we keep our large academic program strong and to support a new PhD program. Complement renewal is required to address the teaching and program needs articulated below.</p>	<p>Collaborative Nursing program, which would see all 4 years of the program delivered at the partner institutions' sites. This will require content expertise not currently available in the School.</p> <p>Faculty renewal is critical in providing a quality teaching and learning experience and to support innovative pedagogical approaches and to ensure we keep our large academic program strong and to support a new PhD program. Complement renewal is required to address the teaching and program needs articulated below.</p>
<p>Rationale by teaching/program needs including pedagogical innovation, new programs, accreditation, etc</p>	<p>This area of expertise has the least current faculty resources for one of the foci of the new PhD program (to start in 2016 or perhaps 2017 depending on timing for full approval; external site visit May 2015). This topic is also a focus in the MScN generic program for which electives are currently offered and thesis supervision is being</p>	<p>Currently, 1 CLA (hired July 1, 2014) is a PhD prepared Nurse Practitioner who is also the coordinator of the program. The recent program review of our MScN program identified a need for nurse practitioner-prepared faculty to teach in the PHCNP program. A second doctorally prepared nurse practitioner would significantly strengthen this</p>	<p>One in four Canadians will have cancer in their life time; a gap in sufficient number of faculty with expertise in providing care for patients with cancer was identified by review by SoN Hiring Committee. Not only is this topic is part of broader course content on complex and acute care of adults and children, but elective courses also need to</p>	<p>One core required course in all BScN programs focuses on paediatrics – care of ill children. The number of faculty with this expertise is not sufficient to offer all courses as planned, therefore, this gap needs to be filled. In addition, one key topic for nursing registration exams (NCLEX-RN) is care of children with complex illnesses. For the</p>

	provided. A new elective needs to be developed for the master's program in addition to expertise for the PhD program for dissertation supervision	program and make us extremely competitive.	be developed to provide BScN students with the opportunity to expand their knowledge in this important area. The opportunity to supervise students at the master's and doctoral level is also anticipated.	most part current faculty teaching in this area are CLA appointments. Greater stability would be provided with a Tenure Stream appointment.
Relevance to research priorities for professorial appointments	This appointment will build and support the strength in education in nursing required to support increasing number of masters theses and a proposed PhD program focus. Given shift in nursing education to include alternative delivery formats and evolving curriculum to meet current health care needs and entry to practice requirements as well as increased use of simulation to develop clinical competence, research is expected to focus on innovation in nursing education. Topics may include but are not limited to: curriculum redesign, innovations in classroom and clinical teaching, learning needs of growing diversity of students, and	This appointment will build and support the one doctorally prepared CLA who is an NP (Nurse Practitioner) to build expertise in primary care nurse practitioner practice that is relevant to undergraduate and graduate programs. The unique 9-university model for delivering the PHCNP program in Ontario provides opportunities for scholarship in many areas, provincially and nationally. For a candidate whose program of research focus on the NP role, topics may include but are not limited to: model of PHCNP program delivery, learning needs of growing diversity of students, and role of nurse practitioners. Research may focus also on a specific area of practice or	This appointment will fill a gap in care of individuals living with cancer as a model for complex care. Current tenured doctorally prepared faculty have expertise in palliative care, loss and grieving, which relate to aspects of oncology. Content expertise is needed for both undergraduate and graduate programs. Established researchers provide support for someone establishing a program of research that focused on living with cancer which may focus on specific populations or cross the life span. Support for Faculty of Health focus on aging may be met given the greatest determinant of cancer if increasing ages. Expertise expected in either care of children or adults	This appointment will fill a gap in paediatrics – living with acute/chronic illness (and their families). Only one professorial TS faculty member has expertise in this area with a focus on child health. This gap is currently filled for education by 2 CLA appointments, and 1 Alternate TS. In addition to content expertise both undergraduate and graduate programs, development of a research focused on children is needed. Research may in any area related to children across developmental stages who live with challenges that may results from many causes, and include acute episodes and chronicity. Alternatively, trans-disciplinary care models could be developed and/or tested.

	link to provincial and national standards.	education; preference given for focus that aligns with a Faculty of Health priority – healthy aging that includes prevention and management of chronic illness.	(and families). Care is used in its broadest sense from diagnosis to survival. It is anticipated that trans-disciplinary care models could be developed and/or tested.	
Funding of appointment including salary range and how it will be paid in the context of the Faculty's budget	Funded by the resignation of Joan Samuels-Dennis Estimated Salary \$110,000	Funded by resignation of Deb Tregunno Estimated Salary \$110,000	Funded by retirement of Isolde Daiski Estimated Salary \$110,000	Net New Position Estimated Salary \$110,00
Indicate if a CRC request is attached to this appointment and provide rationale as requested	N/A	N/A	N/A	N/A

Table 1: Three-year complement								
Projected includes: formal notice of retirement; IRRL with intent to retire; verbal notice of intent to retire								
			For departures up to June 30, 2016	For departures up to June 30, 2017	For departures up to June 30, 2018			
			July 1, 2015 - June 30, 2016	July 1, 2016 - June 30, 2017	July 1, 2017 - June 30, 2018	Total over 3 years	Replacement or New	Notes
			Actual	Projected	Projected			
Retirements								
	Psychology							
		L. Greenberg	1					retired June 30, 2011
		M. Legerstee	1					deceased 2014/15
		S. Fleming	1					retired 2014/15; replacement deferred
		J. Johnson	1					retired 2014/15; replacement deferred
		F. Wilkinson	1					retired 2014/15; replacement deferred
		J. Irvine	1					retired 2014/15; replacement deferred
		D. Reid	1					provided notice of retirement to Chair; effective June 30, 2016
		D. Wiesenthal	1					provided notice of retirement to Chair; effective June 30, 2017
		sub-total Psyc	8	0	0	8		
	Kinesiology							
		S. Vail			1			normal retirement date July 1, 2016; expected retirement; request to bridge to future retirement
		N. Smith			1			expected retirement; replaced with N. (Bradley) Richardson; Richardson load is at least half GH
		N. Bajin			1			IRRL; expected retirement
		F. Fint			1			IRRL; expected retirement
		W. Dyba			1			expected retirement
		C. Davis						
		sub-total Kine	0	0	5	5		
	SHPM							
		J. Lexchin			1			expected retirement; possible IRRL
		sub-total SHPM	0	0	1	1		
	Nursing							
		I. Daiski		1				confirmed retirement July 1, 2016
		N. Johnston			1			confirmed retirement July 1, 2017
		M. Rogers		1				confirmed retirement July 1, 2016
		J. Jeffrey			1			expected retirement
		R. Cowan			1			expected retirement
		sub-total Nursing	0	2	3	5		
	Total T/S retirements		8	2	9	19		

Resignations							
	Psychology						
	I. McGregor	1					
	sub-total Psyc	1	0	0	1		
	Nursing						
	J. Samuels Dennis - failed search	1					resigned 2013-14; failed search
	D. Tregunno - failed search	1					resigned 2012-13; failed search 13-14 & 14-15
	sub-total Nursing	2	0	0	2		
	Total T/S resignations	3	0	0	3		
	Total net T/S complement (lost)	11	2	9	22		

			Fore replacement beginning July 1, 2016	Fore replacement beginning July 1, 2017			
		July 1, 2015 - June 30, 2016	July 1, 2016 - June 30, 2017	July 1, 2017 - June 30, 2018	Total over 3 years	Replacement or New	Notes
		Actual	Projected	Projected			
Total T/S requests							
Psychology							
	Quantitative methods (Alt. stream)		1			Replacement	replaces F. Wilkinson
	Adult Clinical Psychology (Prof. Stream)		1			Replacement	replaces L. Greenberg
	Developmental Neuroscience (Prof. Stream)		1			Replacement	replaces M. Legerstee
	Social-Personality (Prof. Stream)		1			Replacement	replaces I. McGregor
	sub-total Psyc	0	4	0	4		
Kinesiology							
	Socio-Cultural Study of Sport & Development (Prof. Stream)		1			Replacement	replaces S. Vail; request to bridge to future retirement
	Human Immunology, Global Disease Burden/Pathology (Prof. Stream)		1			Replacement	replaces C. Davis
	Psychology of Physical Activity/Exercise & Aging (Prof. Stream)			1		Replacement	replaces W. Dyba
	Biomechanics (Prof. Stream)			1		Replacement	replaces N. Bajin
	Neurogenerative Motor Disorders (Prof. Stream)			1		Replacement	replaces F. Flint
	sub-total Kine	0	2	3	5		
SHPM							
	Health Policy (Prof. Stream)		1			Replacement	replaces J. Lexchin; request to bridge to future retirement
	Health Informatics & Global Health (Prof. Stream)		1			New	Strategic hire
	Health Management & Global Health (Prof. or Alt. Stream)		1			New	Strategic hire
	sub-total SHPM	0	3	0	3		
Nursing							
	Education in Nursing (Prof. Steam)		1			Replacement	previously approved, failed search; replaces J. Samuel Dennis
	Doctorally Prepared Nurse Practitioner (Prof. Stream)		1			Replacement	previously approved, failed search; replaces D. Tregunno
	Oncology (Prof. Stream)		1			Replacement	replaces I. Daiski
	Paediatrics (Prof. Stream)		1			New	Strategic hire - PhD program
	Maternal-Newborn (Prof. Stream)			1		New	Strategic hire - PhD program
	Mental Health & Illness (Prof. Stream)			1		Replacement	replaces N. Johnston
	Health System Innvoation & Information Technology (Prof. Stream)			1		Replacement	replaces J. Jeffrey
	TBD (Alt. Stream)			1		Replacement	replaces R. Cowan
	sub-total Nursing	0	4	4	8		
Total T/S requests		0	13	7	20		
Net in year			11	-2	9		

Total CLA continuing & requested							
Kinesiology							
	1 continuing (E. Roudier)	1	1	0.5	1		2 year CLA; end date 12/31/2017
	sub-total Kine	1	1	0.5	1		
SHPM							
	2 continuing	2	2	2	2		
	sub-total SHPM	2	2	2	2		
Nursing							
	Continuing (including renewals and new searches)	10	10	10	10		May convert 5 CLAs to Alt Tream positions in 2017-18
	sub-total Nursing	10	10	10	10		
Total CLA continuing & requested		13	13	12.5	13		
Total F/T Complement including CLAs		2	24	10.5	11		

Table 2: Enrolment and Faculty: Student Ratios					
	July 1, 2014 - June 30, 2015	July 1, 2015 - June 30, 2016	July 1, 2016 - June 30, 2017	July 1, 2017 - June 30, 2018	
	Actual	Projected	Projected	Projected	
Health Excl Nurs (eligible, visa & other ineligbl.)		5505	5663	5847	
Nurs (eligible, visa & other ineligbl.)		1167	1167	1167	
Total FFTEs (Undergraduate)	6737.44	6672	6830	7014	
Eligible MA	647.9	606.6	600.8	596.3	
Eligible PhD	466.6	499.5	530.9	560.1	
Ineligible	336.2	336.2	336.2	336.2	
Total FTEs (Graduate)	483.6	480.8	489.3	497.5	
Total FFTEs (Undergraduate & Graduate)	7221.0	7152.8	7319.3	7511.5	
Total TS FTE - if replacements/resignations and net new are not approved & filled	157.7	155.7	153.7	144.7	
Total TS FTE - if replacements/resignations and net new are approved & filled	157.7	155.7	166.7	164.7	
UNDERGRADUATE RATIOS					
Total FTE (T/S only):FFTE (UG only) ratio - if replacements/resignations and net new are not approved & filled	42.7	42.9	44.4	48.5	
Total FTE (T/S only):FFTE (UG only) ratio - if replacements/resignations and net new are approved and filled	42.7	42.9	41.0	42.6	
UNDERGRADUATE & GRADUATE RATIOS					
Total FTE (T/S only):FFTE (UG & GRAD) ratio - if replacements/resignations and net new are not approved & filled	45.8	45.9	47.6	51.9	
Total FTE (T/S only):FFTE (UG & GRAD) ratio - if replacements/resignations and net new are approved & filled	45.8	45.9	43.9	45.6	
RATIOS INCLUDING CLAs					
Total FT faculty incl. CLAs - if replacements/resignations and net new are not approved & filled	170.54	168.54	166.7	157.2	
Total FT faculty incl. CLAs - if replacements/resignations and net new are approved & filled	170.54	168.54	179.7	177.2	
Total FTE (All FT incl. CLA):FFTE (UG only) ratio - if replacements/resignations and net new are not approved & filled	39.5	39.6	41.0	44.6	
Total FTE (All FT incl. CLA):FFTE (UG only) ratio - if replacements/resignations and net new are approved & filled	39.5	39.6	38.0	39.6	
Total FTE (All FT incl. CLA):FFTE (UG & GRAD) ratio - if replacements/resignations and net new are not approved & filled	42.3	42.4	43.9	47.8	
Total FTE (All FT incl. CLA):FFTE (UG & GRAD) ratio - if replacements/resignations and net new are approved & filled	42.3	42.4	40.7	42.4	

<u>Other relevant data</u>						
14-15 Ratios by School/Department						
	Psychology	Kinesiology	SHPM	Nursing	Interdisciplinary Studies	Total
Total FTEs (Undergraduate)	2997.17	2048.68	586.7	1087.6	17.3	6737.45
Total FTEs (Graduate)	210.1	125.83	84.39	63.27	0	483.59
Total FTEs (Undergraduate & Graduate)	3207.27	2174.51	671.09	1150.87	17.3	7221.04
T/S faculty FTE	68.54	42.8	13.51	32.85	0	157.7
Total FTE (T/S only):FFTE (UG only) ratio	43.7	47.9	43.4	33.1		42.7
Total FTE (T/S only):FFTE (UG & GRAD) ratio	46.8	50.8	49.7	35.0		45.8
T/S and CLA faculty FTE	68.54	43.6	14.5	43.9		170.53
Total FTE (All FT incl. CLA):FFTE (UG & GRAD) ratio	46.8	49.8	46.3	26.2		42.3
# of Majors in 2014-15	4419	2869	1108	1109		
Ratio UG Majors to FTE (T/S only)	64	67	82	34		
Program size ranking in 2014-15	1	3	10	9		
% of undergraduate courses taught by FT faculty*	30.0%	57.2%	32.8%	92.3%	100%	
*includes YUFA on load and overload course director positions; excludes YUFA Retiree teaching, Independent Studies and PKINS						