2007-08 Multi-Year Accountability Agreement Report-Back for: University of Toronto

As noted in the Multi-Year Accountability Agreement for Universities for 2006-07 to 2008-09 (MYAA), the government appreciates that implementing this and future agreements will be part of an evolutionary process which will incorporate maturing consensus on how to best measure and indicate access and quality. This will require a strong collaborative partnership between institutions and the Ministry of Training, Colleges and Universities.

This Multi-Year Accountability Agreement Report-Back Template has been designed to assist with the ministry's continuing efforts to measure the participation of students from under-represented groups, and as outlined in Appendix B (the Multi-Year Action Plan) of the MYAA, update the planned net new hires table, and the strategies and programs that will be used by your institution to participate in the Student Access Guarantee initiative.

Pursuant to the MYAA, the release of the full amount of your 2008-09 Accessibility to Higher Quality Education Fund[1] will be conditional on your institution confirming that it is on track for meeting its commitments, or the approval of an improvement plan by the ministry. The ministry will also use the completed Multi-Year Accountability Report-Back Template to review the progress made on the commitments outlined in your Multi-Year Action Plan. Based on this review, you may be required to submit an improvement plan to the ministry, developed in consultation with faculty, staff and students.

The information contained in this report-back template will also be used to inform the development of best practices and the creation of measures of system-wide results. These measures may be incorporated in revised requirements in future years to demonstrate system-wide improvements.

A. ACCESS

Increased Participation of Under-Represented Students — Measurement

To continue assisting with our efforts to develop a system measure that will track the participation of students from under-represented groups (Aboriginal, First Generation, Students with Disabilities) the ministry is again seeking information with respect to the number of students who are self-identifying as under-represented pursuant to the methodologies currently in place to measure these students at your institution. Please refer to the measurement methodologies outlined in your approved Multi-Year Action Plan to track these students, and provide the total number of students who have self-identified as a member of each of these groups. The ministry recognizes that these measurement methodologies may require students to self-identify, which may result in under-reporting.

Individual students may belong to more than one group. In the cells counting respondents for each under-represented group, do not adjust for this potential double-counting. To the extent that you are able to do so, eliminate any double-counting in the column, "Total Number Self-Identifying as Member of Under-represented Group".

[1] Excluding your Per Student Funding portion of this fund.

Measurement Methodology (including description)	Student Groups in Your Student Population			Total Number Self-Identifying as Member of Under-represented Group	Total Number of Students Surveyed, if applicable
	Aboriginal	First Generation	Students with Disabilities		
	#	#	#		
First Nations House	500			500	NA
2008 NSSE Results* 2006 NSSE Results		8,200 8,300		8,200	2,044 of 5,008 (random sample) students responded
Students identified according to principal disability Source: Table 1 of the Annual Report of the Accessibility Fund for Students with Disabilities) **			1,786	1,786	NA

If you would like to provide any other comments, please do so in the following space:

*Consistent with the approach agreed upon by CUPA and MTCU, this figure has been estimated using a rate generated from NSSE 2008 responses for first entry students, indicating neither father nor mother had attended college (last completed educational level lies below college attendance). As per the Ministry's request, an estimate from 2006 NSSE results has also been provided.

**Eight categories of support are provided: Deaf/Deafened/Hard of Hearing; Low Vision/Blind; Learning Disability; Chronic illness/Systemic/Medical; Mobility/Functional; Psychiatric; Acquired Brain injury; and Attention-deficit/Hyperactivity Disorder.

Increased Participation of Under-Represented Students — Programs/Strategies

Pursuant to your approved Multi-Year Action Plan, please identify your achieved results for 2007-08. If your institution has not achieved your proposed results, please explain the variance and your planned remedial action in the column provided.

Strategy / Program	Indicator	Proposed Result	Achieved Result	Explain Variance between Proposed and Achieved Results (if applicable) and Any Remedial Action You Expect to Take
Access	Number of students participating in access programs (2005-06 Benchmark is 1,001)	1,000 (06-07 result: 1,029)	921	Within expected range of variance.
	Number of students participating in outreach programs (2005-06 Benchmark is 782)	800 (06-07 result: 882)	1,192	
	Number of students receiving accessibility services including St. George, UTM and UTSC	1820 (06-07 result: 2,183)	2,386	

	campuses (2004-05 Benchmark is 1819)			

If you would like to provide any other comments, please do so in the following space:

Student Access Guarantee and Commitment

Instructions for 2007-08:

Through your signed MYAA, you committed to participate in the student access guarantee. For 2007-08, this meant meeting students' tuition/book shortfall in allocating financial aid, as set out in the 2007-2008 Student Access Guarantee Guidelines.

	Yes	No
The institution met students' tuition/book shortfall in allocating financial aid, as set out in the 2007-2008 Student Access Guarantee Guidelines	X	

If you answered no, please explain.

Please complete the following table, using the most recent available year-to-date information from your institution's 2007-08 OSAP student access guarantee report screen (This screen can be accessed by your Financial Aid Office).

2007-08 TUITION / BOOK SHORTFALL AID:		
	TOTAL $	# ACCOUNTS
Expenditures for Tuition / Book SAG Amount	19,676,697	6,439
Other SAG Expenditure to Supplement OSAP	10,049,085	2,485
Total	29,725,782	8,924

Date screen was last updated: 17/09/08

MYAA Action Plan – 2008-09 Revision: Student Access Guarantee

Pursuant to Section 2.1 of the Multi-Year Agreements, your institution will participate in the Student Access Guarantee (including the new Access Window which allows Ontario students to identify costs and sources of financial aid). The detailed requirements for participation in the student access guarantee are outlined in the 2008-09 Student Access

Guarantee Guidelines. Please complete the following template to update the strategies and programs that your institution will use in 2008-09 to participate in the Student Access Guarantee initiative.

The University of Toronto is a leader among Canadian universities in providing need-based financial support to its students. There are several programs, each designed to meet the needs of a particular group.

The University provides student aid through the UTAPS (University of Toronto Advance Planning for Students) program, which builds on the Government's OSAP program. Non-repayable grants are awarded to students who have reached the maximum for government aid from OSAP, similar programs at Canadian provinces, or aboriginal band funding, and who have an assessed need beyond that maximum. The assessed need includes the actual cost of tuition and ancillary fees as well as books and supplies.

A complementary program supports students who may or may not have qualified for government aid and UTAPS, but who have high needs beyond the maximum provided by these programs. Individual awards match the special circumstances of each student. In second-entry professional programs (Dentistry, Law, Management, Medicine, and Pharmacy), students are supported through a combination of grants and bank lines of credit facilitated by the University.

Approximately 1,750 work-study positions are made available to students with financial need. The University also uses part of its student assistance funds to cover about 40 per cent of the total cost of the work-study program.

In total, the University of Toronto spent over $48M on needs-based student aid in 2007-08. This figure does not include expenditures through the University's funding guarantee for graduate students or merit-based scholarships, fellowships and bursaries.

For doctoral-stream graduate students, the University of Toronto guarantees a minimum amount of financial support of $13,000 plus tuition and fees, for five years of study. In 2006-07, the University of Toronto provided $110.8M in financial support to doctoral-stream graduate students in the funded cohort. An additional $52.0 M in support was provided in 2006-07 to graduate students in other categories (e.g. professional masters students).

Describe how your institution will meet students' tuition/book shortfalls. As part of your description identify whether aid towards tuition/book shortfalls will be: a)Provided to those students who apply for institutional financial aid; or b) Automatically issued to students based on their OSAP information	The University will continue to meet students' tuition/book shortfalls through UTAPS (University of Toronto Advance Planning for Students), a program that has been in place since 1998. The University of Toronto provides student aid, which builds on the Government's OSAP program and fully complies with the terms of the Student Access Guarantee. Funds are awarded automatically to students who have reached the maximum for government aid from OSAP, and who have an OSAP-assessed need beyond that maximum. The assessed need includes the actual cost of tuition, books and mandatory fees. Except for the second-entry programs listed below, UTAPS funding is provided in the form of non-repayable grants. Students from other Canadian provinces, and Aboriginal students supported by band funding, are considered for UTAPS by means of an application.

If your answer to the above question was 'a,' please identify what specific internet portal(s) or program(s) students at your institution apply through to be considered for tuition/book assistance provided as part of your participation in the student access guarantee. Identify any applicable deadlines.	The recommended application date for University grants is November 1; but applications after November 1 are accepted.
Identify whether your institution plans to provide loan assistance in values greater than $1,000 to meet tuition/book shortfalls of students in any of your second entry programs. If so: a) Identify the programs by name and by OSAP cost code; b) Describe how you determine how much loan aid to provide	The University has an established agreement with Scotiabank to provide a line of credit to qualified students on very favourable terms. In addition, the University provides a separate grant to cover interest on loans borrowed under this Plan up to the level of the assessed unmet need. Under the University of Toronto Income-Sensitive Loan Remission Program, graduates of Dentistry, Law, Management, Medicine or Pharmacy may apply for interest relief on the eligible portion of the loan from Scotiabank or another lender. All graduates of these programs are advised of this opportunity. The initial screen for our loan remission program is eligibility for Canada and/or Ontario Student Loan interest-relief, but applications with special circumstances are also considered on an individual basis. If, after three years of interest-relief, the debt continues to constitute a serious burden, the University will reduce the principal owing. The programs, together with their OSAP cost codes, are listed below:

OSAP Cost Code	Name of Program
15	Dentistry
1504	Dental Public Health
1505	Oral Surgery
1506	Orthodontics
1507J	Periodontology
1508	Paediatric Dentistry
1514	Endodontics
1515	Oral Pathology
1516	Prosthodontics
1517	Dental Anaesthesia
1518	Oral Radiology
1940	SGS: Master Business Administration
1940A	MMPA Advanced Stream: Master of Management and Professional Accounting
1943M	SGS: MBA 3 year morning
19MF	SGS: Master of Finance
19MFE	SGS: Master in Financial Economics
19MI	SGS: Master of Management of Innovation UTM
22	Bachelor of Law (Juris Doctor)

	24 27	Medicine Pharmacy
Describe other financial support programs and strategies that your institution will use to assist university students facing financial barriers to access, including identification of programs that provide case-by-case flexibility to respond to emergency situations that arise for students.	*Grants administered by faculties and colleges:* Whether or not students have received OSAP/UTAPS, they may apply for University grant consideration. The student's actual budget and circumstances are used to determine the level of assistance. The University, through Admissions and Awards, issues guidelines to the divisions to ensure that consideration of applications is consistent and equitable. *Central "High Need" Committee:* Where a student has an unusually high need, the faculty/college/campus may refer the application to this committee, which consists of senior financial aid professionals in Admissions and Awards, for further consideration. *Noah Meltz Program for Part-time Students:* The University of Toronto has established a student aid program to assist students pursuing their University of Toronto undergraduate degree, diploma or certificate on a part-time basis. This includes a unique assessment methodology developed in consultation with part-time student representatives, and covers tuition, books, mandatory fees, travel and childcare for up to one course per session. *University of Toronto Work-Study Program:* All OSAP recipients are eligible to apply for a work-study position that is partially funded by MTCU. The University of Toronto provides additional funds and extends the work-study opportunity to students who, for a variety of reasons, are not in receipt of OSAP assistance.	
Briefly describe your review process for students who dispute the amount of institutional student financial assistance that is provided as part of the Student Access Guarantee.	An appeal for UTAPS funding is effectively an integral part of the OSAP appeal process, which University financial aid staff administer. Any student who is dissatisfied with the initial grant decision resulting from an individual application to their faculty or college can request that it be reviewed by Admissions and Awards.	

B. QUALITY

Quality of the Learning Environment

Pursuant to your approved Multi-Year Action Plan, please identify your achieved results for 2007-08. If your institution has not achieved your proposed results, please explain the variance and your planned remedial action in the column provided.

Strategy / Program	Indicator	Proposed Result	Achieved Result	Explain Variance between Proposed and Achieved Results (if applicable) and Any Remedial Action You Expect to Take
Teaching	Number of faculty participating in teaching development courses and symposia (2005-06 Benchmarking info: 319)	625 (06-07 result: 869)	1,193	
LMS / Portal	Number of courses using Blackboard LMS (2005-06 Benchmarking info: 150)	500 (06-07 result: 1,450)	Peak: 4,655 courses	Due to continued accelerated implementation of LMS/Portal project. Total Courses represent the total number of courses with active use over a 30 day period. The January account captures courses from the Fall and Winter sessions.
	Number of students using portal (2005-06 Benchmarking info: 0)	20,000 (06-07 result: 24,000)	Peak: 51,882 users	Total Users represent the # of unique persons using Blackboard over a 30 day period based on a count in January 2008. The total 51882 includes students and staff.
Small Seminar / Research Courses	Percentage of 1st year enrolment in small classes (under 50) in all Arts & Science programs (2005-06 Benchmarking info: 14%)	14% (06-07 result: 16.8%)	14%	
	Number of students participating in seminar and research courses in all Arts & Science programs (2005-06 Benchmarking info: 2,519)	2,500 (06-07 result: 2,251)	2,525	
	Number of students participating in seminar and research courses in Engineering (2005-06 Benchmarking info: 958)	950 (06-07 result: 9,91)	1,007	
First Year Learning	Number of students in First Year Learning Communities (2005-06 Benchmarking info: 230)	550 (06-07 result: 428)	574	
Experiential Learning	Number of students employed in research activities outside	1,600 (06-07 result:	2,347	

	the classroom (2005-06 Benchmarking info: 1, 553)	2,153)		
	Number of students participating in international exchange and study abroad programs (2005-06 Benchmarking info: 1,080)	1,000 (06-07 result: 1,077)	1,115	
	Number of students participating in community-based courses (2005-06 Benchmarking info: 958)	1,400 (06-07 result: 1,060)	1,278	Within expected range of variance.
Graduate Student Environment	Share of Canadian Doctoral Awards since 1992 (2005-06 Benchmarking info: 18%)	18% (06-07 result: 17.1%)	1992-2007: 17.0%	Only six new awards are made each year and overall numbers are low so year-to-year variability can be more pronounced than with other indicators. Based on most current available data.
	Share of Granting Council Doctoral Scholarships (since 1996) (2005-06 Benchmarking info: 15.2%)	15% (06-07 result: 15.5%)	1996-2008: 16.1%	
	Share of Granting Council Research Funding (5-year average) (2005-06 Benchmarking info: 15.1%)	15% (06-07 result: 15.4%)	06-07 result: 15.5%	Based on most current available data.

If you would like to provide any other comments, please do so in the following space:

Net New Hires

Pursuant to your approved Multi-Year Action Plan, please identify your actual net new hires for 2007-08. The ministry appreciates that accurate data on net new hires for 2008-09 may not be available until late fall. As such, please identify your planned net new hires for 2008-09.

Actual New Hires in 2007-08 Planned New Hires in 2008-09		Faculty / Academic (Notes 1,2 &3)			Student Services Staff (Note 4)		Admin Staff (Note 5)
		Full Time Tenured	Full Time Limited Term	Part Time (FTE)	Full Time	Part Time (FTE)	Full Time
Hires	Planned 2007-08	90	45	20	50		300
	Actual 2007-08	79	49	19	59		397
	Planned 2008-09	75	40	25	40		270
Retires / Departures	Planned 2007-08	70	40	15	42		260
	Actual 2007-08	54	43	35	44		295
	Planned 2008-09	60	40	20	37		250
Net New Hires	Planned 2007-08	20	5	5	8		40
	Actual 2007-08	25	6	-16	15		102
	Planned 2008-09	15	0	5	3		20

Notes:

1. Turnover is September 2007 over August 2008. Estimates are based on July to August 2008 hiring information. Achieving the Planned 2008-09 level of hiring activity is conditional on the University receiving its appropriate share of the quality funding.
2. Full-time Limited-term includes Contractually-limited and Teaching-stream (non-Tenure-stream Professors, Lecturers, Other Academics). Estimates are based on July to August 2008 hiring information.
3. Part-time Limited-term includes Contractually-limited and Teaching-stream (non-Tenure-stream Professors, Lecturers, Other Academics). Estimates are based on July to August 2008 hiring information.
4. Student Service FTE 2008-09 estimate and 2007-08 actuals assume 15% of staff are directly involved in student services. In addition, it should be noted that many staff in the broader "Admin Staff" category fulfill support roles related to students.
5. Admin Staff includes USW and non-union staff.

If applicable, please explain variance between the proposed and actual 2007-08 net new hires.

Variances on 2007-08 Net New Hires:

I. Faculty – Because of the continued uncertainty regarding when retirements would occur (with the end of mandatory retirement) and the uncertainty regarding Government funding for undergraduate expansion and Quality, "planned" numbers provided by the University for both new hires and retirements of faculty were conservative estimates. The marginally larger "actual" number of Full-Time Tenured and Full-Time Limited Term faculty net new hires reflects the uncertainty for the University in these two areas.

II. Student Services & Admin Staff – the observed variance between "actual" and "planned" staff new hires is within a range of expected for the University of Toronto which is a large and decentralized organization. It should be noted that the student service numbers are based on an estimation methodology that assumes 15% of staff fill student service roles.

Student Success: Student Retention Rates

Pursuant to your approved Multi-Year Action Plan, please report on the 2007-08 retention target achieved by your institution. If your institution has not achieved your proposed results, please explain the variance and your planned remedial action in the column provided.

	Proposed 2007-08 Retention Target	Retention Rate Achieved	Explain Variance between Proposed and Achieved Results (if applicable) and Any Remedial Action You Expect to Take
1st to 2nd Year	At or above highly selective peer group* 88%	90%	1st to 2nd year retention rate results are related to the 2006 entering cohort.
2nd to 3rd Year	At or above highly selective peer group* 79%	81.6%	2nd to 3rd year retention rate results are related to the 2005 entering cohort.
3rd to 4th Year (if applicable)	At or above highly selective peer group* 77%	80.2%	3rd to 4th year retention rate results are related to the 2004 entering cohort.

If you would like to provide any other comments, please do so in the following space:

Data provided is for the most current year available within the CSRDE project.

C. ACCOUNTABILITY

Please insert the current internet link to your posted Multi-Year Action Plan and 2006-07 Multi-Year Accountability Agreement Report-Back in the following space:

Multi-Year Accountability Agreement:
http://www.utoronto.ca/__shared/assets/Multi-Year_Agreement_for_Universities_for_2006-07_to_2008-09989.pdf?method=1

2006-07 Report-back
http://www.utoronto.ca/__shared/assets/MYAA_Report_Back_for_2006-071853.pdf?method=1

This report-back document constitutes part of the public record, and as such, should also be made available on your institution's web site. Please ensure that this document is posted at the same location as your Multi-Year Action Plan and 2006-07 Report-Back.

2007-08 Report Back Contact: Amanda Pautler, Senior Policy Advisor

Contact's telephone number and email: 416-978-8969 amanda.pautler@utoronto.ca