

## Memorandum

**To:** Members of the Executive Committee  
**From:** Carolyn Tuohy  
**Re:** Performance Indicators for Governance, Annual Report 2002  
**Date:** September 6, 2002

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I am pleased to attach for your information the fourth annual report on Performance Indicators for Governance. As an overview of this quite comprehensive document, I would highlight the following points:

### *International comparisons:*

Where at all possible (that is, where we have sources of credible and comparable data), we have compared our performance with peer institutions internationally. Currently, available data allow us to compare ourselves with other major public research universities in North America on the following measures:

- **Retention rates** in first-entry undergraduate programs: The University of Toronto's six-year graduation and first-year retention rates compare favorably to those of other public institutions, and exceeds even the average for those in the highly selective category, according to data from the Consortium for Student Retention Data Exchange (CSRDE). However, we know that several other public research universities reported six-year graduation rates equal to or better than the University of Toronto. Graduation rates for the 1992, 1993 and 1994 entering cohorts showed an overall improving trend.
- **Library resources:** The University of Toronto Library ranked fifth among research libraries in North America on the composite index of the Association of Research Libraries in 1999-2000, and second among public research universities.
- **Research and technology transfer:** Although unfortunately we do not have comparable international data for levels of funding in the form of research grants, which comprise the core of the research enterprise at the University, we do have some comparative data on funding from industrial sources, new licences, and spin-off companies, through the Association of University Technology Managers (AUTM). These data show the University of Toronto to be in the upper range among North American peers, and particularly active in the formation of spin-off companies.
- **Resources:** As in past years, it continues to be apparent that the resources available to the University of Toronto lag well behind those of North American peer institutions. The **FTE student: faculty ratio** at the University of Toronto continued to be higher than at any of our Association of American University (AAU) peers in

1999-2000. Our **endowment per FTE student** remained steady from 2000 to 2001, after a period of substantial increase from 1997 to 2000. However, it remained well below that of a substantial number of peer institutions – the University of Toronto ranked 22<sup>nd</sup> on this measure among North American public universities on this measure in 2000.

A high priority for future reports is to continue to increase the number of dimensions on which we can make international comparisons. Next year, we hope to participate in surveys that will yield data allowing for comparisons with North American peers regarding undergraduate and graduate student experience, and times to completion in doctoral programs.

### ***National Comparisons:***

Through the newly-established G10 Data Exchange, we have data allowing for comparisons with the ten largest research-intensive universities in Canada on the following dimensions, as well as a number listed above:

- The **research performance** of the University of Toronto continued on a strong upward trajectory. The University's share of total federal granting council funding, the largest in Canada, increased in each year from 1998-9 to 2000-01. This year we have been able also to show a "research yield" indicator (the ratio of University's share of research funding to its share of national eligible faculty) for all G10 universities, for funding received from the Social Sciences and Humanities Research Council (SSHRC) and the Natural Science and Engineering Research Council (NSERC). This calculation shows that the University of Toronto ranks first in NSERC funding and second, behind the University of British Columbia, for SSHRC. Next year, we anticipate that the G10 Data Exchange will have resolved data problems as necessary to calculate a research yield measure for funding from the Canadian Institutes of Health Research (CIHR) as well.
- The University of Toronto with its affiliated teaching hospitals ranks first in terms of funded awards by **government research infrastructure programs** at both federal and provincial levels as well as the **Canada Research Chair** program. The University's level of success in the Ontario research programs even outstrips its proportional share of the federal granting council funding within Ontario.
- **Time to completion of doctoral programs:** Data from the G10 universities show that, for the 1992 entering cohort of PhD students, UofT ranks close to the mean in terms of graduation rates and time-to-degree. Overall, however, we see that less than 65 percent of the 1992 doctoral cohort graduated and that the typical student took 15 terms - equivalent to 5 full years - to complete. Although the results vary considerably by disciplinary grouping, there is room for improvement in each area. Since these data refer to the 1992 entering cohort, admitted well before recent improvements to financial support programs and supervisory practices, we would expect to see considerable improvement for later cohorts; and we will be monitoring this area closely.

### *Trends over time:*

For a number of measures, we do not have comparative data for other institutions, but it is nonetheless important that we report on and track our own performance over time:

- Trends in **student demand** for our programs, as measured by dramatically increasing numbers of applications, and steady or improving entering averages, continue to be strong. Yield rates in second-entry programs have held steady or improved even in those programs that have experienced sharp increases in tuition.
- Median **class sizes** in arts and science have been relatively stable in recent years, despite enrolment increases, reflecting the recent large-scale recruitment of new faculty following a protracted period of fiscal restraint. With regard to first-year arts and science classes, we have noted a smoothing of the distribution in 2000-01 as compared with five years earlier: there are relatively fewer classes in the modal category (16-30) and relatively more in both the small size category (2-15) and the relatively large (100-150) category.
- **Employment equity:** The proportion of women tenure/tenure-stream faculty hired in the three-year period from 1998-9 to 2000-01 exceeded the estimated proportion in the available pool in two of five disciplinary groupings, and overall the proportion of women appointed was reflective of the pool. As in previous three-year cycles, we continue to recruit at least proportionate to the pool in the discipline grouping in which women are least numerous, and in which the greatest efforts have therefore been made to identify and recruit outstanding women candidates, and in the grouping in which women are most numerous. Experience in other disciplinary groupings has been less consistent. As the University moves into a period of very substantial numbers of new faculty appointments, every effort must be made to ensure that we are fully tapping the pool of available talent in all disciplinary areas. The proportion of members of visible minorities among tenure/tenure-stream appointments in the same three-year cycle (1997-98 to 1999-2000) was 17 percent according to incomplete data based on self-reporting and 28 percent according to more comprehensive reporting by department chairs.
- **Financial accessibility:** According to student surveys, the proportion of students in first-entry programs reporting parental income less than \$50,000 increased from 1999 to 2001. In second-entry professional programs which experienced large tuition increases, the proportion of students reporting parental income below \$50,000 increased in 1999 and decreased in 2000; but the small numbers of responding students, exacerbated by a very low response rate in 2001, mean that there are large margins of error around these results. It is critical that we have reliable data to monitor the financial accessibility of our programs, and we are working to improve the survey methodology to yield more reliable results.
- More than one-half of students in the cohorts graduating from first-entry programs from 1997-2001 graduated with no **student loan debt**, and this proportion increased over the period. The proportion graduating with debts of more than \$15,000 decreased over this period.
- Graduates of the University of Toronto had the fifth lowest **student loan default rate** (5.8 percent) among Ontario universities in 2001.
- The **employment rate** of 1999 graduates of undergraduate programs at the University of Toronto was 96 percent two years later, according to a 2001 survey.

