



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

<b>TO:</b>	Governing Council
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<b>DATE:</b>	May 9, 2024 for May 16, 2024
<b>AGENDA ITEM:</b>	4

**ITEM IDENTIFICATION:**

Annual Report: Performance Indicators, 2023

**JURISDICTIONAL INFORMATION:**

The *Terms of Reference* for the Executive Committee state that the Committee reviews and reports to the Governing Council on the discharge of the Council’s accountability requirements, including the annual Performance Indicators report.

The Governing Council receives the annual Performance Indicators Report for information.

In 1994, the Governing Council approved in principle a recommendation of the Broadhurst Task Force on Ontario University Accountability that standard institutional performance measures should be approved by governing boards and reported on in a consistent manner.

**GOVERNANCE PATH:**

1. Executive Committee [for information] (May 7, 2024)
2. **Governing Council [for information] (May 16, 2024)**

**PREVIOUS ACTION TAKEN:**

In 1997, the Governing Council formally approved a list of institutional performance indicators relating to central dimensions of the University’s mission and which, to the extent possible, allow for a comparison of performance against that of other universities. Annual reports are required.

The 2022 Performance Indicators were presented to the Governing Council on May 18, 2023.

## **HIGHLIGHTS:**

The Performance Indicators Report measures the University's progress towards long-term goals in student supports, graduation rates, teaching, research, financial sustainability, operations and sustainability, and other areas. It is our central accountability report to governance and is designed to serve members of the wider community who wish to know more about the University's operations, achievements and challenges. The indicators and areas to measure have changed over the years as the University has enhanced data collection and partnerships with other institutions that allow for external benchmarking.

## **FINANCIAL IMPLICATIONS:**

Not applicable.

## **RECOMMENDATION:**

For information.

## **DOCUMENTATION PROVIDED:**

- Performance Indicators Report 2023
- 2023 Performance Indicators, Executive Summary
- Presentation Slides, Performance Indicators, 2023

# Performance Indicators Report 2023

April 9, 2024  
Planning and Budget Office



UNIVERSITY OF  
TORONTO

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## Overview

This summary report is intended to provide insight and context to the annual update of metrics and indicators. The report describes factors in the internal and external environment that are driving changes in the University's performance and assesses how well the performance indicators are measuring progress towards achieving the University's strategic objectives.

The Performance Indicators for Governance aim to encapsulate the performance of the University across all areas of activity, with a focus on research and teaching. The data for the Performance Indicators come from a wide variety of sources including:

- [internal University administrative systems such as the student information system and human resources information system;](#)
- [federal and provincial governments and other non-governmental agencies;](#)
- [data sharing agreements with the Association of American Universities Data Exchange \(AAUDE\) and the U15 Data Exchange;](#)
- [surveys of our students and alumni; and](#)
- [third-party sources, such as databases of research publications.](#)

Some indicators reflect the University's absolute size in terms of its student body, research activity, and resources, while others reflect the University's relative performance in proportion to its size. This report aims to find an appropriate balance between size-dependent and ratio-based indicators. This report frequently provides comparator data for the University's peer institutions. These include Canadian peers who are members of the U15.

There is a wide array of accountability reports published by the University of Toronto, many of which provide additional information to complement the Performance Indicators for Governance (see Appendix 1). The Performance Indicators report forms an important resource within this framework of accountability and transparency at the University of Toronto and aims to provide representative measures of performance across all areas of activity. In cases where other University reports rely on identical data, this report endeavors to provide consistent data and context. However, given the different publication schedules, reports may differ when different time periods are assessed.

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No set of aggregate metrics and indicators can fully capture the complexity, diversity, and richness of the University of Toronto. Nevertheless, robust indicators give a sense of the performance of the University over time and, where appropriate, benchmark the University's performance against that of our peer institutions. The metrics and indicators in this report have been selected based on their relevance to the University's mission, academic priorities, and the ability to capture robust and consistent data. In most cases, the metrics and indicators in this report show improving performance, but there is no intent to limit the scope of the report to areas of success; areas that warrant attention are identified and used to inform future investments and allocation of resources.

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# External Environment

## Strategic Mandate Agreement

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The Ontario post-secondary education system operates under a differentiation policy framework that is operationalized through a series of bilateral Strategic Mandate Agreements. These agreements specify the role of each University in the system and how each will build on institutional strengths to drive system-wide objectives and government priorities.

The University's third Strategic Mandate Agreement with the Province (SMA3)<sup>1</sup> came into effect on April 1, 2020, and covers the period 2020-2025. With the implementation of SMA3, the Government is shifting a significant portion of existing operating grant revenue to a differentiation envelope that will be linked to performance metrics. Over the five years, the differentiation envelope portion of funding will increase from 25% of total Provincial operating grants (6% of total revenue) in 2020-21 to 60% of operating grants (12% of total revenue) in 2024-25.

Under the SMA3 performance-based funding formula, each University is measured against its own past performance, not against other institutions. As Canada's leading research-intensive University, performance-based funding allows the University to benchmark its strengths in areas such as innovation, research funding, and graduate employment, and have funding reflect its achievements in these areas. The Province has defined ten performance metrics for funding purposes and the University has allocated its performance-based funding envelope across these metrics, with an option to adjust each year in response to changing priorities.

In recognition of the potential impact of the COVID-19 pandemic on metrics, the Government suspended activation of the performance-based funding framework for the first three years of the SMA3 period and has reduced the amount of funding that will be linked to performance metrics. In 2023-24, the framework was activated with 10% of funding linked to the metrics. This will increase to 25% in 2024-25. The University exceeded all metric targets in the first four years of the SMA3 evaluation period and does not anticipate any reductions to funding in the future.

The SMA3 also sets out a multi-year enrolment plan. In response to Ontario's changing demographics, the University and the Province have agreed to hold constant the level of domestic undergraduate enrolment at the University of Toronto over the period of the agreement. The University will be eligible for full enrolment funding provided it maintains a five-year average enrolment within  $\pm 3\%$  of its target.

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<sup>1</sup> Strategic Mandate Agreement 2020-2025: University of Toronto and the Ministry of Colleges and Universities <https://www.utoronto.ca/about-u-of-t/reports-and-accountability>

SMA3 Metrics for Economic and Community Impact	
Tri-Agency Research Funding & Capacity	Proportion of total funding from federal research granting agencies received by U of T.
Research Revenue from Private Sector Sources	Total research revenue attracted from private sector and not-for-profit sources.
U of T-Supported Startups	The number of start-ups being actively supported by incubators and campus-led accelerators across the U of T's three campuses.
Community/Local Impact of Student Enrolment	Institutional enrolment compared to the populations of the cities of Toronto and Mississauga.
SMA3 Metrics for Graduate Skills and Job Outcomes	
Employment Rate in a Related Field	Proportion of graduates of undergraduate degree programs employed full-time who consider their jobs either "closely" or "somewhat" related to the skills they developed in their University program, two years after graduation.
Institutional Strength / Focus	Proportion of total full-time enrolment that is in broad arts & science disciplines, including emerging data science fields.
Undergraduate Graduation Rate	Proportion of all new, full-time, year one undergraduate students who commenced their study in a given fall term and graduated from the University within 7 years.
Experiential Learning	Proportion of graduates in undergraduate programs, who participated in at least one course with a required Experiential Learning component.
Graduate Employment Earnings	Median employment earnings of University graduates, two years after graduation.
Skills & Competencies	Participation and publication of results of the NSSE Higher Order Learning Engagement Indicator for senior undergraduate students.

## STRATEGIC MANDATE AGREEMENT

**25% OF FUNDING LINKED TO SMA METRICS IN 2024-25 FINAL YEAR OF SMA3**



**All targets achieved in 2023-24**

**50% Research**

**106.4%**  
Tri-Agency Research Funding

**126.1%**  
Private Sector Research Funding

**125.8%**  
Economic Impact (Start-ups)

**50% Teaching**

**105.3%**  
Community Impact

**101.3%**  
Employment in a Related Field

**106.0%**  
Institutional Focus

**100.1%**  
UG Graduation Rate

**122.3%**  
Experiential Learning

**111.5%**  
Graduate Earnings

**No Target**

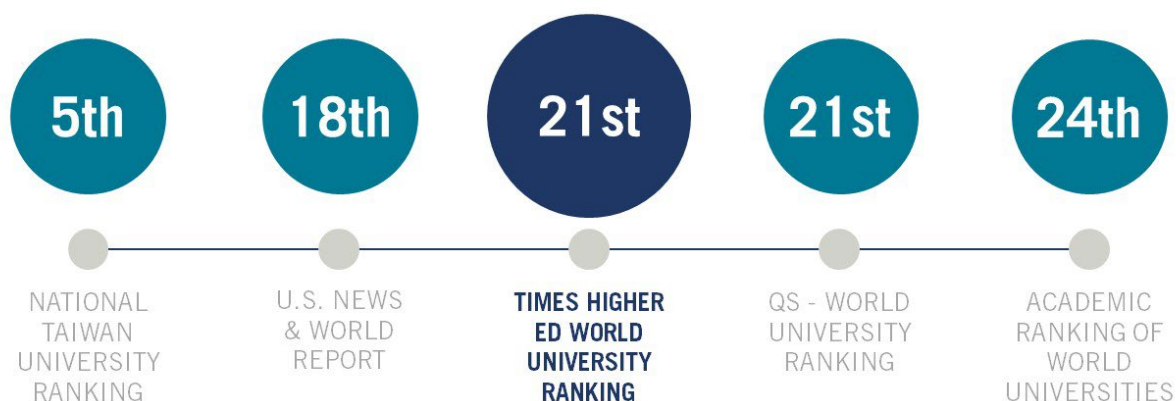
Skills & Competencies



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# International Ranking Results

2023



## International Rankings

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Rankings provide one aspect of the institution's performance and prestige, and can be influential for potential students, their parents, faculty recruitment, donors, and international partnerships. Rankings results are not only a reflection of the University's performance but may be impacted by external factors such as methodological changes, by the rankings organizations, or changes in resources and capacity in other regions.

The University of Toronto is consistently ranked as one of the top universities in Canada and the world, with a reputation for academic excellence and research strength. Below are some key highlights of the University of Toronto Rankings profile:

- The University of Toronto is consistently ranked among the top 25 universities in all major global University rankings such as QS World University Rankings, Times Higher Education World University Rankings, and Shanghai Academic Ranking of World Universities.
- The University is ranked #1 in Canada and frequently ranked among the world's top 15 publicly funded universities by global University rankings.
- The University is known for its research strength and is one of Canada's leading research-intensive universities. It holds a prestigious position globally, ranking within the top 10 for both the highest number of citations and highly cited articles.
- The University has exceptional breadth of excellence across all subject areas and is ranked among the top 50 universities globally in 48 subjects in the QS Subject Ranking, more than any other University in the world.
- The University has been ranked first in the QS Sustainability Rankings, which assesses universities for their environmental and social impact. The new ranking placed University of Toronto first out of 1,400 post-secondary institutions around the world.

Leading ranking organizations are monitoring higher education disruptions caused by the COVID-19 pandemic to better assess next steps for ranking methodologies. Major global rankings rely on data collected over a period of two or more years and it will take time before universities see the changes. Thus far, the impact of the pandemic is not fully reflected in the rankings, as some of the underlying data they use are retrospective in nature. Impacts are expected to materialize in future years and are challenging to predict.

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# Other Ranking Results

2023



## #3 - LIBRARY RANKING (ARL)

U of T libraries are ranked  
3<sup>rd</sup> in North America.



## #12 - GRADUATE EMPLOYABILITY

U of T graduates are among the  
world's most desirable employees,  
ranked 1<sup>st</sup> in Canada and 12<sup>th</sup> place  
globally by THE.



## #21 - REPUTATION

U of T was rated 1<sup>st</sup> in Canada  
and 21<sup>st</sup> in the world in Times  
Higher Education's World  
Reputation Ranking.



## #1 - SUSTAINABILITY

U of T ranks 1<sup>st</sup> in the world  
and by the QS Sustainability  
Ranking.

# **Performance Indicators 2023 Highlights**

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The Performance Indicators report endeavors to provide robust, timely, and relevant indicators and metrics. As such, new and existing metrics are evaluated annually and added, modified, or dropped as appropriate.

Due to timing of data collection, some metrics are not updated every year. The following provides some of the key highlights from this year's performance indicators.

### **Student Financial Aid, Accessibility & Well-being**

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Access to a University education can be influenced by several factors, including financial and socio-economic circumstances. As such, efforts are made by the University of Toronto to not only attract individuals from varied backgrounds, but to also provide the support they need to successfully complete their studies. The University continues to make significant investments in financial aid and leads Ontario in the amount of financial assistance it provides to students.

Of the students that receive financial aid via the Ontario Student Assistance Program (OSAP), a large proportion of students at the University of Toronto (42% average for last five years) come from families with low incomes. This is a higher proportion than is typical for universities in Ontario (35% average for last five years). Data provided by OSAP also shows that 61% of University of Toronto undergraduates finish their degrees with no debt. Of the remaining 39%, the average debt load continues to decline and was an average of \$18,100 last year – down 26% since 2017-18 after inflation.

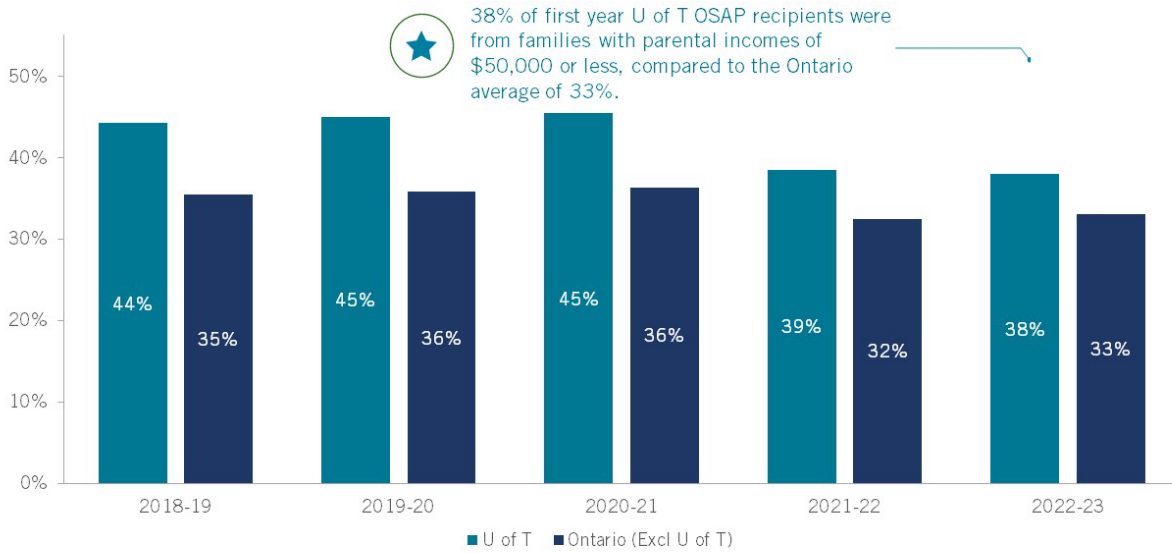
In addition to financial support available through government loan and grant programs like OSAP, undergraduate and graduate students have access to a wide range of financial supports from the University of Toronto. Some are based on need, and others on measures of merit, such as academic achievement or leadership. There are supports for international and Canadian students as well as dedicated supports for students with disabilities. In 2022-23, the University awarded \$309 million in needs-based and merit-based financial aid, which represented 16% of the University's tuition revenue budget and averaged nearly \$3,900 per full-time equivalent student. The University's undergraduate and graduate scholarships and bursaries expenditures per student exceeded the Ontario average (excluding University of Toronto) by 65%.

The University's accessibility offices facilitate the inclusion of students with mental health conditions and physical, sensory, and learning disabilities into all aspects of university life. Over the last decade, the number of students registered with Accessibility Services has increased by 143%. This reflects an increase in the awareness of the resources that are available to students, their willingness to use them, and reflects the success of the University in attracting and supporting this population.

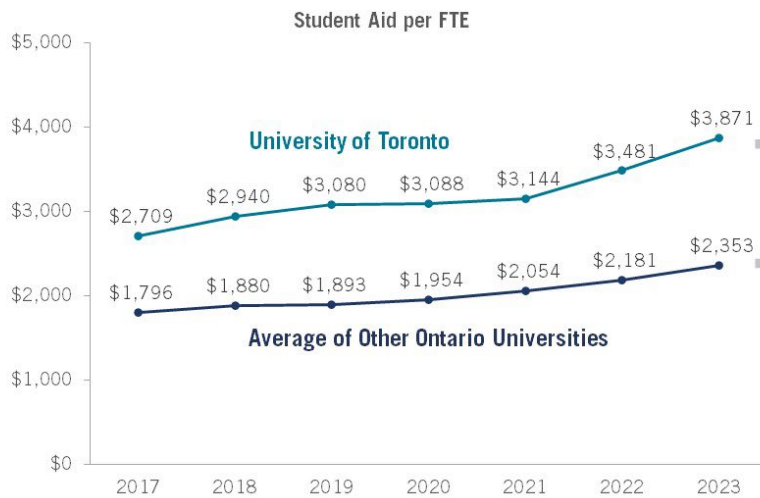
The Accessibility Services Student Experience Surveys conducted between 2019 and 2022 have been instrumental in shaping the services provided by Accessibility Services to students with disabilities. These surveys delve into various aspects of students' experiences with Accessibility Services, including registration, accommodations development, resource utilization, and communication. The insights gleaned from these surveys have directly influenced the work of Accessibility Services, leading to improvements in services for students with disabilities such as: adding new roles like the Indigenous Accessibility Advisor, Indigenous Peer Guide, Experiential Learning Accommodations Coordinator, and Autism Spectrum Disorder (ASD) Support Coordinator. Additionally, new programs and resources such as the Strengthening Accessibility & Inclusion within the Professional Programs Conference, the Disclosure and Accommodation Strategies for the Workplace guide and workshop have been developed. Supporting the mental health needs of our students is a significant priority for the University of Toronto.

# Parental Income of Full-Time OSAP Recipients

Proportion of Students with Household Incomes \$50,000 and below



# Student Aid Expenditures



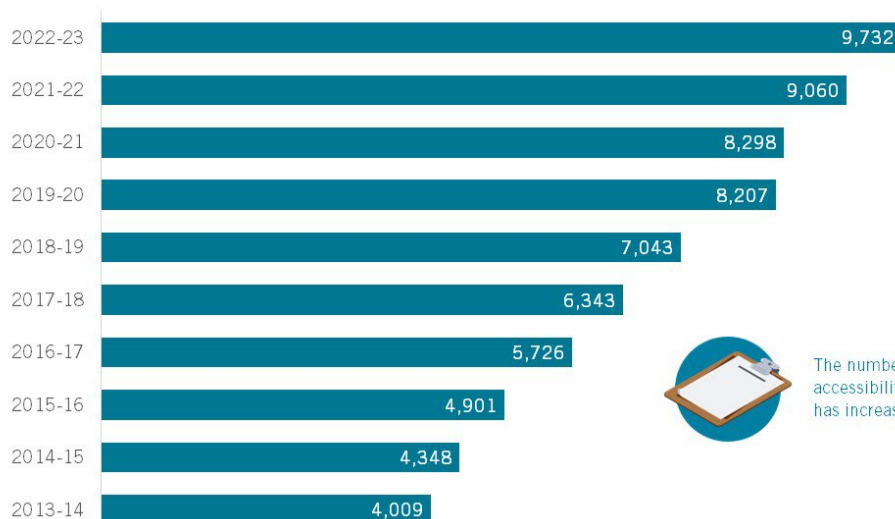
**\$1.4B Endowed Funds for Student Support**

(43% of Total Endowment)



# Students Registered with Accessibility Services

St. George, UTM & UTSC Campuses



The number of students registered with accessibility services across all three campuses has increased by 143% over the last 10 years.

In May 2019, the Presidential and Provostial Task Force on Student Mental Health identified 21 recommendations<sup>2</sup> to impact immediate, short-term, and long-term efforts to create a caring and safe campus environment at the University of Toronto. All recommendations were accepted in the University's response in January 2020.

The University is continuing to implement changes to increase the capacity to meet student mental health needs. The University of Toronto's much-improved continuum of mental health supports for both domestic and international students has led to a 49% increase since 2019-20 in mental health service interactions and visits (e.g., NAVI, Telus Health, etc.) over the last five years. The University also established a new partnership with the Centre for Addiction and Mental Health (CAMH), whose expertise is helping to guide the implementation of recommendations<sup>3</sup>.

Since 2020, substantial progress has been made in implementing the recommendations put forth by the Presidential and Provostial Task Force. The status of these efforts can be found on the University website<sup>4</sup>. Some of the initiatives are summarized below:

- In 2023-24, My SSP was rebranded to Telus Health Student Support; the service continues to provide resource navigation support and access to trained counsellors who can help students with issues ranging from crisis intervention, academic stress and relationship problems to depression and loneliness. On-demand support can be accessed in over 60 languages, with five languages (English, French, Mandarin, Cantonese, Spanish) guaranteed 24/7; support scheduled in advance is available in 150 languages.
- Navi has been expanded to include a FAQ bot in addition to the original Mental Health bot. Navi tracks data for mental health in the form of conversations that feature a mental health topic; these appear to be trending upward this year, which might be the result of increased marketing of Navi with the launching of its expanded capabilities.
- 50% of all campus health centre activity is now dedicated to mental health. Visits continue to increase, with levels above what was seen pre-pandemic. In 2023-24, a foundational data quality project was launched to support the availability of a high-quality administrative dataset that will inform

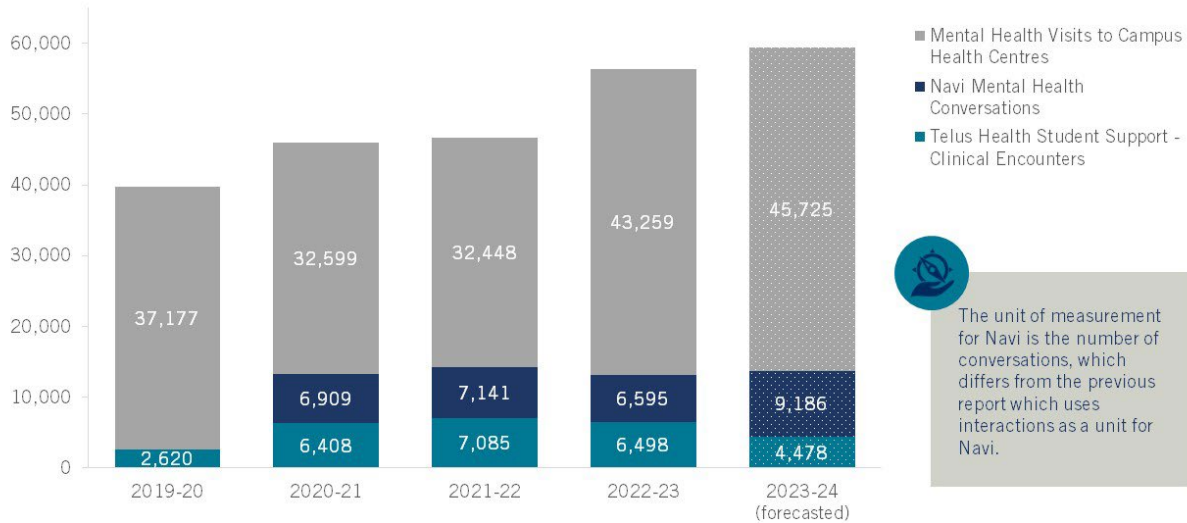
<sup>2</sup> Presidential & Provostial Task Force on Student Mental Health. Retrieved from [provost.utoronto.ca/wp-content/uploads/sites/155/2020/01/Presidential-and-Provostial-Task-Force-Final-Report-and-Recommendations-Dec-2019.pdf](https://provost.utoronto.ca/wp-content/uploads/sites/155/2020/01/Presidential-and-Provostial-Task-Force-Final-Report-and-Recommendations-Dec-2019.pdf)

<sup>3</sup> CAMH, UofT Partnership. Retrieved from [utoronto.ca/news/u-t-partner-camh-overhaul-mental-health-services-students](https://utoronto.ca/news/u-t-partner-camh-overhaul-mental-health-services-students)

<sup>4</sup> Planning Policy on Student Mental Health. Retrieved from [provost.utoronto.ca/planning-policy/student-mental-health/](https://provost.utoronto.ca/planning-policy/student-mental-health/)

# Mental Health Interactions

2019-20 to 2023-24 (forecasted)



the University understanding of mental health service utilization by students. The project will expand in 2024-25 and include indicators that measure access to same day counselling, a key priority of students.

- Positive results from the first Student Perception of Mental Health Care survey (2022) were shared with students in 2023; this standardized tri-campus collaborative survey will run again in Fall of 2024.

Significant efforts have been made to address concerns about waitlists to meet clinicians at the Health and Wellness clinics for initial assessment appointments and follow-up appointments. As of Winter 2024, waitlists have been eliminated through the Open Access program for intake and navigation to a variety of services and resources. The new program provides students with same-day appointments to meet with a clinician to discuss concerns, learn about resources, and develop treatment plans<sup>5</sup>.

Mental health surveys (e.g., the Canadian Campus Well Being Survey) are being utilized to better assess health and well-being on campus and identify priorities for intervention. The University also participated in the World Mental Health International College

Student (WMH-ICS)<sup>6</sup> initiative which aims to screen for mental health and substance use problems among postsecondary students on a global scale, as well as to develop and evaluate evidence-based preventive and ameliorative interventions. More

than 20,000 undergraduate and graduate students were surveyed over the course of 2 years, starting in February 2022.

## Student Surveys

Large, institution-wide student surveys are critical tools used to gather insight into students' perceptions of the quality of teaching, academic support, campus life, and other key factors that contribute to their overall satisfaction with their University experience and well-being. Conducting regular surveys allows for the identification of key areas of improvement, monitor trends, and making data-driven decisions to enhance the student experience. There are several large surveys in which the University of Toronto takes part on a cyclical basis, each serving to measure specific aspects of the institution's performance and improve the quality of our services for our students.

By rotating the surveys, universities can track changes in student opinions and attitudes over time while ensuring that students are not burdened with the same set of questions every year. This approach ensures that each survey focuses on specific areas of concern, giving the University a more complete understanding of student needs and experiences. Below is a selection of key institutional surveys at the University:

<sup>5</sup> Access to mental health support. Retrieved from [studentlife.utoronto.ca/task/find-easy-access-to-mental-health-support/](http://studentlife.utoronto.ca/task/find-easy-access-to-mental-health-support/)

<sup>6</sup> Student e-Mental Health Project. Retrieved from [dlsph.utoronto.ca/student-e-mental-health-project/](http://dlsph.utoronto.ca/student-e-mental-health-project/)

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### **National Survey of Student Engagement (NSSE)<sup>7</sup>**

The NSSE survey is a national survey that assesses the extent to which students engage in educational practices associated with high levels of learning and development. The survey is run every three years and asks questions related to five key areas: academic challenge, learning with peers, experiences with faculty, campus environment, and civic engagement. The survey is administered to first-year and senior students at participating institutions, and the results are used by institutions to make informed decisions on how to improve student learning and engagement. The most recent survey was conducted in March of 2023 and key results will be discussed later in this section.

### **Canadian Campus Wellbeing Survey (CCWS)<sup>8</sup>**

CCWS is a national survey conducted every three years, last run in 2022 and sent to 38,000 undergraduate and graduate students. The survey is designed to gather information on the current state of health and well-being of post-secondary students in Canada to give institutions insights to build healthier and more supportive environments for students. CCWS is comprised of approximately 200 questions ranging from topics on mental health assets and deficits, health behaviours, food security and substance use to campus climate and obstacles to success.

### **Canadian Graduate and Professional Student Survey (CGPSS)<sup>9</sup>**

CGPSS is a national survey conducted every three years by the Canadian Association for Graduate Studies (CAGS) to collect information on the experiences and satisfaction of graduate and professional students in Canada. The survey covers a wide range of topics, including program satisfaction, funding, supervision, and career preparation to better understand the needs of students and to improve the quality of graduate education in Canada. The most recent survey was conducted in 2022 and the results provide valuable insights into the challenges and opportunities facing graduate and professional students.

### **Multi-Institutional Study of Leadership (MSL)<sup>10</sup>**

The MSL is a national research project designed to investigate how leadership development programs on college campuses impact students' leadership skills, attitudes, and behaviors at over 300 institutions across North America. The goal of the MSL is to provide colleges and universities with the information needed to develop effective leadership programs that meet the needs of their students. The study examines the impact of a variety of leadership and high-impact experiences, including

coursework, extracurricular activities, global experiences, personal growth, and service learning. The MSL is conducted every three years, with most recent survey in 2021.

### **Student Experience in the Research University (SERU)<sup>11</sup>**

The Student Experience in the Research University (SERU) Consortium is an academic and policy research collaboration based at the Center for Studies in Higher Education at the University of California – Berkeley (CSHE) working in collaboration with a group of leading research-intensive universities. The SERU Consortium supports the administration of on-line surveys: SERU Undergraduate (ugSERU) and Graduate Surveys (gradSERU). The surveys aim to collect data on a wide range of topics, including student demographics, academic experiences, social experiences, and satisfaction with University services. The University of Toronto participated in ugSERU for the first time in early 2021 and in gradSERU in 2023 (results will be discussed later in this section).

Below is a summary of key results from the most recent undergraduate and graduate surveys:

The 2023 NSSE survey was conducted in February and March of 2023. The response rate was 27% with 8,479 responses in total. This compares to a 32% response rate in 2020. The slightly lower response rate may be attributed to a technical issue encountered with the NSSE distribution.

Engagement Indicators (EI) are summary measures that consolidate responses on related groups of survey questions examining key dimensions of student engagement. The University's performance in EIs have been maintained or improved for most indicators since the last survey. Only two indicators, Collaborative Learning and Discussions with Diverse Others show a small decline. As part of the University's continuous improvement processes, the student experience team continues to work with academic divisions and central units to understand potential underlying reasons and possible initiatives to increase performance. The University also compares results to the U15 group of peer institutions. University of Toronto compares favourably with U15 peers for almost every indicator except for one "Learning with Peers" indicator, Collaborative Learning, and one "Campus Environment" indicator, Quality of Interactions.

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<sup>7</sup> Results of the National Survey of Student Engagement 2020. Retrieved from [viceprovoststudents.utoronto.ca/wp-content/uploads/NSSE-2020-Report.pdf](https://viceprovoststudents.utoronto.ca/wp-content/uploads/NSSE-2020-Report.pdf)

<sup>8</sup> The Canadian Campus Well-being survey. Retrieved from [studentlife.utoronto.ca/service/canadian-campus-wellbeing-survey/](https://studentlife.utoronto.ca/service/canadian-campus-wellbeing-survey/)

<sup>9</sup> Results of the Canadian Graduate and Professional Student Survey. Retrieved from [sgs.utoronto.ca/about/measuring-our-performance/cgps/](https://sgs.utoronto.ca/about/measuring-our-performance/cgps/)

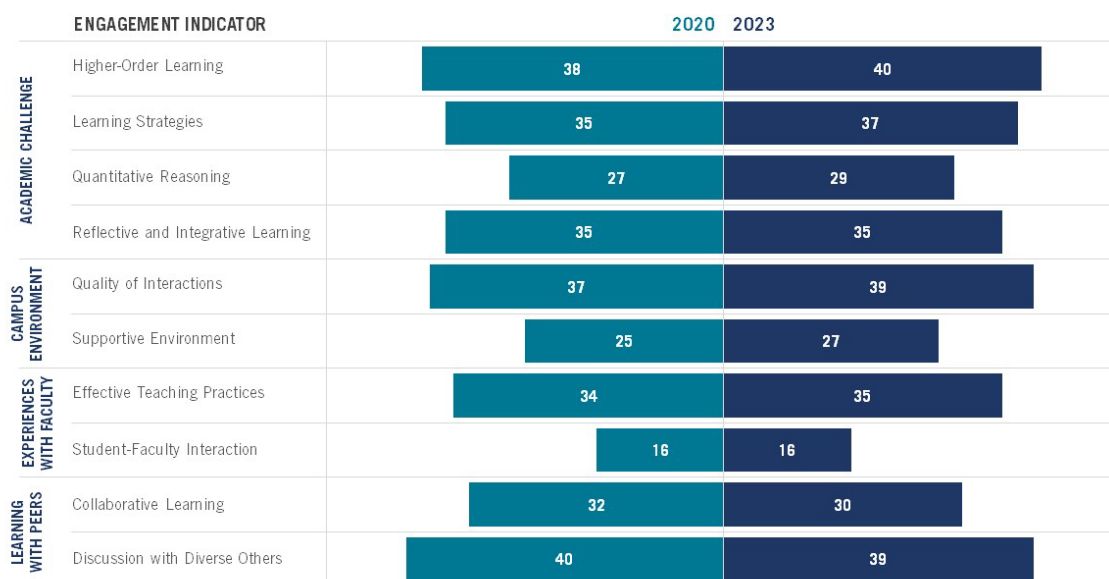
<sup>10</sup> Multi-Institutional Study of Leadership. Retrieved from [studentlife.utoronto.ca/service/multi-institutional-study-of-leadership/](https://studentlife.utoronto.ca/service/multi-institutional-study-of-leadership/)

<sup>11</sup> Graduate Student Experience in the Research University. Retrieved from [sgs.utoronto.ca/about/measuring-our-performance/gradseru/](https://sgs.utoronto.ca/about/measuring-our-performance/gradseru/)



# National Survey of Student Engagement

Engagement Indicator Average Scores by Theme



The University has launched a number of initiatives to support on-going efforts in supporting these engagement efforts. One such initiative includes the creation of a tri-campus Student Mental Health team in response to the Presidential & Provostial Task Force on Student Mental Health. The work of the team, in collaboration with those offices that support student mental health, is an important driver in the Supportive Environment Engagement Indicator.

NSSE also captures students' engagement with High Impact Practices (HIPs) across six domains: Service-Learning, Learning Community, Research with Faculty, Internship or Field Experience, Study Abroad, and Culminating Senior Experience. First year and senior students respond to their participation in the first three HIPs while the last three HIPs only pertain to senior year students. Results indicate that in 2023, approximately 93% of first-year students (similar to 2020) reported participating in zero or one HIPs. Seventy-eight percent of senior year students in 2023 reported they participate in one to six HIPs, compared to 76% in 2020.

The NSSE results are a rich source of information about the way students engage with their academic and co-curricular activities. Detailed results and peer benchmarks relating to Engagement Indicators, High-Impact Practices, and student demographics will be available in future reports.

## Graduate Students Experience & Outcomes

The Career Outcomes Study, a project led by the School of Graduate Studies, provides a snapshot of employment outcomes (as of 2022) for PhD graduates of University of Toronto between

2000-2021 and Postdoctoral Fellows (PDFs) who worked at the University between 2008-2021. The study uses publicly available data from open access sources (i.e. LinkedIn, company websites) to determine employment status. In 2018, the 10,000 PhDs project found that:

- About 60% of graduates across all disciplines found work in academia, with roughly one-third in tenure-stream positions.
- PhD graduates were increasingly employed outside the academy.
- Comparing the cohorts of 2015 to 2000, nearly twice the proportion of PhDs were employed in the private sector (23% compared to 13%).

Now in 2022, the Career Outcomes Study reports the employment status for 21,282 PhD and PDFs in total. It follows the same methodology as the 2018 study. Among other results, the study found that:

- While almost half of PhD graduates work in the post-secondary sector, one-quarter are now working in the private sector – an increase from the 2018 study. This shift is more pronounced in the physical and life sciences where the highest rates of private sector employment are found (more than 40% of PhD graduates are now working in for-profit industry roles).
- Top tech and life sciences companies such as Google, Intel, RBC, Sanofi, Roche, and Amazon are among top employers of U of T graduates.
- PhD graduates continue to contribute to research and teaching in the higher education sector, with a large increase of graduates gaining employment in teaching-stream faculty positions (2% in the 2018 study compared to 11% in 2022).
- University of Toronto continues to play a significant role in employing tenure- and teaching-stream faculty – of the 32% of PhD graduates employed in these roles from 2000-2021, 1 in 8 were employed at U of T.

Data from the 2023 gradSERU survey showed that graduate students reported high satisfaction in the following aspects of their graduate/professional program: quality of University library resources and support (95% of respondents), knowledge gained (89%), quality of instruction (89%) and opportunities for research (84%). Compared with results in 2021 administration, there is a 6.5% increase in satisfaction in the “value of the education you are getting for the money you are paying”. In terms of graduate program climate, survey results highlight positive aspects of the University community. Respondents

agreed that students demonstrate respect for one another, regardless of their backgrounds and faculty actively encourage diverse viewpoints from students and maintain respect for all students.

Data from the 2022 CGPSS showed that most graduate students were pleased with their academic program experience with 87% rating their academic experience as ‘Excellent’, ‘Very Good’, or ‘Good’. Compared to Canadian peer universities (excluding U of T), a higher proportion of U of T students would choose the same University if they were to start their graduate studies again compared with their counterparts at other Canadian institutions. This is consistent for graduate students across all three degree types (i.e., Doctoral, Master’s with Thesis, Master’s without Thesis). In evaluating their program, quality of interactions, and coursework, students showed the highest levels of satisfaction with the intellectual quality of faculty members (96% positive) and their fellow students (94% positive).

### International Student Enrolment

The University of Toronto aims to attract the best students from around the world. Increasing international student enrolment over time is an indicator of the effectiveness of our efforts to broaden the University’s international reputation. The number of international students and the proportion of all students that are international are continuing to rise. The University recruits students from more than 180 countries and regions and has over 150 student mobility agreements with more than 40 countries, including 14 dual degree programs.

The University is committed to diversifying the regional and socioeconomic backgrounds of our student body through active recruitment in diverse global regions; development of

## Graduate Student Experience in the Research University

2023 Results



Students respect other students regardless of their background



Faculty encourage expression of diverse viewpoints from their students



Faculty respect students regardless of their background



Rules and regulations are fair



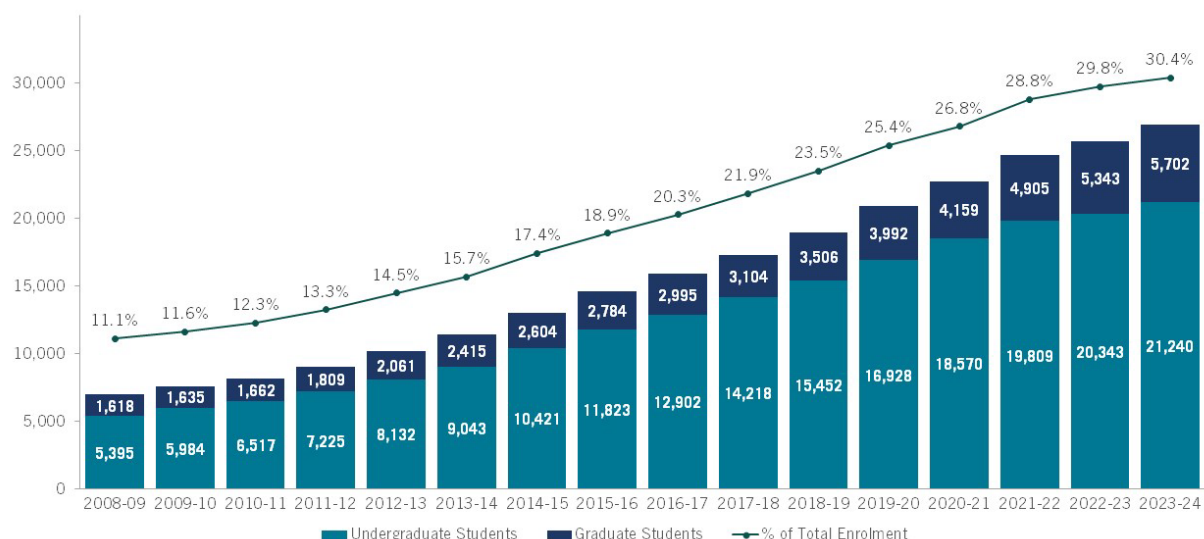
I am proud to be a student in my graduate / professional program



This is the percentage of U of T graduate students that largely agree (“Agree” or “Strongly Agree”) to the selected statements about the graduate program climate in the 2023 gradSERU survey.

# International Student Enrolment

2008-09 to 2023-24 (FTEs)



partnerships and scholarship programs with governments, charities, and schools around the world; and the significant investment in the International Scholars and Pearson Scholarship programs. In Fall 2023, the University welcomed new undergraduate students from 141 countries and regions from around the world with less than half from any single source for the second year in a row. For example, since 2018, new intakes from Africa and the Caribbean/Latin America have grown by roughly 40%, and new students from the Middle East have grown by around 75%.

In Fall 2023, University of Toronto’s international students made up 30.4% of total FTE enrolment and 32.9% of our Fall 2023 undergraduate intake. International students represent a larger share of total FTE enrolment at UTSC (34.4%) than the St. George campus (30.2%) and UTM (27.8%). The number of international students varies significantly across academic programs, with larger numbers and proportions in first-entry undergraduate programs (33.1%) and lower proportions in second-entry professional (16.1%) and doctoral stream master’s programs (12.4%).

In addition to the students who come to U of T from around the globe, the University also prioritizes opportunities for its students to experience international opportunities with its more than 170 global institutional partners. The University continues to build on partnership innovations developed over the past few years so that students can go Global-at-Home, including the development of more than 90 global classrooms that allow students to access global learning through curricular and co-curricular experiences, foster international experiences, and create pathways to international exchange.

## Experiential Education & International Experiences

Experiential learning allows students to learn new skills, understand workplace practices, acquire new knowledge, and explore how academic experiences can help individuals contribute to the broader community and society. Expanding access to these high-impact experiential learning opportunities is a key priority for the University of Toronto. In addition, the Province has included experiential learning as one of the metrics in the Strategic Mandate Agreement process. For purposes of the Strategic Mandate Agreement, the University’s performance in experiential learning is measured as the proportion of graduates from undergraduate programs who have participated in at least one course with a required experiential learning component.

The University operates several significant Experiential Learning programs such as:

- **The Professional Experience Year (PEY) co-op program in the Faculty of Applied Science & Engineering offers 12-16 consecutive months of full-time employment of meaningful work experience. In 2023-24, 1,090 students are participating in the PEY, with 1,022 of them being Engineering students. Approximately 81% of third year engineering students participated in PEY Co-op work terms in 2023-24.**
- **The University of Toronto Scarborough (UTSC) has long offered co-op options across a wide variety of**

their academic programs. In total 4,406 students were registered in co-op programs in 2023-24, with 485 students out on work placement in Fall 2023.

- The Experiential Education Unit (EEU) at the University of Toronto Mississauga facilitates UTM academic units to offer, as a core feature of their curricula, various types of practical learning experiences which may include academic internships, practicum placements, project-based research, or domestic and international community engagement. In Summer 2023 and Fall-Winter 2023-24, 747 students participated in the Academic Internship courses and Research Opportunity Program.
- The Arts and Science Internship Program (ASIP) was launched in Fall 2021 with 1,048 students currently registered. The program combines 12-20 months of paid work experience with professional development training.
- Across the University of Toronto, 4,813 students participated in the Work Study program in Summer 2023 and Fall-Winter 2023-24.

In addition to these formal programs, the University offers many individual courses with experiential learning opportunities. In 2019, the University conducted a preliminary categorization of undergraduate courses and programs to identify which graduates participated in experiential learning as part of their

studies. This analysis will be further enhanced as the University implements its course information system.

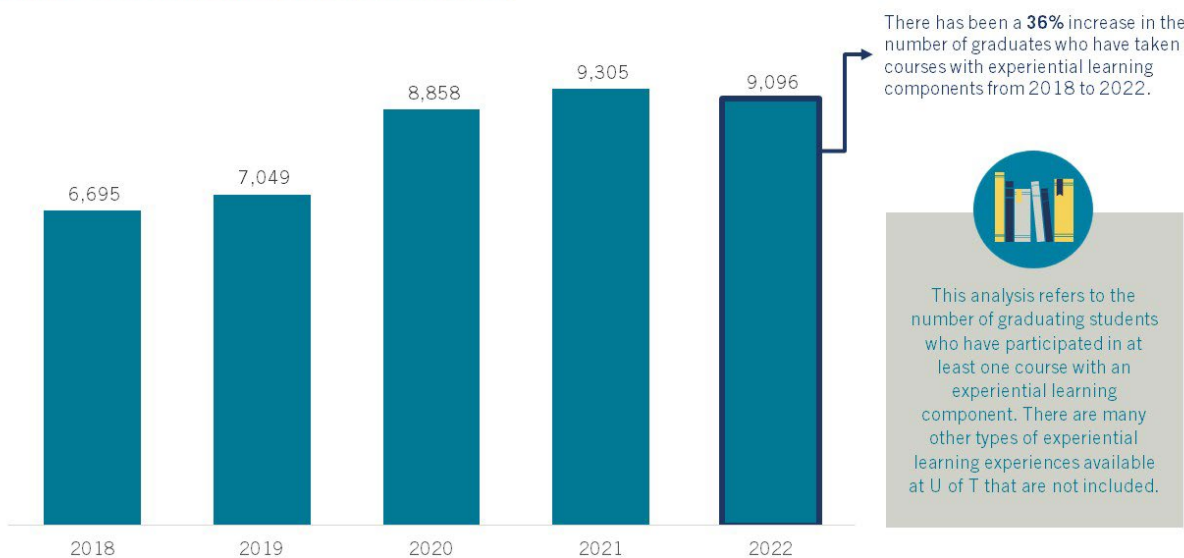
In 2022, the University had 9,096 undergraduates who graduated with at least one experiential learning component (66% of the total). This is a result of efforts to introduce more experiential learning opportunities to students as well as improvements in capturing information on experiential learning in our institutional systems.

As the world becomes more globally interconnected, there is a growing emphasis on meaningful international experiences for students, whether through student exchange programs, study abroad programs, international work placements, or courses conducted with international field trips. While some of these international pathways and partnerships were disrupted by pandemic-related travel restrictions, learning abroad activities have largely returned to pre-pandemic levels as of Fall 2022.

In 2022-2023, 5,116 undergraduate and graduate students participated in course, research and professional international experiences through learning abroad, including 1,648 global at home activities (virtual) and 3,468 in-person activities. The University has increased needs-based funding to reduce barriers and increase access. On campus students can participate in the Global Citizen co-curricular project and complete a Global Scholar concentration within their program.

## Experiential Learning

Total Number of Graduating Students with Experiential Learning



## Graduation Rates & Graduate Employment

The University of Toronto is committed to providing students with an environment in which they can thrive. The rate at which students continue their studies and graduate in a timely fashion reflects the University's success in creating these conditions. Improving retention and graduation rates has been an institutional focus in recent years and the results reflect the success of those efforts.

To assess the University's performance at the undergraduate level, the Performance Indicators include measures of retention and graduation as defined by the Consortium for Student Retention Data Exchange (CSRDE), which allows for comparison of the proportion of students who graduate within 6 years. Graduation rate is also one of the metrics in the provincial Strategic Mandate Agreement. The 6-year graduation rate is used in the University's Performance Indicators for continuity and comparison with peer institutions. For the entering cohort in 2017, the graduation rate reached 80.1%. Graduation rates have continued to show significant improvement year over year, and University of Toronto continues to exceed the Ontario graduation rate.

During the COVID-19 pandemic some first-entry divisions observed lower retention rates for continuing students compared to the last ten years. However, the most recent data show that rates appear to be rebounding up to 92.7%, a positive sign that this may have been a temporary pandemic-related shift. Key data analytics initiatives led by the Office of the Vice-Provost, Innovations in Undergraduate Education such as the Academic

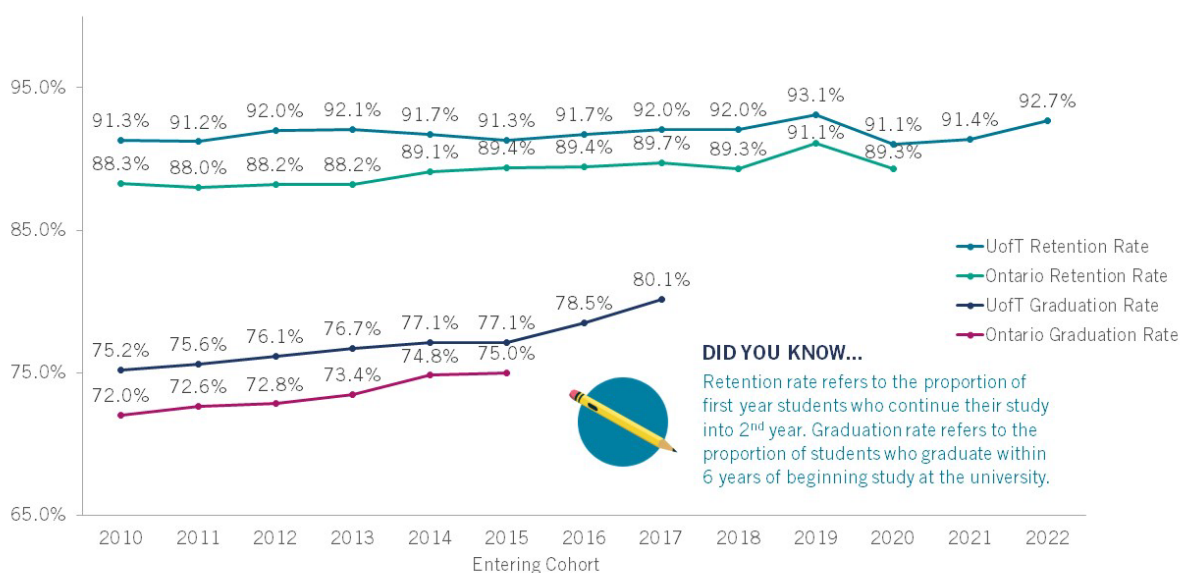
Analytics (AA) project have been critical to developing a deeper understanding of admission and retention rates. This work supports strategic enrolment planning, program design and program review, while reducing barriers to academic success by being able to analyze the key points of students' program entries, program and degree progression, and retention.

The employment rate of our graduates is another important measure of student outcomes, but it can be influenced by external factors and broader labour market trends. The employment rate of our graduates (2 years after graduation) remains above 90% and comparable to the Ontario universities average employment rate. The employment rate utilized in the SMA is focused on graduates employed in a field that is somewhat or closely related to the skills they developed in their University program.

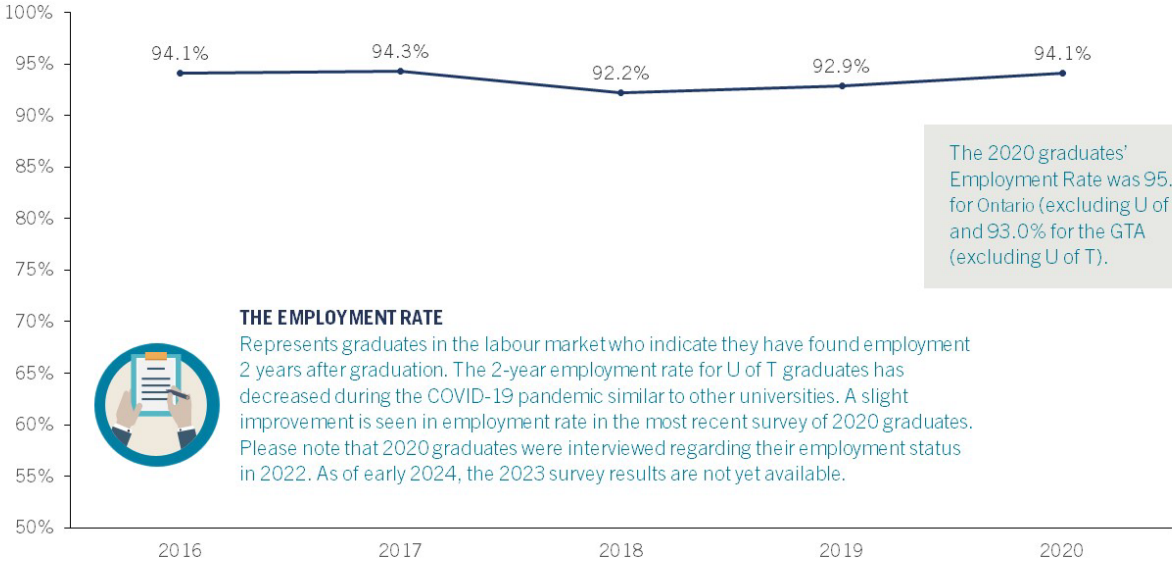
## Research

The extraordinary breadth and depth of academic excellence across University of Toronto's three campuses and fourteen fully affiliated hospitals reflect the excellence of the University's faculty, graduate and undergraduate students as well as their partnerships with leading researchers and institutions worldwide. This critical mass of world-leading, multidisciplinary expertise in important emerging research and education fields enables a variety of cross-divisional, excellence-driven initiatives that have local, national, and global impact.

## Retention & Graduation Rates



# Employment Rate



This breadth and depth of excellence at the University is reflected in the results of subject rankings. In 2023, University of Toronto is one of six universities in the world to be ranked in the top 30 of all 11 subjects in the Times Higher Education subject rankings. University of Toronto is ranked in the top 50 for 48 subjects in the QS subject ranking, more than any other University in the world.

The ability of the University's faculty to attract competitive research funding is a leading indicator of research performance and essential to the University's future success. In 2022-23, total research funding was \$1.49 billion when combined with partner hospitals. A large amount of the research funding comes from government sources; peer-reviewed competitive grants from the three federal research agencies Canadian Institutes of Health Research (CIHR), Natural Sciences and Engineering Research Council (NSERC) and Social Sciences and Humanities Research Council (SSHRC) which are a significant indicator of research excellence and are the driver for the allocation of Canada Research Chairs, Research Support Fund and Canada Foundation for Innovation funding. In 2022-23, 61% of University of Toronto funding came from federal granting agencies.

Publications and citations are important indicators of scholarly output, intensity, and impact. The University of Toronto is a world leader in the volume of published research and the count

of citations to those papers. In terms of total number of citations and publications, the University holds 4<sup>th</sup> and 6<sup>th</sup> positions globally, respectively.

## Innovation, Commercialization & Entrepreneurship

Partnerships between industry and University of Toronto researchers are crucial to fulfilling our research mission. They bring funding that supports increased research and training opportunities, they expand our faculty members' and students' collaborative networks, and they provide access to unique materials, data, and facilities. Working with the private sector can also help move the research results created at the University into practice, with a wide range of socioeconomic benefits in Canada and around the world.

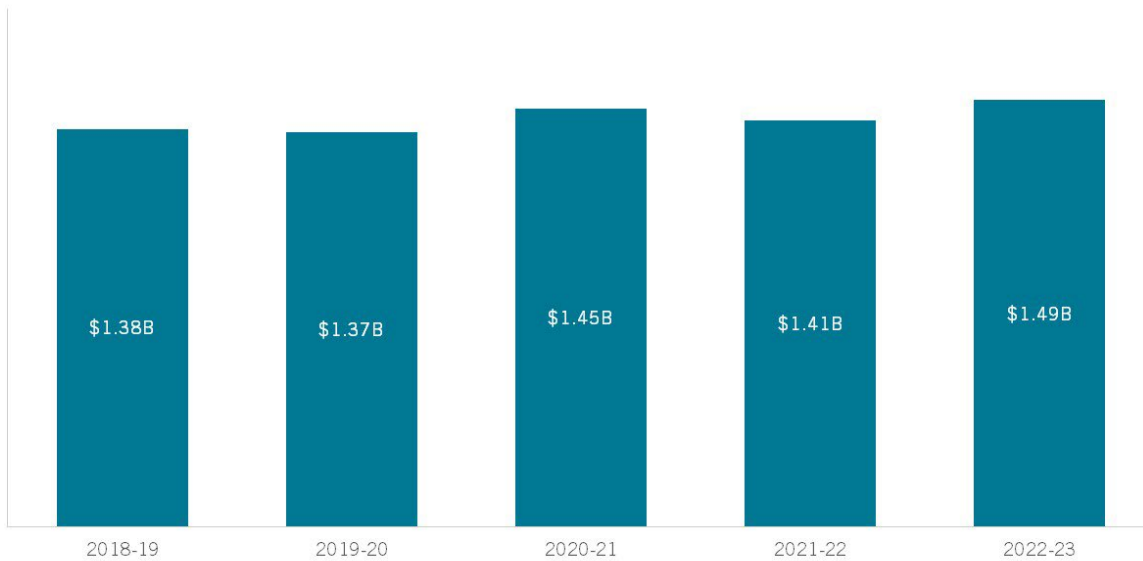
University of Toronto's entrepreneurship community is Canada's leading engine for research-based startups and a global leader in transforming ideas into vital products and services. Over the past decade, U of T researchers, clinicians and students have launched 650 startups and created over 9,000 jobs. U of T outpaced every other Canadian University and generated more than \$3 billion<sup>12</sup> in investment in the past decade. In 2023, UBI Global ranked U of T in the top 5 University-managed business incubators in the world, providing entrepreneurs with access to 12 accelerators across our three campuses.

<sup>12</sup> VPRI Annual Report

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# Research Funding

Overall University Funding Combined with Partner Hospitals 2018-19 to 2022-23



The University's entrepreneurial ecosystem supports startups from a variety of backgrounds, spanning the full range of their lifecycles from ideation to commercialization. The University is a leader in North America for the number of new research-based start-up companies, with 57 companies started in the period 2019-2022. In addition to start-up companies based on research, the University also provides support to students and faculty through incubation programs for both incorporated entities focused on innovation, as well as students and faculty working towards incorporation.

U of T hosts many programs and initiatives that provide mentorship, expertise, resources, and strategic connections to entrepreneurs at all stages of their journey, so they have the tools they need to effectively start, build, and scale their businesses. Below are examples of several training and growth opportunities for start-ups:

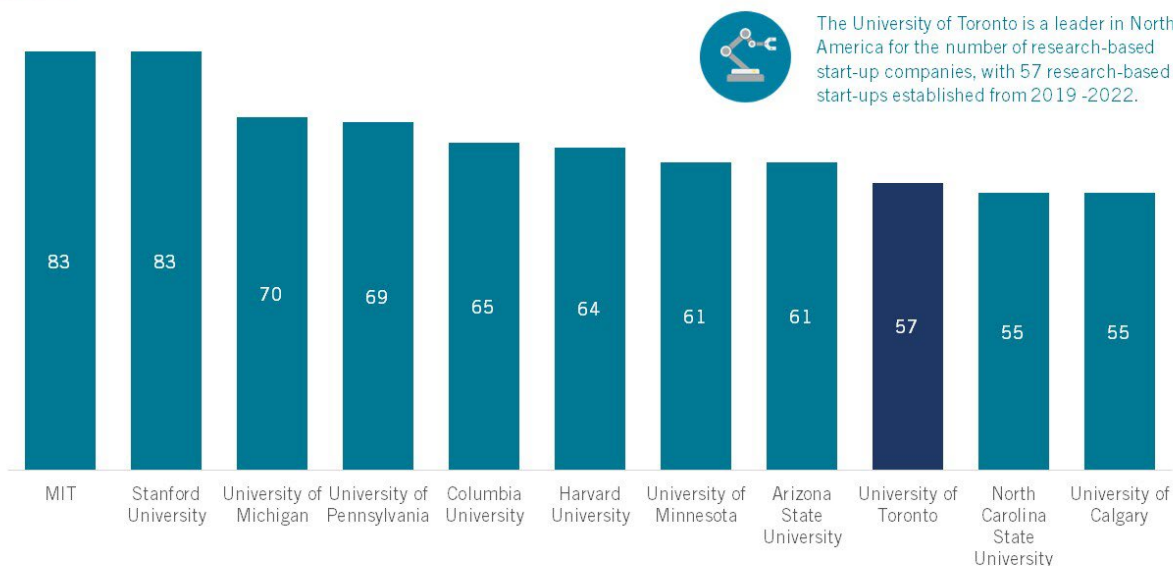
- Black Founders Network (BFN) Smart Start Awards, supported by KPMG, awards financial and non-financial support to early-stage Black entrepreneurs. In 2023, 12 recipients received the inaugural awards, valued at \$4,000 each, to help get their ideas off the ground.
- The Indigenous Entrepreneurship Program, hosted in partnership with UTSC's ICUBE and UTM's BRIDGE along with training consultant RedBird Circle, offers

a 14-week entrepreneurship program based on traditional knowledge, and was created in collaboration with Indigenous experts. In 2023, the program returned for a second year of workshops guiding the development of entrepreneurship, Competencies, eliminating barriers, facilitating partnerships and mentorships, and building pathways to success for Indigenous entrepreneurs.

- The FemSTEM Program, hosted by Health Innovation Hub (H2i), offers events designed to inspire, engage, and celebrate women entrepreneurs. The 2023 season included panel discussions and keynote conversations with successful women entrepreneurs such as President and CEO of Thornhill Medical, Lesley Gouldie, as well as a pitch competition featuring women-led startups competing for \$40,000 in prizes.
- University of Toronto Early-Stage Technology (UTEST), hosted in partnership with Toronto Innovation Acceleration Partners (TIAP) and with funding from the Connaught Fund, supports entrepreneurs creating research-based companies with investment capital, mentoring, business strategy and incubation space. In 2023, the program accelerated 26 U of T-based startups and six companies from our partner hospitals.

# New Research-based Start-Up Companies

2019-2022



## Faculty Teaching and Class Size

Student-faculty ratios at the institutional level provide one measure of the faculty resources available to support student instruction. It is a broad average across all disciplines and levels of instruction, including undergraduate, professional, and research-based graduate programs. A significant part of the student experience is predicated on opportunities for interaction with faculty members for feedback on academic work and can influence the results of student surveys such as NSSE. Given the University's large undergraduate population and significant focus on research-based graduate programs, it is perhaps unsurprising that the University has more students per faculty member than the Canadian peer mean.

The University of Toronto is committed to providing undergraduate students with the opportunity to participate in a variety of learning formats, including smaller class experiences. An assessment of the distribution of enrolment by class size and by year provides an indication of the experience of our undergraduate students as they progress through their programs, with small class learning formats concentrated in upper years. In Fall 2022, the University of Toronto offered courses with a class size of fewer than 30 students, accounting for 44% of its overall classes. Additionally, a mere 4% of classes had a student count exceeding 250, indicating a relatively small proportion of large classes.

Another important measure of student engagement with faculty members is the proportion of course sections taught by instructor type. An analysis of the course sections taught at the

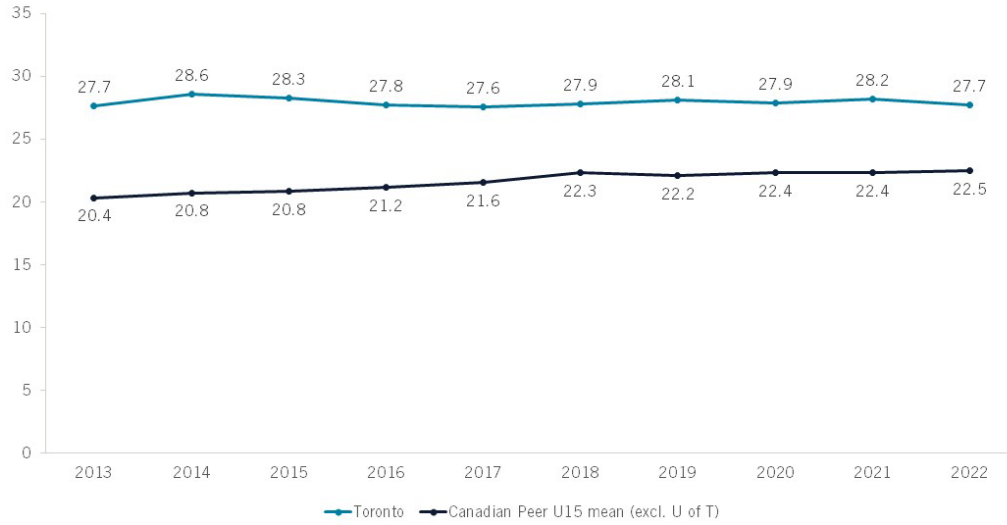
University of Toronto indicates that most courses are taught by our faculty members. Professionals (e.g., practicing lawyers that teach a course section to law students) are also an important part of the student experience at the University. The University of Toronto has many assets which it can access to enrich the scope of learning opportunities for students. These include its impressive complement of some of Canada's most accomplished scholars, and its physical location in the Greater Toronto Area, one of the country's most diverse urban environments. Faculty with research distinction (Canada Research Chairs, Professors, and Endowed Chairs serve as a proxy) play an active role in undergraduate education. In 2022-23, the total enrolment in undergraduate courses taught by CRCs, University Professors and Endowed Chairs reached 22,550.

In light of changing educational requirements and technological progress, the University persists in providing online and hybrid courses. These courses blend traditional in-person teaching with online learning components, granting students the flexibility to manage their study schedules while preserving meaningful face-to-face interactions. To ensure top-notch online education, the University has implemented an 'Online by Design' strategy. This approach entails creating online courses from the ground up, with instructional technologists assisting faculty in leveraging available tools for effective online instruction.

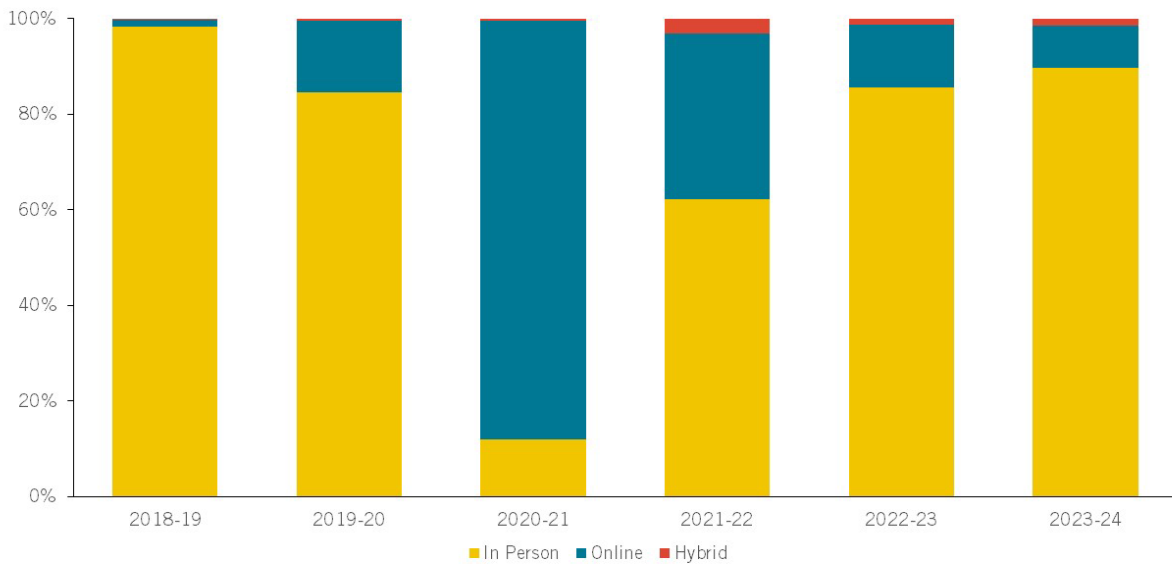


# Student Faculty Ratio

Compared to Canadian U15 Peers, 2013-2022

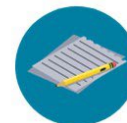
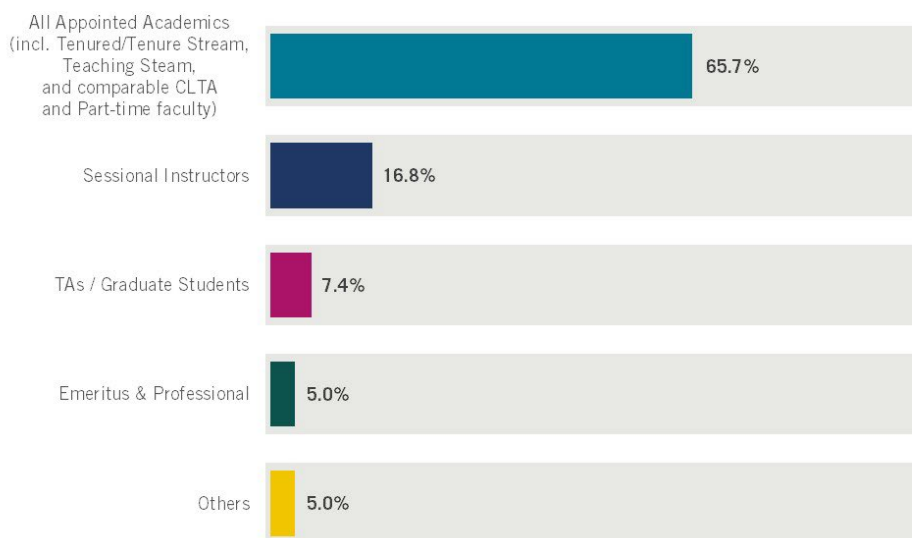


# Courses by Delivery Type



# Course Teaching by Instructor Type

2022-2023



The majority of teaching at the University of Toronto is done by appointed faculty.

## Students, Faculty and Staff Diversity

As noted in the President’s Statement on Diversity & Inclusion: “Diversity, inclusion, respect, and civility are among the University of Toronto’s fundamental values. Outstanding scholarship, teaching, and learning can thrive only in an environment that embraces the broadest range of people and encourages the free expression of their diverse perspectives. Indeed, these values speak to the very mission of the University.” The University has made significant investments to better understand, support, and grow an equitable, diverse, and inclusive community.

The University conducts an annual Employment Equity Survey, and in 2023, the University launched a redesigned version to help us better understand and support our workforce. This updated version of the Survey reflects our community’s understanding of equity, diversity, and inclusion, as well as how they might self-identify. Making the University an inclusive, equitable place to learn and work requires action from across our community. To help the University embed the principles and practices of equity, diversity, and inclusion (EDI) throughout the institution, the University has recently expanded the presence of EDI leads<sup>13</sup> across all campuses. The University’s tri-campus Equity Offices, working in partnership with the Office of Indigenous Initiatives, support the University community and provide the necessary mechanisms for reporting, responding to,

and educating on discrimination and harassment. They also provide students, staff, faculty members, and librarians with multiple entry points for accessing supports and resources.

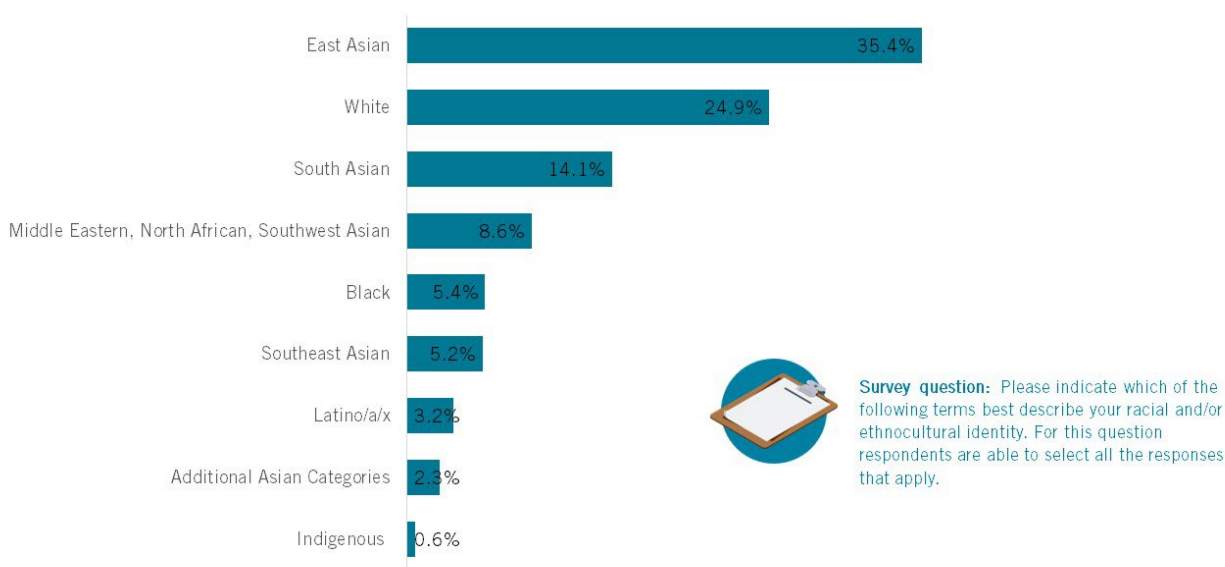
The latest Employment Equity Survey includes, for the first time, a question about Religious or Spiritual Affiliation. Other changes to the survey include updated or additional options for responses under Indigenous Identity, Ethnocultural Identity, Gender Identity, and Sexual Orientation (2SLGBQ+). The survey also features revised terminology in the Persons with Disabilities section to “non-evident” and “evident” disabilities.

Detailed employment equity data is included in the annual Equity, Diversity & Inclusion Report and the companion [interactive data dashboard](#), which are available during Cycle 6 of Governance. The dashboard includes data from 2017 to 2023. Viewers can explore and filter the substantive data by employee type, year, and campus to fully engage with available equity data. The dashboard also contains applicant data from January 1 to December 31 annually. Individuals reflected in these data chose to complete an anonymous survey as part of their application to a U of T job posting.

<sup>13</sup> U of T’s EDI Leads. Retrieved from [people.utoronto.ca/inclusion/institutional-equity-office/edi-leads/](http://people.utoronto.ca/inclusion/institutional-equity-office/edi-leads/)

# Racial and/or Ethnocultural Identity

All students at St. George, UTM & UTSC Campuses (Fall 2023 Snapshot)



To foster an inclusive and diverse academic environment, the University also closely examine employment equity data related to faculty members appointed to serve for a specified time in senior leadership roles (e.g., Dean, Chair, Director) who are appointed under the Policy on Appointment of Academic Administrators (PAAA). The following percentages reflect how respondents self-identified within this cohort (n=236): 14.1% 2SLGBQ+, 6.6% with disability, 27.5% racialized, 54.4% women and 44.2% men. The percentage of respondents who self-identify as Trans is not reportable due to the small sample size. These data points guide our efforts to create an inclusive leadership landscape.

The University of Toronto Equity Census<sup>14</sup> is a demographic data collection initiative led by the Office of the Vice-Provost, Students (OVPS). The census is open to all currently registered students. It consists of seven questions, including questions on gender identity, sexual orientation, disability, Indigenous identity, race and/or ethnocultural identity, and educational attainment of parents or guardians. The census is a tool that supports the University in better understanding the demographics of our student population. The data collected will be used to develop, assess, and maintain programs and initiatives that respond to the needs of students. Connections with other student-related data will allow for improvements in the holistic experience of U of T students. This data will also help aid in strengthening student recruitment efforts, access, and strategies to address and eliminate barriers to success within the University's processes.

<sup>14</sup> U of T Student Equity Census. Retrieved from [viceprovoststudents.utoronto.ca/u-of-t-student-equity-census/](https://viceprovoststudents.utoronto.ca/u-of-t-student-equity-census/)

Following the initial pilot launch in fall 2020, and subsequent review and feedback from faculty, staff and student stakeholders via the Student Equity Census Advisory roundtable, enhancements were made to the questions, categories, and process. As of February 2023, the census was embedded into ACORN (U of T's student information system) and made mandatory for all students to complete – while maintaining a "prefer not to answer" option for each question. This significantly increased the response rate to 99.5% overall<sup>15</sup>.

## Infrastructure and Sustainability

Student residences are one of the pivotal infrastructures at the University allowing students to participate in social and educational activities. Surveys and related data collection show that over 55% of U of T students live at home and commute to one of the University's three campuses. To help support the remaining students, the University works closely with local communities and rental organizations to support students find rental housing, but also maintains its own significant stock of student housing.

The University has about 10,500 spaces that are available to students across its three campuses, including 7,350 units on the St. George campus, 1,500 at UTM and 1,650 at UTSC. This includes the opening this Fall of the 750-bed Harmony Commons on the Scarborough campus and the acquisition of 890 beds from Campus One adjacent to the downtown campus. The University is also actively developing about 1,250 new

<sup>15</sup> Based on data extraction date of November 8, 2023.

spaces that will come online over the next few years, including the Oak House at the west end of the St. George campus and a new residence on the UTM campus. Despite these new spaces, the University anticipates it will need more housing to meet student demand and is working with various levels of government to identify how to make more spaces available to students.

The majority of the University's student housing stock (outside of the 1,150 beds in Grad House and Family Housing) are set aside for undergraduate students. Roughly two-thirds of these are assigned to first-year students to meet the University's housing guarantee to provide on-campus housing to all full-time first-year direct-entry undergraduate students requesting housing.

Capital infrastructure is an important element of the University experience for faculty, staff, and students. The University has an ambitious capital program that aims to improve the amount and quality of space for learners and researchers. In addition, ongoing maintenance of existing facilities is needed to ensure that space remains available and fit for purpose. To that end, the University participates in the Facilities Condition Assessment Program (FCAP) to audit and determine the condition of its physical infrastructure. As buildings are audited, deficiencies are identified, quantified, and assigned a priority classification. The results of these audits are used to determine the University's deferred maintenance liability.

For the most recent year, the University's deferred maintenance liability increased significantly to \$1.193 billion. This is primarily

due to the current high inflation environment on construction costs. As the liability reflects the cost to address all deferred maintenance needs, it increases with the estimated cost of performing that work. The University continues to prioritize investments from its operating budget to address the most critical deferred maintenance needs across the three campuses.

Sustainability is a priority at the University of Toronto and in 2017 the President's Advisory Committee on the Environment, Climate Change and Sustainability (CECCS) was created with the mandate to advance coordination of the University's contributions and objectives on climate change and sustainability pertaining to research and innovation, academic programs, and sustainability initiatives related to our operations. In February 2021, the CECCS was extended by an additional three years. Professor John Robinson was re-appointed as the committee chair, and is joined by Ron Saporta, University of Toronto's chief operating officer, as the committee co-chair. The Chief Operations Officer, Property Services & Sustainability Annual Report highlights the activities of the committee in 2020.

The University plays a leading role in the fight against climate change through University networks such as the University Climate Change Coalition (UC3) and the U7+ Alliance. In 2023, the University was recognized as one of Canada's greenest employers for the 10th time for leadership in sustainable building design, food services, transportation initiatives, waste reduction and community partnerships.

The University of Toronto has also developed a five-year Low-Carbon Action Plan (2019-2024). This plan aims to implement

## Student Housing



**10,500**

Student spaces available across the three campuses and Federated Universities

+1,250 in planning & construction



Harmony Commons  
UTSC



Oak House  
STG



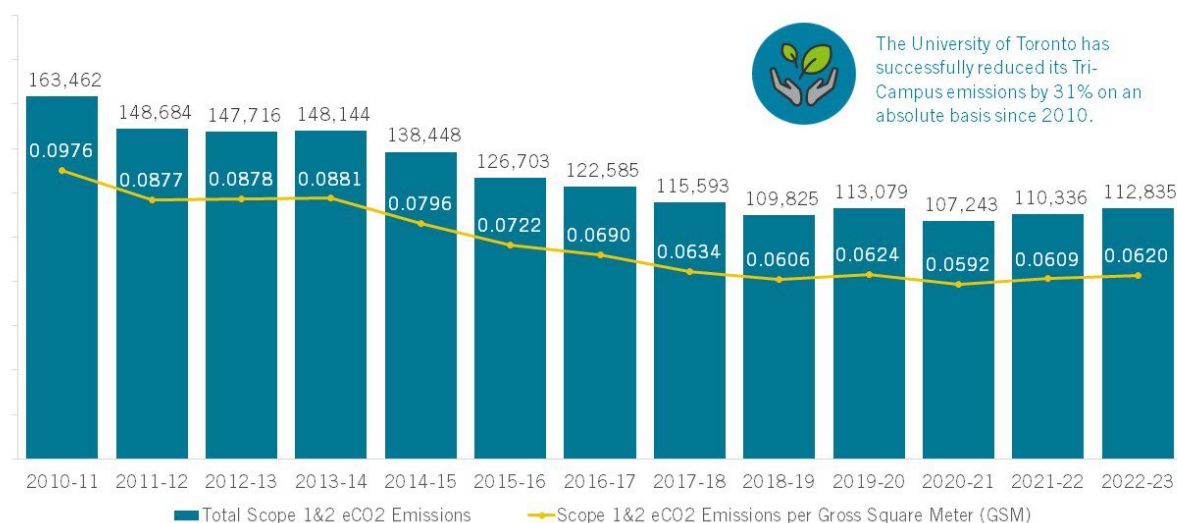
CampusOne  
STG



Phase IX Residence  
UTM

# Tri-Campus Total Scope 1&2 eCO2 Emissions

Total Scope 1 & 2 GHG Emissions by Campus in eCO2 Tonnes



The University of Toronto has successfully reduced its Tri-Campus emissions by 31% on an absolute basis since 2010.

carbon reduction strategies across the University’s three campuses, with the goal of reducing greenhouse gas emissions by 37% from 1990 levels by 2030. Overall, the University is committed to becoming a “net-zero” institution.

Examples of projects include the new Green Roof Innovation Testing Laboratory, the UTSC farmers' market, the Climate Positive Plan and U of T Mississauga Sustainability Strategic Plan, the construction of Canada’s largest urban geo-exchange system – and the work of the sustainability offices at U of T Mississauga, the St. George campus and U of T Scarborough to embed sustainability into the fabric of University operations and the on-campus experience. To accelerate decarbonization efforts, the University is undertaking Project Leap, a massive \$138-million infrastructure initiative. This project will halve emissions within three years by phasing out natural gas in favor of electricity at the St. George campus’s central steam plant.

## Financial Sustainability

The financial health of universities and colleges is critical to ensuring a stable and sustainable postsecondary education sector in Ontario. Unfortunately, the Government’s 2019-20 decision to reduce domestic fees by 10% and freeze them is putting pressure on many institutional budgets and was a contributing factor to the financial crisis at Laurentian University. However, even with these pressures, the University of Toronto continues to be in a very strong financial position. Demand for our programs is robust with deep pools of domestic and international applicants.

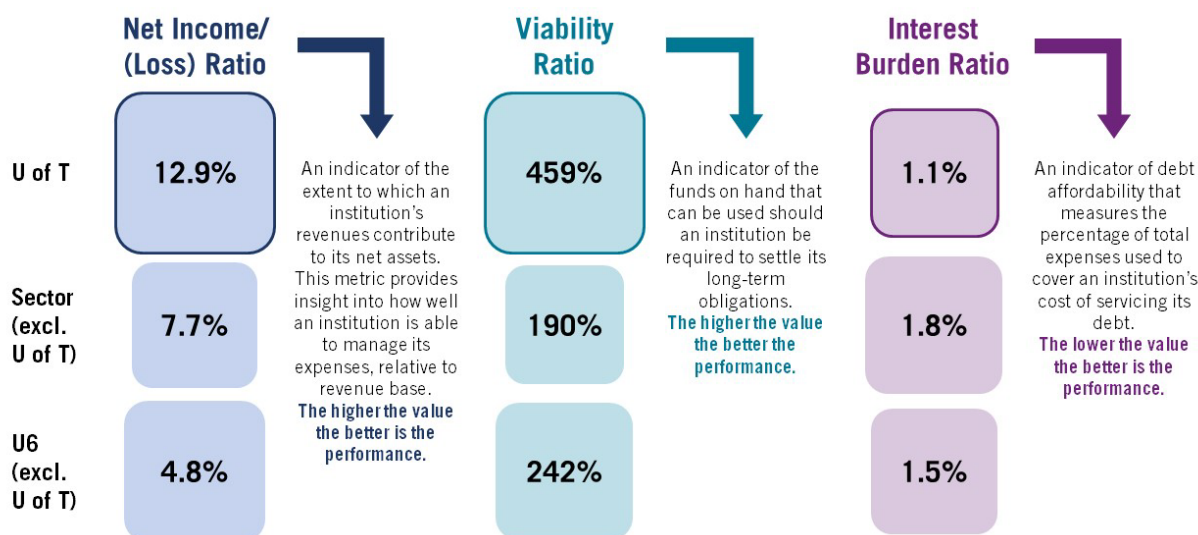
Our high international rankings and strong global connections help us to attract excellent international students from across the world, which has helped us manage through the constraints on revenues from domestic enrolment.

In 2023-24, the Ministry of Colleges and Universities implemented a new Financial Accountability Framework that includes eight financial metrics based on publicly available data. Taken together, they are intended to provide a broad view of financial health of universities considering Liquidity, Sustainability, and Performance. The metrics are reported annually in our financial report and three of them are reproduced here for information: Net Income, Viability Ratio, and Interest Burden Ratio. On all three of these metrics, the University exceeds both the sector average and the average of the other U6 research-intensive universities in Ontario.

Credit Ratings provide another indicator of financial health and are significant as they are forward looking, considering both historical performance and future opportunities and risks. The University of Toronto continues to maintain excellent credit ratings, absolutely and in comparison, to our peers. The University’s long-term credit ratings are Aa1 with stable outlook (Moody’s Investors Service) and AA+ with stable outlook (S & P Global Ratings). All credit rating agencies rate the University above the Province of Ontario.

# Financial Ratios

2022-23



## University Advancement

In 2019, the University of Toronto launched Defy Gravity, the largest University fundraising and alumni engagement campaign in Canadian history. The campaign seeks to elevate University of Toronto's position as one of the world's leading public universities and bolster our capacity to find innovative solutions to the world's most pressing challenges from pandemic recovery to social inequality to climate change.

In fiscal year 2022–23 the University received \$308.6 million including philanthropic gifts and gift intentions (\$256 million) and philanthropic research grants (\$52 million) from individuals, foundations and corporations. With more than 19,000 donors contributing to University of Toronto this past year, their generous support is creating countless opportunities for students and researchers across our three campuses and beyond.

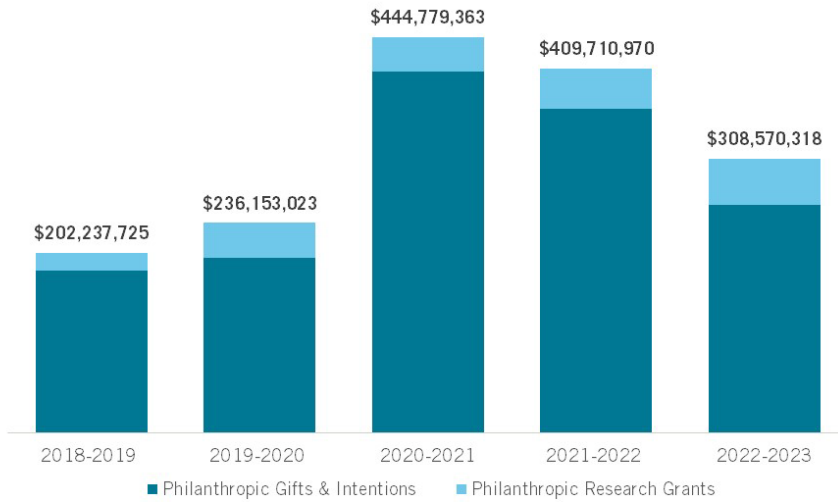
U of T alumni are pivotal to the University's vision and mission. This is why the University has placed alumni engagement at the heart of our Defy Gravity campaign, with a goal to inspire 225,000 alumni to get involved as volunteers, mentors, donors, and advocates and contribute their time and talent to the University. In 2022-23, 69,901 alumni engaged with the University through volunteer opportunities, mentoring, donations, alumni programs, event participation and more.

In collaboration with divisions and Brand Hub, Alumni Relations continued to innovate in the digital space by creating, curating, and delivering digital benefits and services to alumni worldwide from live events to cutting-edge lectures to networking opportunities and other premium content. The University also resumed in-person international alumni events this year, with leaders and top researchers visiting alumni communities in London, New York, Seoul, Singapore, Taipei, Tel Aviv, Tokyo, and other cities at home and abroad.

The Alumni Relations team also expanded its partnerships within the University, leveraging the power of U of T's global alumni network to advance the strategic objectives of key portfolios such as Student Recruitment, the Centre for International Experience, U of T Entrepreneurship, and the Office of the Vice-President, International. These partnerships gave alumni meaningful opportunities to share their expertise and contribute directly to the University's success in attracting top students, forging global research partnerships, building international innovation networks, and strengthening our profile and impact in strategic regions worldwide.

# Total Gifts & Pledges

2018-2019 to 2022-2023



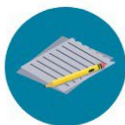
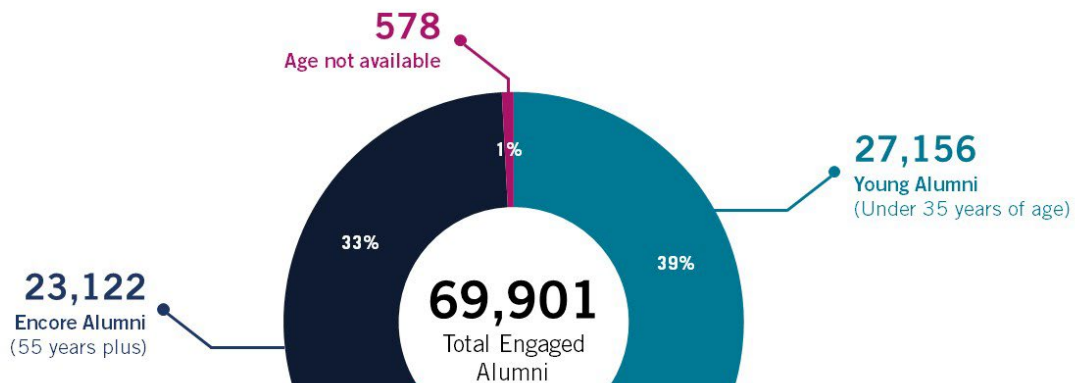
**\$1.601 BILLION**

in total gifts and pledges over the last 5 years, with **\$1.406 billion** in philanthropic gifts and gift intentions and over **\$195 million** in philanthropic research grants.

Fiscal year amounts include adjustments to pledges from previous years and reflect the cumulative Defy Gravity campaign total as of April 30, 2023.

# Total Alumni Engagement

By Life Stage, University-wide FY 2022-23

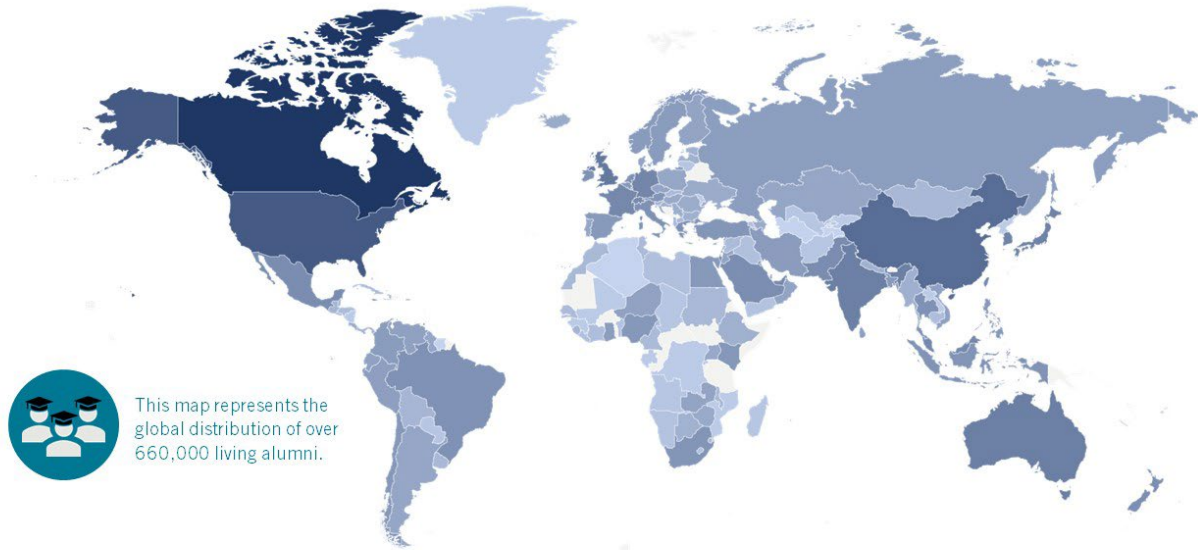


Alumni engagement: the ongoing involvement and interaction between a university and its former students to maintain contact after they have graduated

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# Alumni Around the World

Living alumni by country



This map represents the global distribution of over 660,000 living alumni.



# Summary

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The 2023 Performance Indicators report highlights the University's efforts to recruit excellent students, both domestically and globally, and its ongoing commitment to accessibility. In 2023-24, the University enrolled 99,794 individual students in 88,652 full-time equivalent enrolments (FTEs) of courseload activity, including 68,228 undergraduate FTEs and 20,424 graduate FTEs across all three campuses.

The University continues to invest in enhancing student experiences, with 65.6% of 2022 graduates having had experiential learning during their study at University of Toronto. These types of experiences contribute to better student outcomes such as improved retention and engagement, and increased career readiness. The University's second year retention rate (92.7%), six-year graduation rate (80.1%), and 2-year employment rate (94.1%) have all improved this year. The University of Toronto is now ranked 1st in Canada and 12th in the world for the employability of its graduates.

The research and innovation activities of the University continue to expand, in terms of both volume and impact. Research funding has grown from \$1.38 billion in 2018-19 to \$1.49 billion in 2022-23. Research funding is a leading indicator of research performance and is used to determine allocations of salary support for Canada Research Chairs (CRC), support for indirect operating costs via the Research Support Fund (RSF), and infrastructure funding from the Canada Foundation for Innovation (CFI).

Faculty members at the University continue to publish more scholarly articles than any University in the world except for Harvard, University of Chinese Academy of Sciences, Shanghai Jiao Tong University, Zhejiang University, and Université Paris Cité. The University of Toronto is among the top 10 research organizations most often cited by the world's most innovative companies and institutions, according to Clarivate<sup>16</sup>. The University is also a leader in supporting research-based start-up companies, and attracts more research revenue from the private sector than any other University in Canada.

This depth and breadth of excellence is well-recognized globally. The continued excellence of the University and its strong reputation among the global academic community contribute to outstanding performance in major international rankings. The University of Toronto has been ranked among the top 25 universities in the world and among the top public institutions in North America in the prestigious Times Higher Education World University Rankings.

This report continues to evolve as new, richer, and more robust data become available and new strategic issues emerge.

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<sup>16</sup> Most Cited Research Organizations. Retrieved from [defygravitycampaign.utoronto.ca/news-and-stories/global-innovators-ranking/](https://defygravitycampaign.utoronto.ca/news-and-stories/global-innovators-ranking/)

# Appendix 1

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# University Reports & Resources

## Reports & Accountability

- Alumni Report
- Annual Financial Report
- AODA Reports
- CECCS Annual Report
- Deferred Maintenance Report
- Employment Equity Report
- Enrolment Report
- Equity, Diversity & Inclusion Annual Report
- Libraries Annual Report
- Operating Budget Report
- Research Annual Report
- Student Life By The Numbers
- Student Aid Report
- Sustainability Annual Report
- Tuition Fee Report

## Facts & Figures

<https://data.utoronto.ca/facts-and-figures/>

## Student Surveys Reports

Results of the National Survey of Student Engagement (NSSE)

<https://www.vicereprovtstudents.utoronto.ca/about-ovps/reports/>

Results of the Canadian Graduate and Professional Student Survey (CGPSS)

[sgs.utoronto.ca/about/measuring-our-performance/cgps/](https://sgs.utoronto.ca/about/measuring-our-performance/cgps/)

Results of the Graduate Student Experience in the Research University (gradSERU)

[sgs.utoronto.ca/about/measuring-our-performance/gradseru/](https://sgs.utoronto.ca/about/measuring-our-performance/gradseru/)

# 2023 PERFORMANCE INDICATORS EXECUTIVE SUMMARY

## ENHANCING PARTICIPATION & STUDENT AID

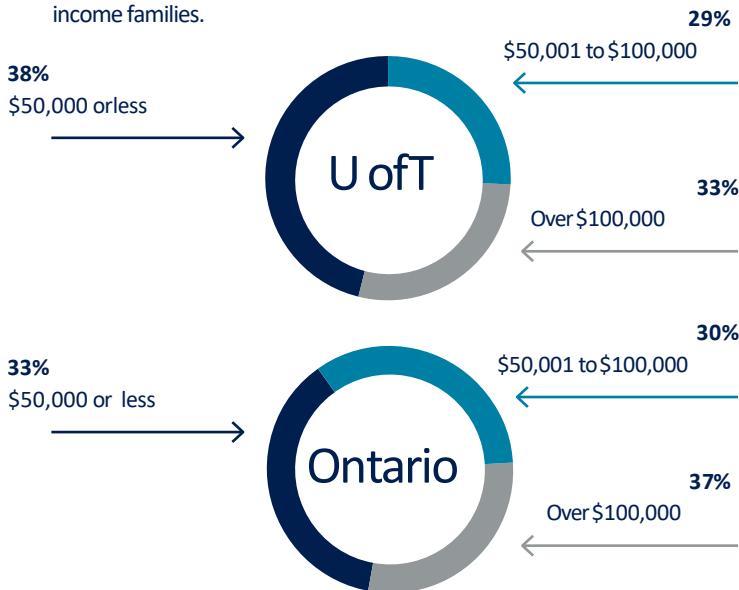
Financial Aid Expenditure:  
**\$308,600,000**

Scholarships and bursaries per recipient exceeds other Ontario institutions:



### Distribution of OSAP Participation by Parental Income

U of T supports a high proportion of students from low-income families.



## STUDENT OUTCOMES

**94.1%**  
Employment Rate  
Ontario University Graduate Survey (MCU)

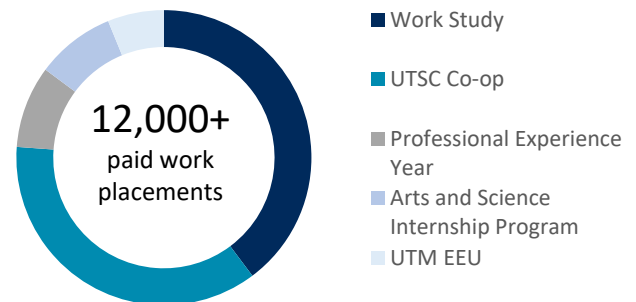
**12th**  
Global Employability Ranking  
Times Higher Education

**\$61,877**  
Graduate Employment Earnings  
SMA3 metric

**80.1%**  
6-year Graduation Rate

**92.7%**  
2<sup>nd</sup> year Retention Rate

## STUDENT WORK EXPERIENCE



## STUDENT GLOBAL EXPERIENCE

**30.4%**  
of students are international students

**150+**  
Student mobility agreements with more than 40 countries

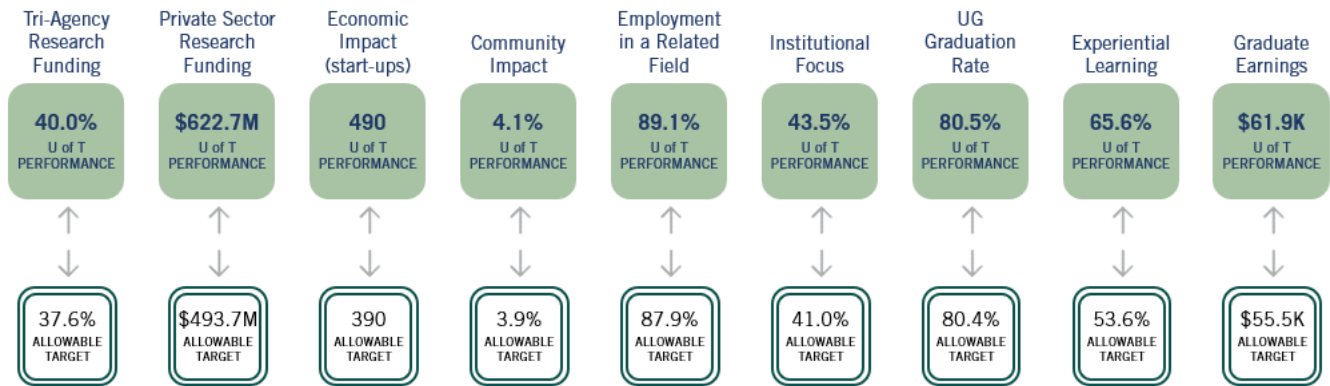
## INFRASTRUCTURE & SUSTAINABILITY

**10,500** student housing spaces available across three campuses

**31%** reduction in Greenhouse Gas Emissions since 2010

## STRATEGIC MANDATE AGREEMENT

The University of Toronto's performance is measured against nine difference metrics. U of T exceeded targets on all active metrics for 2023-24.



## RESEARCH & INNOVATION

### U of T's Position in University Rankings

	GLOBAL UNIVERSITIES	GLOBAL PUBLIC UNIVERSITIES	CANADIAN UNIVERSITIES
Times Higher Education (THE) World University Ranking	21	10	1
QS - World University Ranking	21	12	1
Academic Ranking of World Universities (Shanghai Ranking)	24	13	1
U.S. News & World Report - Best Global Universities	18	9	1
National Taiwan University - NTU Ranking	5	3	1

U of T is **one of only six universities in the world to be ranked in the top 30 of all 11 subjects** in the THE rankings. The other five universities are Berkeley, Cambridge, Harvard, Stanford, and UCLA.

