What is PIER Expected to Be?

- PIER may be anticipated as a framework within which Units, Faculties and individuals can identify and work towards local goals for research intensification in support of York’s overall objective of being recognized as a research intensive, comprehensive university.

  “PIER is intended to be a conversation about achieving more, not about doing more”

- [http://pier.info.yorku.ca](http://pier.info.yorku.ca)
PIER within the Broader Planning Context

- University Academic Plan (UAP)
  - Faculty Strategic Plans
  - Strategic Research Plan
    - Plan for the Intensification & Enhancement of Research (PIER)
  - Integrated Resource Plans

➢ http://pier.info.yorku.ca
Why PIER, Why Now?

- We are at the start of a new planning cycle – New UAP.
- We are beginning to see results from the SRP implemented in 2013
- Through SHARP, Faculties and Units will have greater control of their resources than ever before
- The external landscape is changing, becoming more complex and more competitive – strategic mandate agreements, differentiation, increasingly expectations for translation of research results into impact, increasing emphasis on partnerships, increasingly complex funding environment.

- [http://pier.info.yorku.ca](http://pier.info.yorku.ca)
PIER Working Group
“the face of PIER”

- Alidad Amirfazli, Lassonde School of Engineering, Tenure & Promotion Committee
- Shawn Brixey, Dean, School of the Arts, Media, Performance & Design
- Logan Donaldson, Faculty of Science, APPRC
- Mazyar Fallah, Faculty of Health, Associate Dean Research
- Wade Hall, AVP Development
- Les Jacobs, Director ISR, Faculty of LA&PS
- Fuyuki Kurasawa, YRC in Global Digital Citizenship, Faculty of LA&PS
- Moren Lévesque, Chair International Entrepreneurship, Schulich School of Business
- Obiora Okafor, YRC in International and Transnational Legal Studies, Osgoode
- Alice Pitt, Vice-Provost
- Art Redding, Faculty of LA&PS
- Leah Vosko, Tier I CRC in the Political Economy of Gender and Work, Faculty of LA&PS
- Jessica Whitehead, PhD Candidate in the Communication & Culture Program, LA&PS
- Mike Zryd, Associate Dean Academic Affairs, Faculty of Graduate Studies

- [http://pier.info.yorku.ca](http://pier.info.yorku.ca)
PIER – Consultations Process

Initial conversations and consultations
- Associate Deans Research Council (Sept 29th, Nov. 23rd)
- PIER Open Forum (Sept 30th)
- Council of ORU Research Directors (Sept 30th, Nov. 25th)
- Workshops across campus (Oct 8th, 9th, 16th, 30th)
- APPRC (Oct 15th)
- Faculty Consultations
  - Schulich Research Committee - Lassonde - FGS
  - LA&PS Committee on Research Policy - Glendon - Health
  - and Planning & Research Coordinators - FES Faculty Council
- Library Forum

Upcoming:
- Open Forum: December 9th, 10am-12pm, Senate Chamber
- T&P Committee: December 17th
- Education: December 7th
- Osgoode: TBC
- AMPD: December 16th
- Science: Dec 8th
Context for the Discussion

- A little bit more about how we are doing

- [http://pier.info.yorku.ca](http://pier.info.yorku.ca)
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York vs. Canada Publication Performance Indicators
Source: Scopus data up to 16 October 2015 (2010-2015)

- Publications in top 10% most cited worldwide
  - York University: 15.15
  - Canada: 18.2%

- Publications in top 10% of journals SNIP
  - York University: 21.2%
  - Canada: 26.1%

- Publications co-authored with institutions in other countries
  - York University: 40.4%
  - Canada: 45.5%

*Source Normalized Impact per Paper (SNIP) measures contextual citation impact by weighting citations based on the total number of citations in a subject field. The impact of a single citation is given higher value in subject areas where citations are less likely, and vice versa. *Publications included- all publication types
Graduate Studies- National Context

- Over 125% increase in master’s and doctoral enrolments in last twenty years
- Highest rate of change in graduate education in smaller provinces
- Greatest increase in enrolment for master’s under 25 years of age
- York national rank in enrolments: Master’s 14/69, Doctoral 11/69
- York national rank per cent of international students, 47/69
York ranks 4th in number of Graduate students in the Province:
- 1. Toronto,
- 2. Ottawa,
- 3. Western,
- 4. York

Graduate students represent the largest group of researchers on campus- 4200+, with 1800 PhD

Graduate students and post-docs provide vital research support for faculty, ORUs and other research-related units on campus

York lags behind most research-intensive universities with only 170 Postdocs
Graduate Studies @ York

Number of External Graduate Awards @ York

Other External: 2011-12 - 36, 2012-13 - 13, 2013-14 - 44
## Graduate Studies @ York

### Awards

#### Vanier

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#### Banting

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How to Make York a Destination of Choice for PDFs

Landscape:

• 160+ postdoctoral fellows based at York, across a broad range of disciplines
• 5 Banting postdoctoral fellowships currently held at York
• 10+ SSHRC postdoctoral fellowships currently held at York (6 awarded in 2015-16)

Needs for a thriving PDF program:

• Identification of PDFs as an institutional priority
• Tailored supports and programming
• Clearly delineated institutional responsibility for PDFs
PIER PLAN FOR THE INTENSIFICATION & ENHANCEMENT OF RESEARCH

Growing a Culture of Scholarly Inquiry
Supporting Research Growth & Development
Investing in & Promoting People
Building Research for the Future
Leadership in Research & Research Advocacy

http://pier.info.yorku.ca
Growing a Culture of Scholarly Inquiry

- **Research intensification as a collegial exercise**
  - How to build, individual, unit level and Faculty engagement?
  - How can we continue to make grads and postdocs part of the collegium and recognize them as such?

- **How do we employ measures of scholarly output**
  - Objectives, goals, targets, progress? Unit/discipline/Faculty level?
  - Other means to track outputs? – grad and postdoc conferences, community activity
  - Need to include new measures that capture both community and translational impacts
  - Consider best practices from other universities and appropriate external comparators
  - Institute a mechanism to harvest scholarly output and impact available in CV’s?

- **How do we balance incentives with rewards, recognition?**
  - Faculty based incentive structures, merit awards

- **Hiring of regular tenure-stream faculty is key**
  - Also speaks to collegial expectations for tenure and promotion
  - “We should only seek to hire and tenure faculty that at least meet the average research performance of unit”
  - “Concern that time and effort required for publication in top journals may impact negatively on T&P”
Investing in & Promoting People

• Balancing Research & Teaching
  • How can funding opportunities for grad students be structured to balance thesis research and pedagogical progress?
  • Postdoc teaching experience as course directors?

• Setting Up People for Success
  • Research awards- increasing grad and postdoc external award applications
  • Extend and evaluate success of Graduate Professional Skills (GPS) program for grads and postdocs
  • Develop IPD (Individual Professional Development) plans for grads and postdocs?

• Engagement of trainees
  • Enhancing York’s attractiveness to PDFs a particular issue
  • Enhancing International graduate students

➢ http://pier.info.yorku.ca
Supporting Research Growth & Development

- Ensuring timely implementation of infrastructure and supports
  - Maintaining and growing research infrastructure
  - Enhancing emerging digital scholarship support
- Mentoring and pre-award supports needed to enable success?
  - Eg: Unit level supports
  - Enhancing the supervisor-trainee relationship eg: improving student experience and professional development
  - Continue to develop mechanism to support awards applications and grant-writing skills for grads and postdocs
- Peer engagement and peer review
  - From concept to outcome
  - Encourage student initiatives like conferences and journals for research and professional training
- Need to develop supports for international research engagement
  - Eg: seed funds to promote engagement activities
Leadership in Research & Research Advocacy

- Enhancement of the external promotion of York research and researchers
  - eg: extend promotion of grads and postdocs - Vanier, Banting and other award winners
- Enhance recognition of high profile external service commitments within units and Faculties

http://pier.info.yorku.ca
Building Research for the Future

- Commitment to Markham as a research intensive campus
  - Balance ties to main campus with innovative new research programming
  - Balance continuing need for development of current campuses as well as a new campus
  - Strong research infrastructure presence needed
  - Plan for incorporation of grad and postdocs into new campus

- Looking towards major future initiatives
  - E.g. Towards a York Medical School
  - E.g. Survey new landscapes of grad education and postdoc development for trends and opportunities for innovation

- http://pier.info.yorku.ca