York University
Board of Governors

Notice of Meeting
Monday, June 20, 2011
3:00 pm to 6:00 pm

5th Floor, York Research Tower
Keele Campus

AGENDA

CONSENT AGENDA

Harriet Lewis
Secretary

Board of Governors

York University
Board of Governors

Minutes of the Open Session of the Meeting of
Monday, 25 April 2011
Marshall A. Cohen Governance Room, York Research Tower

Present:	*Regrets:*	*Others:*	
Paul Cantor, Chair	Susan Black	James Allan	Barbara Rahder
Guy Burry	David Denison	Cynthia Archer	Rob Tiffin
Julia Foster	Terrie-Lynne	Noël Badiou	Jacqueline Volkhammer
Rosemary Heneghan	Devonish	Bruno Bellissimo	Willam van Wijngaarden
Ozench Ibrahim	Billy Gyamfi	Gary Brewer	Berton Woodward
Debbie Jamieson	Deborah Hutton	Glen Craney	
Patrick LeSage	Zahir Janmohamed	David Dewitt	
Sandra Levy	Kuttimol Kurian	Susan Dimock	*Cheryl Underhill*
Robert Lewis	Mark Lievonen	Alex Himmelfarb	*Assistant Secretary*
Kevin McKague	Tim Price	Dezsö Horváth	
Ken Ng	Honey Sherman	Leanne Kipfer	*Elaine MacRae*
Penelope Reed Doob		Paul Marcus	*Board Coordinator*
Samuel Schwartz		Alex Matos	
Mamdouh Shoukri		Ijade Maxwell-Rodriques	
George Tourlakis		Ken McRoberts	
Paul Tsaparis		Patrick Monahan	
David Tsubouchi		Doug Peers	
Henry Wu		Alice Pitt	
Bryan Zarnett		Bud Purves	
		Lia Quickert	
Harriet Lewis, Secretary			

II. OPEN SESSION

1. Chair's Items

1.1 *Report on Items Decided in the Closed Session*

With pleasure the Chair reported the unanimous decisions of the Board to:

- Invite Mamdouh Shoukri to serve a second five-year term as President and Vice-Chancellor of the University, effective 1 July 2012; and
- Re-appoint the Honourable R. Roy McMurtry to a second three-year term as Chancellor of York University

1.2 Executive Committee
The written report circulated with the agenda was *received*.

1.2.1 Actions Taken on Behalf of the Board
On behalf of the Board the Executive Committee approved the appointment of Professor Allan Hutchinson as Interim Dean of the Faculty of Graduate Studies for a one-period period commencing 1 July 2011. Congratulations and good wishes were extended to Dean Peers in his new role as Dean of the Faculty of Arts at the University of Waterloo.

1.2.2 Sustainability Policy
Documentation circulated with the agenda was noted. The proposed policy was a recommendation from the President's Sustainability Council. In its review of the legislation the Board Executive Committee requested an amendment to explicitly include the Board of Governors among the groups listed as having responsibility for promoting and supporting the objectives of the policy. It was duly *agreed,*

That the Board of Governors approve the proposed *University Policy on Sustainability.*

2. President's Items

2.1 Updates and Current Issues
President Shoukri expressed his thanks and gratitude to the Board for his re-appointment and the Board's ongoing support. Plans are set for moving forward on the following five strategic areas of focus:
1. fostering academic excellence
2. enhancing student success
3. engaging with York communities
4. enhancing the work environment
5. promoting sustainability

The President briefly reported on the following additional matters:
- the University's response to a recent tragic death near the Keele campus
- his recent participation at the *Symposium of Canadian and Italian Universities* in Rome on *Canada-Italy Science & Technology Cooperation: Innovation, Technology and Partnerships*;
- highlights of the impact of the Provincial budget on universities
- the nearing completion of Phase 1 of PRASE and the implementation plan for Phase 2
- recent successes of York scholars

He also acknowledged and expressed appreciation to Paul Marcus for his contributions to the University as the outgoing President and CEO of the York University Foundation, and was joined by the Board in acknowledging Mr Marcus' service.

2.2 Presentation: Glendon's School of Public and International Affairs
The Director of the School of Public and International Affairs, Alex Himmelfarb, provided an overview of the work and successes of the School, and the strategic direction going forward.

2.3 Presentation Schulich India Project
Dean Horváth provided a presentation on the strategic directions for Schulich's proposed satellite campus in India. A copy of the presentation slides is filed with these minutes. The plan is to continue to offer the MBA degree through a twinning program with the S.P. Jain Institute of Management & Research in Mumbai, and expand to a full offering of Schulich's graduate and executive

development programs at a new campus in Hyderabad built in cooperation with the GMR Varalakshmi Foundation. Interim plans for twinning have also been developed should there be a delay in the adoption of the Foreign Education Institutions Bill by the Indian government.

3. Academic Resources Committee

Documentation circulated with the agenda was noted by Mr Schwartz. He encouraged governors to attend upcoming events at the new *Markham Convergence Centre* to meet the enthusiastic members of the York Region community who participate in the York Leadership Roundtable.

3.1 Appointments, Tenure and Promotion

On the basis of the documentation circulated with the agenda, it was duly *agreed*,

> **that the Board approve the President's April 2011 report on Appointments, Tenure and Promotion.**

4. Community Affairs Committee

Mr Lewis spoke to the written report of the Committee. In response to the Committee's earlier recommendation, it is excited by the University's development of mobile "apps" for students.

4.1 First Year Challenges: Recruitment Conversion and Retention

A focus at Community Affairs meetings this year has been the drop in undergraduate retention rates and the related issues that have emerged. Vice-President Tiffin reported to the Board on recruitment, enrolment and retention challenges and the steps be taken by the University to mitigate the risk on enrolment targets. A copy of the presentation slides is filed with these minutes. In addition to the efforts of the Retention Council to improve retention rates, it is anticipated that several of the Academic Innovation Fund projects recently selected for funding by the Vice-President Academic & Provost will help address issues affecting retention.

5. Finance and Audit Committee

On behalf of Mr Denison, Ms Ibrahim noted the written report circulated with the agenda.

5.1 Pension Working Group Report

Due to time constraints, the update on this item was deferred until a future meeting of the Board.

5.2 Schulich India Project

The documentation distributed with the agenda, and the presentation by Dean Horváth were noted by Ms Ibrahim. The initiative to establish a satellite campus in India is an exciting and strategic one for the Schulich School of Business. The Finance & Audit Committee's review focused on the risks of the project. After thorough discussion and analysis conducted over several meetings, the Committee is satisfied of the financial viability of the plans. The Dean confirmed that faculty at Schulich are supportive of the initiative and he does not anticipate any difficulty recruiting faculty to accept teaching assignments at the campus in India. The Provost noted that the facility in India has been conceived as being for Schulich business programs, but that other options may be discussed once the success of the campus is known. It was duly *agreed,*

> **That the Board of Governors approve that the President be authorized to execute a Cooperation Agreement between York University and the GMR Group (the GMR Varalakshmi Foundation) to develop and operate a campus in Hyderabad, India.**

5.3 Capital Budget Increase: Glendon Centre of Excellence

Ms Ibrahim noted that the proposed budget increase arises from higher than projected construction costs and a strong interest to preserve rather than cut key design elements of the project that will enhance the overall facility. Glendon has developed a detailed plan for fundraising $2 million of the $2.5 million budget increase and has made considerable progress towards that goal. The balance of the increase will come from the University's capital budget. It was duly *agreed,*

> **That the Board of Governors approve a capital budget increase of $2,500,000 for the Centre of Excellence project at the Glendon campus, raising the total project budget to $24,000,000.**

5.4 2011 Endowment Distribution Rate

Documentation circulated with the agenda was noted. Based on the proposed formula, it is estimated that the endowment distribution for scholarships, bursaries, research chairs and other special projects in 2011 will amount to $10.3 million. The University will mitigate the shortfall in funding that is created as a result of the reduced distribution rate. It was duly *agreed,*

That the Board of Governors approve the following changes to the 2011 distribution rate for endowments:

1) **Suspend Capital Protection for 2010-11.**
2) **Distribution for endowments with funded positions (Market Value to Book Value) as at April 30, 2011 as follows:**
    a) **5% for those endowments with a funded position greater than 1.10.**
    b) **4% for those endowments with a funded position of 1.08 to 1.10.**
    c) **3% for those endowments with a funded position of 1.06 to 1.07**
    d) **Suspend distributions for all endowments with funded positions of 1.05 or less.**

6. Investment Committee

Mr Burry briefly spoke to the written report of the Committee circulated with the agenda, highlighting the recent decision of the Investment committees of the Board and the Foundation to replace two of the endowment fund investment managers. He commended the leadership of the administration for their skilful management of the fund assets and the overall strong performance of the endowment fund.

The Committee and management are facilitating the establishment of a student-run investment fund initiated by Mr Zarnett. The funds will be separate and apart from the University's endowment fund.

7. Other Business

There was none.

8. *In Camera* Session

An *in camera* session was held and is minuted separately.

Consent Agenda Items

The consent item was deemed to be approved.

PAUL CANTOR
Chair

HARRIET LEWIS
Secretary

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Board of Governors

EXECUTIVE COMMITTEE

Report to the Board of Governors
at its meeting of June 20, 2011

The Executive Committee met on May 27 and June 6 and in addition to those items appearing on the Agenda, makes this report.

President's Items
President Shoukri provided an overview of the Ontario government's "Putting Student's First' plan, a successor to their "Reaching Higher" initiative. The plan contemplates expanded funding for up to sixty thousand post secondary students, thirty-one of whom are heading to Ontario universities, and of those, six thousand of whom are graduate students. The plan contemplates a new long term tuition framework, revision of the Ontario Student Assistance Plan to provide cost stability for students, and a ten year capital funding plan. Emphasis was placed on credit transfer initiatives, the Ontario Online Institute, and experiential education initiatives. There are intended to be new performance indicators for measuring teaching quality. The plan also contemplates the continuation of accountability agreements with individual institutions. As few specific details have been released, and since there will be an Ontario election this Fall, the effect on York remains to be seen; but it is expected that benefit will accrue to all GTA institutions because of the demographics of the potential future students. It is expected that some announcements of capital funding will be made before the election, and York awaits these with optimism.

Enterprise Risk Management
On the recommendation of the Finance and Audit Committee, this committee received and discussed the first tier enterprise risk report. A copy of the first and second tier risks and the report conclusions is appended to the Finance and Audit report. While risks remain high in a number of areas, this would be true for many Ontario institutions given the current economic and political climate. In the run-up to negotiations with a number of unions this summer, labor relations remain a concern. Given recent events near campus, reputation risk remains high and needs careful and proactive communications management. This is particularly true because of the President's observation that current acceptance/ enrolment numbers from the 101 high school pool are not as strong as last year, though final figures were not yet available. This may be attributable in part to safety concerns, and Vice President Brewer advised the committee of steps being taken and contemplated to address continuing concerns about the safety of the Keele campus and environs.

Labour Relations Mandate
As is its responsibility, the committee approved a bargaining mandate for upcoming negotiations with CUPE 3903 and 1356, YUSA and IUOE.

Pension Issues Update
Having succeeded in the application for Phase 1 of the government's solvency relief measures, the committee endorsed the objectives and elements of a mandate to move forward with a discussion of pension reform with plan members. The ability of the institution to move to the next phase of

solvency relief depends on its engagement in working towards long term sustainability of the pension plan.

President and Senior Executive's Performance and Compensation
The Committee received the President's recommendations for compensation of senior staff and provided their comments on and approval of a compensation framework for those involved.

President Shoukri presented an overview of progress on his 2010 - 2011 objectives and members commended him on the overall achievement of these objectives. They also received and commented on draft objectives for 2011- 2012. The committee met in President Shoukri's absence to determine the terms of his compensation for the next year.

Paul Cantor
Chair

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Memo

To: Board of Governors

From: Paul Cantor, Chair

Date: June 20, 2011

Subject: **Action taken by the Board Executive Committee on behalf of the Board**

The Executive Committee has dealt with two items of business since the last meeting of the Board of Governors. Pursuant to the authority accorded to it under Article VI, 4(c) of the General Bylaws, the Executive Committee approved the following:

1. **The appointment of Dr. Robert Haché as Vice-President Research and Innovation for a period of five years (July 1, 2011 to June 30, 2016).**

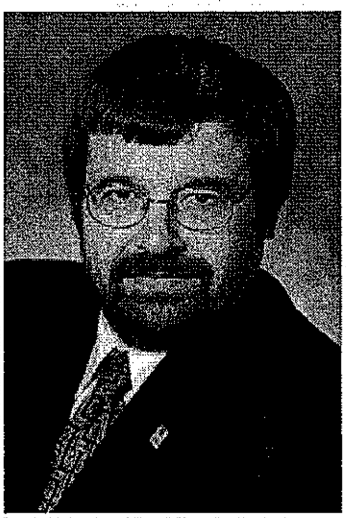
   Dr. Haché is currently the Associate Vice-President (Research) at the University of Calgary. Prior to joining University of Calgary, he was the Vice-Dean (Research) for the Faculty of Medicine at the University of Ottawa. Dr. Haché is a respected scholar and leader with a strong record of administrative service. Attached as Appendix A is a biographical note summarizing his professional achievements.

2. **The reappointment of Gary Brewer as Vice-President Finance and Administration for a period of five years (July 1, 2011to June 30, 2016)**

New associate VPR

November 13, 2008

New associate vice-president (research) named



Dr. Robert Haché

Dr. Robert Haché will assume the position of associate vice-president (research) effective Feb. 1, 2009.

Currently the vice-dean (research) for the Faculty of Medicine at the University of Ottawa, Dr. Haché is a respected scholar and leader with a strong record of administrative service. In conjunction with his role as AVP (research), he will have an academic appointment with the Department of Biological Sciences in the Faculty of Science and will continue to run an active research program.

Dr. Hache will play a key role in advancing the University of Calgary's research priorities. In addition to his assistance in developing research strategies and a rich and supportive research environment, he will oversee areas such as research grants and ethics, animal care and veterinary services and various partnership programs, including management of Canada Foundation for Innovation (CFI) awards. He will play a significant role in promoting and facilitating inter-disciplinary research success among research staff, faculty members and students

Dr. Hache is a molecular biologist who has made important contributions to the understanding of how steroid hormone signaling takes place in cells and how cells respond to DNA damaging agents. He has chaired and been a member of numerous directorates, boards and advisory committees associated with science and science management. In addition to his current position as vice-dean, he is also a professor in the Department of Medicine and the Department of Biochemistry, Microbiology and Immunology within the faculty; a senior scientist at the Ottawa Health Research Institute, and holds a University Health Research Chair.

He has been the recipient of many research grants, including awards from the Canadian Institute for Health Research (CIHR), Heart & Stroke Foundation, National Cancer Institute of Canada (NCIC), The Arthritis Society, and the National Science and Engineering Research Council (NSERC). He is the author of more than 130 scientific articles and abstracts and has delivered many distinguished invited presentations on various aspects of his research.

Dr. Haché received his BSc (biochemistry) from McGill University and his PhD (biochemistry) from Queen's University.

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Board of Governors

FINANCE AND AUDIT COMMITTEE

Report to the Board of Governors

at its meeting of 20 June 2011

The Finance and Audit Committee met on 26 May and in addition to the items on the agenda, submits the following report to the Board of Governors for information:

1. Pension Plan Issues

In March the University submitted an application for stage-one temporary pension funding relief to the Ontario government. The University recently learned that it has received approval for relief from the government. This is a positive step towards the goal or creating a more sustainable pension plan. A brief update on the issues surrounding the pension plan will be provided to the Board at the meeting on June 20.

2. Pan American Games Stadium Update

Since the Board was last updated on the Pan Am Games Stadium project in December, much has transpired towards advancing the detailed design and development of the facility. At its meeting in May, the Committee received a progress report from Mr Purves on the agreement being negotiated with *Toronto 2015* for the construction of the stadium which is to serve as a legacy facility for the use of the University after the Pan Am Games. The Facilities Agreement being negotiated addresses the obligations of the University and *Toronto 2015* with respect to project delivery of the facility as well as its use for the Pan Am Games and legacy use by the University. The Province of Ontario has now announced that Infrastructure Ontario ("IO") will have the project management responsibility for all Pan Am Games venues.

IO will employ a Design Build Finance model to deliver a bundle of three of the Pan American Games athletic venues, of which the York Stadium is one - the other two being in Hamilton. This model is based on a process whereby design, construction, and financing proposals are procured for a single contract based on specifications developed by the sponsor – in this case, York University and the City of Hamilton. Throughout this process, IO will enter into construction contracts directly, and will report to York via a "step-down" contract from Toronto2015.

Between now and the RFP issuance at the end of July, several milestones must be reached, including:

- confirmation of a cost to deliver the proposed stadium, and the University's budget for the project;
- a three-way MOU to be executed between Infrastructure Ontario, York University, and *Toronto2015*, and a Facility Agreement between York University and Toronto2015; and
- the submission of an initial site plan application by mid-July to kick off the City's review and approval process.

Once the Facilities Agreement has been negotiated, and a budget for the project has been prepared, they will proceed to the Finance & Audit committee for review and approval thereafter by the Board.

3. First-Tier Enterprise Risk Monitoring Report

The Committee received and discussed an update on the Enterprise Risks facing York University. The report identifies the changes in the ten *first-tier* risk exposures that have occurred over the past twelve months and also provides an update on the mitigating controls used to manage the risks to a more appropriate level. An executive summary of the report, including the first-tier and second-tier risk definitions, is attached as Appendix A.

4. Report of the Internal Auditor

Internal Audit Status Report

The Committee received and discussed an Internal Audit Status report from the Director of Internal Audit covering the period 1 April - 30 April 2011. The department undertook nine audit engagements during this cycle, of which three have been completed. All three of the audits were categorized as *generally adequate* with several corrective actions identified to enhance controls.

The *Process Re-engineering and Service Enhancement* (PRASE) project was launched by the University last autumn in an effort to optimize resources and service delivery. The Internal Audit department will be working with the *Integrated Resource Planning* office (which is managing PRASE) to avoid duplication and inefficiencies arising between the two units as both pursue their mandates. The Finance & Audit Committee approved the 2011-2012 Internal Audit Plan in May, and has asked the Director to bring a revised plan if any revisions to it are necessary arising out of the PRASE planning arrangements with IRP.

4. Report on Information Technology

The Committee received and discussed a report from Bob Gagne, Chief Information Officer. The focus of the presentation and discussion was managing IT infrastructure risk and the broader strategic directions for information technology at the University. In 2009-2010, the University's IT portfolio was restructured to become the *University Information Technology* (UIT) unit, reporting to the Vice-President Finance & Administration. The goal of the restructuring was to align IT resources to the University's business plan and improve the institution's operational effectiveness. The 2010-2011 academic year was the second year of the new strategy, and the division continued with its work toward the goal of integrating IT capabilities with the White Paper priorities. The key activities during the year centred on: the development of a future student portal; use of IT to improve operational effectiveness; and IT service delivery for process improvement.

Information technology is one of the four streams within PRASE and several IT related initiatives were identified in the Phase 1 PRASE report for enhancing service delivery. These initiatives have been a driver in determining several PRASE-specific IT goals for 2011-2012, in addition to a set of strategic initiatives to manage infrastructure risk.

5. Energy Management Program Update

In 2006 the University began to implement an Energy Management Program, which aimed to invest $40,000,000 in plant and building system renewal and retrofit projects so that annual energy costs could be reduced by 25%. Presently the program is just over 60% complete with about $25.3 million spent to the end of April 2011 and close to $6.2 million of projects in process; two additional measures are being brought forward to the Board for approval at the June 20 meeting. Results have been very positive, with (weather normalized) savings calculated at 21.2% to date as measured by energy consumption/reduction. Appendix B attached to the Finance & Audit report summarizes the notable measures taken over the life of the EMP project, and includes an illustrative chart of the cumulative energy savings by year on the Keele campus.

David Denison, Chair

Enterprise Risk Management Initiative

Risk Monitoring Report

Board Finance and Audit Committee

Gary Brewer, Vice-President Finance and Administration
May 26, 2011

Summary

The objective of the Risk Monitoring Report is to provide a periodic update on the overall exposure to the strategic risks facing York University. In recent years, management has submitted semi-annual risk-monitoring reports to the Board Finance and Audit Committee. Typically, the Spring Risk Monitoring Report covers the first-tier risks, while the Fall Risk Monitoring Report covers the second-tier risks.

Over the last year, several significant events have affected the first-tier risk *(defined below)* exposures:

- Global financial markets continue to improve resulting in positive gains for the University's endowment and pension funds.
- The 2011 Provincial Budget announced funding for 41,000 additional university students over the next five years.
- It does not appear that the two-year wage freeze (Bill 16), imposed by the Government, is being implemented across the broader public sector, given the amounts of the settlements being reached across the Province.
- Competition from the other GTA universities - University of Toronto and Ryerson University - has impacted York's ranking in first choice applications.
- A major fire (CUB building) closed the University for two days in December 2010.
- Although the University was generally a quiet campus over the past year, recent safety and security incidents on and near the Keele Campus have resulted in negative media coverage impacting the University's reputation.

Management has taken a number of initiatives to mitigate risk exposures:

- The Provostial White Paper is setting the strategic direction for next 10-15 years.
- The University's three-year rolling Budget Plan is being updated with a planned 2.25% cut for 2011-2012 and anticipated cuts in the range of 2.5% to 3.5% in future years.
- Pension plan risks and mitigating strategies are being discussed with employee groups.
- Sixty new tenure stream appointments have been authorized for the period 2011-2013.
- Construction continues on the Life Sciences Building, the Osgoode Hall Law School expansion and renovation and the Glendon Centre of Excellence providing more academic, research and student space.
- Preparations are underway for the negotiations with the unions of nine collective agreements.
- The recommendations of the METRAC Safety Audit are being assessed in detail and implemented as appropriate.
- The Process Re-engineering and Service Enhancement (PRASE) project has been initiated to improve resource utilization and better support core activities. Opportunities for transformation have been identified and will be addressed over the next few years.
- The Better Workplace (BW) initiative is being rolled out to address underlying labour relations issues.

In summary, the University continues to face significant risk exposures. These risks have been recognized and mitigating controls are being undertaken to protect the University and its students. However, the relatively high level of residual risk for several enterprise risks reflects our uncertain environment and the challenging nature of managing these risks.

FIRST-TIER RISK DEFINITIONS

1. *Financial Resources Risk.* The risk that the University lacks sufficient financial resources to meet its goals and objectives or that these resources are inappropriately allocated.

   Financial Markets Risk. Movements in prices, rates, indices, etc., affect the value of the University's financial assets, which may also affect its costs of capital/funding and/or its ability to raise capital/funding (e.g., pension fund, endowments, etc.).

2. *Leadership Risk.* The risk that the University may not be led effectively, which may result in a lack of direction, focus, motivation to perform, credibility and trust throughout the University.

3. *Strategic Labour Relations Risk.* The risk that management of labour relations and related issues will impede achievement of strategic objectives.

4. *Competitor Risk.* The risk that actions of competitors including other universities, colleges and new market entrants affect York's ability to achieve its goals and objectives.

5. *Government Policy Risk.* Changes in funding, regulations and accountability requirements that affect strategic goals and objectives or that create new opportunities or obligations requiring leadership, management and response.

6. *Reputation Risk.* The failure to re-establish, maintain and/or enhance the University's reputation or brand name, including ineffective communication to the appropriate stakeholders.

7. *HR Academic Risk.* The risk that the University will not be able to attract and retain high quality or sufficient academic faculty to fulfill teaching and research objectives in a manner consistent with academic plans, labour relations objectives and collegial governance expectations, including affirmative action and employment equity requirements.

8. *Budget and Planning Risk.* Non-existent, unrealistic, irrelevant and unreliable budget and planning information may cause inappropriate financial conclusions and academic program decisions.

9. *Physical Infrastructure Risk.* The risk of inadequate, inflexible or excess capacity, or inappropriate or deteriorating infrastructure not meeting enrolment, academic and research plans and threatening the University's ability to offer programs and services within budget.

   IT Infrastructure Risk. The risk of a decline in functionality/quality or loss of availability of the University's IT technology infrastructures so that they do not serve the operating needs of the University.

10. *Organizational Structure Risk.* An inappropriate or ineffective decision making process, planning or control framework threatens the University's ability to achieve its long-term strategies.

    Organizational Alignment Risk. Failure to align process objectives and performance measures with objectives and strategies may result in conflicting, uncoordinated activities throughout the University.

SECOND-TIER RISK DEFINITIONS

11. *Campus Health and Safety Risk.* The risk that failure to provide a healthy, safe and secure environment for students, faculty and staff could result in campus incidents exposing the University to litigation, loss of students and loss of reputation.

12. *Research Program Development Risk*. The risk that the University does not develop high quality research programs or conduct leading-edge research.

13. *Enrolment Targets Risk*. The risk that the University fails to meet its enrolment plans and targets, those being to achieve the planned number of enrolments overall and in specific categories and that all students admitted/retained are of desired high quality.

14. *Change Readiness Risk.* Pace of change is not responsive to trends in academic programs and curricula, research, student issues and government directions so that York's reputation, goals and objectives are put at risk.

15. *HR – Non Academic Risk.* The risk that the University will not be able to attract and retain appropriate non-academic staff with management and specialized skill sets.

16. *Student/Alumni Satisfaction Risk.* The risk that the University does not identify student needs, focus on its students or does not address issues surrounding student satisfaction both from an academic and non-academic standpoint.

Energy Management Program: Measures Implemented 2006-2011

- Energy Metering installed as a foundation measure in this program has helped to create tools to support engagement success stories such as the Res Race to Zero, to give new insight to shape future upgrades and initiatives, and to target energy ongoing reduction/conservation activities;

- Lighting systems have been consolidated and re-engineered to remove approximately 10,000 lighting ballasts, and retrofitted in excess of 30,000 fixtures on campus with more efficient components and better quality light. Over-lighted areas have been re-designed to reduce fixtures from two lamps to one, replaced Life Safety System Exit signs with LED technology, added lighting occupancy sensors and centralized lighting controls, and replaced older compact fluorescent lamps with more efficient ones;

- Heating, ventilation and air conditioning and building control systems have been upgraded reducing steam and chilled water consumption resulting in the corresponding natural gas and electricity savings;

- Substantial gains have been made in reducing chilled water consumption and in improving the operating efficiency parameters. Less chilled water is being pumped resulting in pumping and chiller electricity reductions. Since upgrading the pumping system has been embarked to match these lower flow and pressure conditions together with variable speed enhancements, it is economically attractive to complete the remaining chilled water improvements to realize the additional and immediate savings on the pump replacement investment. These measures attract the same increased incentive from the Ontario Power Authority that have been applied for and should be attained with the proposed timing;

- As in the case for lighting improvements, the reduction of chilled water demand creates capacity for new building and load addition across the campus without capital cost expenditures in the Central Utilities Building or accompanying distribution systems; and

- Building Automation and Heating, Ventilation, Air Conditioning (HVAC) upgrades have also been completed that allow for remote troubleshooting and alarming for improved maintenance response and deliver a more consistent and comfortable learning environment that compensates for occupancy.

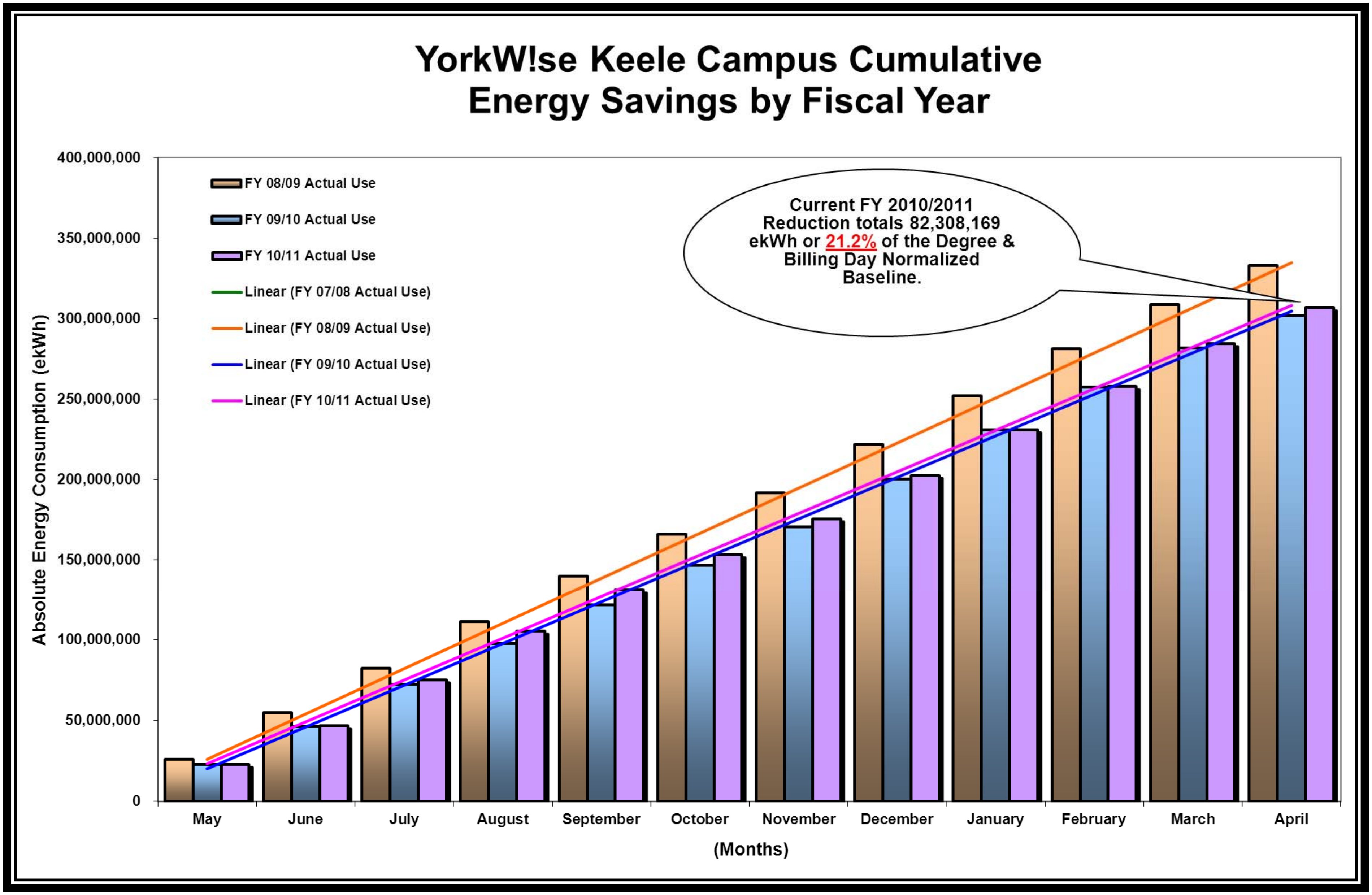
Additional energy incentives will be pursued with MCW to support the project. Currently, these have exceeded our original target, with incentive revenues already achieved totaling $2,031,165, with $238,702 yet to be received. It is anticipated that incentives in excess of the budgeted amount of $1,611,000 will be re-invested in this energy performance program.

The Energy Management Group of CSBO has performed detailed audits and estimates of potential HVAC (Heating, Ventilation, and Air Conditioning) savings. These estimates are based on actual Sept'09 to Aug'10 classroom utilization and are therefore a function of program uptake. It is conservatively estimated that annual utilities savings could be achieved of $300,000, more than 3% of the total electricity consumption.

It is noted that York does not have the capability to optimize classroom scheduling to minimize energy use and maintenance and capital equipment costs. No data monitoring capability that can overlay current metering infrastructure to warn of excess energy utilization in a given building is available to allow targeted investigation of underperforming equipment. An internal study to determine cost effectiveness of these tools is being developed.

Conclusion

In summary, the YorkW!SE Energy Management Program continues to be an outstanding sustainability success story, having already achieved over 20% reduction in greenhouse gas emissions, and energy consumption. Students have been engaged with respect to their impact in Residences, and the staff in the "Unplugged" campaign. CSBO has reduced York's environmental footprint, reduced operating costs, and mitigated the impact of future energy cost increases while enhancing and renewing infrastructure in challenging economic times.


YorkW!se Keele Campus Cumulative
Energy Savings by Fiscal Year
FY 08/09 Actual Use
FY 09/10 Actual Use
FY 10/11 Actual Use
Linear (FY 07/08 Actual Use)
Linear (FY 08/09 Actual Use)
Linear (FY 09/10 Actual Use)
Linear (FY 10/11 Actual Use)
Current FY 2010/2011 Reduction totals 82,308,169 ekWh or 21.2% of the Degree & Billing Day Normalized Baseline.
Absolute Energy Consumption (ekWh)
400,000,000
350,000,000
300,000,000
250,000,000
200,000,000
150,000,000
100,000,000
50,000,000
0
May
June
July
August
September
October
November
December
January
February
March
April
(Months)

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Memo

To: Board of Governors

From: David Denison, Chair, Finance and Audit Committee

Date: June 20, 2011

Subject: **Three Year Budget Plan 2011-2012 to 2013-2014**

Recommendation

The Finance and Audit Committee recommends that the Board of Governors approve the proposed Three-year Budget Plan for 2011-2012 to 2013-2014.

Background and Rationale

The purpose of this memorandum is to outline and request approval for the updated Budget Plan 2011-2012 to 2013-2014, consistent with the University's normal three-year rolling budget plan framework. This plan will establish the basis for detailed budget planning for the upcoming 2011-2012 fiscal year, as well as set a longer-term financial context for planning to the end of the planning period.

The following table provides the overall budget plan results, while the accompanying document provides additional background information concerning the plan.

The key financial results associated with this updated budget plan include:

- a budget cut of 2.25% for 2011-2012, and a potential range of budget cuts for the following two years between 2.5% to 3.5% dependant upon the outcome of collective agreement negotiations, and whether the University's pension situation deteriorates or improves over the near term.

- a cumulative deficit position at the end of the three year budget planning period of $12 million dollars with an in year deficit of $2.0 million. The projected cumulative deficit represents 1.6% and the in year deficit represents less than one quarter of one percent of the annual budgeted revenue of $771 million dollars.

The major changes introduced in this updated plan are as follows:

- a planning assumption for significant domestic and international undergraduate enrolment growth for the period 2011-2012 to 2013-2014.

- an extension of the planning assumption for domestic fee revenue increases for 2013-2014 based on maximums allowed with the current tuition fee framework which expires in 2011-12.

- no additional quality base funding from the Government

- investments in graduate and undergraduate student initiatives

- academic investments to support teaching for the planned enrolment growth

- In the prior plan an expectation of a two year salary freeze was incorporated based on the *Compensation Restraint Act* announced by Government. As a result of the collective agreement settlements experienced in the last year in the post-secondary sector, the assumption of the anticipated salary freeze may no longer be appropriate. A modest assumption for potential compensation related costs has been incorporated. Should the outcome of collective bargaining result in settlements not in line with the assumption, there will be a direct impact on the size of future year budget cuts.

- additional contributions to the Pension Fund are required as a result of the going concern deficit at December 31, 2010. This additional contribution of $8 million brings the total special payments incorporated into the cumulative budget plan to $28 million dollars.

- strategic investments in the PRASE project, the subway development and implementation of security recommendations from the METRAC study

- capital funding for the Osgoode and Life Science projects.

OPERATING BUDGET PLAN SUMMARY
2011-12 to 2013-14
(in $millions)

	2011-12	2012-13	2013-14
<u>Revenue</u>			
Total Operating Revenue per June 2010 Plan	**713.20**	**724.90**	**724.90**
Planning Changes (May 2011)			
Enrolment Growth			
Domestic Growth			
Grant Funding	5.00	6.25	7.50
Tuition Funding	5.00	6.25	7.50
International Growth	12.40	16.27	20.14
Domestic Tuition increases	In Plan	In Plan	11.00
International Tuition Increases	In Plan		
Total Revenue (Increases)	**22.40**	**28.77**	**46.14**
Operating Revenue - May 2011 Plan	**735.60**	**753.67**	**771.04**
<u>Expenses</u>			
Total Operating Expenses per June 2010 Plan	**708.50**	**722.70**	**722.70**
Academic Investments:			
VPA - Domestic Growth	6.00	7.50	10.10
VPA- International Growth	8.95	11.75	14.55
Graduate Support	1.50	3.00	3.00
SSB Fee Allocation Rebase	1.70	1.70	1.70
	18.15	23.95	29.35
Compensation/Benefit:			
Compensation	8.25	18.20	32.75
YUSA/CPM Post Retirement Benefits	0.70	0.70	0.70
Pension -PBGA		1.00	1.00
Pension Special Payments			8.00
	8.95	19.90	42.45
Inflationary Cost Pressures:			
Library Inflation	0.18	0.36	0.54
Other Cost Pressures:			
PRASE Investments	2.00	4.00	4.00
PRASE Savings			(1.00)
Misc Costs (BW/Research/Disability Mgt/AODA/Pension Redesign)	1.50	1.50	1.00
	3.50	5.50	4.00
Strategic Investments:			
Subway Costs	0.30	0.30	0.30
Metrac - Recommendations	1.00	1.00	1.00
	1.30	1.30	1.30
Capital Funding:			
OSG/Life Science	-	2.00	2.00
Total Expenditures	**32.08**	**53.01**	**79.64**
Budget Measures:			
Targeted Savings	(6.00)	(4.50)	(2.00)
<u>Budget Cuts:</u>			
2012-13 3.25%		(13.65)	(13.65)
2013-14 3.25%			(13.65)
Total Budgets Cuts	**(6.00)**	**(18.15)**	**(29.30)**
Total Expenses Increase	**26.08**	**34.86**	**50.34**
Operating Expenses - May 2011 Plan	**734.58**	**757.56**	**773.04**
Annual Surplus(Deficit)	**1.02**	**(3.89)**	**(2.00)**
Carryforward Balances from Prior Year-End	**(7.20)**	**(6.18)**	**(10.07)**
	(6.18)	**(10.07)**	**(12.07)**

Budget Plan 2011-12 to 2013-2014

1. Introduction

As we close out the 2010-2011 fiscal year, this report is intended to provide a brief update on budget planning and outline the proposed Budget Plan for 2011-2012 to 2013-2014.

In past years, the approval of the upcoming fiscal year's budget has been embedded in the approval of the overall three year rolling budget plan. These multi-year budget plans have typically been approved within the April through May timeframe, depending on the timing and resolution of key planning issues, including tuition fee decisions and Government operating grant announcements.

Approval of the proposed Budget Plan is required at this time in order to finalize the basis for detailed budget planning across the University for the upcoming fiscal year.

Development of these detailed operating budget plans should be completed by the end of May in order to provide for effective budget management, and to facilitate the preparation of the Planning, Budget and Accountability documents to be published in early Fall.

2. Currently Approved Budget Plan (June 2010)

The current multi-year budget plan was approved in June 2010 and covered the period to fiscal 2012-2013. The results associated with this plan are summarized in the following table. This plan incorporated budget cuts of 3.5% for the 2010-2011, 2.25% for 2011-2012 fiscal years, and no anticipated cut for 2012-2013. The budget plan reflected the recovery of enrolment post labour disruption, anticipation of compensation restraint measures introduced by the Provincial Government, and the incorporation of significant increases in Pension Plan contributions resulting from projected going concern deficits.

The June 2010 Budget Plan Summary is shown in the following table:

Approved June 2010	($ millions)		
	2010-11	2011-12	2012-13
Revenue	701.9	713.2	724.9
Expenses	703.9	708.5	722.7
Annual Surplus/(Deficit)	**(2.0)**	**4.7**	**2.2**
Carryforward	**(8.2)**	**(10.2)**	**(5.5)**
Cumulative Surplus/(Deficit)	**(10.2)**	**(5.5)**	**(3.3)**

Changes to Projected 2010-2011 Surplus/Deficit

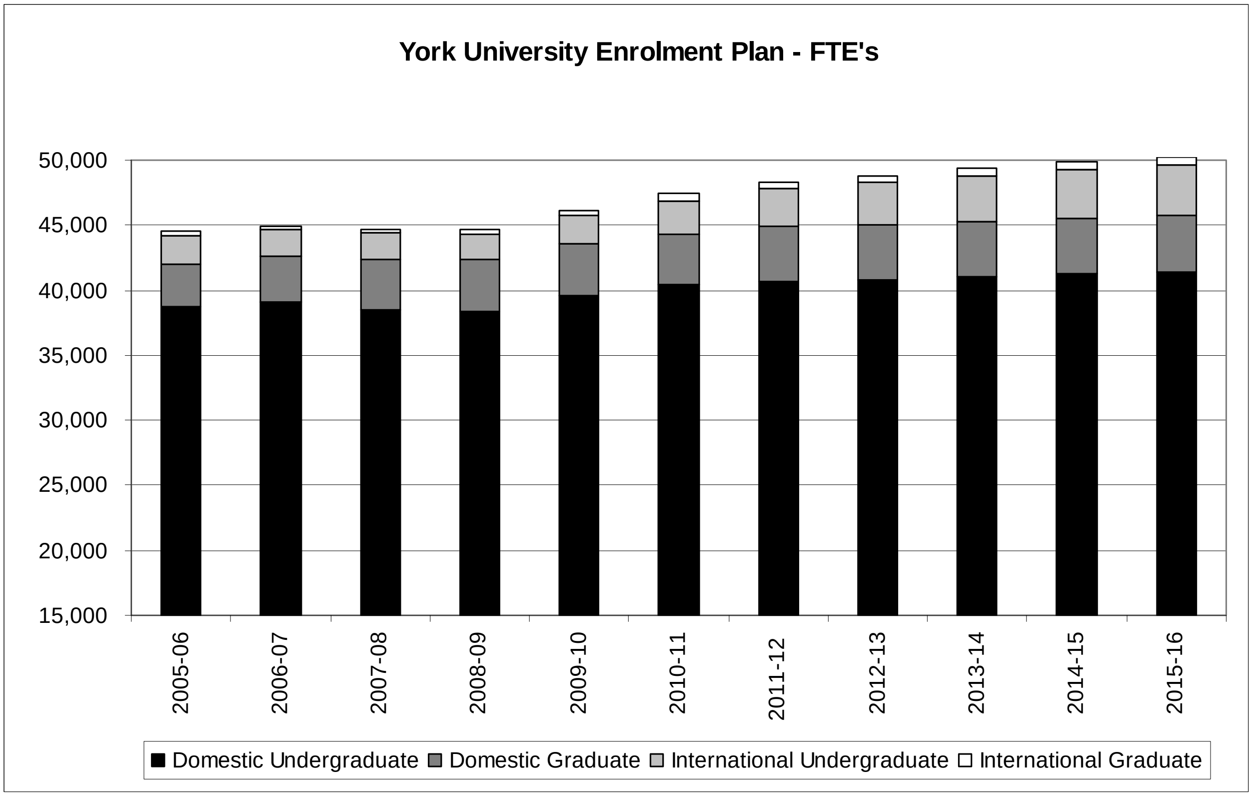
The University is in the process of finalizing the fiscal 2010-11 financial results. The major planning assumptions were realized with no significant variances from plan. The projected in year deficit of $2.0 is expected to show a small favourable variance to plan of $3 million resulting in a projected surplus of $1 million. The major variance is the result of higher than projected undergraduate enrolment. The incremental grant and tuition revenue offset by the academic investment to support these increased enrolments generated a $3 million positive variance to the overall year end position.

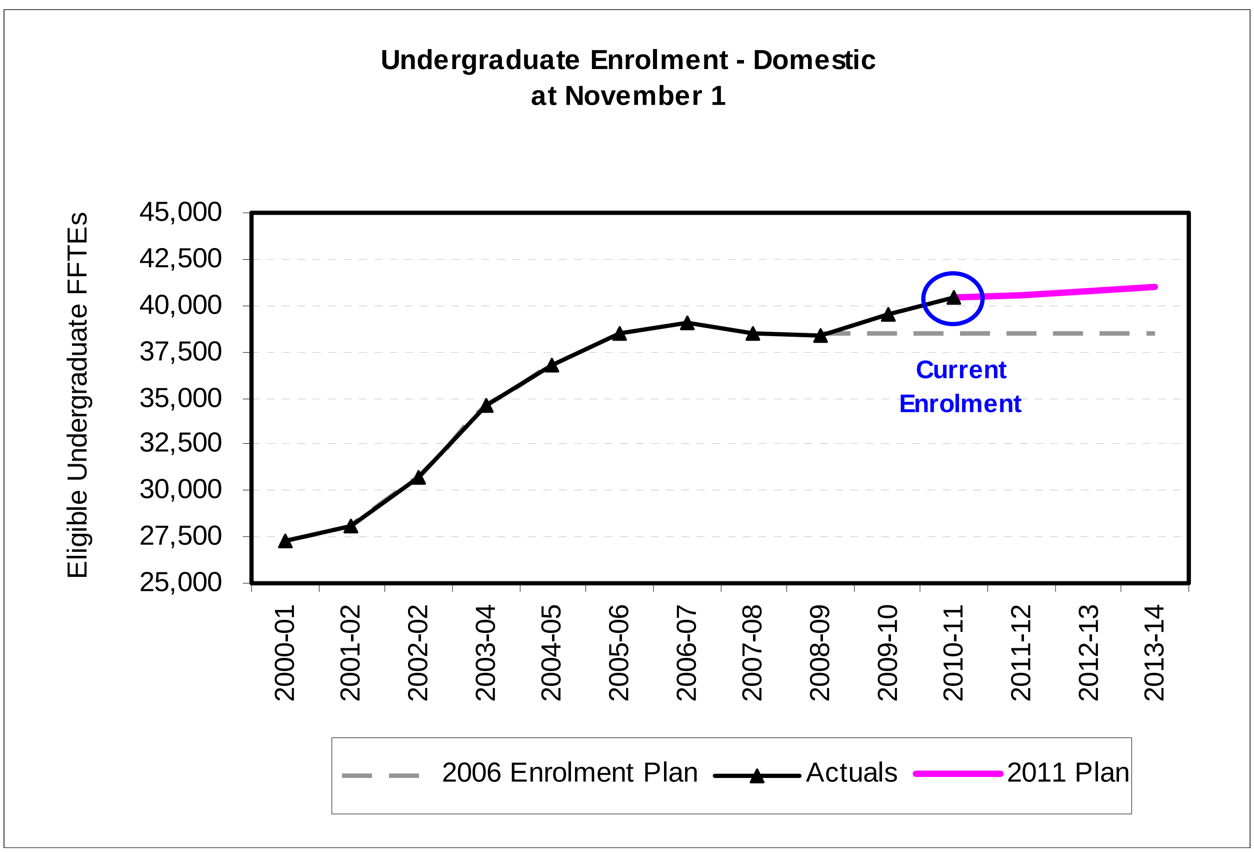
Original Projected Surplus(Deficit) June 2010	**(2.0)**
Net Impact of Positive Enrolment Growth	3.0
Revised Projected Surplus(Deficit)	**1.0**
Prior Year's Carryforward	**(8.2)**
Revised Cumulative Deficit (May 2011)	**(7.2)**

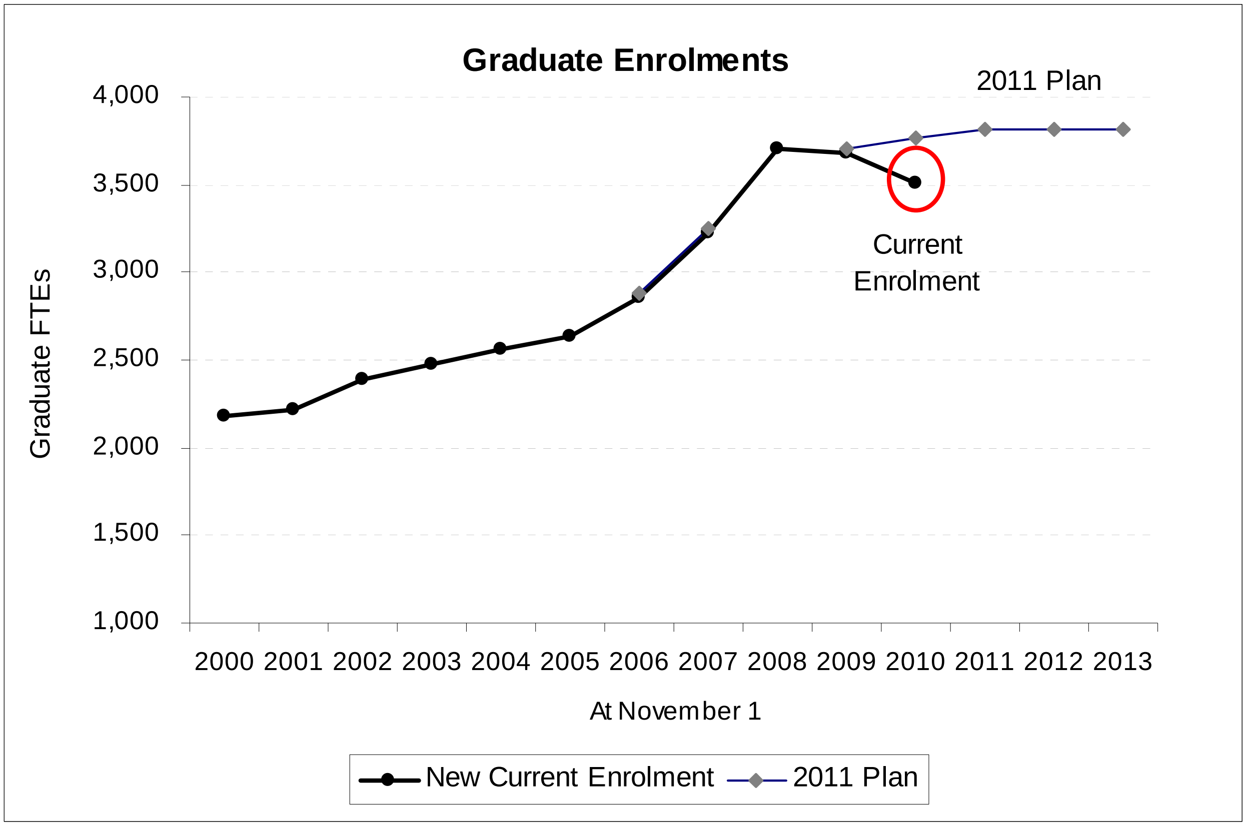
3. Enrolment Growth

A key planning assumption which drives revenue and cost changes is the enrolment plan. The overall enrolment plan is provided in the chart below, with individual breakdowns for undergraduate and graduate enrolment shown in the charts that follow. The undergraduate enrolment chart shows that the actual 2010-2011 domestic undergraduate enrolment results exceeded the plan. The actual 2010-2011 enrolment levels surpassed the previous enrolment targets by about 900 FFTE's. The University has now approved a new enrolment plan which will continue to see the undergraduate enrolment levels grow over the next five years. The details are provided later in this memo.

The University updated its graduate enrolment plan to maintain its current enrolment level for the foreseeable future. The demand for graduate enrolment had been expected to continue to increase as a result of the graduation of the undergraduate double-cohort class and increased participation rates in graduate programs. However, the overall level of graduate growth across the Province has not materialized at the level originally projected by the Government in its Reaching Higher Plan graduate targets, and competition among universities for graduate students has proven to be intense.


York University Enrolment Plan - FTE's
50,000
45,000
40,000
35,000
30,000
25,000
20,000
15,000
2005-06
2006-07
2007-08
2008-09
2009-10
2010-11
2011-12
2012-13
2013-14
2014-15
2015-16
Domestic Undergraduate
Domestic Graduate
International Undergraduate
International Graduate


Undergraduate Enrolment - Domestic
at November 1
Eligible Undergraduate FFTEs
45,000
42,500
40,000
37,500
35,000
32,500
30,000
27,500
25,000
Current
Enrolment
2000-01
2001-02
2002-02
2003-04
2004-05
2005-06
2006-07
2007-08
2008-09
2009-10
2010-11
2011-12
2012-13
2013-14
2006 Enrolment Plan
Actuals
2011 Plan



4. Enrolment Plan

Domestic Undergraduate

As a result of the favourable enrolment results experienced in 2009-2010 and 2010-2011, the University has approved a change to its official enrolment plan. The new plan will maintain the current higher level achieved in 2010-2011 and see continued growth at the rate of 250 FFTE's in each of the next five years.

In the recent March budget, the Government confirmed full grant funding for undergraduate enrolments in accordance with the proposed plan.

The estimated increased tuition revenue associated with these additional enrolments is $5 million in 2011-2012, $6.25 million in 2012-2013, and $7.50 million in 2013-2014.

The estimated increased accessibility grant from the Government associated with additional enrolments is $5 million in 2011-2012, $6.25 million in 2012-2013, and $7.50 million in 2013-2014.

International Undergraduate

During 2010-11 the University experienced significant growth in its undergraduate international enrolment. The University's Academic Plan identified as a strategic priority its plan to grow international undergraduate enrolments to 10% of the domestic undergraduate enrolments by 2017. The University has approved a change to its official enrolment plan that will see growth of 800 FFTE's in 2011-2012 and an additional 250 FFTE's in each of the next five years.

The estimated increased tuition revenue associated with these additional enrolments is $12.4 million in 2011-2012, increasing to $16.27 million in 2012-2013 and $20.14 million in 2013-2014.

Domestic and International Fee Increases

In June 2010, the Board of Governors approved tuition rates for most of York's programs for the period 2010-2011 and 2011-2012 at essentially the maximum annual increase allowable under the guidelines approved by the Government. The tuition fee framework for 2012-2013 and beyond has yet to be announced by the Government, and hence the budget planning assumption will have to be reviewed when the actual tuition fee rules are announced.

The planning assumption for fee increases for the 2013-2014 planning continues to use the assumption of the extension of the existing framework. Tuition revenue is expected to increase by $11 million in 2013-2014 based on this assumption. The University has chosen to again take careful considering in not increasing its regular graduate fees at this time and not to increase many of its professional graduate programs due to current economic and market factors.

5. Planning Changes – Expenses

As a result of the increased revenues available from the change in the undergraduate domestic and international enrolment plan, investments are being made to support academic and student support initiatives. These initiatives are aligned with the priorities of the approved Academic Plan.

Academic Investments

Allocations totaling $14.95 million in 2011-2012 increasing to $19.25 million in 2012-2013 and $23.55 million in 2013-2014, will be used to help support the cost of academic teaching for the increased level of planned enrolment for domestic and international undergraduate enrolments.

Increased competition to attract graduate students has resulted in increased pressure on levels of support for these students. The budget plan increases support for graduate students by $1.5 million in 2011-2012 rising to $3.0 million in 2012-2013 and thereafter.

Additional funding in the amount of $1.7 million will be provided to the Schulich School of Business to realign budget support for their international graduate programs.

Compensation/Benefits

Collective Agreements for most employee groups expire in 2011, with the exception of YUFA and OHFA which have been successfully negotiated to April 2012.

The prior budget plan incorporated an expectation of two-year salary freezes as outlined in the Compensation Restraint Act announced by the Government. As a result of the collective agreement settlements experienced in the last year in the post-secondary sector, the assumption of a two year freeze as anticipated under the Compensation Restraint Act may no longer be appropriate.

The updated Plan reflects a very modest increase for the employee groups. Should the collective bargaining process result in higher settlements, there will be a corresponding increase in the budget cuts in future years.

Additional cost pressures resulting from actual experience in post retirement benefits for members of the York University Staff Association (YUSA) and the Confidential, Professional and Managerial (CPM) groups in the amount of $700 thousand per year have been incorporated.

Recent changes to the Pension Benefit Guarantee, coupled with the increased level of deficit being reported in the annual pension valuation results, will result in an increase in the annual filing fee of $1 million. This new cost pressure has been incorporated into the budget plan.

The actuarial valuation for the University Pension Plan at December 2010 reports a going concern deficiency of $217.2 million and a solvency deficiency of $198.8 million. The last time the University filed a valuation was for 2007. At that time, the University reported a going concern deficiency of $44 million. Under regulation, the University must file at least once every three years.

In February 2011, the Provincial Government released details on Temporary Solvency Funding Relief for certain pension plans in the Broader Public Sector. The University has filed an application to apply for these funding relief measures, which if approved would result in the ability to defer solvency payments for one year and amortize the deficit over fifteen years from January 2012.

The estimated increased employer contributions for the next three years based on the anticipated relief measures will result in increased employer contributions of $28 million. Over the past three budget cycles the University has been incorporating additional contributions into the plan. In this plan an additional $8 million has been incorporated for a total of $28 million. Should additional contributions be required, the administration proposes to smooth the additional contributions through utilization of existing internally restricted reserves.

Other Cost Pressures

In 2010, the University engaged the services of Price Waterhouse Cooper to review the administrative functions and to identify opportunities for service enhancement and resource optimization within these administrative functions. The report identified a number of opportunities for improvement. In order to take advantage of these opportunities, budget investments will be required over a period of years to optimize the use of technology and achieve future year savings. The budget plan has allocated investments of $2 million in 2011-2012 rising to $4 million in 2012-2013 and 2013-2014 with an expectation of the realization of future year savings starting in 2013-2014.

Miscellaneous cost pressures of $1.5 million in 2011-2012 and 2012-2013 reducing to $1.0 million in 2013-2014 were identified for required funding for pension plan redesign and various other costs.

Strategic Investments:

The University will make strategic investments of $1.3 million to implement recommendations from the METRAC Safety Audit as well as support work necessary to meet requirements associated with the planned subway extension to York's campus in 2015.

Capital Funding:

In 2010, the Federal and Provincial government provided $95 million in funding to the University to construct a new Life Science Building and an extension to the Osgoode Hall Law School. Amendments to the scope of these capital project budgets required the University to fund approximately $16 million to complete the projects. The budget plan incorporates funding of $2 million per year over eight years to fund this requirement starting in 2012-2013.

Budget Measures:

In order for the University to manage the financial pressures identified in this budget plan within the available revenues, the University administration determined that it would require a combination of across the board budget cuts and targeted budget measures. To utilize budget cuts alone would be severe and it was not determined feasible for faculties and units to absorb higher levels of cuts in the short term.

The University administration has identified a number of specific measures that it will take to achieve savings and to assist in bringing the budget into line. These measures will result in $6 million dollars in savings in 2011-2012, $4.5 million in 2012-2013, and $2.0 million in 2013-2014 and thereafter.

The proposed level of budget cuts in this plan are 2.25% for 2011-2012 with projected cuts for 2012-2013 and 2013-2014 at 3.25%. It must be noted however that the range of cuts is very dependent upon the outcome of collective bargaining with employee groups over the Summer and Fall of 2011. Should the collective agreement settlements differ from the very modest assumption built into the plan, the level of cuts may be required to be increased.

Impact of Budget Cuts:

The ability for faculties and departments to effectively absorb the across the board budget cuts is becoming increasingly challenging.

The Vice-President Academic and Provost has shared with the Board Finance and Audit

Committee the significant difficult that Faculties are facing to balance their budgets.

The Vice-Presidents from Finance and other divisions face similar challenges with decreasing levels of budget flexibility to effectively provide an acceptable level of support to faculty, staff and students.

To demonstrate some of the real impacts being felt in units, a summary of initiatives that are ongoing within academic and administrative units is provided below:

Revenue Generation Measures:

- increasing domestic undergraduate enrolment
- increasing international undergraduate enrolment
- identifying opportunities for increasing non credit and professional development programs
- maximization of interest revenue through extensions of duration on short term loans
- increasing proactive management of foreign exchange fluctuations to time currency acquisitions

Cost Savings/Reduction Measures:

- limited or no faculty replacements for retirements
- limited or no staff replacements for retirements
- extensive lags or no replacements for staff vacancies
- targeted reductions in staff complements
- increased use of mediation to avoid high arbitration costs
- extending the life of some equipment (i.e., desktops to 4 or 5 years)
- leveraging purchasing volumes
- server consolidation and virtualization to reduce the number of physical machines and standardizing environments
- strategic sourcing and collaborative purchasing with Provincial Government and Ontario Public Purchasing arrangements
- work process reviews for efficiency and effectiveness
- reducing hours of operations, converting full-time positions to part-time
- review of programs with low enrolments or low marketability
- review of class sizes and program delivery
- utilizing graduate students for teaching
- reduction in Library collection acquisitions
- reduction in funding support to undergraduate students
- restricting professional development costs
- utilization of technology to increase productivity (i.e., document imaging, electronic invoicing, direct deposit for travel reimbursements etc.
- increased use of Purchase Cards for small dollar purchases
- development of electronic budget and forecasting tools
- reduction of summer student employment

Implications:

- declining full-time faculty complement
- increasing student/faculty ratios
- quality of teaching and programs
- pressure on faculty workload
- impact on student experience and satisfaction
- reduced staff support levels resulting in lower standard/level of service
- poor staff morale

These are a few examples of measures being taken across the institution to balance the increasing requirements due to higher enrolments and increasing levels of government accountability and regulation with declining available resources within Faculties and units.

Office of the Vice-President Finance and Administration

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TORONTO ON
CANADA M3J 1P3
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F 416 736 5421

Memo

To: Board of Governors

From: David Denison, Chair, Board Finance and Audit Committee

Date: June 20, 2011

Subject: **Annual Audited Financial Statements, April 30, 2011**

Recommendation

The Board Finance and Audit Committee recommends to the Board of Governors that the Financial Statements for the year ended April 30, 2011, be approved.

FINANCIAL STATEMENTS

APRIL 30, 2011

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YORK UNIVERSITÉ UNIVERSITY

STATEMENT OF ADMINISTRATIVE RESPONSIBILITY

The administration of the University is responsible for the preparation of the financial statements, the notes thereto and all other financial information contained in this annual report.

The financial statements were prepared in accordance with Canadian generally accepted accounting principles. The administration believes the financial statements present fairly, in all material respects, the University's financial position as at April 30, 2011 and the results of its operations and its cash flows for the year then ended. In order to achieve the objective of fair presentation in all material respects, the use of reasonable estimates and judgments was employed. Additionally, the administration has ensured that all financial information presented in this report has been prepared in a manner consistent with that in the financial statements.

In fulfilling its responsibilities and recognizing the limits inherent in all systems, the administration has developed and maintains a system of internal control designed to provide reasonable assurance that University assets are safeguarded from loss and that the accounting records are a reliable basis for the preparation of financial statements.

The University has retained Mercer (Canada) Limited in order to provide an estimate of the University's liability for pensions and other post-employment benefits for the current year. The administration has provided the valuation actuary with the information necessary for the completion of the University's report and retains ultimate responsibility for the determination and estimation of the reported pension and other benefit liabilities.

The Board of Governors carries out its responsibility for review of the financial statements and this annual report principally through its Finance and Audit Committee ("Committee"). The majority of the members of the Committee are not officers or employees of the University. The Committee meets regularly with the administration, as well as the internal auditors and the external auditors, to discuss the results of audit examinations and financial reporting matters, and to satisfy itself that each party is properly discharging its responsibilities. The auditors have full access to the Committee with and without the presence of the administration.

Ernst & Young LLP Chartered Accountants, the auditors appointed by the Board of Governors, have reported on the financial statements for the year ended April 30, 2011. The independent auditors' report outlines the scope of their audit and their opinion on the presentation of the information included in the financial statements.

Gary Brewer
Vice-President, Finance and Administration

Mamdouh Shoukri
President and Vice-Chancellor

YORK
UNIVERSITÉ
UNIVERSITY

INTRODUCTION TO YORK UNIVERSITY
FINANCIAL STATEMENTS – 2010-2011

In 2010-2011, the University continued to manage its finances in a very challenging fiscal environment. The current year was characterized by continued strong domestic and international undergraduate enrolment growth, continued strong capital market recovery and significant uncertainty with respect to the funding of pension solvency deficiencies. Quality undergraduate and domestic graduate enrolment growth continued to be key priorities for the University as part of an overall focus on achieving the objectives of the University Academic Plan. Increased tuition fees and higher enrolments provided additional operating income. However, cost pressures largely associated with salary and benefits costs continued to grow.

Grants and contract funding increased from $376 million in 2010 to $385 million in 2011. The increase is attributable to grants related to higher enrolment levels.

The Statement of Operations and Changes in Deficit reports total tuition fee revenue increasing from $370 million in 2010 to $404 million in 2011. The majority of this growth is associated with increases in approved tuition fee rates and increasing undergraduate and graduate enrolments.

Salaries and benefits increased from $607 million in 2010 to $647 million in 2011. Salary levels were generally 3% higher than in the previous year and reflected the annual increase associated with the collective agreements that covered the majority of the University's personnel. Continued cost pressures related to current and post employment benefit costs also contributed to the higher costs.

Scholarships and bursaries decreased from $59 million in 2010 to $58 million in 2011. In the prior year the University Operating Fund subsidized the lower endowment distributions that resulted from weak capital market performance in prior years.

Interest on long-term debt decreased from $21 million in 2010 to $20 million in 2011. The reduction reflects the continuous retirement of external debt and substantially represents the full cost of servicing the debentures issued in 2002 and 2004.

As summarized on the Balance Sheet, the University's unrestricted deficit has decreased from $68 million in 2010 to $60 million in 2011. The decrease in the deficit is the result of a small operating surplus as well as a planned surplus in the ancillary budget.

The University's investment in capital assets increased from $675 million in 2010 to $729 million in 2011. The change is the result of new capital construction net of annual amortization charges.

Investments at April 30, 2011 totalled $583 million, as compared to $527 million at April 30, 2010. Investments consisted of $338 million in endowments ($294 million last year) and $245 million in other investments ($233 million last year). The change in investments over the course of the year is the result of capital appreciation in endowment assets of $38 million and growth in the endowments from new donations.

The University has included in liabilities the costs associated with other post-employment benefits. York recognizes the liabilities for future retiree benefits for both active employees and current retirees. The liability at April 30, 2011 was $83 million versus $75 million for the prior year.

Heading into fiscal 2012, the University will continue to manage its finances responsibly. The challenges for the next year are as follows:

- the pension fund performance and related solvency deficit payments;
- the increasing pressures on salary and benefit costs and the outcome of the 2011-12 collective bargaining;
- the implications of potential changes in government grant funding allocations;
- the uncertainty associated with the tuition fee framework beyond 2012;
- the achievement of enrolment growth for domestic and international; and
- the achievement of planned budget cuts across the institution.

These challenges are expected to impact through fiscal year 2011-2012 and beyond.

Gary Brewer
Vice-President, Finance and Administration

SUMMARY OF REVENUE AND EXPENSES

Total Revenue and Expenses
(Millions of dollars)

Year Ended April 30

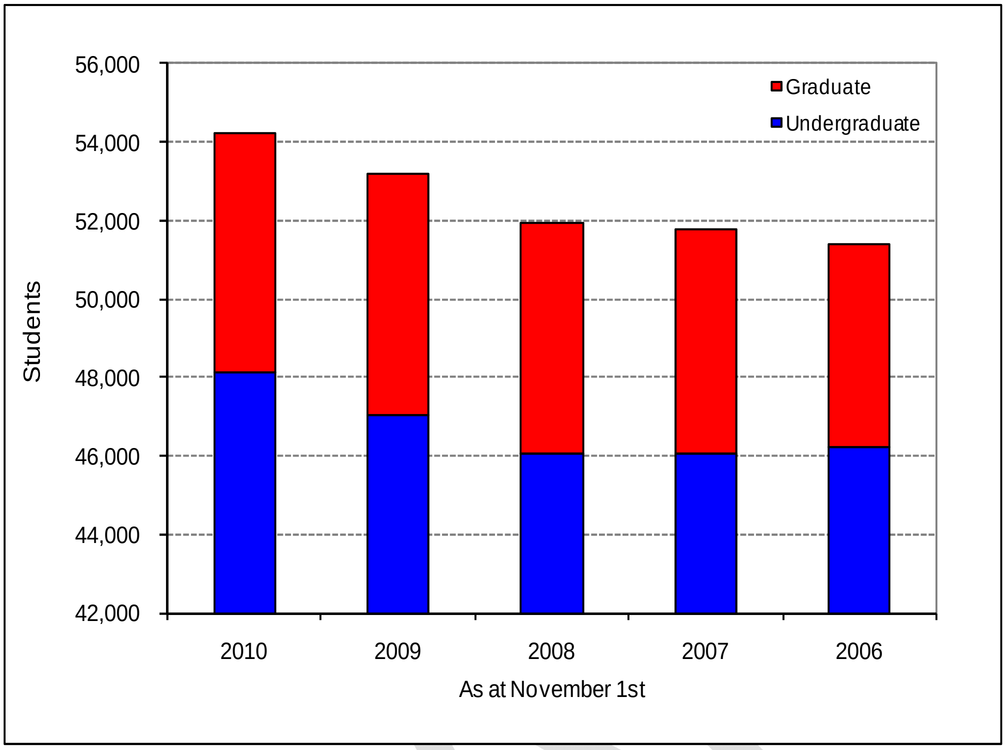
	2011	2010	2009	2008	2007
	$	$	$	$	$
REVENUE					
Grants and contracts before adjustment *(note 16)*	384.9	375.7	386.4	376.5	376.6
Student fees before adjustment *(note 16)*	404.4	370.0	339.0	331.7	316.3
Donations	7.1	6.8	5.3	6.5	5.4
Investment income	18.9	21.3	10.5	21.5	22.0
Sales and services before adjustment *(note 16)*	63.8	68.0	64.9	66.8	67.1
Amortization of deferred capital contributions	11.7	12.8	11.7	12.4	10.4
Fees and other recoveries	26.0	27.4	25.2	26.6	24.5
Other	6.2	8.4	3.7	4.1	2.2
	923.0	**890.4**	**846.7**	**846.1**	**824.5**
EXPENSES					
Salaries and benefits	647.2	606.8	556.9	554.0	495.3
Operating costs	114.5	110.8	124.7	119.3	119.2
Amortization of capital assets	40.0	41.2	44.7	37.9	38.3
Cost of sales and services	18.4	23.4	21.4	22.3	23.3
Taxes and utilities	28.8	32.6	33.3	35.5	32.0
Scholarships and bursaries	58.1	58.9	54.6	55.1	52.5
Interest on long-term debt	19.6	21.1	22.8	23.0	23.3
	926.6	**894.8**	**858.4**	**847.1**	**783.9**

% of Total Revenue and Expenses

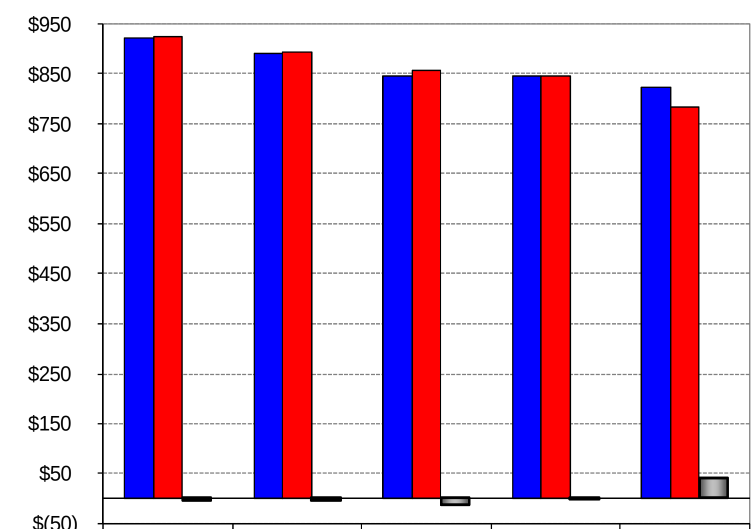
Year Ended April 30

	2011	2010	2009	2008	2007
	%	%	%	%	%
REVENUE					
Grants and contracts before adjustment *(note 16)*	41.7	42.2	45.6	44.5	45.6
Student fees before adjustment *(note 16)*	43.8	41.6	40.0	39.2	38.4
Donations	0.8	0.8	0.6	0.8	0.6
Investment income	2.0	2.4	1.3	2.5	2.7
Sales and services before adjustment *(note 16)*	6.9	7.6	7.7	7.9	8.1
Amortization of deferred capital contributions	1.3	1.4	1.4	1.5	1.3
Fees and other recoveries	2.8	3.1	3.0	3.1	3.0
Other	0.7	0.9	0.4	0.5	0.3
	100.0	**100.0**	**100.0**	**100.0**	**100.0**
EXPENSES					
Salaries and benefits	69.8	67.8	64.9	65.4	63.1
Operating costs	12.4	12.4	14.5	14.1	15.2
Amortization of capital assets	4.3	4.6	5.1	4.5	4.9
Cost of sales and services	2.0	2.6	2.5	2.6	3.0
Taxes and utilities	3.1	3.6	3.9	4.2	4.1
Scholarships and bursaries	6.3	6.6	6.4	6.5	6.7
Interest on long-term debt	2.1	2.4	2.7	2.7	3.0
	100.0	**100.0**	**100.0**	**100.0**	**100.0**

ENROLMENT GROWTH
2010 – 2006



REVENUE AND EXPENSES
Year Ended April 30
2011 – 2007
(Millions of dollars)

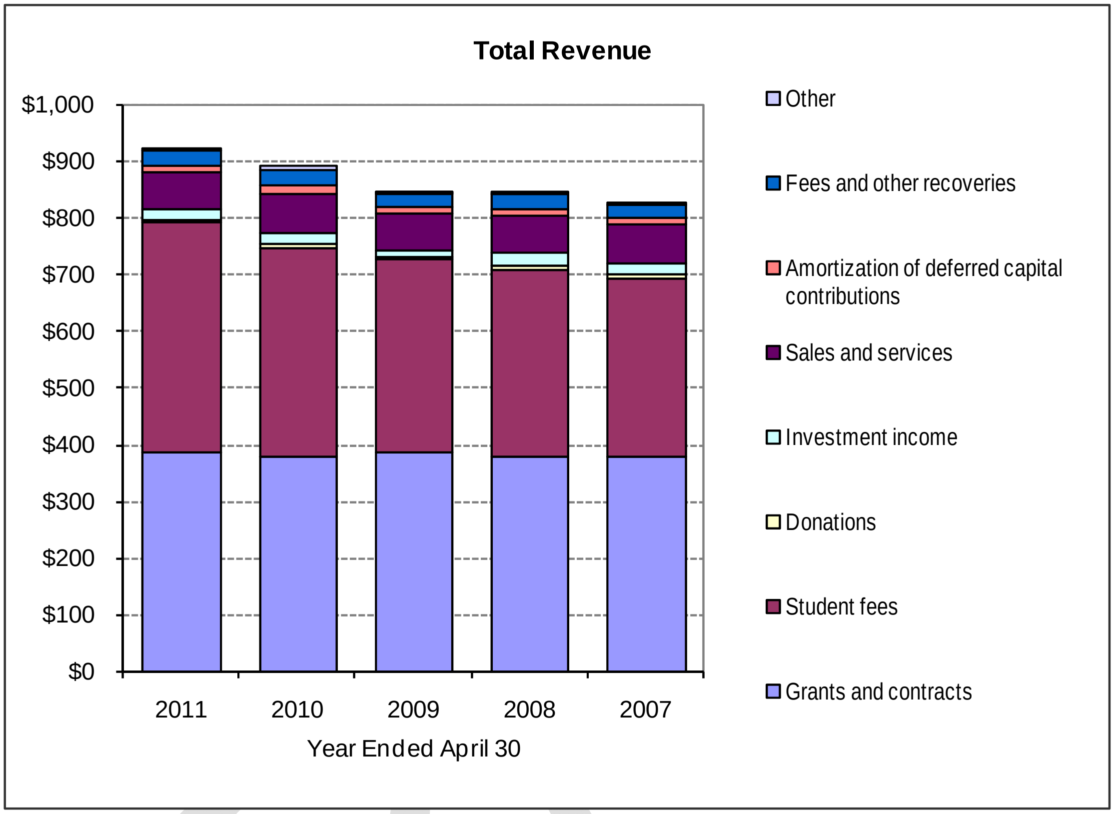


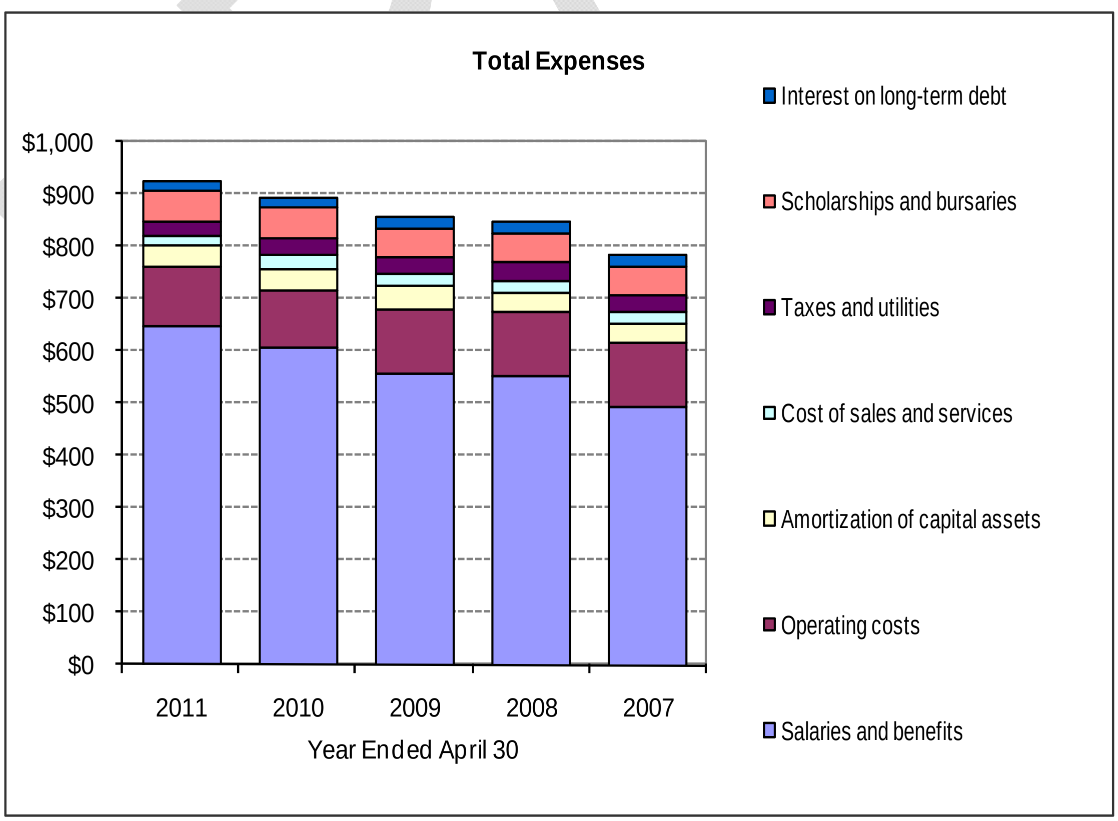
	2011	2010	2009	2008	2007
Revenue *	$923.0	$890.4	$846.7	$846.1	$824.5
Expenses	$926.6	$894.8	$858.4	$847.1	$783.9
Revenue over Expenses *	$(3.6)	$(4.4)	$(11.7)	$(1.0)	$40.6

***** Before adjustment related to labour disruption *(note 16)*

SUMMARY OF REVENUE AND EXPENSES

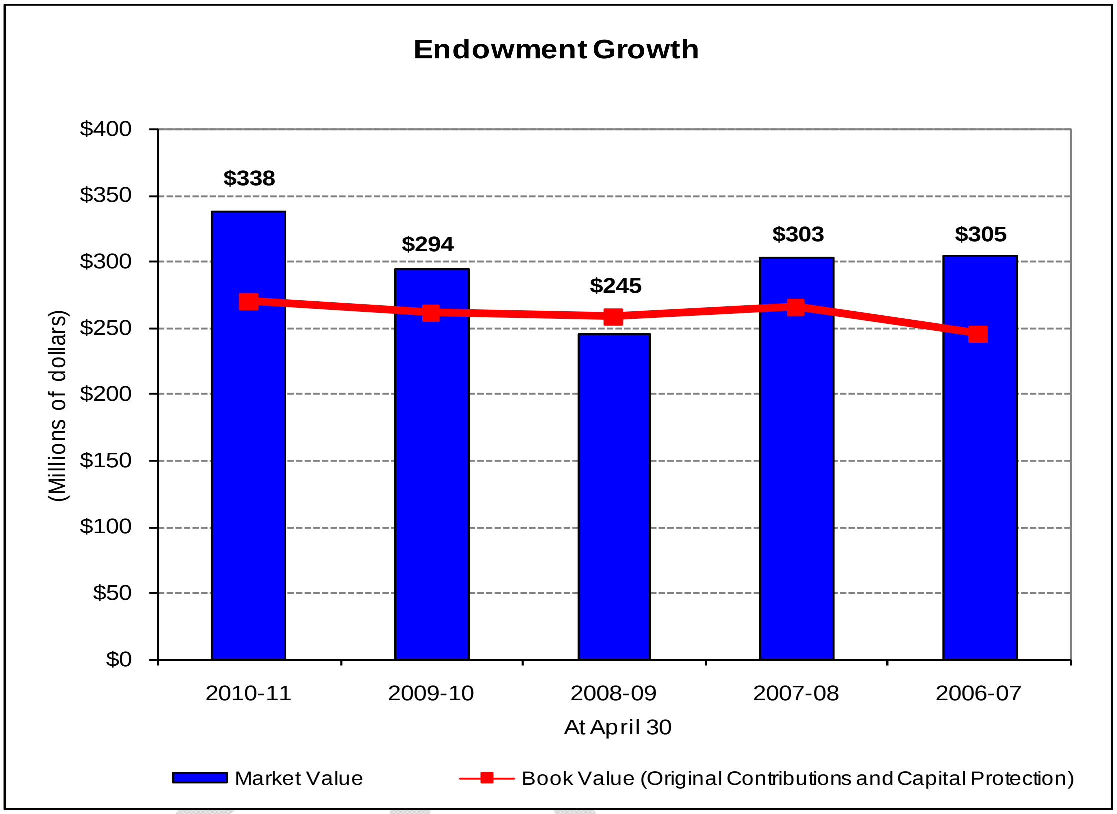
2011 – 2007
(Millions of dollars)

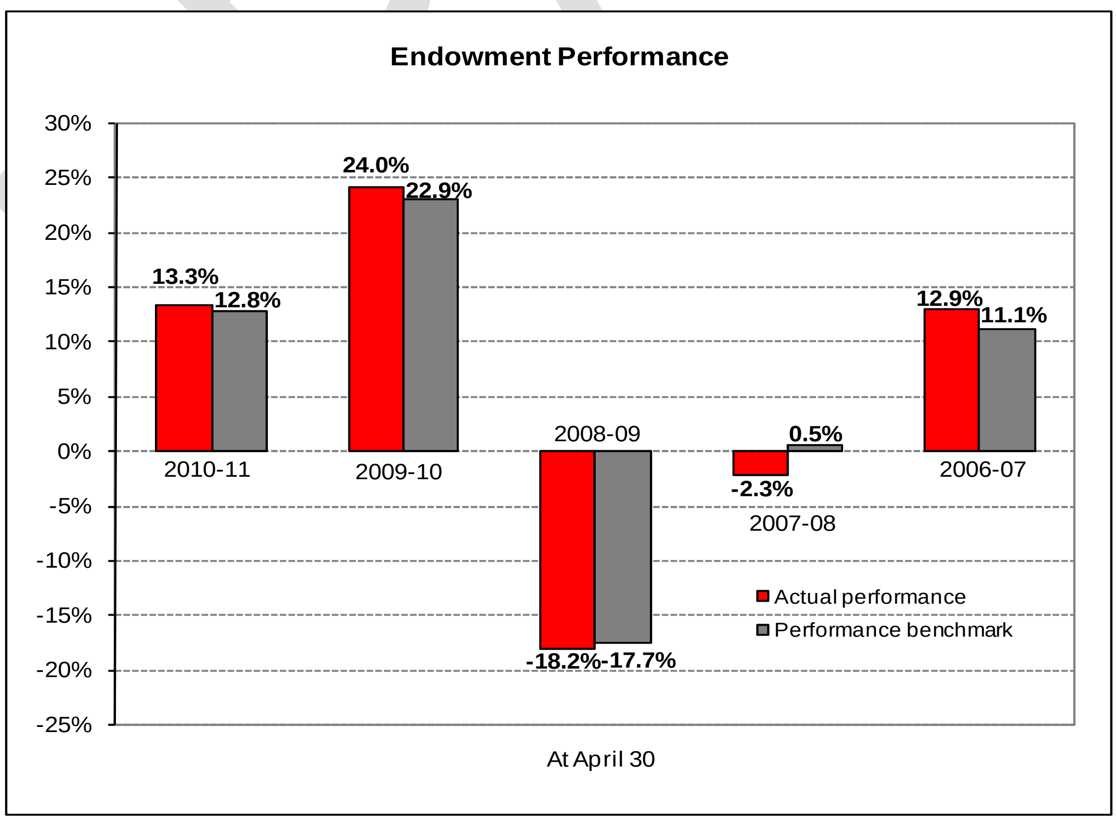




ENDOWMENT GROWTH AND PERFORMANCE

2011 – 2007





INDEPENDENT AUDITORS' REPORT

To the Board of Governors of
York University

We have audited the accompanying financial statements of York University, which comprise the Balance Sheet as at April 30, 2011, and the Statements of Operations and Changes in Deficit, Changes in Net Assets, and Cash Flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of York University as at April 30, 2011, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Toronto, Canada
June 20, 2011

[Auditors' signature]
Chartered accountants

BALANCE SHEET
(Thousands of dollars)

As at April 30

	2011 $	2010 $ *(restated: note 19)*
ASSETS		
Current		
Cash and cash equivalents	**48,311**	32,953
Accounts receivable	**66,154**	62,290
Inventories	**4,636**	4,489
Prepaid expenses	**9,338**	8,827
Total current assets	**128,439**	**108,559**
Pension cost deferral *(notes 12 and 14)*	**17,005**	42,159
Investments *(note 3)*	**582,629**	527,489
Investment in lease *(note 4)*	**44,440**	44,634
Capital assets, net *(note 5)*	**729,432**	675,135
	1,501,945	**1,397,976**
LIABILITIES		
Current		
Accounts payable and accrued liabilities *(note 19)*	**84,632**	70,076
Current portion of long-term debt *(note 10)*	**4,430**	4,181
Deferred income	**46,052**	38,031
Deferred contributions *(note 6)*	**83,170**	83,086
Total current liabilities	**218,284**	**195,374**
Long-term liabilities *(note 9)*	**127,175**	120,059
Long-term debt *(note 10)*	**304,488**	308,899
Deferred capital contributions *(note 11)*	**292,907**	244,651
Total liabilities	**942,854**	**868,983**
Commitments and contingent liabilities *(note 18)*		
NET ASSETS		
Unrestricted deficit	**(60,172)**	(68,145)
Internally restricted *(notes 12 and 19)*	**287,931**	303,318
Endowments *(note 13)*	**331,332**	293,820
Total net assets	**559,091**	**528,993**
	1,501,945	**1,397,976**

See accompanying notes

On behalf of the Board of Governors

Paul Cantor
Chair

Mamdouh Shoukri
President and Vice-Chancellor

STATEMENT OF OPERATIONS AND CHANGES IN DEFICIT
(Thousands of dollars)

Year ended April 30

	2011 $	2010 $
REVENUE		
Grants and contracts before adjustment *(note 16)*	**384,865**	375,678
Student fees before adjustment *(note 16)*	**404,376**	370,042
Donations	**7,082**	6,755
Investment income *(note 3)*	**18,923**	21,256
Sales and services before adjustment *(note 16)*	**63,839**	67,999
Amortization of deferred capital contributions *(note 11)*	**11,698**	12,846
Fees and other recoveries	**26,001**	27,405
Other	**6,232**	8,404
Total revenue before adjustment related to labour disruption *(note 16)*	**923,016**	**890,385**
EXPENSES		
Salaries and benefits *(note 14)*	**647,153**	606,737
Operating costs	**114,540**	110,800
Amortization of capital assets	**39,959**	41,225
Cost of sales and services	**18,436**	23,429
Taxes and utilities	**28,822**	32,641
Scholarships and bursaries	**58,050**	58,911
Interest on long-term debt *(note 10)*	**19,591**	21,060
Total expenses	**926,551**	**894,803**
Deficiency of revenue over expenses for the year before adjustment related to labour disruption	**(3,535)**	**(4,418)**
Labour disruption *(note 16)*	**-**	55,360
Excess (deficiency) of revenue over expenses for the year	**(3,535)**	**50,942**
Net transfers from internally restricted net assets	**15,727**	3,098
Net transfers to internally restricted endowments	**(4,219)**	(2,659)
Change in unrestricted deficit in the year	**7,973**	**51,381**
Unrestricted deficit, beginning of year	**(68,145)**	(119,526)
Unrestricted deficit, end of year	**(60,172)**	**(68,145)**

See accompanying notes

STATEMENT OF CHANGES IN NET ASSETS
(Thousands of dollars)

Year ended April 30

	2011				2010
	Unrestricted deficit $	**Internally restricted $**	**Endowments $**	**Total $**	**Total $**
		(note 12)	*(note 13)*		*(restated: note 19)*
Net assets, beginning of year, as restated *(note 19)*	**(68,145)**	**303,318**	**293,820**	**528,993**	422,749
Excess (deficiency) of revenue over expenses for the year	**(3,535)**	**-**	**-**	**(3,535)**	50,942
Net transfers from internally restricted net assets to unrestricted deficit	**15,727**	**(15,727)**	**-**	**-**	-
Direct increase to capital assets for donations of land and works of art *(note 5)*	**-**	**340**	**-**	**340**	-
Investment income on externally restricted endowments less amounts made available for spending *(note 13)*	**-**	**-**	**25,485**	**25,485**	46,452
Contributions to externally restricted endowments *(note 13)*	**-**	**-**	**7,808**	**7,808**	8,850
Net transfers from unrestricted deficit to internally restricted endowments *(note 13)*	**(4,219)**	**-**	**4,219**	**-**	-
Net assets, end of year	**(60,172)**	**287,931**	**331,332**	**559,091**	**528,993**

See accompanying notes

STATEMENT OF CASH FLOWS
(Thousands of dollars)

Year ended April 30	2011 $	2010 $
OPERATING ACTIVITIES		
Excess (deficiency) of revenue over expenses for the year	**(3,535)**	50,942
Add (deduct) non-cash items:		
Amortization of capital assets	**39,959**	41,225
Amortization of deferred capital contributions	**(11,698)**	(12,846)
Gain on disposition of capital assets	**-**	(2,550)
Net change in non-cash working capital balances related to operations *(note 15)*	**3,394**	(45,423)
Change in pension cost deferral	**25,154**	(4,071)
Net change in long-term liabilities *(note 15)*	**7,310**	6,822
Cash provided by operating activities	**60,584**	**34,099**
INVESTING ACTIVITIES		
Purchase of investments, net *(note 15)*	**(29,655)**	(32,322)
Purchase of capital assets *(note 15)*	**(79,171)**	(67,829)
Proceeds from disposition of capital assets	**-**	2,600
Cash used in investing activities	**(108,826)**	**(97,551)**
FINANCING ACTIVITIES		
Repayment of long-term debt	**(4,162)**	(30,336)
Contributions restricted for capital purposes *(note 11)*	**59,954**	36,579
Contributions to externally restricted endowments *(note 13)*	**7,808**	8,850
Cash provided by financing activities	**63,600**	**15,093**
Net increase (decrease) in cash and cash equivalents during the year	**15,358**	(48,359)
Cash and cash equivalents, beginning of year	**32,953**	81,312
Cash and cash equivalents, end of year	**48,311**	**32,953**

SUPPLEMENTARY INFORMATION		
Interest paid	**19,610**	22,581

NOTES TO FINANCIAL STATEMENTS
(All amounts are in thousands of dollars unless otherwise indicated)

APRIL 30, 2011

1. DESCRIPTION OF THE ORGANIZATION

York University ("York" or the "University") was incorporated under the York University Act 1959 and continued under the York University Act 1965 by the Legislative Assembly of Ontario. The University is dedicated to academic research and to providing post-secondary and post-graduate education. The University is a registered charity and under the provisions of Section 149 of the Income Tax Act (Canada) is exempt from income taxes.

York's financial statements reflect the assets, liabilities, net assets, revenue, expenses and other transactions of all the operations of the University and organizations in which the University has a controlling shareholding or a primary economic interest. Accordingly, these financial statements include the operations, research activities and ancillary operations of the University, the York University Development Corporation (an Ontario corporation of which the University is the sole shareholder) that oversees the development of designated undeveloped York lands and which owns York Lanes shopping mall; and York University Foundation, a federally incorporated foundation, the objects of which are to raise funds for the University and steward the funds so raised.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared by the administration in accordance with Canadian generally accepted accounting principles. The preparation of financial statements requires the administration to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities as at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates. A summary of significant accounting policies is as follows:

a) Future changes in accounting policies

In November 2010, the Accounting Standards Board of the Canadian Institute of Chartered Accountants ("CICA") issued Part III of the CICA Handbook that sets out the accounting standards for not-for-profit organizations that are effective for fiscal years beginning on or after January 1, 2012, with an option to early-adopt. The University is currently evaluating the impact of these standards.

b) Revenue recognition

The University follows the deferral method of accounting for contributions, which include donations and government grants. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Externally restricted contributions, other than endowments, are deferred and recognized as revenue in the year in which the related expenses are recognized. Restricted endowment contributions are recognized as direct increases in net assets. Pledges are recorded as revenue on a cash basis since pledges are not legally enforceable.

Donations of materials and services that would otherwise have been purchased are recorded at fair value when fair value can be reasonably determined.

Student fees are recognized as revenue when courses and seminars are held. Sales and services revenue is recognized at the point of sale or when the service has been provided.

c) Financial instruments

As permitted under the CICA Handbook, the University has chosen to continue to apply CICA 3861: Financial Instruments - Disclosure and Presentation in place of CICA 3862: Financial Instruments - Disclosures and CICA 3863: Financial Instruments - Presentation.

d) Cash and cash equivalents

Cash and cash equivalents consist of cash on deposit and investments with original maturities at acquisition of three months or less. Cash and short-term investments equal to internally restricted net assets designated as sinking funds are classified as long-term investments.

e) Inventories

Inventories are stated at the lower of cost and net realizable value. The cost of inventories is assigned by using the first-in, first-out method or weighted average cost method, depending on the nature or use of the inventory items. The same costing method is used for all inventories having a similar nature and use.

f) Investments and Investment Income

Investments are recorded at fair value except for investments in fixed income securities which are to be held to maturity and other loans and receivables, both of which are recorded at cost plus accrued interest, using the effective interest rate method.

The fair value of investments is determined as follows:

Publicly traded bonds and equities are determined based on quoted market values based on the latest bid prices. Investments in pooled funds are valued at their unit values provided by the fund manager and unlisted or infrequently traded securities are based on quoted market yields or comparable security prices as appropriate.

Investment income, which consists of interest, dividends, income distributions from pooled funds, and realized and unrealized gains and losses, is recorded as revenue in the Statement of Operations and Changes in Deficit, except for investment income designated for externally restricted endowments. The amount made available for spending against externally restricted endowments is recorded as investment income and any amount available for spending that remains unspent at year-end is deferred and categorized as deferred contributions. Investment income on externally restricted endowments in excess of the amount made available for spending and losses on externally restricted endowments are recorded as direct increases (decreases) to endowments.

Income (or loss) designated for internally restricted endowments is recognized in the Statement of Operations and Changes in Deficit. The investment income (or loss) net of all actual spending against internal endowments are then transferred from the unrestricted deficit to internally restricted endowments through the Statement of Changes in Net Assets.

Transactions are recorded on a trade date basis and transaction costs are expensed as incurred.

g) Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair market value at the date of contribution, except for land received under the terms of grants, which is carried at nominal value. Amortization of capital assets is provided on a straight-line basis over their estimated useful lives as follows:

	Annual Rate	Years
Buildings, plant facilities and infrastructure	2.5% to 10%	10 to 40
Equipment and furnishings	10% to 33.3%	3 to 10
Library collection	100%	1

Construction in progress expenditures are capitalized as incurred and are amortized as described above once the asset is placed into service. Capitalized expenditures include interest on related debt funding of such expenditures.

Donations of items included in the art collection are recorded as direct increases in capital assets and net assets at an appraised value established by independent appraisal in the period receipted by the University. The art collection is considered to have a permanent value and is not amortized.

h) Foreign exchange translation

The University accounts for revenue and expense transactions in a foreign currency at the exchange rate in effect at the date of the transactions. Monetary assets and liabilities denominated in a foreign currency are translated at year-end exchange rates and any translation gain or loss is included in the Statement of Operations and Changes in Deficit. Foreign exchange gains and losses on investments are included in investment income.

i) Derivative financial instruments

Derivative financial instruments are used by the University in the management of its exposure to changes in interest rates on certain term loans *(note 10)* and to foreign currency uncertainty on investments *(note 3)*. The University does not enter into derivative financial instruments for trading or speculative purposes. The University does not apply hedge accounting on these derivative financial instruments. The University records derivative financial instruments on the Balance Sheet at fair value with subsequent changes in fair value recognized in the Statement of Operations and Changes in Deficit.

j) Employee benefits plans

The University has a defined contribution pension plan, which has a defined benefit component that provides a minimum level of pension benefits. The cost of providing pension benefits and post-employment and post-retirement benefits other than pensions is actuarially determined and recognized in the Statement of Operations and Changes in Deficit using the projected benefit method pro-rated on service and management's best estimates regarding assumptions about a number of future conditions, including investment returns, compensation changes, withdrawals, mortality rates and expected health care costs. Past service costs associated with plan amendments are amortized over the average remaining service life of employees who were active at the time of each plan amendment. Cumulative differences arising from actuarial gains and losses including changes in assumptions over 10% of the greater of the fair value of assets and the accrued benefit obligation are amortized over the average remaining service life of employees. Assets of the pension plan are valued using market values at year-end. Liabilities of the pension plan and post-employment and post-employment benefits are discounted using current interest rates on long-term high-quality fixed income securities.

3. INVESTMENTS

a) Investments consist of the following:

	Maturity	2011 Weighted average interest rate	2010 Weighted average interest rate	2011 $	2010 $
Cash		1.21%	0.50%	**49,574**	38,746
Short-term investments	2011 to 2016	3.73%	3.76%	**146,415**	160,699
Deposit notes	2011 to 2023	4.50%	4.50%	**1,255**	1,325
Government bonds	2011 to 2050	2.92%	3.27%	**52,214**	49,871
Corporate bonds	2011 to 2050	5.55%	4.65%	**39,254**	36,497
Mortgages	2011 to 2016	4.20%	4.82%	**53,376**	35,349
Canadian equities				**62,726**	54,833
International equities				**177,790**	149,995
Other	2011 to 2013	4.00%	3.25%	**25**	174
Total				**582,629**	**527,489**
Designated as follows:					
Held for trading				**388,573**	336,054
Held to maturity				**191,474**	188,753
Loans and receivables				**2,582**	2,682
Total				**582,629**	**527,489**
Market value				**586,323**	**530,206**

All investments are recorded at fair value except certain bonds that are designated as held to maturity and certain loans and receivables. The carrying value of the loans and receivables approximates fair value.

Investments are exposed to foreign currency risk, interest rate price risk, and market and credit risks. The University manages these risks through policies and procedures in place governing asset mix, equity and fixed income allocations, and diversification among and within categories.

To manage foreign currency risk, a hedging policy has been implemented for the University's foreign-denominated investments to minimize exchange rate fluctuations and the resulting uncertainty on future financial results. All outstanding contracts have a remaining term to maturity of less than one year. The University has significant contracts outstanding held in foreign currencies, as detailed below.

The notional and fair values of the foreign currency forward contracts are as follows:

	2011		2010	
Currency Sold	**Notional Value (CAD $)**	**Fair Value of Contract (CAD $)**	**Notional Value (CAD $)**	**Fair Value of Contract (CAD $)**
EUR	**4,826**	**(82)**	6,332	155
GBP	**5,425**	**(22)**	2,009	27
USD	**52,385**	**185**	29,655	(399)
Other	**12,388**	**(370)**	4,457	(45)
Total	**75,024**	**(289)**	**42,453**	**(262)**

The fair value of the foreign currency forward contracts is included in investments. The change in the fair value of the foreign currency forward contracts is recorded as investment income in the Statement of Operations and Changes in Deficit.

b) Investment income consists of the following:

	2011 $	2010 $
Investment income on endowments *(note 13)*	**37,825**	56,666
Deduct investment income credited to external endowments *(note 13)*	**(33,212)**	(49,372)
Add allocations for spending on external endowments, net of deferrals	**4,896**	4,093
Other investment income	**9,414**	9,869
Total	**18,923**	**21,256**

4. INVESTMENT IN LEASE

The University has entered into a direct finance lease with the Ontario Realty Corporation (“ORC”). The leased facilities are located on the Keele campus and are occupied by the Archives of Ontario. The lease commenced on February 25, 2009 for an initial period of 25 years plus three options to extend the term, each for ten years. Prior to the commencement of the lease, the ORC exercised the first ten-year renewal option.

To construct the facilities used by the Archives of Ontario, in May 2007 the University entered into contractual agreements with a consortium that undertook the design, construction and financing of the facility during the construction phase of the project.

As payment for the cost of the facility, York assigned the revenue stream under the ORC lease to the consortium for a period of 35 years. However, York remains liable for the lease payments to the consortium should ORC default.

The present value of the lease payments due from ORC at lease commencement was determined to be $45 million based on a discount rate of 10.5% and with no residual value assigned to the Archives facility.

The carrying value of the investment in lease is composed of aggregate minimum lease payments due from ORC over 35 years less unearned finance income at a rate of 10.5%. As at April 30, 2011, the balance is as follows:

	2011 $	2010 $
Aggregate future minimum lease payments	**153,782**	158,600
Less unearned finance income	**(109,148)**	(113,791)
Investment in lease	**44,634**	44,809
Less current portion recorded in accounts receivable	**(194)**	(175)
Balance, end of year	**44,440**	**44,634**

Minimum future lease payments are expected to be as follows:

	$
2012	4,818
2013	4,818
2014	4,818
2015	4,818
2016	4,818
Thereafter	129,692
Total	**153,782**

The University has recorded the amounts owed to the consortium under the lease assignment within the liabilities section of the Balance Sheet. The current portion of $194 (2010 – $175) is reported within accounts payable and accrued liabilities while the long-term portion is reported in long-term liabilities as $44,440 (2010 – $44,634) *(note 9)*. This liability has been discounted at a rate of 10.5% and will reduce over the 35 year lease assignment term, concurrent with the reduction to investment in lease.

5. CAPITAL ASSETS

Capital assets consist of the following:

	2011			2010		
	Cost $	Accumulated Amortization $	Net Book Value $	Cost $	Accumulated Amortization $	Net Book Value $
Land	**4,398**	**-**	**4,398**	4,398	**-**	4,398
Buildings, plant facilities and infrastructure	**927,676**	**349,974**	**577,702**	914,451	327,664	586,787
Equipment and furnishings	**137,468**	**90,551**	**46,917**	132,722	83,448	49,274
Library collection	**67,607**	**67,607**	**-**	68,792	68,792	-
Construction in progress	**95,347**	**-**	**95,347**	29,948	-	29,948
Art collection	**5,068**	**-**	**5,068**	4,728	-	4,728
Total	**1,237,564**	**508,132**	**729,432**	**1,155,039**	**479,904**	**675,135**

a) During the year, the total cost of items added to the library collection was $5,047 (2010 – $7,603) and the total cost of items removed was $6,232 (2010 – $6,050).

b) The University's art collection consists of 114 (2010 – 112) works that had an appraised value upon receipt of $5,068 (2010 – $4,728).

c) During the year, no interest (2010 – $221) related to construction in progress was capitalized within capital assets.

d) The Glendon campus land and a majority of the Keele Street campus land were acquired by grants. These grants had restrictive covenants, which have been registered on the title of the property, and which purport to limit use of the properties for educational or research purposes at the University level. As appraisals are not available at the date of the grants, these assets are recorded in the accounts at nominal value.

6. DEFERRED CONTRIBUTIONS

Deferred contributions represent unspent externally restricted grants and donations and unexpended available income on externally restricted endowments. The changes in deferred contributions are as follows:

	2010 $	Additions $	Transfers to revenue $	2011 $
Research and other grants and contracts	62,669	49,424	(50,995)	**61,098**
Restricted donations and expendable balances from endowments	20,417	25,126	(23,471)	**22,072**
Total	**83,086**	**74,550**	**(74,466)**	**83,170**

7. CREDIT FACILITIES

The University has available facilities as follows:

a) Demand operating facilities in the amount of $20.0 million (2010 – $20.0 million). This facility bears interest at a rate that varies with the balances on deposit, ranging from bank prime rate of 3.00% (2010 – 2.25%) minus 0.5% to bank prime rate plus 0.5%. Letters of credit in the amount of $3.9 million (2010 – $3.4 million) have been utilized against this facility.

b) Indirect guarantor facilities for housing loans to faculty and staff in the amount of $5.0 million (2010 – $5.0 million). These facilities bear interest at the bank's prime rate of 3.00% (2010 – 2.25%). Housing loans to faculty and staff in the amount of $117 (2010 – $192) have been utilized against these facilities.

8. CAPITAL MANAGEMENT

In managing capital, the University focuses on liquid resources available for operations. The University's objective is to have sufficient liquid resources to continue operating even if adverse financial events were to occur, and to provide it with the flexibility to take advantage of opportunities that will advance its mission. The need for sufficient liquid resources is considered in the preparation of its annual operating and capital budgets with actual operating results compared to budget on a regular basis and by the monitoring and forecasting of cash flows on a daily basis. The University attempts to minimize the use of its demand operating facilities *(note 7)* which can be used in the event that sufficient cash flow is not available to cover operating and capital expenditures. In addition, the University can issue unsecured debentures or enter into other long-term debt to assist with the financing of capital assets. As at April 30, 2011, the University has met its objective of having sufficient liquid resources to meet its current obligations.

9. LONG-TERM LIABILITIES

Long-term liabilities consist of the following:

	2011 **$**	**2010** **$**
Obligation under lease assignment *(note 4)*	**44,634**	44,809
Less current portion recorded in accounts payable and accrued liabilities	**(194)**	(175)
Long-term portion of obligation under lease assignment	**44,440**	44,634
Other post-employment benefits *(note 14)*	**82,648**	75,110
Interest rate swaps payable *(note 10)*	**87**	315
Total	**127,175**	**120,059**

10. LONG-TERM DEBT

Long-term debt consists of the following:

	2011	2010
	$	**$**
Debentures		
Senior unsecured debenture bearing interest at 6.48%, maturing on March 7, 2042.	**200,000**	200,000
Senior unsecured debenture bearing interest at 5.84%, maturing on May 4, 2044.	**100,000**	100,000
Other debentures bearing interest at 5.88% to 7.63%, maturing from 2017 to 2023. Weighted average interest rate is 6.87% (2010 – 6.85%).	**5,382**	5,796
Mortgages		
Mortgage bearing interest at 5.38%, maturing on July 1, 2016	**467**	542
Term loans		
Term loans at variable rates, maturing from 2012 to 2023. Weighted average interest rate is 5.44% (2010 – 5.56%).	**5,092**	8,785
	310,941	315,123
Unamortized transaction costs	**(2,023)**	(2,043)
	308,918	313,080
Less current portion	**(4,430)**	(4,181)
Total	**304,488**	**308,899**

Scheduled future minimum annual repayments of long-term debt are as follows:

	$
2012	4,430
2013	630
2014	670
2015	712
2016	758
Thereafter	303,741
Total	**310,941**

Certain assets have been pledged as collateral for certain mortgages and certain term loans. The amount of interest expense during the year on long-term debt was $19,591 (2010 – $21,060). Long-term debt has a fair value of $399,914 (2010 – $384,170).

The University entered into term loans in 2002 bearing interest at the public sector cost of funds rate plus 0.25%, or the prime rate, at the University's option. In order to manage the exposure to changes in interest rates, the University entered into interest rate swap contracts to fix the interest rates. The weighted average rate is 5.75% (2010 – 5.75%). The fair value of the interest rate swaps is a loss of $87 (2010 – $315), *(note 9)*. The change in the fair value of the interest rate swap of $228 (gain) (2010 – $496 (gain)) is recorded as investment income in the Statement of Operations and Changes in Deficit.

11. DEFERRED CAPITAL CONTRIBUTIONS

Deferred capital contributions represent the unamortized amount of restricted donations and grants received for the purchase of capital assets. The amortization of deferred capital contributions is recorded as revenue in the Statement of Operations and Changes in Deficit when the associated capital asset is brought into service. The changes in the deferred capital contributions balance are as follows:

	2011 **$**	**2010** **$**
Balance, beginning of year	**244,651**	220,918
Contributions received in the year	**59,954**	36,579
Amortization of deferred capital contributions	**(11,698)**	(12,846)
Balance, end of year	**292,907**	**244,651**
Comprised of:		
Capital contributions - expended	**281,076**	219,552
Capital contributions - unexpended	**11,831**	25,099
Balance, end of year	**292,907**	**244,651**

12. INTERNALLY RESTRICTED NET ASSETS

Details of internally restricted net assets are as follows:

	2011 **$**	**2010** **$** *(restated: note 19)*
Departmental carryforwards	**51,850**	39,910
Progress through the ranks	**(22,300)**	(25,278)
Computing systems development	**4,010**	3,698
Contractual commitments to employee groups	**2,808**	2,947
Research programs *(note 19)*	**18,186**	18,054
Pension cost deferral *(note 14)*	**17,005**	42,159
Sinking fund	**42,684**	37,210
Investment in capital assets	**139,429**	143,119
Capital reserve	**34,259**	41,499
Balance, end of year	**287,931**	**303,318**

Internally restricted net assets include funds committed for specific purposes that reflect the application of the Board of Governors' policy as follows:

i. Departmental carryforwards – These represent the cumulative positions of all Faculties and Divisions with net unspent year-end balances at the 2011 year-end. Under Board policy, which is approved annually, Faculties and Divisions are entitled to carryforward the net unspent funds from previous years' allocations. These funds provide units with a measure of flexibility established through prudent administration over several years to assist with future balancing of their budgets in the face of additional anticipated budget reductions, as well as resources which are to meet commitments made during the year.

ii. Progress through the ranks ("PTR") – This is the cumulative difference between the amounts paid for progress through the ranks salary adjustments and the budget funds provided under York's salary recovery policy. PTR adjustments are planned to be self-funding over time. However, on a year-to-year basis, the cost of providing PTR adjustments can be more or less than the funds provided, depending on the number of retirements that occurred during the year.

iii. Computing systems development – The University is planning to implement or upgrade several administrative computing and information systems. These appropriated funds support forward commitments for these systems planned or in process, as well as planned future stages of system implementation not yet contracted for at year-end.

iv. Contractual commitments to employee groups – This is the net carryforward of funds to meet future commitments defined under collective agreements with various employee groups.

v. Research programs – This represents appropriations for internally-funded research.

vi. Pension cost deferral – This represents the cumulative portion of University-funded contributions paid into the pension plan which exceeds the accrued value of employee pension benefits earned as at the end of the period, as estimated in accordance with Canadian generally accepted accounting principles.

vii. Sinking fund – This represents funds set aside to retire capital debt.

viii. Investment in capital assets – This represents the net amount of capital assets funded using internal capital.

ix. Capital reserve – This represents funds restricted for deferred maintenance, capital emergencies and capital projects planned or in progress.

13. ENDOWMENTS

Endowments include restricted donations received by the University and funds that have been internally designated. Investment returns generated from endowments are used in accordance with the various purposes established by the donors or by the Board of Governors. The University protects the future purchasing power of its endowments by designating a portion of the annual investment income earned as capital protection. On an annual basis, the University determines the distribution for spending after a review of each individual endowment's market value, original contribution and capital protection, and takes into account the long-term objective to preserve the purchasing power of each endowment. In May 2010 the University made available for spending 4-5% (May 2009 – 0-3%) of the book value of each individual endowment.

Net assets restricted for endowment consist of the following:

	2010 $	**Contributions/ (Withdrawals)** $	**Available for Spending (External) / Actual Spending (Internal)** $	**Transfers/ Reclassification** $	**Investment Income** $	**2011** $
Externally restricted	257,496	7,808	(7,727)	10	33,212	**290,799**
Internally restricted	36,324	-	(394)	(10)	4,613	**40,533**
Total	**293,820**	**7,808**	**(8,121)**	**-**	**37,825**	**331,332**

Ontario Student Opportunity Trust Fund and Ontario Trust for Student Support

The Government of Ontario established the Ontario Student Opportunity Trust Fund ("OSOTF") and the Ontario Trust for Student Support ("OTSS") programs to encourage companies and individuals to contribute funds to post-secondary students. The University established three funds – OSOTF – Phase 1 in fiscal 1997; OSOTF – Phase 2 in fiscal 2004; and OTSS in fiscal 2005. Eligible donations are equally matched by the Province. Investment income earned on these funds is used to finance awards to qualified students in need of financial aid. The funds are included in the total of externally restricted endowments.

The position of the fund balances, at book and market value, are calculated as follows:

OSOTF – Phase 1	2011	2010
For the year ended April 30	**$**	**$**
Endowment at book value, beginning of year	**67,500**	67,500
Transfer to expendable funds	**8**	-
Endowment at book value, end of year	**67,508**	**67,500**
Endowment at market value, end of year	**86,160**	**78,968**
Expendable funds available for awards, beginning of year	**6,791**	4,037
Realized investment gains, net of capital protection	**5,649**	5,342
Bursaries awarded	**(2,488)**	(2,588)
Expendable funds available for awards, end of year	**9,952**	**6,791**
Number of bursaries awarded	**1,602**	**1,883**

OSOTF – Phase 2	2011	2010
For the year ended April 30	**$**	**$**
Endowment at book value, beginning of year	**10,714**	10,797
Transfer to expendable funds	**-**	(83)
Endowment at book value, end of year	**10,714**	**10,714**
Endowment at market value, end of year	**12,654**	**11,560**
Expendable funds available for awards, beginning of year	**342**	(161)
Realized investment gains, net of capital protection	**469**	791
Bursaries awarded	**(351)**	(288)
Expendable funds available for awards, end of year	**460**	**342**
Number of bursaries awarded	**333**	**208**

OTSS	2011	2010
For the year ended March 31	**$**	**$**
Endowment at book value, beginning of year	**36,356**	30,392
Donations received	**2,274**	2,982
Government matching	**2,274**	2,982
Transfer to expendable funds	**-**	-
Endowment at book value, end of year	**40,904**	**36,356**
Endowment at market value, end of year	**46,332**	**36,074**
Expendable funds available for awards, beginning of year	**687**	(690)
Realized investment gains, net of capital protection	**1,916**	1,849
Bursaries awarded	**(756)**	(472)
Expendable funds available for awards, end of year	**1,847**	**687**
Number of bursaries awarded	**533**	**420**
Outstanding donations pledged	**691**	**1,177**

14. EMPLOYEE SALARIES AND BENEFITS

The University has a defined contribution pension plan, which has a defined benefit component that provides a minimum level of pension benefits. The latest actuarial valuation for the pension plan was performed as at December 31, 2007. The next actuarial valuation is required as at December 31, 2010 and is currently in progress. The University measures its accrued benefit obligation and the fair value of plan assets for accounting purposes as at April 30 of each year.

The latest actuarial valuations for other non-pension post-retirement and post-employment benefits were performed as at February 1, 2009 and April 1, 2011, respectively, and extrapolated to April 30, 2011. The University measures its accrued benefit obligation for accounting purposes as at April 30 of each year.

The employee salaries and benefits expense for the year includes pension expense of $62,232 (2010 – $31,837) and other benefits expense of $11,642 (2010 – $11,784).

Information about the University's benefit plans as at April 30 is as follows:

	2011		2010	
	Pension Benefit Plans	**Other Benefit Plans**	**Pension Benefit Plans**	**Other Benefit Plans**
	$	**$**	**$**	**$**
Accrued benefit obligation	**(1,653,792)**	**(89,497)**	(1,516,621)	(88,225)
Fair value of plan assets	**1,381,292**	**-**	1,251,265	-
Plan deficit	**(272,500)**	**(89,497)**	**(265,356)**	**(88,225)**
Unamortized transitional asset	**(3,036)**	**-**	(6,072)	-
Unamortized net actuarial loss	**292,541**	**1,125**	313,587	6,048
Unamortized past service costs	**-**	**5,724**	-	7,067
Pension cost deferral (Long-term liability) *(note 9)*	**17,005**	**(82,648)**	**42,159**	**(75,110)**

Plan assets are invested as follows:

	2011	**2010**
	%	**%**
Equities	67.0	65.0
Fixed income	31.0	33.0
Other	2.0	2.0
	100.0	**100.0**

The significant actuarial assumptions adopted in measuring the University's accrued benefit obligation and benefit costs are as follows:

	2011		2010	
	Pension Benefit Plans	**Other Benefit Plans**	**Pension Benefit Plans**	**Other Benefit Plans**
Accrued Benefit Obligation:				
Discount rate	5.50%	5.60%	5.75%	6.00%
Rate of inflation	2.70%		2.50%	
Rate of compensation increase	5.00%	5.00%	5.00%	5.00%
Benefit Cost:				
Discount rate	5.75%	6.00%	8.50%	8.00%
Rate of inflation	2.50%		2.50%	
Expected long-term rate of return on plan assets	7.00%	N/A	7.00%	N/A
Rate of compensation increase	5.00%	5.00%	5.00%	5.00%

For measurement purposes, a 5.75% (2010 – 5.79%) weighted average health care trend rate was assumed for 2011. The rate was assumed to decrease gradually to the ultimate weighted average health care trend rate of 4.50% in 2030 and to remain at that level thereafter.

Other information about the University's benefit plans is as follows:

	2011		2010	
	Pension Benefit Plans $	**Other Benefit Plans** $	**Pension Benefit Plans** $	**Other Benefit Plans** $
Employer's contributions	**37,078**	**4,104**	35,908	4,466
Employees' contributions	**18,778**	**-**	18,122	-
Benefits paid and administrative expenses	**63,808**	**4,104**	62,078	4,466

15. STATEMENT OF CASH FLOWS

The net change in non-cash working capital balances related to operations consists of the following:

	2011 **$**	**2010** **$**
Accounts receivable	**(3,864)**	17,195
Inventories	**(147)**	334
Prepaid expenses	**(511)**	1,392
Accounts payable and accrued liabilities	**(189)**	(3,746)
Deferred income	**8,021**	(56,915)
Deferred contributions	**84**	(3,683)
Net change in non-cash working capital balances related to operations	**3,394**	**(45,423)**

The change in long-term liabilities related to non-cash activities and related to operations consists of the following:

	2011 **$**	**2010** **$**
Change in long-term liabilities	**7,116**	6,569
Net change in obligation under lease assignment *(note 4)*	**194**	253
Net change in long-term liabilities related to operations	**7,310**	**6,822**

The purchase of investments related to non-cash activities is calculated as follows:

	2011 **$**	**2010** **$**
Change in investments	**(55,140)**	(78,774)
Add investment income on externally restricted endowments less amounts made available for spending *(note 13)*	**25,485**	46,452
Purchase of investments, net	**(29,655)**	**(32,322)**

The purchase of capital assets related to non-cash activities is calculated as follows:

	2011 **$**	**2010** **$**
Additions to capital assets	**94,256**	65,479
Change in current year, from the previous year, in accounts payable and accrued liabilities related to capital asset additions	**(14,745)**	2,350
Donations of land and works of art *(note 5)*	**(340)**	-
Purchase of capital assets	**79,171**	**67,829**

16. LABOUR DISRUPTION

The University experienced a labour disruption during the 2008-2009 academic year. As a consequence of this disruption, the University extended its academic terms into May 2009. These terms had previously been scheduled to conclude by April 30, 2009.

In fiscal 2009, the University therefore deferred to fiscal 2010 a portion of grants and contracts, student fees, and sales and services revenue for services not yet performed. The amounts deferred were comprised as follows:

	Amount $
Type of revenue	
Grants and contracts	27,841
Student fees	26,100
Sales and services	1,419
Total	**55,360**

In fiscal 2010, the above amounts were recognized in the Statement of Operations and Changes in Deficit as a reduction to deficiency of revenue over expenses for the year before adjustment related to labour disruption.

17. RELATED ENTITY

The University is a member, with ten other universities, of a joint venture called TRIUMF, Canada's national laboratory for particle and nuclear physics located on the University of British Columbia ("UBC") campus. TRIUMF is an unincorporated registered charity and each university has an undivided 1/11 interest in its assets, liabilities and obligations. The land and buildings it occupies are owned by UBC. The facilities and its operations are funded by federal government grants and the University has made no direct financial contribution to date. TRIUMF's net assets are not contemplated to be and are not readily realizable by the University. The University's interest in the assets, liabilities and results of operations are not included in these financial statements (see also note 18).

The following financial information as at March 31 for TRIUMF was prepared in accordance with Canadian generally accepted accounting principles except that all capital assets and related provisions for decommissioning costs, if any, are expensed in the year in which the costs are incurred.

	2011 $	2010 $
	(Unaudited)	(Audited)
Statement of Financial Position		
Total assets	**24,673**	17,930
Total liabilities	**16,675**	14,054
Total fund balances	**7,998**	3,876
Statement of Combined Funding/Income and Expenditures		
Revenue	**69,517**	65,002
Expenses	**65,926**	64,486
Excess of revenue over expenses	**3,591**	516

18. COMMITMENTS AND CONTINGENT LIABILITIES

a) Forward purchases of natural gas and electricity

The University purchases natural gas for future delivery with fixed pricing. As at April 30, 2011, the University has committed to purchase 1.518M GJ (2010 – 2.113M GJ) of natural gas at an average cost of $6.64/GJ (2010 – $7.37/GJ), with delivery at various dates to October 2013 (2010 – October 2013), for a total commitment of $10.1 million (2010 – $15.6 million).

b) Litigation

The nature of the University's activities is such that there is usually litigation pending or in prospect at any one time. With respect to known claims at April 30, 2011, the University believes it has valid defences and appropriate insurance coverage in place. Therefore, such claims are not expected to have a material effect on the University's financial position. Should any additional losses occur, they would be charged to income in the year they can be estimated.

c) Canadian University Reciprocal Insurance Exchange ("CURIE")

The University participates in a reciprocal exchange of insurance risks in association with other Canadian universities. This self-insurance reciprocal, named CURIE, involves a subscriber agreement to share the insurable property and liability risks of member universities for a term of not less than five years. Plan members are required to pay annual deposit premiums, which are actuarially determined and expensed in the year. Plan members are subject to further assessment in proportion to their participation in the event premiums are insufficient to cover losses and expenses. As at December 31, 2010 and 2009, CURIE was fully funded.

d) TRIUMF

The members of the TRIUMF joint venture and the Canadian Nuclear Safety Commission ("CNSC") approved a decommissioning plan which requires all members to be severally responsible for their share of the decommissioning costs, which were estimated at $44.0 million as at November 2007, as well as provide financial covenants to the CNSC for the amount of these costs. While there are no current intentions of decommissioning the facilities, the University's share was estimated at $4.0 million. TRIUMF has put in place a plan for funding the cost of decommissioning which does not require any payments from the joint venture partners.

e) Capital commitments

The estimated cost to complete committed capital projects at April 30, 2011 is approximately $70,851. These capital projects will be financed by government grants, internal funds, and fundraising.

19. COMPARATIVE FINANCIAL STATEMENTS

The University funds a number of programs to support research and professional development undertaken by faculty members. In prior years, the unexpended funds pertaining to these programs were included in accounts payable and accrued liabilities. These financial statements have been restated to include these amounts in internally restricted net assets.

The impact of this change to the 2010 comparative figures is an increase in opening internally restricted net assets and a decrease in accounts payable and accrued liabilities of $18,054. There was no impact on revenues and expenses reported in the Statement of Operations and Changes in Deficit for the year ended April 30, 2010.

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Memo

To: Board of Governors

From: David Denison, Chair, Finance and Audit Committee

Date: June 20, 2011

Subject: **Student Ancillary Fees for 2011-2012**

Recommendation:

It is recommended that, for 2011-2012, the centrally-collected ancillary fees for undergraduate students and students enrolled in the graduate professional programs (see Appendix 1), be increased by 2% ($0.37 per credit) from $18.54 to $18.91, with the full-time fee rising from $556.20 to $567.32 and $283.66 for graduate programs which are charged on a per-term fee basis. Part-time graduate students pay 50% of the full-time fee.

While the adjusted fees are effective May 1, 2011, students will not be assessed actual increases in their ancillary fees until September 1, 2011.

Background and Rationale:

These ancillary fees provide direct support for the activities and services in Counselling, Cultural and Special Services as well as in Sport and Recreation.

This 2% increase in ancillary fees is proposed in accordance with the provisions of the Ancillary Fee Agreement, and is required to address inflationary increases in operating costs for areas supported through ancillary fees. An increase in salaries and benefits costs is expected at 2% and while CPI for 2010 was at a level of 2.5%, a 2% increase overall will enable existing services to be maintained.

Recent increases in ancillary fees were:

- 2.17% in 2010-2011
- 3.0% in 2009-2010 and
- 2.0% in 2008-2009

A table of adjusted ancillary fees for students enrolled in graduate professional programs is appended.

Appendix 1

Adjusted Ancillary Fees for Graduate Professional Programs:

	2010-2011	2011-2012
MBA/IMBA/MPA Full-Time	$ 278.10	$ 283.66
MBA/IMBA/MPA-Part Time	$ 139.05	$ 141.83
EMBA	$ 556.20	$ 567.32
MHRM Full-Time	$ 139.05	$ 141.83
MHRM Part-Time	$ 69.52	$ 70.92
Master of Design Full-Time	$ 185.40	$ 189.11
Master of Design Part-Time	$ 92.70	$ 94.55
FGS Full-Time	$ 143.50	$ 146.37
FGS Part-Time	$ 71.75	$ 73.19
FGS Theatre Voice	$ 71.75	$ 73.19
LLM PDP	$ 139.05	$ 141.83
Financial Engineering Part-Time	$ 139.05	$ 141.83
MES Full-Time	$ 143.50	$ 146.37
MES Part-Time	$ 71.75	$ 73.19
MPPAL Part-Time	$ 92.70	$ 94.55
Masters of Laws in Business of International Students	$ 1,089.00	$ 1,110.78
Master of Financial Accountability (MFAc) Full-Time	$ 139.05	$ 141.83
Master of Financial Accountability (MFAc) Part-Time	$ 69.53	$ 70.92
Master of Finance Full-Time	$ 278.10	$ 283.66
Master of Finance Part-Time	$ 139.05	$ 141.83

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Memo

To: Board of Governors

From: David Denison, Chair, Finance and Audit Committee

Date: June 20, 2011

Subject: **Student Referenda Fees**

Recommendation:

Pursuant to the results of student referenda conducted March 28 through 31, 2011, it is recommended that:

1) **the current levy of $0.05 per credit for the Community Legal Aid Services Programme (CLASP) – applicable to all undergraduate students enrolled in at least 3 credits, except for Glendon and Osgoode students – be increased by $0.10 to $0.15 per credit and that it be adjusted annually to increase or decrease in accordance with the Toronto Consumer Price Index (CPI);**

2) **the current levy of $1.50 per term for the Community Legal Aid Services Programme (CLASP) – applicable to all Osgoode undergraduate students enrolled in at least 3 credits – be increased by $2.25 to $3.75 per term and that it be adjusted annually to increase or decrease in accordance with the Toronto Consumer Price Index (CPI); and**

3) **a new levy of $0.10 per credit be implemented for all undergraduate Environmental Studies students currently enrolled in at least 3 credits to support the Bachelor of Environmental Studies Student Association (BESSA).**

Background and Rationale

Spring 2011 Referenda

There were four questions put to students during the voting period from March 28 – 31.

1. All undergraduate students enrolled in at least 3 credits, except for Glendon and Osgoode undergraduate students, were asked to increase the current levy of $0.05 per credit for the Community Legal Aid Services Programme (CLASP) by $0.10 to $0.15 per credit and that it be adjusted annually to increase or decrease in accordance with the Toronto Consumer Price Index (CPI). For this question, quorum was met with at least 50% plus one voting in favour of the question.

2. All undergraduate students of the Osgoode Hall Law School enrolled in at least 3 credits were asked to increase the current levy of $1.50 per term for the Community Legal Aid Services Programme (CLASP) by $2.25 to $3.75 per credit and that it be adjusted annually to increase or decrease in accordance with the Toronto Consumer Price Index (CPI). For this question, quorum was met with at least 50% plus one voting in favour of the question.

3. All undergraduate students in the Faculty of Environmental Studies enrolled in at least 3 credits were asked to establish a new levy of $0.10 per credit for the Bachelor of Environmental Studies Student Assocation (BESSA). For this question, quorum was met with at least 50% plus one voting in favour of the question.

4. All Glendon Faculty students enrolled in at least 3 credits at Glendon College and affiliated with Glendon College were asked to establish a new levy of $0.15 per credit for the Glendon Positive Space Committee, with the levy to be adjusted annually to increase or decrease in accordance with the Toronto Consumer Price Index. For this question, quorum was not achieved.

All referenda were conducted in accordance with established procedures, with appropriate oversight by the York University Board of Referendum Commissioners (BORC).

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Memo

To: Board of Governors

From: David Denison, Chair, Finance and Audit Committee

Date: June 20, 2011

Subject: **Central Utilities Building Fire Restoration**

Recommendation:

The Board Finance and Audit Committee recommends to the Board of Governors approval of a capital expenditure of up to $4,500,000 to complete the permanent fire repairs and restoration work in the Central Utilities Building on the Keele campus.

Background and Rationale:

On December 13, 2010, a fire occurred in the Central Utilities Building that caused significant damage to the building roof; electrical, mechanical and boiler infrastructure; and interior work areas, in general. Several temporary measures were enacted following the fire so that utility services to the campus could be maintained. Permanent fire repairs and restoration were to proceed during the winter, but had to be delayed because of the discovery of lead contamination and the ongoing investigation by the Technical Standards and Safety Authority (TSSA). It is now necessary to move forward with the design and execution of structural repairs during the warm weather months, before snow load conditions return.

Process

The University will engage in an open competitive process fully compliant with the University's Procurement Policy and the Broader Public Sector Accountability Act, 2010.

This capital budget approval will enable the University to competitively source a Restoration Contractor whose scope will comprise of construction management, construction administration and execution to repair, restore and, where required, upgrade aspects of the CUB to meet code requirements.

Under the construction contract, the work to be performed will be competitively bid by York and will include services and work to address the scope of damage, as generally described in a forensic engineer's report prepared for the University's insurer and issued in early March 2011.

Funding

Preliminary cost estimates obtained by the Insurance Adjuster project restoration costs to range from $2,850,000 to $4,300,000, excluding tax. It is anticipated that the insurance claim will substantially cover the restoration cost, and any shortfall will be funded from existing University capital reserves.

YORK UNIVERSITÉ UNIVERSITY

Board of Governors

ACADEMIC RESOURCES COMMITTEE

Report to the Board
At its Meeting of June 20, 2011

The Academic Resources Committee met on May 31, 2011 and submits the following information report to the Board of Governors.

1. President's Item: New Vice-President Research and Innovation

Dr Shoukri confirmed the appointment of Dr Robert Haché as the successor to Vice-President Shapson. Professor Haché, a noted Molecular and Cellular Biologist and Biochemist, comes to York from the University of Calgary, where he has served as Associate Vice-President Research and also held appointments at Calgary in the Department of Cell Biology and Anatomy (Faculty of Medicine) and in the Department of Biological Sciences (Faculty of Science). Originally appointed at the University of Ottawa, Dr Haché was the Vice-Dean Research in the Faculty of Medicine at that institution. The Committee welcomes Dr Haché to York, and looks forward to working with him in his new, and important, leadership capacity.

2. Tribute to Vice-President Shapson

The Committee recorded its sincere appreciation to Vice-President Shapson as he ends his tenure as the University's first Vice-President Research and Innovation. Building the portfolio was an essential element of an overall strategy to enhance York's research cultures, reputation, and impact, and Vice-President Shapson's leadership in this domain has been indispensable. Research performances have improved greatly, and outreach endeavours have yielded significant gains. York has developed fruitful partnerships with actors in York Region and beyond, and its novel Social Innovation and Knowledge Mobilization approaches are being emulated by others. Vice-President Shapson is to be congratulated for his prescience and determination. He has been a tremendous support to the Committee and the Board over the years, and his legacy of innovation will serve the University well. The Committee extends its very best wishes to Stan, who is looking forward to launching an ambitious research agenda of his own as well as spending more, much deserved time with family.

3. Report of the Vice-President Academic and Provost

In his report to the Committee, Provost Monahan, provided an overview of major academic planning frameworks, accomplishments, priorities, and strategies. He described the imperatives behind the Provostial White Paper of 2010: well-defined goals, clearly articulated means of achievements, and robust indicators of progress. Together with the *University Academic Plan 2010-2015*, the White Paper establishes objectives that will guide planning throughout the University. Both documents emphasize quality, student success, and engagement and outreach. Important strides have already been made in developing initiatives, and the Academic Innovation Fund has funded thirty-nine unique projects relating to teaching and learning. The next stage of PRASE will give further shape initiative, and provide academic planners with the incentives and tools (such as activity-based budgeting) in the cause of greater responsibility, accountability, and innovation. The Provost presents his next in-depth report to Senate on June 23, and will continue to apprise the Committee of planning progress and challenges at regular intervals in the future.

On the enrolment front, the University is planning additional growth across every category (domestic undergraduate and graduate, and international students at both levels) in the next several years. Increased enrolments are necessary to help deal with budget shortfalls and Faculty deficits (in this regard, Queen's Park has recently acknowledged that the funding formula universities needs modernization, although no firm commitment for reform has been made by the government). It will be challenging to increase enrolments while pursing the quality imperatives of the Provostial White Paper and University Academic Plan, but the Provost, Deans and Principal have dedicated themselves to reaching both goals. The provincial government's own growth estimates anticipate an additional 60,000 full funded post-secondary spaces in the near term (41,000 at universities). York represents roughly ten per cent of the system's university students. Additional enrolments attributable to public policy forces will require considerable effort to accommodate, but present an opportunity to further strategic goals. Graduate enrolments continue to constitute the most serious challenge, and the Provost has asked Interim Dean Allan Hutchinson to develop a plan that will address funding issues associated with phenomena such as completion rates and time-to-completion averages.

4. Report of the Vice-President Innovation

In his valedictory report, Vice-President Shapson updated the Committee on a number of key initiatives aimed at solidifying and extending the University's partnerships. He characterized interest among York researchers and prospective partners in developing joint projects as "exploding." This news was considered particularly welcome given that a new global paradigm for research -- featuring collaboration and cooperation between universities and external actors -- is emerging with greater clarity and solidity.

Looking back on his years in the Research and Innovation portfolio, and before that as Dean of the Faculty of Education, Vice-President Shapson reflected on the profound changes that have occurred in the world of university research. At York, the past decade has witnessed a strong improvement in research performance, an expansion of space, facilities, and services, and real gains when it comes to forging networks and partnerships. Much is left to be done, however. Research cultures need to be enhanced, and further aligned with international peer-reviewed standards. Collaborative research would be greatly assisted by amendments to the Organized Research Unit policy framework that result in greater flexibility, adaptability, and accountability. Younger and newer scholars need even greater support and encouragement at the early stages of their careers, and recognition and reward should be embedded in a culture of excellence. Vice-President Shapson stressed that the University must be willing to adapt to new realities without undermining traditional values and research strengths. There are heightening signs of the kind of sensitivity and resolve necessary to keep York on an upward trajectory, but this responsiveness needs to be widened and deepened in the future.

S*am Schwartz,* Chair

University Secretariat

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Memo

To: Paul Cantor, Chair, Board of Governors

From: Sam Schwartz, Chair, Academic Resources Committee

Date: June 20, 2011

Re: **President's Report on Appointments, Tenure and Promotion**

The Academic Resources Committee recommends

> ***that the Board approve the President's May 2011 report on Appointments, Tenure and Promotion.***

Dr Shoukri confirms that tenure and promotion decisions followed due process and that the advice of the appropriate bodies was considered. Appointments have been made possible by funding from Faculty budgets and through special central funding (this information has been built into the appendices).

The Provost has provided additional information for this report, and advises that:

- five searches did not result in an appointment, and the applicable Faculties has submitted requests for the reauthorization of searches next year
- three searches are in progress for the York University Libraries (Bronfman Business Library, Digital Humanities, and Bilingual Social Science)
- seven searches are in progress in the Faculty of Science and Engineering (Chemistry, Material; Biology, Neuroscience Vision; Computer Science, Digital Media Computer Graphics; Physics & Astronomy, Biophysics; Biology, Natural Science; Physics & Astronomy, Perimeter Institute, Theoretical Astroparticle; Earth & Space Science, CRC Tier 1)
- searches are underway for fifteen Contractually Limited Appointments (LA&PS 13, Fine Arts 1, and Glendon 1)
- Schulich is in the process of searching for a Chair in Management & Organization Studies and Chair in Marketing or Strategy (both funded by endowments)

All appointments are effective July 1, 2011 except where indicated.

Documentation is attached as Appendix A.

Appendix A

I. Recommendations for Appointment of Full-Time Faculty Members

Name	Department, Field	Rank at Appointment	Highest Degree (University)	Research Agenda/Specialization	Funding of Appointment
LAPS					
Badwall, Harjeet (F)	Social Work	Lecturer*/Assistant Professor, Pre-candidacy 1	PhD, (OISE (Toronto, 2011)	Ms Badwall's PhD defence is expected to take place in December 2011. Her research involves race in clinical social work practice and the resulting dilemmas faced by social workers who are members of a racial/visible minority.	VPA&P Strategic
Chapman, Chris (M)	Social Work	Lecturer*/Assistant Professor, Pre-candidacy 1	PhD ,(OISE Toronto, 2012)	Mr. Chapman's PhD defence is expected to take place no later than June 2012. He has ten years of social work practice experience and has worked with diverse and marginalized populations, including Aboriginal children and families, homeless youth and indigenous genocide survivors.	VPA&P Strategic
Chrostowska, Sylwia (F)	Humanities, European Studies	Assistant Professor, Pre-candidacy 1	PhD, Comparative Literature (Toronto, 2007)	Dr. Chrostowska currently holds a postdoctoral fellowship in the Literature Program at Duke University. Dr. Chrostowska's specialization is in history of criticism, literary theory and European philosophy. Her current research argues for a historical link between a discursive mode of thought (philosophy) and a mode of experience (nostalgia) in light of shifting conceptions of history and time.	VPA&P Strategic
Emberly, Andrea (F) January 1, 2012	Humanities, Contemporary Children's Culture	Assistant Professor, Pre-candidacy 1	PhD, Ethnomusicology (Washington, 2009)	Dr. Emberly is currently a postdoctoral research fellow in the School of Music, University of Western Australia. Her research focuses on children in ethnomusicology on a global basis and understanding contemporary children's culture which takes into account both traditional, local and contemporary as well as global dimensions of children's culture.	VPA&P Strategic
Kheraj, Sean (M)	History, Canadian	Assistant Professor, Pre-candidacy 1	PhD, History (York, 2008)	Dr. Kheraj comes to us from Mount Royal University where he has held a contractually limited appointment since 2010. He held a postdoctoral fellowship at UBC in 2008-10. Dr. Kheraj's research interests focus on urban environmental history and the study of historical conservation and parks policy.	VPA&P Strategic
Karpinski, Eva (F)	Women's Studies	Assistant Professor, Pre-candidacy 2	PhD, Women's Studies (York, 2003)	This appointment was made through the CUPE Conversion program. Dr. Karpinski's research lies at the intersection of issues of gender, migration and ethnicity, life writing,	Faculty Funded

				translation and linguistics.	
Man, Guida (F)	Sociology	Assistant Professor, Pre-candidacy 3	PhD, Sociology (Toronto, 1996)	This appointment was made through the CUPE Conversion program. Dr. Man is a specialist in transnationalism, migration, diaspora, immigration and settlement.	Faculty Funded
Failed, request for reauthorization in 2012-13	Humanities, Children's Literature				VPA&P Strategic
Education					
Winton, Sue (F)	Public Policy and Leadership	Assistant Professor, Pre-candidacy 1	PhD, OISE (Toronto, 2007)	Dr. Winton comes to us from the Graduate School of Education, University at Buffalo, SUNY where she has held the position of Assistant Professor since 2009. Her research agenda in community engagement in public policy brings together her interests in new media, critical policy analysis and inclusive policy processes and leadership as integral components of democratic education.	VPA&P Strategic
Fine Arts					
Fogarty, Mary E. (on offer) (F)	Dance, Dance Education	Lecturer*/Assistant Professor, Pre-candidacy 1	PhD, Music (Edinburgh, 2011)	Ms Fogarty comes to us from the University of East London where she is currently a Lecturer in Dance. Ms Fogarty's areas of research include urban dance forms with a particular focus on international break-dancing competitions.	VPA&P Strategic
Hosale, Mark-David (M)	Digital Media, Interactive Media Production	Assistant Professor, Pre-candidacy 2	PhD, Media Arts & Technology (California, 2008)	Dr. Hosale comes to us from Universitair Docent - Hyperbody, Technical University of Delft, Netherlands where he has held the position of Assistant Professor since 2009. His research in digital media investigates technological and philosophical concepts of media culture and media engineering.	VPA&P Strategic
Health					
Ahmed, Farah (F)	SHPM, Health Informatics and Systems	Assistant Professor, Pre-candidacy 1	PhD, Health, Care, Technology & Place (Toronto, 2007)	Dr. Ahmed comes to us from Dalla Lana School of Public Health, University of Toronto where she has held the position of Assistant Professor since 2008. Her research involves access to health services, eHealth, primary care, health promotion, ethnic and immigration health and women's health.	VPA&P Strategic

Nakamura, Yuka (F)	Kinesiology, Socio-Cultural Study of Physical Activity	Assistant Professor, Pre-candidacy 1	PhD, Physical Education and Health (Toronto, 2009)	Dr. Nakamura held a course director position in the School of Kinesiology & Health Science at York for the Winter 2011 term. Recently she held a project manager position at University of Toronto and in 2008-09 she held a postdoctoral fellowship at the York Institute for Health Research. Her scholarship focuses on how social and cultural factors, such as race/ethnicity, immigration, gender and class, all impact on health and physical activity.	VPA&P Strategic
Turner, Gary (M)	Psychology, Clinical Neuroscience & Aging	Assistant Professor, Pre-candidacy 1	PhD, Psychology (Toronto, 2008)	Dr. Turner comes to us from the Department of Occupational Science and Occupational Therapy, Faculty of Medicine at the University of Toronto. He is a Scientist with the Centre for Stroke Recovery and the Sunnybrook Research Institute. His research involves the assessment, characterization and amelioration of executive control deficits associated with frontal system dysfunction in brain injury, aging and age-related disease.	VPA&P Strategic
Rotondi, Michael (on offer) (M)	Kinesiology, Biostatistics and Quantitative Methods	Assistant Professor, Pre-candidacy 1	PhD Biostatistics (Western Ontario, 2010)	Dr. Rotondi currently holds an NSERC post-doctoral scholarship at the Samuel Lunenfeld Research Institute, Mount Sinai Hospital. His main research interests lie in the areas of design and analysis of cluster randomized trials.	VPA&P Strategic
In progress	Nursing, Associate Director, Undergraduate				Faculty Funded (replacement)
Failed, re-authorized 2012-13	Psychology, Quantitative Methods				VPA&P Strategic
Osgoode					
Berger, Benjamin (M)	Law & Religion	Associate Professor with tenure	JSD (Yale, 2008)	Professor Berger comes to us from the University of Victoria where he is an Associate Professor of Law and is cross appointed in the Department of Philosophy. Prior to his appointment at the University of Victoria, Professor Berger clerked with the Chief Justice of the Supreme Court of Canada and was a Fulbright Scholar at Yale University. Professor Berger's research addresses questions related to law and religion, constitutional and criminal law and theory, the law of evidence, and law and culture.	VPA&P Strategic

Bhabha, Faisal (M)	Experiential Learning	Assistant Professor, Pre-candidacy 1	LLM. (Harvard, 2007)	Professor Bhabha is currently a full-time vice-chair of the Human Rights Tribunal of Ontario and an adjunct professor at Osgoode Hall Law School. Professor Bhabha's research interests include equality, access to justice, multiculturalism, and national security policy.	Faculty Funded
Priel, Dan M)	Legal Theory	Assistant Professor, Pre-candidacy 3	DPhil. (Oxford, 2005)	Professor Dan Priel is currently a Visiting Professor at Osgoode Hall Law School. He has been an Assistant Professor of the University of Warwick since 2007. Prior to his appointment at the University of Warwick, he clerked with the Hon Justice Dorit Beinisch of the Supreme Court of Israel and held a post-doctoral fellowship at Yale in 2007. Professor Priel's research interests include legal theory, private law and legal history.	Faculty Funded
Science and Engineering					
Cheung, Peter (M) Leave of absence without pay to September 1, 2011	Biology, Molecular Cellular Biology	Assistant Professor, Pre-candidacy 3	PhD Biology (McMaster, 1998)	Dr. Cheung comes to us from the Department of Medical Biophysics, University of Toronto. He has also held the position of Principal Investigator at the Ontario Cancer Institute. Dr. Cheung's research group has built a cutting edge research program developing and utilizing novel biochemistry and molecular biology approaches.	VPA&P Strategic
Ifa, Demian (M)	Chemistry, Mass Spectrometry	Assistant Professor, Pre-candidacy 1	PhD Pharmacology, (Sao Paulo, Brazil, 2001)	Dr. Ifa comes to us from Aston Laboratories for Mass Spectrometry, Purdue University where he is an Associate Researcher. From 2005-2009 he held a postdoctoral appointment at Purdue University. His research group, under the leader Dr. Graham Cooks, was instrumental in the development of DESI (desorption electrospray ionization), a new mass spectrometry technique for imaging.	Faculty Funded (replacement)
McElroy, C. Tom (on offer) (M) Leave of absence without pay to September 1, 2011	Earth & Space Science, NSERC Industrial Research Chair	Full Professor with tenure	PhD, Earth and Space Science (York, 1985)	Dr. McElroy is currently a Senior Research Scientist at Environment Canada (since 1975) and an Adjunct Professor with the Department of Physics and Astronomy at York (since 1990). He will hold the NSERC/ABB/CSA Industrial Research Chair (Senior) in Atmospheric Remote Sounding for a five-year term (renewable).	Specially Funded

Moghadas, Seyed (M)	Mathematics & Statistics, Applied Mathematical Biology	Assistant Professor, Pre-candidacy 1	PhD, Applied Mathematics (Sharif University of Technology, 2000)	Dr. Moghadas is currently a research officer at the Institute for Biodiagnostics of the National Research Council Canada and held adjunct faculty affiliations with both the University of Winnipeg and the University of Manitoba. Dr. Moghadas' research broadly applied dynamical systems theory to the field of mathematical biology and ecology and particularly to modelling infectious diseases.	VPA&P Strategic
Yousaf, Muhammad (M)	Chemistry, Organic	Associate Professor, Candidacy 1	PhD, Chemistry (Chicago, 2001)	Dr. Yousaf comes to us from the Department of Chemistry, Carolina Center for Genome Science, University of North Carolina where he has held an appointment of Assistant Professor since 2005. Dr. Yousaf's expertise includes organic, bioanalytical and biomaterials chemistry, chemical biology and cell biology.	Faculty Funded (replacement)
Everett, Jeffery (on offer) (M)	Accounting	Associate Professor, with tenure	PhD, Accounting (Calgary, 2001)	Dr. Everett is currently an Associate Professor at Haskayne School of Business, University of Calgary. Dr. Everett's research interests focus on accounting and public policy, sustainability reporting, social and environmental accounting, corruption and fraud, ethics in accounting and epistemological issues in accounting research.	Specially Funded
Tasa, Kevin (M)	Organizational Studies, Organizational Behaviour	Associate Professor, Candidacy 1	PhD, Organizational Behaviour & HRM (Toronto, 2002)	Dr. Tasa comes to us from DeGroote School of Business, McMaster University where he has held a position since 2008. Dr. Tasa is a visible organizational behaviour and human resources management researcher in teams and team processes as well as motivational mechanisms, negotiation and decision making.	VPA&P Strategic

II. Recommendations for Contractually Limited Appointments

Name	Department, Field	Rank at Appointment	Highest degree (University)	Specialization(s) / Research Agenda	
Mamolo, Ami (F) (on offer) 1-year term	Mathematics Education	Sessional Assistant Professor	Ph, Mathematics Education (Simon Fraser, 2009)	Dr Mamolo is currently a postdoctoral fellow in the Faculty of Education, Simon Fraser University. Her research interests lie primarily in the learning, understanding, and teaching of secondary and tertiary mathematics.	

*PhD not completed at the time of hiring. Formal appointment at rank of Lecturer until doctorate is completed, at which point the rank is converted automatically to Assistant Professor

III Recommendations for Promotion to Full Professor

Name	Faculty	Unit	Highest Degree	Specialization(s)
Berland, J (F)	Liberal Arts and Professional Studies	Humanities	PhD (York University)	Social and political thought
Pioffet, M-C (F)	Liberal Arts and Professional Studies	French Studies	PhD (Université Laval)	17th Century French literature
Shore, M (F)	Liberal Arts and Professional Studies	History	PhD (University of Toronto)	History of the social and behavioral sciences in Canada and the United States
Kwon, S (M)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Michigan State University)	Financial Accounting

IV. Recommendation for Tenure and Promotion to Associate Lecturer

Name	Faculty	Unit	Highest Degree	Specialization(s)
Crozier, A (F)	Health	Nursing	MASc (University of Toronto)	Pediatric Nursing

V. Recommendations for Tenure and Promotion to Associate Professor

Name	Faculty	Unit	Highest Degree	Specialization(s)
Bisnath, S (M)	Science and Engineering	Earth and Space Science and Engineering	PhD (University of New Brunswick)	Global navigation satellite systems
Dobie, G (F)	Fine Arts	Theatre	Post Graduate Diploma (Centro Italiano Tecnica Alexander)	Movement, acting
Kubiseski, T (M)	Science and Engineering	Biology	PhD (Queen's University)	Molecular/cellular biology, genetics.
Kuznetsov, A (M)	Science and Engineering	Mathematics and Statistics	PhD (University of Toronto)	Actuarial mathematics
Lavoie, G (M)	Science and Engineering	Chemistry	PhD (Massachusetts Institute of Technology)	Inorganic Chemistry
Millett, P (F)	Education		PhD (York University)	Deaf and hard of hearing education
Saridakis, V (F)	Science and Engineering	Biology	PhD (University of Toronto)	Molecular biology and biochemistry, cellular biology
Unniappan, S (M)	Science and Engineering	Biology	PhD (University of Alberta)	Animal physiology

YORK U UNIVERSITÉ UNIVERSITY

Board of Governors

Governance and Human Resources Committee

Report to the Board of Governors

at its meeting of June 20, 2011

The committee met via teleconference on June 8, 2011 and makes this report for information.

Human Resources:

Labour Relations

During the remainder of 2011, a number of collective agreements with university bargaining units will expire. The university has been preparing for negotiations with each of *YusApuY* (York University Staff Association/Association du Personnel de l'Université York) units 1 and 4, CUPE 1356, 1356-1, CUPE 3903 (Units 1, 2 and 3) and IUOE, and shared with the committee the expected timelines and sequencing of the rounds of bargaining, the high-level anticipated issues from both sides, and the strategy in approaching these discussions.

Pension Issues Update

Vice President Brewer advised the committee of the university's success in its application for phase 1 pension solvency relief, which will reduce pressure on the operating budget in the short term. To qualify for the next phase of relief, the university must demonstrate progress toward a more sustainable pension plan going forward, and plans are in place for discussions on this issue with plan members within parameters authorized by the Board Executive Committee**.**

Governance:

Nominations:

Being aware of three vacancies as of July 1, the committee discussed a short list of individuals who would be well qualified to be appointed to the board. We asked President Shoukri to meet with two of them in anticipation that nominations for at least two vacancies can come forward to the first meeting of the Board in the next governance year. The individuals on the list have the qualifications and experience to be able to contribute in the highest priority areas which have been identified: business and finance, and connection to the GTA community. The additional priority - knowledge of or connections to the worlds of science, engineering and/or medicine - remains.

Board Evaluation Questionnaire

The questionnaire sent to all governors at the conclusion of the governance year has increasingly become an instrument through which the committee and the Board can evaluate itself and the engagement of its members. It has been observed that governors are becoming more willing to provide substantive comments and suggestions which provide a basis for improvement of board structure, support and effectiveness. The committee agreed to circulate the same questionnaire again this spring.

Zahir Janmohamed, Chair

Board of Governors

LAND AND PROPERTY COMMITTEE

Report to the Board of Governors

at its meeting of 20 June 2010

The Land and Property Committee met on 17 May and provides this report for information.

1. York University Development Corporation: Pond and Sentinel Development

At the December 2010 meeting of the Board, Mr Purves provided a high level overview of the proposed mixed-use retail, commercial and student housing development on the lands along Pond Road and Sentinel Boulevard. Since that time the YUDC has been working with the University to finalize the terms of a proposed land lease with the successful proponent for the project, and discussing plans for a consultation exercise with the university community about the proposed project.

The University has launched an initiative to develop a residence strategy to determine the direction forward for undergraduate housing on the Keele campus. The results of this exercise may help inform the residential component of the proposed Pond-Sentinel project and identify viable housing options for students and the University. The Committee's discussion of this project highlighted the need for safety and security to be a high planning priority in any residential component of the project. It is estimated that the terms of the project could be finalized with the proponent within a 12 month period. Once finalized, the terms will be brought to the Land and Property and Finance and Audit committees for review and recommendation to the Board.

2. Pan/Parapan Games Stadium Project Update

The Land and Property Committee received an update on the Pan Am Games stadium. From a land use perspective, YUDC completed a due diligence process that included finalization of a number of technical studies ranging from geo-technical and environmental investigations, storm water management, and traffic analyses which confirmed the development viability of the proposed stadium location. The location was also verified as being appropriate and acceptable vis-a-vis the 2009 York University Secondary Plan. In early 2011 this background information was provided to Infrastructure Ontario (IO) and their Planning & Design Compliance team, who have been engaged in a complex process aimed at creating a comprehensive specification document for the stadium to be included in an RFP that will be released at the end of July 2011.

3. Capital Construction

Vice President Brewer reviewed the status of the major capital projects, including the two projects funded by the Federal Knowledge Infrastructure Program (KIP): Osgoode Hall renovation and the Life Sciences Building. Work is progressing well on both projects, and the government's extension of the completion deadline for the KIP will be helpful in ensuring the University qualifies for the full amount of the assigned grants. It is anticipated that both facilities will available for use by September 2011.

As reported to Finance and Audit, the Energy Management Program has been highly successful in realizing the targeted energy and dollar savings. The excellent progress on this initiative has meant that it has not been necessary to include inflationary increases for energy in the budget for the past few years.

Julia Foster, Chair

YORK UNIVERSITÉ UNIVERSITY

Board of Governors

INVESTMENT COMMITTEE
Report to the Board of Governors
at its meeting of 20 June 2011

The Investment Committee met on 24 May 2011 and submits the following report to the Board of Governors for information:

1. Meeting of the Investment Committee

The Committee received the Treasurer's Report on cash flow and short-term investments to 30 April 2011. The University has stayed the recent course of action to hold nearly all of the University's aggregate funds either as cash deposits in the banks (34%) or in the laddered fixed income portfolio (65%) due to the continuing low short term investment rates. The laddered fixed income portfolio yield on book was approximately 4%, which is notably more than the 1.25% return earned from holdings in the bank accounts. The very solid returns on the fixed income portfolio has yielded an excess of $5.3 million of revenue per annum, relative to the cash alternative, for the University.

The Investment Committee was joined by the members of the Investment Committee of the Foundation Board for a joint meeting. With the transfer of the assets of the Foundation to the University nearing completion, the meeting in May marked the last joint meeting of the investment committees.

1. Endowment Fund Performance

Investments Performance Summary Report

The Committees received a year-to-date summary for the York University Endowment Fund as at 30 April 2011. As of the end of fiscal 2011 the fund had grown to $336 million, an increase of $43 million from April 2010. The fiscal year rate of return for 2011 was 13.34% which is ahead of the benchmark by .56%. The committees credited the strong performance to the set of changes to the asset mix implemented over the past two years, and the adoption of a currency hedge strategy in 2010.

2. Status Update on Projects in Progress

The Administration of the University is actively engaged in a number of projects.

Transfer of Endowed Assets to York University

At the April Board of Directors meeting of the York University Foundation, a resolution was passed to transfer all of the assets and liabilities of the Foundation to York University. To that end the University administration has been involved in the planning and execution of the transfer of the endowed assets and all the related transactions. In consultation with Legal Counsel for both the University and the Foundation, the University was advised that it would be necessary to obtain court approval prior to transferring certain endowed account assets. Legal counsel for both YU and YUF are in the process of making application to the courts. It is anticipated that it may take a period of months before approval is received.

Endowment Distribution Formula Study
The University and the Foundation have traditionally calculated the annual dollar amounts for distribution to endowments based on a formula of 5% of the inflation-adjusted book value of contributed endowment capital. This formula had served the University well over the years until unprecedented volatility in capital markets resulted in the endowments being significantly underwater (book value less than market value). Consequently, the University found it necessary to modify its distribution formula in each of the last three fiscal years.

The expectation for future investment returns is not optimistic, and the sustainability of the normal distribution rate is in question. In response, the Administration will be conducting a review of the endowment distribution formula. It is anticipated that this project will commence during the summer of 2011 and proceed into the early Fall. The results and recommendations from this review will be reported to the Board thereafter.

3. Canadian Equity Investment Manager Mandate and Transition of Asset Funds
In March 2011 the Committees approved the appointment of *Mawer Investment Management Ltd* to provide investment management services for the *Canadian Equity* asset class of the endowment fund, replacing *Fiera Sceptre*. The move to a new investment manager for the *Canadian Equity* portfolio required a process for transitioning the legacy *Sceptre* portfolio to *Mawer*. The process was facilitated by the use of a specialty transition manager. The trade settlement and allocation to Mawer were completed on 21 April 2011, and the remaining elements of the transaction were completed in early May. The Committees commended management for the thorough planning and careful oversight of this sensitive and complex matter.

The final element of the process to change investment managers for the Canadian Equity portfolio was the establishment of a new Canadian Equity specialty mandate for *Mawer*. The new mandate was approved by the Committees at their meeting in May.

4. Annual Investment Report 2011
The Committee received and reviewed the Annual Investment Report as at 31 December 2010, attached as Appendix A. The report provides a detailed overview of the assets and performance of the fund. It also describes the activities of the Committees over the last calendar year and those planned for 2011.

Guy Burry
Chair

Appendix A

York University Endowment Fund

Annual Investment Report to the Board of Governors

For Year Ended December 31, 2010

Board of Governors – June 20, 2011

Annual Investment Report to the Board of Governors
For the Year Ended December 31, 2010

The York University Endowment Fund (the Fund) consists of the combined endowment assets of York University and York University Foundation pooled for investment purposes. The Fund is made up of gifts and bequests from donors, capital from matching programs and a small proportion of quasi-endowments, funds designated for long-term investment by the University. The endowments deliver support to York University in the form of scholarships and academic chairs. The investments are governed by the objectives and constraints specified in the Statement of Investment Policies and Procedures (Policy). The Policy, endowment assets, investment portfolios and the managers that invest them are overseen by the Investment Committees respectively of the Board of Governors of York University and the Board of Directors of York University Foundation.

The total combined market value for the York University and York University Foundation endowment assets as at December 31, 2010 was $320.0 million, compared to $287.1 million as at December 31, 2009.

Endowment Fund Market Value

	At December 31, 2010		At December 31, 2009	
Endowments	$ Million	% of Total	$ Million	% of Total
York University	243.9	76.2%	224.2	78.1%
York University Foundation	76.1	23.8%	62.9	21.9%
	$ 320.0	100.0%	$ 287.1	100.0%

Review - 2010

The Fund increased in market value by $32.9 million during 2010. Growth was due to $6.4 million of donor contributions and $36.1 million in earnings from investment income and market appreciation. Withdrawals from the fund of $9.6 million were to fund distributions for endowed spending and expenses incurred for investment management and investment-related services.

For the one year ended December 31, 2010, the Fund investments produced a rate of return of 12.8%, generating close to the benchmark return of 12.9% for the same period. At the beginning of 2010, a strategic 50% hedge ratio for exposures to developed markets currencies was integrated in the investment strategy and the mandate for an active currency overlay manager was implemented. The first full year of the Policy-integrated hedging program resulted in added value. The rate of return for the Fund, excluding the effect of the currency management program, was 12.1% relative to the unhedged benchmark return of 11.8%. Thus, the hedging program contributed 0.8% to total fund return and 1.1% to the benchmark return.

Capital markets during 2010 caused highly varied results from month to month due to dramatic fluctuations in market sentiment in response to a difficult recovery and pockets of concern to investors. Major factors contributing to the oscillations were demand for commodities and precious metals, the falling euro in response to sovereign debt problems in Europe, and the troubled USD reflecting the challenges of the economic recovery in the US. The darkest cloud on the horizon, perhaps, was inflation, as nominal interest rates continued low and real yields crept lower. Since the 80s, inflation has been the sleeping nemesis of endowment funds; its reemergence will be a dominant risk to manage in 2011 and ahead.

By September 2010, the Fund had recovered fully from the market crisis; this performance reflected the Fund's strength due to asset allocation and manager selection. Integrally, withdrawals for spending have a significant effect, and a further boost to the Fund's recovery came as a result of the University's conservative pay out strategy. A reduced and tiered payout strategy was adopted by the

Board in 2010, for a second consecutive year, to manage continuity of funding for obligations in part from operating funds in order to reduce the rate of distribution from the Fund.

The managers of the Fund as a group performed well in 2010. Discussion on the portfolios is presented in the Performance section of this Report.

The balance of this Report reviews in more detail the Policy, investment strategy, asset allocation, manager mix and performance, in 2010 and historically, for the Fund. The activities of the Investment Committees as conducted during 2010 and as planned for 2011 are laid out in the conclusion of this Annual Report to the Board of Governors.

Asset Mix

The Policy asset mix shown below, specified in terms of target weights in selected asset classes, is prescribed in the Statement of Investment Policies and Procedures, as effective January 1, 2010 by approval of the Board of Governors on February 28, 2011.

Policy Asset Mix

Asset Class		Target Weight
Equity	**70%**	
Canadian Equities		15%
Small/Mid Cap US Equities		20%
Global Equities		25%
Emerging Markets Equities		10%
Fixed Income	**30%**	
Canadian Bonds		25%
Global High Yield Bonds		5%

The Policy asset mix was formally determined by an asset/liability study and designed to meet the Fund's investment objectives and the endowment spending needs of the University. The Policy objectives are to preserve capital over a very long term horizon and provide an inflation-adjusted stream of funding to match the spending obligations of the endowments. The Fund's actual asset mix is shown below. Actual weights are permitted to vary within a range of +/- 5% of the target weight and are rebalanced with periodic cash flows.

Actual Asset Mix - Market Value as at December 31, 2010

Asset Class	Market Value ($ Mil)		Actual Weight		Target Weight		Over/Under	
Equity	**227.2**		**71.0%**		**70%**		**1.0%**	
Canadian Equities		60.1		18.8%		15%		3.8%
Small/Mid Cap US Equities		66.9		20.9%		20%		0.9%
Global Equities		65.1		20.3%		25%		-4.7%
Emerging Markets Equities		35.1		11.0%		10%		1.0%
Fixed Income	**92.8**		**29.0%**		**30%**		**-1.0%**	
Canadian Bonds		71.6		22.4%		25%		-2.6%
Global High Yield Bonds		18.9		5.9%		5%		0.9%
Short Term Investments		2.3		0.7%		0%		0.7%
Currency Overlay		-		-		-		
Total Fund		$ 320.0		100.0%		100%		

The University has engaged eight investment managers to manage eight specialty investment mandates. A small allocation to a money market fund is handled by the Canadian bonds manager to contribute yield on operating liquidity. Each manager has been selected for their investment expertise. Specialty mandates have been established to describe the asset class, investment style, objectives and constraints for each mandate. The firm, date of hire, asset class mandate, market value and fund weight are shown in the table below.

Investment Managers and Specialty Mandates - Allocation at December 31, 2010

Investment Manager	Inception	Mandate	$ Millions	Weight
Equities				
Foyston, Gordon & Payne	Oct. 2004	Canadian Equities	29.0	9.1%
Sceptre Inv Counsel	June 1999	Canadian Equities	31.1	9.7%
Westwood Mgmt Corp.	July 2008	Small/Mid Cap US Equities	66.9	20.9%
AllianceBernstein	June 1999	Global Equities	65.1	20.3%
Aberdeen Asset Mgmt	July 2008	Emerging Markets Equities	35.1	11.0%
Fixed Income				
TD Asset Management	Aug. 1997	Canadian Bonds	71.6	22.4%
Stone Harbor Inv Ptnrs	July 2008	Global High Yield Bonds	18.9	5.9%
TD Asset Management	May 2008	Short Term Investments	2.3	0.7%
Currency Overlay				
Mesirow Financial	Jan. 2010	Currency Hedges	-	0.0%
Total Assets (Market Value)			$ 320.0	100.0%

The asset mix adopted in 2008, as amended in 2010 to include active currency management in the investment strategy, required a series of transitions to achieve the target asset allocation and manager structure. The restructuring of the historically three-asset class mix was completed in three phases, occurring over 18 months, with the final step completed in January 2010.

Performance Objectives

The performance objective is stated in the form of a benchmark. The total fund benchmark is a proportionally weighted composite of total returns produced by selected capital markets indices. Each index represents an asset class defined in the Policy asset mix and is a broad and representative sample of publically-traded investable equities or bonds for a country or group of countries.

Performance Objective and Composite Benchmark

Asset Class	Proportion	Benchmark Index
Canadian Equities	15%	S&P TSX Composite
Small/Mid Cap US Equities	20%	Russell 2500
Global Equities	25%	MSCI World
Emerging Markets Equities	10%	MSCI Emerging Markets
Canadian Bonds	25%	DEX Universe Bond
Global High Yield Bonds	5%	BofA ML High Yield Bonds Master II

The Policy return objective for the Fund is to achieve a four-year annualized rate of return, net of investment fees, that meets or exceeds the four-year annualized rate of return of the composite benchmark for the same period over most four-year annualized periods.

Fund performance is expressed as a total fund rate of return, gross of fees, in Canadian dollars. The rates of return are calculated by an independent performance measurement provider, BNY Mellon Asset Services.

Performance evaluation for the Fund compares the total fund rate of return to the return of the composite benchmark over various intervals. A formal performance evaluation process is conducted semi-annually and focuses on the one-year return to gauge recent progress and the four-year return to assess success meeting Policy objectives. The performance results for individual portfolios are also reviewed semi-annually on a manager by manager basis. Manager risk and return objectives are described in their respective specialty mandates.

Long Term Performance

The historical track record is an important gauge of the overall success of the investment program, providing feedback on the past to inform the administration and oversight committee for the Fund. The endowment obligations form a perpetual commitment of the University and accordingly the investment strategy is generated and applied in the context of a long-term horizon and given the need to support obligations in the form of year to year spending. The long-term track record for the Fund is shown below.

Total Fund Long Term Performance - Annualized ROR (%)

	Annualized Rates of Return (%) for Periods Ended December 31, 2010									
	1 Yr	2 Yrs	3 Yrs	4 Yrs	5 Yrs	6 Yrs	7 Yrs	8 Yrs	9 Yrs	10 Yrs
Currency Hedged										
Endowment Fund	12.8	17.2	3.5	2.6	5.0	6.1	6.6	7.5	6.3	5.9
Benchmark	12.9	16.5	3.4	3.0	4.9	6.0	6.4	7.2	5.5	4.5
	(0.1)	0.7	0.1	(0.4)	0.1	0.1	0.2	0.3	0.8	1.4
Unhedged										
Endowment Fund	12.0	16.1	2.9	2.1	4.6	5.8	6.3	7.2	6.1	5.8
Benchmark (UnH)	11.8	15.9	3.0	2.7	4.7	5.8	6.3	7.1	5.4	4.4
	0.2	0.2	(0.1)	(0.6)	(0.1)	-	-	0.1	0.7	1.4

The table above illustrates the impact of the currency hedging program. Currency hedging was introduced to the portfolios in 2009 along with a passive currency hedge on USD denominated exposures. By 2010, the program was further evolved with the integration of strategic hedging directly in the Policy and benchmark and the implementation of an active currency overlay mandate for hedging developed markets currency exposures.

Long term success is achieved through a variety of factors including continuity of oversight, responsiveness to changes in the investment environment, investment program developments to suit the needs of the University and its constituents, factoring in of the operating environment, and care and attention to the component parts of the program and the risks that can impact the Fund.

Emphasis on risk-conscientious strategies, mandates that deploy publically traded securities and selection of managers that philosophically align with the nature of the University have supported the Fund’s evolution, including through periods of protracted challenges over the last decade.

Performance Evaluation

The following table presents the performance of the fund compared to the return of the benchmark over the same one-year periods, with focus on calendar 2010 and the four years annualized to December 31, 2010.

Total Fund Performance - Annual Rates of Return (%)

	Annual Rates of Return (%) for One-Year Periods Ended December 31										Annualized (%) Four Years
	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	**2007-10**
Currency Hedged											
Endowment Fund*	**12.8**	21.7	*(19.1)*	*(0.3)*							**2.6**
Benchmark	**12.9**	20.2	*(18.6)*	*1.9*							**3.0**
	(0.1)	1.5	*(0.5)*	*(2.2)*							**(0.4)**
Unhedged											
Endowment Fund	**12.0**	20.3	(19.1)	(0.3)	15.1	12.0	9.8	13.5	(2.7)	**2.9**	**2.1**
Benchmark (UnH)	**11.8**	20.2	(18.6)	1.9	12.7	11.6	9.1	13.0	(7.1)	(4.1)	**2.7**
	0.2	0.1	(0.5)	(2.2)	2.4	0.4	0.7	0.5	4.4	7.0	**(0.6)**

* *Currency hedging commenced in 2009. The annualized four-year return includes periods prior to hedging.*

For the one year ended December 31, 2010, the total fund return was 12.8%, including the effect of the currency hedging program. The fund return slightly underperformed the benchmark rate of return of 12.9% by 0.1%. Excluding the impact of hedging, the investments returned 12.0% in 2010 compared to 11.8% for the benchmark.

While the effect of the Policy 50% currency hedge ratio contributed a significant 1.1% to overall performance; the contribution of the active currency overlay caused a drag on total fund of 0.3% reflecting mainly the volatile CAD/USD exchange rate and a measure of trendlessness characterized by the frequent reactive risk on-risk off trading in the marketplace. The volatility and sudden moves in exchange rates among major developed market currency pairs overall presented a difficult environment for the active currency overlay manager. Overall the CAD strengthened by 5% versus the USD during the year, while troubles in European sovereign debt markets saw the euro fall considerably in value relative to other majors.

As a group, the active equity managers in aggregate added value of 0.1% of total fund versus their weighted indices in calendar 2010. The actively managed high yield bonds slightly detracted, and as above, the active currency overlay lagged its benchmark.

Small/Mid Cap US Equities (20% of the Fund) and Canadian equities (15% of the Fund) were the highest returning asset classes (see index returns in the box below); the portfolios returned 21.4% and 17.8% respectively (all figures in CAD terms). The emerging markets portfolio (10% of the Fund since January 2010) exceeded the MSCI Emerging Markets Index by 9.5% for the year, returning 22.5% for the portfolio. The Global Equity portfolio returned 2.1%, falling short of its benchmark by 3.8%. The High Yield Bond and Emerging Markets Debt combined strategies managed by the global high yield bonds manager returned 6.9%, underperforming its benchmark index by 2.3%. The passive Canadian bonds portfolio slightly exceeded the index return of 6.7% by 0.1%.

In two of its four regular meetings, the Committees concentrate on evaluating the managers and their success in fulfilling their mandates. These semi-annual reviews are informed by detailed input from Aon Hewitt, the investment consultant for the Fund, and regular reporting by the administration. Evaluations focus on the continuity of the portfolio manager team and the firm's ownership in addition to the portfolio composition and performance. During 2010, several of the managers were on watch while most were assessed to be on track for what they were hired to do.

As at December 31, 2010, the four-year annualized return for the fund was 2.6%. The result fell short of the policy benchmark annualized return of 3.0% for the same period by 0.4%. Four-year average fees of 0.4% cause the result to be further short of the Policy target. Excluding the impact of currency hedging, as introduced in 2009, the four-year result and the benchmark were 2.1% and 2.7% respectively, and the underperformance slightly greater. The currency program has contributed positively over the Policy measurement period.

The index rates of return in Canadian dollar terms for the past four calendar years and annualized for the four-year period were:

Equity and Fixed Income Index Returns (CAD)

	Annual Rates of Return (%)				Annualized (%) Four Years
	2010	2009	2008	2007	2007-10
Equities					
S&P TSX Composite (Cdn Eq)	17.6	35.1	(33.0)	9.8	4.0
Russell 2500 (SmidCap US Eq) *	20.1	14.1	(20.9)	(14.0)	(1.8)
MSCI World (Global Eq)	5.9	10.4	(25.8)	(7.5)	(5.4)
MSCI Emerging Markets (EM Eq) *	13.0	52.0	(41.4)	18.5	4.5
Fixed Income					
DEX Universe Bond (Cdn Bonds)	6.7	5.4	6.4	3.7	5.6
BofA ML High Yield Bonds Master II *	9.2	33.8	(7.9)	(13.3)	3.9

* *New in 2008.*

Comparative Performance

Aon Hewitt provides comparative performance results for a representative sample of balanced funds in its pooled funds survey compiled quarterly. The annual performance results for a group of funds with investment allocations largely similar to that of the Endowment Fund, excluding the effect of outliers (outside range of 5th to 95th percentiles), is shown below for the recent four one-year periods and for the annualized periods to December 31, 2010.

Comparative Analysis - Balanced Funds Results (%)

	Annual Return (%) at Dec. 31				Annualized to Dec.31/10		
	2010	2009	2008	2007	2 Yrs	3 Yrs	4 Yrs
Percentile							
5th (highest)	13.2	23.4	(9.8)	6.6	19.1	5.8	5.7
25th	11.5	19.9	(13.0)	3.8	15.1	3.9	3.4
50th (median)	10.6	16.7	(16.4)	1.6	13.6	2.9	2.7
75th	9.5	15.0	(18.2)	0	12.5	2.4	2.1
95th (lowest)	7.5	13.1	(24.6)	(1.6)	11.1	1.3	1.1
Comparative							
York University	12.8	21.7	(19.1)	(0.3)	17.2	3.5	2.6
Quartile Rank	*Q1*	*Q1*	*Q4*	*Q4*	*Q1*	*Q2*	*Q3*

Source: Pooled funds returns from Aon survey and Morningstar database.
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York's endowment fund one-year return of 12.8% ranked above the 25th percentile break (first quartile) compared to the pooled fund survey results.

In general the funds participating in the survey tend to have an average 60-40 stock-bond mix. In years such as 2010, when equity market returns outpaced those from bonds, funds with higher equity content, such as the York endowments with 70% allocated to equity, tend to outperform their peers.

Endowments

The combined endowments valued at both market and book value in millions of dollars as at the end of the last five calendar years are presented below. Alongside, the ratio of total fund market value to book value provides a measure of the Fund's ability to meet its obligations and support beneficiary activities. A ratio of 1.15 demonstrates a strong position from year to year.

Endowment Pool Growth ($ Millions)

As at December 31	Market Value	Book Value	*Market-to-Book Ratio*
2010	320.0	265.7	*1.20*
2009	287.1	257.4	*1.12*
2008	243.8	268.2	*0.91*
2007	294.4	247.3	*1.19*
2006	293.2	221.1	*1.33*

The total book value of endowments is the aggregate for all individual endowments of the original contributed capital and matching contributions plus cumulative annual inflation protection, plus any capitalized investment earnings that may apply to older endowments.

The one-year change in the market value of the Fund is attributed to various components laid out as follows.

Change in Total Fund Market Value ($ Millions)

Market Value, December 31, 2009		$ 287.1
Contributions:		
Gifts, Bequests and Matches	6.4	
Withdrawals:		
Distributions and Expenses	(9.6)	
Earnings:		
Investment Income and Market Appreciation	36.1	
Net Change		32.9
Market Value, December 31, 2010		$ 320.0

For tracking the capital value and activity of individual endowed accounts, the University and Foundation contract the services of an external record keeper to track book value and corresponding market value for each of the individual endowed accounts, numbering close to two thousand.

Oversight

The York University and York University Foundation Investment Committees hold meetings four times a year to conduct their activities in accordance with the responsibilities described in the Statements of Investment Policies and Procedures.

The Committees' duties are mainly in the domain of fund governance and investment strategy. These include regular monitoring of assets and performance, oversight and selection of portfolio managers, ongoing revision and development of the investment policy and asset mix and reporting to the respective Boards. The Committees additionally undertake other initiatives that are in the best interests of the Endowment Fund and its beneficiaries.

Investment Committees Activity Report – 2010

Managing the endowment distribution was a critical activity in 2010, as in 2009, in respect of the continuing impact of severely negative capital market returns withstood over the 2007-09 time period. As warranted, payouts were reduced and in cases withheld entirely, for a second year, to minimize impairment of capital and preserve endowment earning power for the long run. The process involved detailed monitoring of individual endowment valuations and the use of mechanisms to mitigate the impact on any single endowment.

The Fund's return to strength in 2010 was significantly boosted by the conservative payout strategy and special measures as were approved by the Board and implemented for the two consecutive annual distributions to endowment accounts that took place for the 2009-10 and 2010-11 academic years.

The following investment-specific activities occurred during 2010:

- Mandate Revisions:

  – The manager mandate for Stone Harbor was revised to replace the reference index for performance evaluation with the Citigroup High Yield Market Capped index. The mandate was originally established with the Merrill Lynch High Yield Bonds Master II index (in 2009 renamed Bank of America Merrill Lynch High Yield Bonds Master II). The change was adopted to reflect Stone Harbor's pooled fund investment objective to manage to the Citigroup High Yield Market Capped index. The latter provides for an exposure and risk profile more suitable to the manager's investment style that concentrates on below investment grade credits. The manager focuses on selection of quality credits within the BB, B, CCC and below segments that produce return characteristics that are less volatile than the market with steadier high risk-adjusted return over the long run.

  – The Manager Mandate for Foyston, Gordon and Payne was amended to align the fee basis and calculation methodology expressed in the mandate with that shared with the Pension Fund. The result was a small increase in the effective fee ratio for the Endowment Fund. All mirrored mandates with the Pension Fund are now aligned.

- Manager Selection: Following a sustained period of focused monitoring of the portfolio and the developments within the firm, the Committees decided to replace the original global equity manager and launched a full search for a replacement manager. With the assistance of an external consultant, the market for institutional class global equity managers was examined and following a process of due diligence, the University hired Aberdeen Asset Management to manage the full global equity asset class for the Fund. Aberdeen has been managing the emerging markets equities for the Fund since 2008; the global portfolio team is separate from but associated with the emerging markets team.

- Asset Class Structure: The University commenced an evaluation of the Canadian equity program to determine the appropriate allocation style in terms of active versus passive, portfolio strategy and style, and opportunity for complementariness from having one or more managers with the assistance of its external consultant. In December, the Committees decided to continue to use active management and a multi-manager approach. It was further decided to launch a search for a Canadian equity manager with expertise managing a value or core investment style to replace one of the existing managers.

- Policy Revision: The annual review of the Statement of Investment Policies and Procedures (SIPP) was conducted for effective date of January 1, 2011. Several developments were adopted, all as approved by the Board at its meeting of February 28, 2011. To more accurately reflect procedures in place, the Responsibilities of Management (administration) section was amended to include:
  – provision for Management to oversee compliance by Investment Managers and report concerns if arising to the Committee; and

– provision for Management to develop and improve mandates as appropriate to overall investment strategy or in response to changes in the external environment or best practices, allowing for initiatives to be brought to the Committees with expediency as needed.

A new clause was added to enhance the University's level of engagement with managers concerning proxy voting matters. The clause delineates the portfolios subject to such engagement, as follows: "Management shall communicate general guidelines for shareholder voting in Mandates for actively managed equity held in segregated portfolios." This initiative is intended to contribute positively to the University's growing profile in sustainability as fostered by the President's Sustainability Council.

Investment Committees Activity – 2011

The finalization of the Policy target asset mix and strategic currency hedging in 2010 has concluded the project work that began in 2006 with the launch of a full-scale asset/liability study. The effects of a major asset restructuring are warranted to be reviewed and assessed over an investment cycle of four years which is a reasonable and standard horizon for long-term investors to gauge relative success.

Manager selection has been at the forefront of the Committees' deliberations since early 2010. Several portfolio transitions arising from manager searches are planned and underway in the first half of 2011. The asset class segments of the Fund being recast are global equity and Canadian equity.

The currency management program is scheduled for review and fine tuning. Administration will continue to work closely with the currency manager to develop the program. Under consideration, are the parameters of the mandate particularly with respect to emerging markets currencies. In recent years, the over the counter markets and counterparty support for emerging markets currencies has tremendously evolved. In the past two years, the Fund's exposure to these currencies has tripled and therefore the potential to actively manage these exposures will be examined and considered carefully.

As in 2009 and 2010, the endowments will be closely monitored through the first four months of the year to determine the ability of each individual endowment to sustain all or part of a normal distribution. The Administration is in the process of completing the treatment plan for the 2011 distribution, details of which will be brought to the Board and its committees for information and approval. The objectives as specified in the Statement of Policies and Procedures, of protecting contributed capital and maintaining a stream of inflation-adjusted payouts over a very long term horizon shall guide the recommendations brought forth. Indications are positive that the endowments will generally sustain a target payout of 4% or more of book value.

Responsible investment initiatives are ongoing. The focus in 2011 is on developing levels of communication in the proxy voting process that will integrate efforts by administration with the efforts of the investment managers, the latter which lead to direct communication with corporate managements. The intent is to create incrementally positive input into the interconnectivity of the marketplace.

A full review of the endowed accounts distribution policy will be launched later in 2011. The study will incorporate an examination of the current and prospective structures for unitization and records management, activities that are necessary for providing endowment account level detail and for managing the accounting and delivery of endowment support to beneficiaries.

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Memo

To: Board of Governors

From: David Denison, Chair, Finance and Audit Committee

Date: June 20, 2011

Subject: **Energy Management Program: Approval of Energy Conservation Measures**

Recommendations:

The Board Finance and Audit Committee recommends that the Board of Governors approve the three following capital expenditures totaling $418,000; and that the funding for these projects be drawn from Energy Management Program incentive revenue that has been generated in excess of the original target of $1,611,000.

1. **Additional campus lighting upgrades with a budget of $68,000;**
2. **Contribution of $150,000 over a three-year period to co-fund planned washroom refurbishment projects that contribute to water conservation savings;**
3. **Development of a Master Energy Plan in support of the University Master Plan specifically to identify infrastructure improvements needed for future development with a budget of $200,000**

Background

The $39,546,000 Energy Management Program assumed that $1,611,000 in revenue from energy incentives would be generated from the submission of proposals to various authorities. At this time, it is projected that this amount will be exceeded by the amount of $658,857, and possibly more. These recommendations propose that excess revenues be re-invested in further energy conservation measures.

Rationale

Lighting Upgrades

Given the upward pressures on electricity rates, along with maintenance, infrastructure capacity, public relations, regulatory and incentive synergies, there is a more strategic return-on-investment by completing additional building lighting upgrades now and deferring building HVAC upgrades due to the current relatively low costs of natural gas.

The lighting upgrade proposal will bundle additional campus lighting upgrades of $68,000 with lighting upgrades in two undergraduate student residences, to be funded at a cost of $98,500 from the Housing deferred maintenance reserve. The scope of the proposed "bundle" of lighting upgrades, the cost, and the anticipated payback period are summarized in Table 1. The proposed LED upgrade will greatly enhance the look and brightness of the YU campus entrance signs while reducing consumption by an incredible 84% with a greatly enhanced lamp life reducing maintenance costs. This will be a valuable talking point for the Sustainability Report Card and like surveys. These upgrades will reduce our overall electricity consumption by over 1%.

Table 1: Proposed Lighting Upgrades

Conservation Measure	Buildings	Net of Tax Cost	Payback Period
Miscellaneous Areas			
• YU Street Signs to LED		$52,500	9.8 years
• Pedestrian Tunnel Area		$15,500	8.3 years
• Vanier & Winters Housing Lighting	Various	$98,500	3.1 years
TOTAL		**$166,500**	**4.3 years**

In the above payback calculations potential incentives have not been included as current Ontario Power Authority incentive programs require participants to forgo the ownership and value of any associated environmental attributes, as known as greenhouse gas emission or carbon credits. We are trying to negotiate to keep the ownership of the environmental attributes.

Washroom Refurbishment Project Co-funding

Departments within CSBO have been working together to optimize and coordinate water savings measures with future washroom refurbishment projects. As a result, it was previously recommended that water saving measures be deferred in favour of an integrated plan that will avoid overlap and potential waste. CSBO staff are planning an extension to the current washroom refurbishment program, and recommend that a companion Energy Management Project be approved to supplement and further support these activities. The payback to the Energy Management Project is reduced water costs from more efficient toilets and urinals, and reduced electricity cost from more efficient hand dryers.

Master Energy Plan Capacity & Reliability Study - Keele Campus

A long term Master Energy Plan is required to support and reflect the University's Master Plan scope for future development. The scope of this capacity and reliability study would also examine the impacts and repair/replace/upgrade alternatives resulting from the December 2010 boiler fire. The study would encompass critical infrastructure condition issues like the Steeles Electrical Sub-station.

In terms of Steam, Chilled Water and Electricity the study would review the existing Maximum Capacity in terms of generation and distribution, and review in tabular form the remaining available capacity that could be "generated" from MCW energy management project Measures previously identified but not implemented due to payback or funding constraints. Since chilled water production for summer air conditioning drives our peak electricity demand, it constrains our ability to add to the academic core despite having distribution capacity. Chilled water thermal energy storage and steam driven chiller options will be revisited in detail paying particular attention to the current regulatory direction of provincial electricity generation cost recovery. These future opportunities along with renewable energy integration technology options will be ranked in order of lowest to highest cost per capacity unit, and consumption savings/emission reduction size. The study will also look ahead to the post subway era and the secondary plan development around the northern and eastern parts of the campus, and north of the campus to investigate the potential to incorporate a rejuvenated Central Utilities Building into the cornerstone of a much larger district energy system.

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Memo

To**:** Board of Governors

From: David Denison, Chair, Finance and Audit Committee

Date**:** June 20, 2011

Subject**: Pressure Relief Valve Inspection, Servicing and Re-certification**

Recommendation:

The Board Finance and Audit Committee recommends to the Board of Governors approval of a 5 year plan with a budget of $2,000,000 to complete the inspection, servicing and re-certification of all pressure relief valves in the steam distribution system to campus.

Background and Rationale:

Pressure relief valves perform a crucial role in preventing over-pressurization of boilers, pressure vessels and plants (pressure piping systems) which may result in catastrophic failures causing injuries and loss of property. These devices are found throughout the mechanical rooms of all campus buildings and the central utilities plant. There are approximately 165 units in total to maintain. The Province's Technical Standards & Safety Authority (TSSA) requires building owners to ensure that pressure relief valves are maintained in good working order through this certification process at regulated intervals. The TSSA guideline for pressure relief valve inspection, servicing and recertification is the *de facto* due diligence standard in building and plant management.

Depending on the plant, boiler or piping application, the maximum re-certification frequency ranges from two to five years.

To reduce the risk of failure and injury to maintenance staff and to protect the integrity of building heating systems, all pressure relief valves need to be inspected, serviced and re-certified.

Funding to implement the recommendations will be drawn from capital reserves.

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Memo

To: Board of Governors

From: David Denison, Chair, Board Finance and Audit Committee

Date: June 20, 2011

Subject: **Authority to Execute Lease Extension – Osgoode Professional Development (OPDP) Downtown Centre**

Recommendation:

It is recommended that the President and Vice-President Finance and Administration be authorized to execute a five-year extension of the lease agreement beyond January 31, 2013 for the Osgoode Professional Development Program to continue to house its operations at its current "downtown centre" of 17,695 SF at 1 Dundas Street West, Suite 2600, Toronto at a rate of $18.50 per square foot for the duration of the lease.

Rationale:

The Osgoode Professional Development Program (OPD) currently occupies premises at 1 Dundas Street West, Suite 2600 and the current lease expires on January 31, 2013. At this time, it is desirable to remain in this location for an additional five years. Leasehold improvements to this space were made in 2008.

Cushman & Wakefield, a leading realty broker, was contracted by OPD (through an open tendering process) because current market conditions are significantly more advantageous now for the leasing of downtown properties than they are anticipated to be in 6 to 12 months' time. Cushman & Wakefield have provided a cost comparison of other downtown sites that could be conducive to OPD's operations and market (see attached Summary Table 1). The results of the information indicate that it will cost OPD considerably less to remain in its current premises than to relocate to another. This comparatively lower cost option is evident without even taking into consideration the additional costs associated with relocation such as moving, tenant fit-up in new space and business disruption.

Through Cushman & Wakefield, OPD has been in negotiation with the Landlord, who has agreed to a five-year renewal through January 31, 2018. The Landlord is not prepared at this time to extend for a further five years beyond that date. The net rent will increase from $14.25 to $18.50 per SF for the duration of the five-year lease, which is considerably lower than the options of relocating to space at $22.00 and $23.50 per SF (as presented in the attached Summary Table 1).

This request for a lease extension is fully compliant with the University's Procurement policy and the new Procurement Directive arising from the Broader Public Sector Accountability Act, 2010.

This request for approval is being brought to the Board in the context of the University's Signing Authority Guideline on the Execution of Documents which requires Board approval for any lease agreement exceeding five years or with a dollar value exceeding $1 million. The value of this lease extension for the five-year period is in excess of $1.6 million.

Background:

Osgoode Professional Development (OPD) has leased classroom and office space at 1 Dundas Street, 26th Floor, since 2001.

OPD creates and delivers both academic and non-degree programming to practicing lawyers and other executives and professionals who need legal information. OPD's flagship two-year; Professional Masters of Laws Program includes more than 15 different specializations – from administrative law to securities law – taught at 1 Dundas Street or through distance learning by leading academics, lawyers, judges and other experts from across Canada and around the world. A total of 300 to 400 students enroll in the program each term.

In 2008, OPD laid claim to another Canadian first with the launch of the LLM in International Business, a unique combination of specialized, course based programming, English as a Second Language support and internship opportunities. Students come from all over the world to attend. We are expecting 24 students to attend the upcoming new term commencing in July, 2011.

OPD also offers an extensive range of non-credit programs and conferences for lawyers, policy makers, academics and other professionals, including business executives, teachers, health care providers and law enforcement officials. OPD's Certificate Programs (first one was launched in 2009) which are 5 to 6 days in duration, are becoming increasingly more popular. We expect to conduct 11 Certificate Programs in Fiscal 2011-2012, including Public Procurement, Clinical Risk, Mental Health, Health Law, Pension Law, Human Resources Law, Intellectual Property, Criminal Law for Police, and Labour Law. In 2010, OPD introduced a program to provide training for accreditation for foreign qualified lawyers. The success of this program has prompted OPD to increase the number of offerings of this program in future years.

OPD renovated its premises in the summer of 2008 at a cost of $ 850,690 and is now able to offer all of its programs in professional looking premises from the heart of Toronto's business core at Yonge and Dundas Streets. A landmark setting and meeting place steps away from the city's subway line, financial district and government offices, this location is perfect for the clientele OPD attracts.

OPD has continued to grow and this is reflective in the significant increase in its revenues as illustrated from Fiscal 2007 to Fiscal 2011 where revenues increased from $ 4,950,003 to $ 7,350,568. This represents an increase of 48.5% over 5 years. The last year alone (Fiscal 2009-2010 to Fiscal 2010-2011) showed an increase of 9.1%. This increase in revenue has allowed for OPD to completely pay off its renovation costs and still allow for a very healthy bottom line of over $ 950,000 in Fiscal 2011. OPD's plan for the next five years shows a strong, balanced, profitable growth, based on both capitalizing on its current offerings, developing new program offerings while monitoring and controlling its expenditures.

Financial Analysis
Summary Table 1

Osgoode
Summary of Leasing Options Under Consideration

Apr 27 2011

Effective Date of Analysis Feb 1, 2013

Year	1	2	3	4	5	6	7	8	9	10	Total	PV of Total

1 **Renew & Extend - 1 Dundas Street West - Final Accepted Deal**

Rentable Area of 17,695 SF
Lease Term of 5 Yrs
Net Rental Rates of $18.50 PSF (60 Mths)
Realty Tax & Operating Cost Rate of $22.80 PSF (2011 Estimate) *

	1	2	3	4	5	6	7	8	9	10	Total	PV of Total
Net Rent	$327,358	$327,358	$327,358	$327,358	$327,358						$1,636,788	$1,334,563
Realty Taxes & Operating Costs	$429,086	$441,958	$455,217	$468,874	$482,940						$2,278,075	$1,847,840
Gross Occupancy Costs	$756,443	$769,316	$782,575	$796,231	$810,297						$3,914,863	$3,182,403

2 **Potential Relocation - 151 Yonge Street**

Rentable Area of 16,774 SF
Lease Term of 5 Yrs
Net Rental Rate of $21.50 PSF (60 Mths)
Buildout Costs of $80.00 PSF Paid by Tenant Mth 1
Realty Tax & Operating Cost Rate of $23.70 PSF (2011 Estimate) *

	1	2	3	4	5	6	7	8	9	10	Total	PV of Total
Net Rent	$360,641	$360,641	$360,641	$360,641	$360,641						$1,803,205	$1,470,252
Realty Taxes & Operating Costs	$422,809	$435,493	$448,558	$462,014	$475,875						$2,244,748	$1,820,807
Buildout Costs	$1,341,920										$1,341,920	$1,341,920
Gross Occupancy Costs	$2,125,370	$796,134	$809,199	$822,655	$836,516						$5,389,873	$4,632,979

* Present value calculations are based on an annual discount rate of 9% per annum, applied on a monthly compounded basis. Realty taxes & operating costs have been escalated at 3% per annum, on a calendar year basis.

~ The financial analysis herein is based on assumptions & estimates and actual results could materially differ. Due to the future orientation of the transaction, Cushman & Wakefield Ltd. makes no warranty or representation as to the accuracy thereof.~

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CUSHMAN & WAKEFIELD.

Financial Analysis
Summary Table 2

Osgoode
Summary of Leasing Options Under Consideration

Apr 27 2011

Effective Date of Analysis Feb 1, 2013

3 **Potential Relocation - 111 Richmond Street West**

Rentable Area of 17,000 SF
Lease Term of 5 Yrs
Net Rental Rate of $19.00 PSF (60 Mths)
Buildout Costs of $80.00 PSF Paid by Tenant Mth 1
Realty Tax & Operating Cost Rate of $22.00 PSF (2011 Estimate) *

Year	1	2	3	4	5	6	7	8	9	10	Total	PV of Total
Net Rent	$323,000	$323,000	$323,000	$323,000	$323,000						$1,615,000	$1,316,798
Realty Taxes & Operating Costs	$397,769	$409,702	$421,993	$434,652	$447,692						$2,111,807	$1,712,973
Buildout Costs	$1,360,000										$1,360,000	$1,360,000
Gross Occupancy Costs	$2,080,769	$732,702	$744,993	$757,652	$770,692						$5,086,807	$4,389,771

* Present value calculations are based on an annual discount rate of 9% per annum, applied on a monthly compounded basis. Realty taxes & operating costs have been escalated at 3% per annum, on a calendar year basis.

~ The financial analysis herein is based on assumptions & estimates and actual results could materially differ. Due to the future orientation of the transaction, Cushman & Wakefield Ltd. makes no warranty or representation as to the accuracy thereof.~

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CUSHMAN & WAKEFIELD.

YORK UNIVERSITÉ UNIVERSITY

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Memo

To: Board of Governors

From: Paul Cantor, Chair Executive Committee

Date: June 20, 2011

Subject: **Occupational Health and Safety, 2010 Annual Report**

The 2010 Annual Report on Occupational Health and Safety (OHS) is attached for your review. This report summarizes the health and safety activities undertaken at York University in 2010 and indicates the level of compliance with applicable health and safety legislation. The report contains key health and safety indicators that provide quantitative measures of the University's performance. It also includes a summary of activities and achievements related to the goals and objectives that had been set for 2010, as well as the proposed goals and objectives for 2011.

Included with this Annual Report are two addenda, for information. One is provided to update members of the Board on the Workplace Violence and Harassment Programs introduced at the University in spring 2010. The other is a statement of potential impact of Bill160 – which has been introduced in response to a list of recommendations that arose from a review of the Ontario's occupational health and safety system by a government-appointed expert panel.

ANNUAL REPORT ON HEALTH AND SAFETY

2010

Prepared by: Department of Occupational Health and Safety

April 2011

Table of Contents

1. Introduction

Under the *Occupational Health and Safety Act* and the University Occupational Health and Safety Policy, the University is committed to provide and maintain a healthy and safe workplace by adhering to all relevant health and safety legislation. To ensure that the University meets its obligations, the Board of Governors, through a designated Committee (Governance and Human Resources Committee), annually reviews the Occupational Health and Safety Policy, evaluates performance indicators of key areas and approves annual health and safety goals and objectives.

This report summarizes the health and safety activities undertaken at York University in 2010 and indicates the level of compliance with requirements of the applicable health and safety legislation. The report contains health and safety indicators that are quantitative measures of the University's performance. It also includes a report on achievements of goals and objectives set for the 2010 year, as well as the proposed goals and objectives for 2011. The Department of Occupational Health and Safety (DOHS) has prepared this report for review by the Board Governance and Human Resources Committee.

2. Highlights of the 2010 Year

- Major Health and Safety Issues/Program Developments in 2010

  - Workplace Violence and Harassment Prevention Policies and Programs

    The University developed and implemented workplace violence and harassment prevention policies and programs in 2010 in compliance with the amended *Occupational Health and Safety Act* which took effect on June 15, 2010. The program outlines the procedures for summoning immediate assistance when workplace violence or harassment occurs, for workers to report incidents and how the employer will respond to incidents. The University will review the policies and programs annually as required under the legislation.

  - Medical Consultants as Retainers

    In 2010, the University has retained two medical consultants, one with expertise in disability management and occupational health and the other in first aid and Automated External Defibrillators (AED) programs. The University is able to obtain instantaneous response from physicians for medical advice during an emergency (e.g., lead exposure assessment as a result of the fire in the Central Utilities Building). To date, the medical consultants assisted York in developing a AED usage and maintenance guideline, provided medical advice on disability and WSIB return to work cases, provided consultation on occupational health surveillance programs and assisted in the interpretation of medical test results.

  - Environmental Emergencies

    There two environmental emergencies in 2010:

    1. Gas leak – Nov. 9, 2010
    A contractor working at the Life Science Building construction site struck a gas line at approximately 2:15 p.m., resulting in an evacuation of about 10 buildings. No one was injured. Enbridge Gas repaired the rupture around 5:30 p.m. and everyone returned to the buildings by about 6:30 p.m.

    2. Fire at Central Utilities Building - Dec. 13, 2010
    There was a fire on December 13, 2010 caused by a contractor hitting a pipe containing fuel at one of the boilers in the Central Utilities Building (CUB). No one was injured. The campus was without heat for almost 10 hours on one of the coldest days of the winter. This caused the University to close on the afternoon of the fire and the following day. In January, during a part of the restoration planning activity, lead particulates were discovered in dust and soot in CUB probably due to the degradation of lead-containing paint during exposure to high temperatures. Lead air sampling did not indicate any airborne lead. As a result of the findings, additional lead testing of non-plant areas (to determine if cross-contamination occurred), emergency cleaning, hazard communication, employee exposure assessment (air sampling and serum lead test), environmental control (area isolation, special entry/exit procedure into contaminated area, use of personal protective equipment, etc.) were arranged immediately. Results from the employee exposure assessment indicated that all employees were within the "non-exposed range" and the environmental cleaning was successful. To date, the facility and plant restoration activity is still on-going.

- Ministry of Labour (MOL) Visits (see Annual Indicator in Section 3 for detail)

  There were five visits by the Ministry in 2010. Two visits involved investigations into anonymous complaints, two were related to the CUB fire investigation and one was an investigation of an employee death, which subsequently was confirmed as not related to the workplace. Out of the five visits by the MOL, one order was issued requiring the University to provide a plan for labeling pipes in CUB that contains hazardous materials. A compliance plan has been submitted to the MOL.

- Workplace Accident Statistics and Costs (see Annual Indicator 1 in Section 6)

  There was one critical injury to a York employee in 2010. The employee fainted while conducting a conditioning exercise with athletes causing a laceration above the right eye. The worker returned to work after 4 days and the MOL was notified.

  There were 47 lost time accident cases which occurred in 2010 relative to 40 during 2009. Out of the 47 lost time accidents, 43% were less than 3 days in duration. The major lost time accidents in 2010 were caused by slips, trips and falls (17, 36%) followed by musculoskeletal disorders (16, 34%). Most of these slips and falls happened indoors.

  The total days lost in 2010 (486 days) was higher than in 2009 (411 days). The days lost are mainly attributed to slips, trips and falls. Two cases contributed to about 80 days lost.

  In 2010, the University was assessed a surcharge of $164,095.50 by the WSIB. This is the New Experimental Experience Rating (NEER) assessment that applies to 2007, 2008 and 2009 case management performances. The surcharge was mainly the result of extended days lost that occurred in 2008 and carried over into 2009.

- Comparison to other Ontario Universities and Industries

  Based on the September 2010 NEER statement from WSIB, York's performance index*(P.I.) for 2010 was 0.89. A performance index of less than 1.0 indicates a potential rebate and a better than average performance. (*P.I. = NEER cost divided by Expected cost)

  York's average days lost per claim in 2010 was 10.3 days per claim (same as in 2009). WSIB data indicates that the average days lost per claim for all industries ranged from 13.5-14.3 days in the last 5 years. In 2010, York's average days lost per claim (10.3) was below the Ontario industrial average.

  In 2010, the Lost Time Injuries (LTI) frequency -- i.e. the number of lost time claims per 100 workers -- was 0.53 for York and 0.35 for our rate group (consisting of universities, museums, libraries and schools). This means that York's LTI frequency rate is above the rate group. The LTI frequency is calculated based on 2010 accident claims only.

3. Achievements in 2010 in Relation to 2010 Goals and Objectives

2010 OBJECTIVES	ACHIEVEMENTS
1.**General**: To achieve compliance and/or specified targets in respect of key health and safety performance indicators as outlined. **Specific**: 1.1 Attain the Lost Time Injury (LTI) per 100 workers below the LTI for the rate group (i.e. educational facilities). The average LTI for the rate group in the last five years (2005-2009) is O.45. 1.2 Continue to monitor that the number of JHSC meetings is in 100% compliance with the OHS Act. Monitor workplace inspections to ensure that workplaces in the University are inspected. 1.3 Continue to maintain 100% compliance with direction received from government agencies. 1.4 Continue to provide education and awareness on legislatively required training. 1.5 Continue to provide complete responses to all interventions. 1.6 Continue to maintain 100% compliance with statutory testing.	1.1 Not attained. The LTI frequency in 2010 was 0.53 which was slightly above the average LTI (last 5 years) of 0.45 for the rate group (educational facilities). 1.2 Attained substantially. One JHSC missed one meeting as their meeting date was scheduled on the date in December when the University was closed due to a fire. All committees conducted workplace inspections. 1.3 Attained. 1.4 Attained. DOHS provided and coordinated legislatively required training for supervisors and employees. It is the responsibility of front line managers to ensure that employees attend the required training. 1.5 Attained. 1.6 Attained.
2. **General**: Meet legislative requirements by ensuring the development and distribution of written Health and Safety programs and procedures to affected community members and conducting reviews of existing programs every two years. **Specific**: Review Accident Response, Asbestos Management, Confined Space Entry, Laboratory Safety, Laser Safety, Mould Control, Radiation Safety and WHMIS.	**Completed.** The following programs were reviewed and updated in consultation with the JHSCs: Accident Response, Asbestos Management, Confined Space Entry, Laboratory Safety, Laser Safety, Mould Control, Radiation Safety and WHMIS. .
3. **General**: Continue to work with members of the York Community to ensure appropriate mechanisms are in place to promote the health and safety of York faculty, staff and students. **Specific**: Continue to provide support to and development of area health and safety officers (e.g., maintain communication, organize safety talks or seminars, etc.) so as to strengthen the University's occupational health and safety management system.	**Completed and ongoing:** (a) Maintained communication with area health and safety officers. A half-day professional development session was organized for HSOs and 17 e-mails providing updates and information were sent in 2010 from DOHS, (b) Received annual reports from area health and safety officers (c) Continued to provide orientation training to new area health and safety officers.
4. **Specific**: Increase e-learning tools and offerings so that health and safety training is more accessible to employees.	**Completed and ongoing:** To date, 7 on-line training courses were developed; 3 of the 7 courses were refresher courses.
5. **Specific:** Implement specific programs for musculoskeletal disorders (MSDs) prevention for grounds and custodial workers.	**Completed and in progress:** Train-the-trainer program on back safety has been completed and a back injury prevention poster was developed which summarized class content. As a pilot, custodian supervisors have been trained on how to investigate MSDs and identify preventative measures. Procedures, with focus on MSD risk factors and controls, on specific tasks: e.g., litter pick-up, emptying garbage containers, etc. have been drafted and collection of workers' input is in progress.
6. **Specific**: Strengthen machine safety program to prevent injuries.	**Completed.** DOHS conducted two machine safety inspections in the workshops of the Faculty of Fine Arts and the Faculty of Science & Engineering. All recommendations have been implemented by the Faculties.
7. **Specific**: Provide leadership in the development and roll-out of new Workplace Violence and Harassment prevention programs jointly with the Department of Human Resources.	**Completed.** Workplace violence and harassment policies and programs were developed and implemented in 2010. Information brochures were also distributed to employees for each program. Workplace violence risk assessments were conducted by each Faculty and department and copies of the completed assessments were sent to the Joint Health and Safety Committees.
8. **Specific:** Develop and introduce an annual program of auditing selected University departments/units or specific hazard categories to measure the level of compliance by the areas with the York University OHS Management system and/or control of hazards.	**Completed and ongoing.** An auditor has been trained and an audit program and process has been developed by DOHS. The audit process starts in 2011 beginning with the Department of Human Resources as a pilot.

4. York University Occupational Health and Safety (OHS) Management System

This system was developed and implemented to exercise “due diligence” in managing occupational health and safety. It defines an integrated set of health and safety responsibilities for all workplace parties.

The model requires the appointment of Area Health and Safety Officers (HSOs) to advise Vice-Presidents, Deans, Directors and others responsible for health and safety matters in their areas, to act as a link to the Department of Occupational Health and Safety (DOHS) and to disseminate health and safety information to employees in their areas.

The DOHS maintains regular communication with 82 HSOs. In 2010, eight new HSOs completed the DOHS orientation program, which includes an overview of their functions and the York University OHS Management System. All HSOs submitted an annual report to DOHS.

In 2011, the University will begin OHS management system audit of individual units and departments to ensure that local units have a system in place to manage health and safety.

5. Changes in Legislation, Policies and Programs

5.1 Review of the University Occupational Health and Safety Policy

The University consulted the five Joint Health and Safety Committees (JHSCs) in February 2011 on the review of the Occupational Health and Safety Policy (see Appendix I). There were no proposed changes to the Policy from the committees.

5.2 Violence and Harassment in the Workplace – an amendment to the *Occupational Health and Safety Act* (*OHSA*) of Ontario

Bill 168, an Act to amend the *OHSA* with respect to violence and harassment in the workplace was passed on December 9, 2009 and came into force on June 15, 2010.

To comply with the legislation, the University:

- developed and implemented workplace violence and harassment prevention policies and programs;
- developed and distributed brochures to employees to provide information on the policy, definition and examples of harassment and workplace violence, to provide information on what one should do if they experience harassment or violence and to provide information on the University’s response;
- developed training programs for all management supervisors on workplace violence prevention and workplace harassment prevention in order to familiarize them with the programs and their roles and responsibilities under the legislation;
- developed an workplace violence awareness e-learning program for all employees; and
- received workplace violence risk assessments from Faculties and departments with copies provided to the JHSCs.

The University will review the policies and the programs annually.

5.3 York University Automated External Defibrillator (AED) Standards, Requirements and Procedures

In recognizing the benefit of the use of AEDs in saving lives for person suffering from sudden cardiac arrest and recognizing that more AEDs are publicly located, the University has developed and distributed a document entitled, “Automated External Defibrillator (AED) Standards, Requirements and Procedures.” This document was developed in consultation with a medical consultant and it provides information (e.g., standard, use, types, maintenance, signage, and training) on AEDs and outlines the related procedures.

Currently there are 13 AEDs at York (11 at Keele campus and 2 at Glendon campus). The medical consultant will further review the location of the AEDs including whether they are installed at locations where high risks of sudden cardiac arrest may occur.

5.4 Health and Safety Programs and Guidelines

List of York University Health and Safety Programs, 2010

1. Accident Response	13. LaserSafety
2. Asbestos Management	14. Lift Truck Safety
3. Compressed Gas Cylinder Safety (*new*)	15. Medical Surveillance Program for Research Facilities
4. Confined Space Entry	16. Mould Control
5. First Aid	17. Radiation Safety
6. Hearing Conservation	18. Silica
7. Hepatitis A	19. Transportation of Dangerous Goods
8. Hepatitis B	20. Working Alone
9. Indoor Air Quality	21. Workplace Harassment Prevention Program (*new*)
10. Industrial Hygiene	22. Workplace Violence Prevention Program (*new*)
11. Laboratory Safety	23. Workplace Hazardous Materials Information System (WHMIS)
12. Ladder Safety	

List of Safety Guidelines developed in 2010 and posted on DOHS website

1.	Electrical Equipment Certification
2.	Emergency Eyewash Stations and Safety Showers
3.	Handling Heat Stress
4.	Working in Cold Weather

6. Report on Key Health and Safety Performance Indicators

6.1 Workplace Safety and Insurance Board (WSIB) case management

The Employee Well Being Office (EWO) in the Department of Human Resources manages WSIB claims. DOHS is responsible for accident prevention and for overseeing the compliance with related safety legislation (i.e. Workplace Safety and Insurance Act, Occupational Health and Safety Act and First Aid Regulation).

The effectiveness of the University's management of Workplace Safety and Insurance Board (WSIB) cases is evaluated using the following indicators and the data are provided by the EWO:

Indicator 1a – Workplace Safety and Insurance Board (WSIB) Case Management

Indicator 1a measures the current year's performance in terms of annual WSIB claims, costs and days lost, against the University's performance in previous years:

- There was one critical injury to a York employee in 2010.
- Number of Lost time claims in 2010: 47 – an increase of 17.5% from 2009.
- Number of Days Lost in 2010 from 2010 claims: 486 – an increase of 18% from 2009.
- Number of Days Lost in 2010 per 2010 claim: 10.3 – no change from 2009.

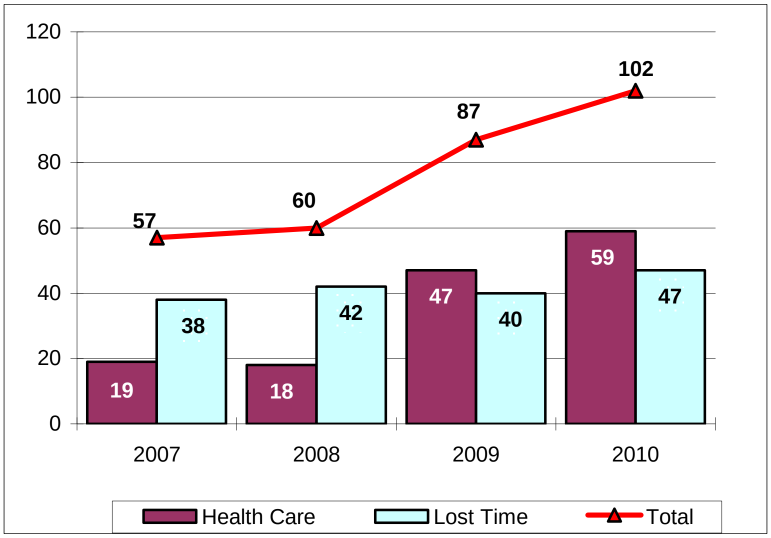
A critical injury is defined as one of a serious nature that:

- Places life in jeopardy;
- Produces unconsciousness;
- Results in substantial loss of blood;
- Involves the fracture of a leg or arm but not a finger or toe;
- Involves the amputation of a leg, arm, hand or foot, but not a finger or toe;
- Consists of burns to a major portion of the body; or
- Causes the loss of sight in an eye.

Annual Indicator 1a: Workplace Safety and Insurance Board Claims Management

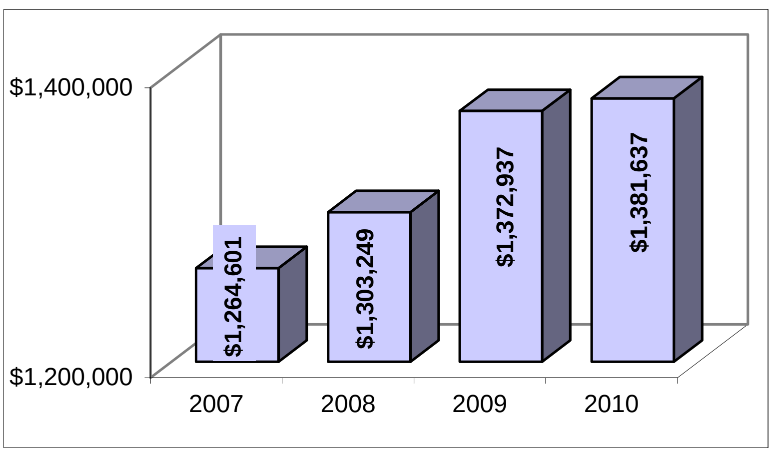
Comparative Annual WSIB Claims, Costs and Days Lost

WSIB CLAIMS



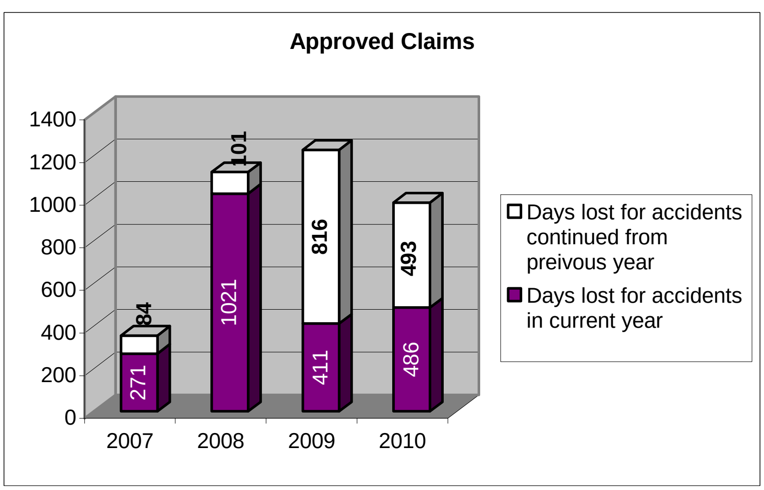
Comments: In 2010, the major lost time (LT) injuries were caused by slips, trips and falls (36%) and musculoskeletal disorders (34%). Forty-three percent of the total LT injuries were less than 3 days in duration. The number of healthcare claims increased likely due to increased awareness in reporting as well as injured workers being encouraged to seek medial attention following an incident.

WSIB PREMIUM (based on September NEER statement**)**



Comments:
The premium rate for 2010 is the same as in 2009, i.e. 34 cents per hundred dollars of payroll.

WSIB - DAYS LOST



Comments:
In 2010, the days lost were mainly the result of slips, trips and falls (36%).

The employee fainted and struck an area above the right eye causing laceration. The incident was reported to the MOL. The worker returned to work after 4 days and no investigation was conducted by the MOL.

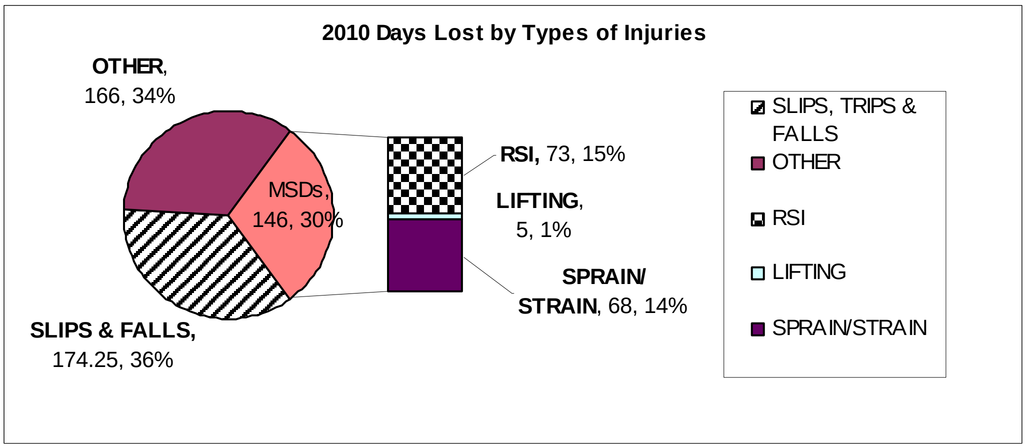
There were 47 lost time accident cases which occurred in 2010 relative to 40 during 2009. Out of the 47 lost time accidents, 43% were less than 3 days in duration.

The major lost time accidents in 2010 were caused by slips, trips and falls (17, 36%) followed by musculoskeletal disorders (16, 34%). Most of the slips and falls happened indoors (10).

The total days lost in 2010 for accidents that occurred in 2010 (486 days) was higher than in 2009 (411 days). The days lost were mainly the result of slips, trips and falls. Two cases contributed to about 80 days lost, one was due to a slip on ice (no fall) causing a twist to the knee and the other was a trip indoors injuring the wrist.

In order to reduce the number of days lost, DOHS will focus more on repeated incidents at the same location, injuries from the same task, etc. to ensure that preventive measures are in place. The DOHS has a staff member who reviews each accident and conducts follow-up with the injured person's supervisor for preventive measures, where relevant. EWO continues to work closely with WSIB's account manager to facilitate return to work efforts.

Fig. 5 – 2010 Days Lost by Type of Injuries



The number of WSIB health care claims (59 in total) has increased in 2010 compared to 2009 (47 in total). This is likely due to increased awareness for reporting workplace injuries as well as injured workers being encouraged to seek medical attention following an incident.

Indicator 1b – WSIB New Experimental Experience Rating (NEER) Rating

Indicator 1b measures York's comparative performance over time as reflected in the annual NEER performance index and the dollar amount of WSIB rebates received or surcharges levied.

A NEER surcharge of $164,095.50 was levied by WSIB in 2010 for the 2007 and 2008 and 2009 accident years.

The surcharge was mainly the result of extended days lost from claims that occurred in 2008 and carried over into 2009.

Figure 6: Detailed information on Indicator 1b – WSIB NEER Experience Rating (effective date: Sept., 30, 2010)

	2007	2008	2009	2010
WSIB Health Care Claims	19	18	47	59
WSIB Lost Time Claims	38	42	40	47
WSIB Annual Premium*	$1,264,601	$1,303,249	$1,372,937	$1,381,637
NEER Rebate/(Surcharge)	($338,553.98)	$221,226.54	($175,847.32)	($164,095.50)
Performance Index	1.03	2.50	1.39	0.89

* The WSIB assessment rate per $100 payroll was 35 cents in 2007 and 34 cents in 2008, 2009 and 2010. The Performance Index is the ratio between the NEER cost and WSIB's forecast cost. A Performance Index of less than 1.0 indicates better-than-average performance and potential rebate.

Accommodation in Employment for Persons with Disabilities

The Employee Well Being Office (EWO) in the Department of Human Resources is responsible for the administration and implementation of accommodation guidelines and procedures, and arranges accommodation for employees returning from WSIB, long-term disability (LTD) or short-term disability (STD) absences in consultation with department managers and the appropriate unions.

In 2010, the number of accommodation requests increased from 93 to 160. The total EWO case load, including short term absences, long term disability return to work accommodations and at work accommodations, was actually 419, including accommodations that carried over from previous years. An effective work accommodation program will decrease the amount of lost time by facilitating injured employees to return- to-work quickly and safely. Below is a summary of the number, type and cost of accommodations in 2010:

Figure 7 – Number, Type and Cost of Accommodations in 2010:
(Data provided by the EWO in the Department of Human Resources and the DOHS ergonomist)

Employee Group	Number of Requests	Type of Accommodation [1] Requested			Nature of Accommodation Requested					Disposition			Amount Spent [2]
		WSIB	LTD	OTHER	JR	EQ	HSS	MH	OTHER	O	S	U	
CASUAL	0	0	0	0	0	0	0	0	1	0	0	0	$ -
CUPE 3903	3	0	0	3	0	0	0	0	4	1	2	0	$ -
CUPE 1356	49	27	3	19	0	0	0	7	28	19	25	5	$ 45.00
CUPE 1356-1	4	0	1	3	0	0	0	0	2	3	1	0	$ -
CUPE 1356-2	1	0	0	1	0	0	0	0	0	1	0	0	$ -
CPM	16	0	2	14	0	0	0	2	13	7	6	3	$ 371.77
YUFA	24	0	2	22	0	0	0	0	29	18	6	0	$ 20,325.88
YUSA	61	9	5	47	1	6	2	12	46	24	30	7	$ 8,067.22
YUDC	0	0	0	0	0	0	0	0	1	0	0	0	$ -
Research Associates	1	0	0	1	0	0	0	0	0	0	1	0	$ -
Workstudy Students	1	1	0	0	1	0	0	0	0	0	1	0	$ -
OPSEU	0	0	0	0	0	0	0	0	1	0	0	0	$ -
TOTAL 2010	**160 (419*)**	**37**	**13**	**110**	**2**	**0**	**2**	**21**	**125**	**73**	**72**	**15**	**$ 28,809.87**
TOTAL 2009	93	41	4	57	58	3	3	45	0	29	54	7	$ 7,640.00

Footnotes:
1. To qualify for accommodation, an employee must be under a physician's care for a specific disability.
2. Exclusive of first $500 paid by the department for accommodation items.
* Total accommodation cases. Includes accommodations that continued and carried over from previous year.

Legend `

Type Of Accommodation
WSIB Workplace Safety & Insurance Board
LTD Long Term Disability
Other e.g. employees on short term disability or no lost time or no income

Nature of Accommodation
JR Job Redesign
EQ Equipment
HSS Human Support Services
MH Modified Hours

Disposition
O - Ongoing, at work, not performing full duties
S - Successful, at work, performing full duties
U - Unsuccessful, the employee not at work

The University's Accommodation Fund supports the cost of specialized equipment or minor renovations and payment of independent medical examinations to accommodate persons with disabilities or injuries. The Fund is administered by the EWO. The department applying for assistance in the purchase of accommodation items must pay the first $500. In 2010, the total cost of accommodations had significantly increased due to specialized complex assessments and accommodation interventions involving technical aids and devices.

6.2 Safety Committees

Indicators 2a, 2b, 2c, 2d – Joint Health and Safety Committee Meetings, Workplace Inspections and Recommendations

Joint Health and Safety Committees (JHSCs) assist in the creation and maintenance of a safe and healthy work environment. It is therefore incumbent on management, in the exercise of due diligence, to ensure that the structure and functions of the JHSCs comply with legislated requirements. Indicators 2a, 2b, 2c and 2d measure the University's performance in meeting key legislated requirements.

The University has five JHSCs, including a new committee which was formed in 2010 consisting of worker members from the International Union of Operating Engineers (IUOE), Local 772. There is one Health and Safety Representative for an employee group that is too small to form a JHSC, the employees of the York University English Language Institute (YUELI), who are members of the Ontario Public Service Employees Union (OPSEU), Local 578.

JHSCs are consulted in the review of the University's Occupational Health and Safety Policy as well as in the development and review of health and safety programs. Occupational hygiene reports (e.g. indoor air quality assessments, chemical spills incident reports, etc.) are copied to relevant JHSCs. Members of the JHSC review accident summary reports at every meeting. Minutes of the meetings are distributed to relevant department heads.

In 2010, the University took the following major actions in response to concerns raised by the various JHSCs:

- Conducted an ergonomic assessment on the force required to move heavily loaded garbage bins by workers and implemented hazard control measures to reduce the risk of the task;
- Developed and distributed a procedure on what to do "In case of an emergency in an elevator";
- Redistributed safety notices on "Falls from Chairs" and "Filing Cabinets Hazards"
- Developed and communicated the "Procedure for Communicating Reports Respecting Occupational Health and Safety".
- Developed a health and safety resource website named "Health and Safety Information for Faculty at York University", the website consists of information on occupational hazards, hazard reporting, accident investigation, work refusal under the *OHSA* and safety training

Indicator 2a – JHSC Meetings in 2010

> The number of JHSC meetings in 2010 was in compliance with the OHS Act – except one meeting of the YUFA JHSC was cancelled due to the closure of the University in response to a fire.

The *Occupational Health and Safety Act* requires JHSCs to meet at least once every three months. All committees had 4 or more meetings in 2010 except for the YUFA JHSC in which a meeting in December was cancelled due to the closure of the University as a result of a fire in the Central Utilities Building.

Figure 8: Detailed Information on Indicator 2a – JHSC Meetings in 2010

JHSC Meetings[1] 2010		
JHSC	No. of Meetings 2010	No. of Meetings 2009
CUPE 1356,1356-1[4]	5	11
CUPE 3903[5]	6	3
YUFA[2]	3	4
YUSA[3]	9	10
IUOE (new)[7]	1	n/ap
University Totals	24	28

Footnotes:
1. OH&S Act requires committees to meet once every three months.
2. YUFA = York University Faculty Association; one meeting was cancelled due to University closure
3. YUSA = York University Staff Association
4. CUPE 1356, 1356-1 = Canadian Union of Public Employees, Local 1356, 1356-1
5. CUPE 3903 = Canadian Union of Public Employees, Local 3903
6. IUOE= International Union of Operating Engineers
7. The committee was formed in 2010.

Indicator 2b – JHSC Workplace Inspections in 2010

All committees conducted workplace inspections in 2010.

All JHSCs prepared annual inspection schedules and conducted workplace inspections in 2010. Reports of workplace inspections conducted by the JHSCs were sent to the relevant department heads or Area HSOs for corrective action.

It should be noted that, in addition to worker members conducting workplace inspections, managers and/or supervisors also conducted annual inspections.

Figure 9: Detailed Information on Indicator Number 2b – JHSC Workplace Inspections in 2010

Joint Health and Safety Committees	Inspections Completed 2010	Person Hours	Inspections Completed 2009	Person Hours
CUPE 1356,1356-1	19	20.5	43	55
CUPE 3903[2]	18	45.5	0	0
YUFA	8	14	10	42
YUSA	28	193.5	42	479.5
IUOE[3]	5	6	n/ap	n/ap
YUELI[1]	5	1.25	3	0.75
University Totals	83	280.75	98	577.25

Footnotes:
1. YUELI/OPSEU has a Health and Safety Representative.
2. Worker members were on strike from Nov. 6, 2008 to Feb. 2009 and there was significant turnover of the committee's worker membership since the strike ended.
3. IUOE JHSC was formed in 2010.

Indicator 2c – JHSC Recommendations

There was one formal recommendation received by the VP Finance and Administration from the Joint Health and Safety Committees in 2010

JHSCs often provide recommendations to supervisors/managers to address health and safety concerns including findings from workplace inspections. On occasion, formal written recommendations are sent to the Vice-President Finance and Administration (VPFA) for employer response.

Figure 10: Detailed Information on Indicator 2c – Joint Health and Safety Committee Recommendations

Joint Health and Safety Committee Recommendations, Jan. 2010 - Dec. 2010									
Recommend-ation by	Recommendation to	Type of Recommendation	Nature of Response				Timeliness of Response		
			Agree	Disagree	Further study	No response	On Time	Late	No Response
YUfA JHSC (June-10)	VP-Finance & Administration	Creation of a smoke-free environment on the University campus.	.		DOHS to provide update on the work of the Pink Lung Committee.		Yes		

Indicator 2d – Radiation Safety Committee Compliance

The University was 100% in compliance with the Canadian Nuclear Safety Commission (CNSC) requirements in 2010. The University submitted an annual report to the CNSC as required within York's licensing conditions.

The University's Radiation Safety Committee is responsible for establishing criteria for the use of nuclear substances or radioisotopes at the University within the licensing conditions designated by the CNSC. The Committee meets quarterly and also inspects all areas of radioisotope use at least once a year. An annual activity report was submitted by the Committee to the CNSC in 2010.

In 2010, there was a leak of nuclear substance (sodium-22) from a sealed source within an experimental chamber. No persons were exposed. The CNSC was notified and the leaking source was subsequently disposed of by a licensed radioactive waste disposal contractor.

The University issued 30 internal radioisotope permits under its CNSC consolidated radioisotope license as of December 2010. The University Radiation Safety Program is reviewed by the Committee once every two years. All active X-ray equipment and devices containing sealed radioactive sources were leak tested in 2010 and no leakages were detected.

6.3 Indicator 3 – Government Contacts

The University was 100% in compliance with direction received from government agencies in 2010.

Indicator Number 3 is a measure of compliance with direction received from regulatory agencies. There were 5 visits by the Ontario Ministry of Labour (MOL) in 2010.

One order from the MOL was received by the University. The order required the University to provide a plan for the labeling of pipes containing hazardous materials in the Central Utilities Building. The University provided a plan, however, due to the discovery of lead dust and soot from flaking lead paint and the subsequent emergency clean up requirement, the plan has to be delayed. The University has requested for an extension of the plan which was accepted by the MOL.

Figure 11: Detailed Information on Indicator 3 – Government Contacts 2010

Detailed Information on Indicator 3 - Government Contacts, 2010				
Date	**Government Agency**	**Reason for Contact**	**Government Response**	**University Response**
23-Apr-10	MOL	Investigation of anonymous complaint regarding concerns about the Unviersity's handling of recent sexual attacks.	No orders issued. According to the inspector "The JHSC worker representative agreed that the employer provides information with regard to health, safety and security to the YU community at large on an ongoing basis."	The University provided information to the inspector on the draft Workplace Violence Prevention policy and program, closed circuit TV, safety phones in buildings, emergency messaging systems, student escort services, OHS manual for new staff etc.
Nov. 25, 2010	MOL	Investigation of employee death	No orders issued. Employee passed away at the workplace due to medical condition.	
Dec. 14-15, 2010	MOL	CUB-Fire Investigation	One order issued to the University. The order required the labelling of pipes containing hazardous materials.The inspector requested a compliance plan.	A compliance plan was sent to the MOL on Jan. 4, 2011. A request for extension was sent to the MOL in Feb., 2011.
Dec. 15, 2010	MOL	Anonymous complaint indicating that a worker was made to work while the University was closed without heat.	No order was issued. Inspector was made aware that heating resumed on the same night of the fire and custodial workers were also provided with coats.	
Dec. 20, 2010	MOL	MOL contacted by TSSA concerning a small fire in CUB on Dec. 18, 2010. The fire was put out by a worker using a fire extinguisher.	No order issued. MOL inspectors inveterviewed the worker that witnessed and put out the fire.	
CUB - Central Utilities Building JHSC - Joint Health and Safety Committee MOL - Ontario Ministry of Labour TSSA -Technical Standards & Safety Authority				

6.4 Indicator 4 – Education/Awareness

In 2010, the University informed all supervisors of legislatively required training and developed relevant training programs for employees.

Figure 12 below illustrates DOHS education and awareness initiatives (legislated, mandated by University Policy, and discretionary) in 2010.

All senior officers received mandatory due diligence and health and safety training. New senior officers, as part of health and safety orientation, are required to meet with the Director of DOHS to receive an overview of the University's OHS Management System within the first month of arrival and to attend an on-line due diligence health and safety training.

In 2010, there was a substantial increase in the number of employees trained on Back Safety (247 employees) compared to 2009 (82 employees). This was because Custodial Services organized a group training for all its employees and 128 employees attended the training.

Fig. 12: Detailed Information on Indicator 4 - Training Courses Provided by DOHS 2010

Courses	Number of Sessions	Duration of Each Session (Hrs)	Trained 2010	Trained 2009
Legislatively Required Training				
Asbestos Safety	1	6	**11**	25
Asbestos Practical	1	2.5	**12**	9
Asbestos Type 3 Emergency Entry & Exit** (***new***)	2	2	**8**	0
Confined Space Rescue Refresher	3	8	**37**	0
First Aid[1]	11	16	**107**	146
First Aid Emergency	1	6	**12**	0
First Aid Refresher	6	6	**35**	0
Due Diligence for Senior Executives	5	2	**5**	25
Fork Lift	1	8	**4**	0
JHSC - Certification Part 1*	3	7	**3**	0
JHSC - Certification Part 2*	6	7	**7**	0
Laser Safety	3	3	**3**	19
Lift Truck Training	2	8	**12**	7
Occupational Health and Safety Act	21	2	**184**	179
Radiation Safety for Users [2]	14	4	**40**	49
Respiratory Fit Testing	7	1	**10**	13
Scissor Lift**	1	2	**26**	36
Transportation of Dangerous Goods*	3	8	**19**	1
Violence Prevention in the Workplace (on-line) (***new***)	n/ap	n/ap	**4924**	0
WHMIS I [3]	7	1	**1310**	646
WHMIS II [4]	19	3	**311**	602
X-Ray Safety (***new***)	2	1.5	**6**	0
Zoom Boom Training**	1	2	**27**	0
Mandated by Internal Policy and Procedures				
Accident Investigation	15	2	**108**	132
Biosafety Training	11	3	**143**	102
Biological Hazards	2	1	**66**	75
Compressed Gas Cylinder Safety	4	2	**55**	63
Fine Arts TA***	1	5	**35**	56
Mould Control	1	1	**12**	52
Science TA****	1	5	**109**	131
Student Workers Orientation [5]	5	4	**151**	35
Workplace Inspections	14	1.5	**108**	106
Discretionary Based upon Identified Need or Requests				
Back Safety	30	2	**247**	82
Chemical Handling, Volatile Storage Rooms****	4	1	**21**	28
Computer Workstation Safety	13	2	**61**	80
Electrical Safety Awareness	1	2	**36**	51
Fall Arrest Awareness *	4	4	**66**	50
Health & Safety for 2nd and 4th Year Engineering Students	2	3	**36**	17
Laboratory Fire Safety (***new***)****	3	1	**132**	0
Ladder Safety	1	1	**21**	3
Occupational Health & Safety for CUPE 1356	1	2	**12**	116
Radiation Safety Awareness	4	1	**7**	39

Footnotes:

*****Courses organized/coordinated by DOHS and provided by external trainer. **Courses organized by CSBO

***Courses organized by Faculty of Fine Arts ***Courses organized by Faculty of Science & Engineering

1. First Aid certification is valid for 3 years (includes Security Officers and Designated First Aiders).
2. Radiation Safety for Users, some employees received training through independent study package with completion of quiz.
3. WHMIS I is for employees who work in the proximity of where hazardous materials are used, including training for Security Officers.
4. WHMIS II is for employees who work with hazardous materials.
5. Training for CSBO and Student Services (Dons and RLCs) student workers. Training includes Back Safety, WHMIS, OHSA, Sharps, Blood and Bodily Fluids, Harassment Awareness, Workplace Violence Prevention, AODA

6.5 Indicator 5 – Advice and Counsel

The total number of DOHS interventions in 2010 was slightly higher than in 2009.

Figure 13 provides a statistical summary of the range of DOHS interventions providing professional advice and counsel to members of the University community during 2010 to assist them in making decisions and taking action to fulfill statutory responsibilities.

In 2010, there was significant consultation and training to individual units on conducting workplace violence risk assessment by DOHS. Each academic and non-academic department has to assess the risk of workplace violence to employees, to design and implement measures to control the identified risk, and to provide the appropriate training to employees.

There was no chemical spill in 2010.

Figure 13: Detained Information on Indicator 5 – Advice and Counsel 2010

Type Of Issue	Number of Interventions 2010	No. of Interventions on Same Issues 2009
Asbestos	**35**	54
Access York Committee for Persons with Disabilities	**9**	15
Accident Prevention	**82**	67
Biosafety	**21**	1
Biosafety Certificate (Research) New	**10**	22
Biosafety Certificate (Research) Renewal	**29**	44
Biocontainment Cabinets and Laminar Flow Hoods Certification	**35**	33
Biohazardous Waste Disposal	**3**	7
Biosafety Laboratory Inspection & Commissioning	**11**	16
Biological Spills/Exposure	**5**	6
Chemical Spills/Fumes/Odours	**72**	72
Confined Space	**21**	24
Emergency Preparedness Advisory Committee	**3**	3
Emergency Response Warden Evacuation	**5**	6
Environmental	**5**	3
Ergonomics [1]	**81**	131
First Aid Supplies	**70**	69
Flu Pandemic Planning (H1N1 prevention)	**1**	22
General Safety	**56**	68
Hazardous Waste Disposal	**27**	20
Health and Safety Program Review	**7**	3
Indoor Air Quality[2]	**79**	50
Joint Health and Safety Committee	**18**	6
Joint Health and Safety Committee Member Orientation	**2**	1
Laboratory Decommissioning and Renovation	**4**	1
Laboratory Safety	**50**	43
Medical Consultant Meetings	**14**	7
Mould	**18**	15
Noise	**4**	16
OHS Management System: New Area Health & Safety Officer Orientation	**6**	9
PCB	**2**	6
Public Health	**4**	9
Radiation Safety (including MRI)	**19**	13
Research Enquiries	**2**	2
Return to Work Meeting with Employee Well Being Office	**4**	7
Safety Inspection & Assessment (new building)	**3**	5
Safety Orientation Checklist	**288**	234
Security Advisory Council / Community Safety Council	**4**	4
Senior Executive Occupational Health & Safety Orientation Meetings ***(new)***	**6**	**0**
Sharps (Pick-up and Disposal)	**4**	10
Smoking	**7**	6
Subway Construction	**3**	0
Violence in Workplace Program	**28**	1
Water Contamination & Sampling	**9**	6
Work Permit Approvals	**44**	49
Work Refusal - Internally Resolved	**1**	1
Totals	**1211**	1187

Footnotes:

1. Individuals or departments who received ergonomics advice only but did not receive site visits.
2. Indoor air quality consultation e.g. by phone.

6.6 Indicator 6 – Occupational Health and Safety Assessment and Testing

Indicator 6a – Occupational Hygiene Testing

In 2010, the University was 100% in compliance with the requirement for statutory testing.

In accordance with relevant legislation and internal policy and procedures, the DOHS conducts or arranges selected environmental testing, testing of equipment and ergonomic assessment. The testing could be in response to employee concerns, odour, proactive monitoring or to comply with legislative requirements (e.g., leak testing of radiation sources and biocontainment cabinets).

There was a significant increase in hygiene testing of hazardous gases and vapour, because in 2010, DOHS hygienists instituted the use of a multi-gas detector to check for the presence of hazardous gases as part of odour investigation.

Figure 14: Detailed Information on Indicator 6a – Occupational Hygiene Testing

Type of Tests	Required/ Requested 2010	Tests Conducted 2010	Required/ Requested 2009	Tests Conducted 2009
Statutory Testing				
Biocontainment Cabinets/Laminar Flow Hoods[1]	36	**35**	34	33
Radioactive Sealed Sources Leak Testing	5	**5**	9	9
Radioisotope Laboratories Monitoring	21	**29**	25	21
X-RAY Machine Leak Testing	2	**2**	2	2
Mandated by Internal Policy and Procedures				
DOHS Equipment Calibration	9	**9**	8	8
Laboratory Inspections[2]	36	**36**	14	14
Indoor Air Quality	38	**38**	42	42
Indoor Mould Assessment	19	**19**	8	8
Other Hygiene testing[3]	104	**104**	65	65
Workplace Noise Testing of Areas >85dBA	2	**2**	9	9
Discretionary Based upon Identified Need or Requests				
Ergonomics[4]	30	**30**	38	38
Ergonomics (for Accommodations)	32	**32**	12	12

Footnotes:

1. DOHS coordinated the annual certification of biosafety cabinets which is done by an external firm.
2. Inspection of scientific laboratories in the Faculties of Pure & Applied Science, Health and Liberal Arts & Professioal Studies.
3. Includes testing for hazardous gases and vapours in response to odour and spills, e.g., flammables, organic vapour, carbon monoxide, hydrogen sulphide, etc.
4. Number of individuals or departments who received at least one visit. Multiple visits of an individual will be consulted just once. This indicator did not include assessments for accommodations.

Indicator 6b - Occupational Health and Disease Prevention

York University offers medical surveillance programs for workers who may be exposed to certain biological (e.g., viruses) and physical agents (e.g., laser, noise). These programs involve initial baseline and ongoing testing of related workers' health status. The ongoing surveillance allows early detection of diseases so that preventive measures (e.g., medical intervention or workplace process review and hazard control) can be put in place immediately to prevent progression of the disease.

Worker participation in medical surveillance programs is voluntary as prescribed in the legislation. The University offers Hepatitis A and B immunization for workers who may be exposed to blood and body fluids.

Vision screening for laser workers and Hepatitis A and B medical surveillance programs are only required for new workers (no annual retesting or monitoring required).

Figure 15: Indicator 6b - Summary of Medical Surveillance and Immunization Programs in 2010

	Number of Participants	
Medical Surveillance Programs	**2010**	**2009**
Animal Care Workers[1]	**47**	52
Audiometric Testing	**124**	158
Vision Screening for laser workers	**1**	2
	Number of Participants	
Immunization Programs	**2010**	**2009**
Hepatitis A & B	**2**	9

Note: 1. The DOHS provides employees with instructions for completing the health assessment form.

2011 Goals and Objectives

Ongoing Activities

1. Achieve compliance and/or specified targets with respect to key health and safety performance indicators as outlined below:

Indicator #	Indicator	Target
6.1	WSIB Lost Time Injury Frequency	Attain the Lost Time Injury (LTI) per 100 workers below the LTI for the rate group (i.e. educational facilities). The average LTI for the rate group in the last five years (2005-2009) is 0.43.
6.2	Safety Committees	Continue to monitor that the number of JHSC meetings is in 100% compliance with the OHS Act. Monitor workplace inspections to ensure that workplaces in the University are inspected.
6.3	Government Contacts	Continue to maintain 100% compliance with direction received from government agencies.
6.4	Education/Awareness	Continue to provide education and awareness on legislatively required training.
6.5	Advice and Counsel	Continue to provide complete responses to all interventions.
6.6	OHS Assessment and Testing	Continue to maintain 100% compliance with statutory testing.

2. Meet legislative requirements by ensuring the development and distribution of written Health and Safety programs and procedures to affected community members and by conducting reviews of existing programs every two years. Review Working Alone, Lift Truck, Indoor Air Quality, Hearing Conservation, Transportation of Dangerous Goods, Ladder Safety, Silica, Workplace Harassment Prevention and Workplace Violence Prevention programs.

3. Maintain communication with and the engagement of Area Health and Safety Officers (HSOs), so as to support their roles as health and safety resources/promoters and disseminators of information within their units. The establishment of Area HSOs is one of the key elements in the University's Occupational Health and Safety Management System.

New Projects

1. Upon completion of the pilot, full roll-out and implementation of the OHS management system audit initiative. Post the audit checklist on the website; develop and implement an audit schedule; communicate audit results and conduct follow up, as required.

2. Provide additional training on workplace harassment program to employees by developing an instructor's package to HSOs and managers of units in order to train their employees. The training program will be developed in consultation with the Joint Health and Safety Committees.

3. Prepare task specific multimedia MSD prevention instructional modules for employees in Campus Services and Business Operations (mainly for Grounds and Custodial employees).

4. Increase communication and outreach to the York community on health and safety information, e.g., develop newsletter, safety notices or guidelines etc. to enhance safety awareness and culture.

Appendix I

University Policies, Procedures & Regulations Database

University Policy

Occupational Health and Safety
: Pol 008

Description:

Notes: Approved by UEC: 1996/09/16; Re-Approved by the Board of Governors: 1991/05/13; 1992/10/26; 1993/10/18, 1995/04/10; 1996/10/07; 1997/03/03; 1998/01/26; Approved and Revised by Board Audit Committee: 1998/12/08; Approved by the Board of Governors: 1998/12/14, Re-Approved by the Board of Governors: 1999/12/06, 2001/06/25, 2002/04/29, 2003/04/28,2004/04/26, 2005/05/02, 2006/05/01, 2007/04/30, 2008/06/23, 2009/06/23, 2010/06/21
Date Effective: 1991/05/13; ***This policy must be approved annually by the Board of Governors.***

Approval Authority: Board of Governors

Signature: "M. Shoukri"

Policy

York University is committed to the prevention of illness and injury through the provision and maintenance of healthy and safe conditions on its premises. The University endeavours to provide a hazard free environment and minimize risks by adherence to all relevant legislation, and where appropriate, through development and implementation of additional internal standards, programs and procedures.

York University requires that health and safety be a primary objective in every area of operation and that all persons utilizing University premises comply with procedures, regulations and standards relating to health and safety.

Occupational Health and Safety

Persons who are supervisors as defined by the Occupational Health and Safety Act shall ensure that persons under their direction are made aware of and comply with all applicable requirements and procedures adherent to this policy. Supervisors shall investigate all hazards of which they become aware and shall take appropriate corrective action.

The University shall acquaint its employees with such components of legislation, regulations, standards, practices and procedures as pertain to the elimination, control and management of hazards in their work and work environment. Employees shall work safely and comply with the requirements of legislation, internal regulations, standards and programs and shall report hazards to someone in authority, in the interests of the health and safety of all members of the community.

Students

Students are responsible for conducting themselves in a manner which is consistent with their health and safety and that of others. Failure to do so may be considered a breach of Presidential Regulations governing student conduct.

Tenants and Contractors

The University will make its commercial tenants and contractors aware of its Occupational Health and Safety Policy and of the requirement that all persons working on its premises conduct their business in accordance with the Occupational Health and Safety Act.

This Health and Safety Policy is promulgated by the Board of Governors and the administration thereof is delegated to the Vice-President Finance and Administration.

Failure to abide by this policy or the requirements, regulations, standards or procedures contemplated herein will result in appropriate discipline or sanctions.

Addendum #1

Workplace Violence and Harassment Programs Update

In 2010, the University developed and implemented workplace violence and harassment prevention programs in compliance with the amended *Occupational Health and Safety Act* which took effect on June 15, 2010.

As part of the program, the University tracks the number of workplace violence and harassment incidents that have been reported through the program (i.e. Incident Reporting Form). The reporting and tracking will enable the University to conduct follow up to ensure that any unwanted behaviours are addressed at an early stage and to identify trends so that preventive measures can be more focused.

Below is a summary of incidents reported through the programs to DOHS:

Workplace Harassment Incidents:

June 2010 to Dec. 31, 2010		
#	Complainant	Respondent
1	Employee	Employee of another department
2	Supervisor	Employee of the supervisor
3	Employee	Public member
4.	Employee	Employee (same department)
Jan. 2011 – present (April 2011)		
#	Complainant	Respondent
1.	Employee	Employee’s supervisor
2.	Employee	Student
3.	Student worker	Public member

Note: In addition, there were 3 harassment grievances in 2010 (2 between employees and 1 between an employee and her manager) and 1 grievance in 2011.

Workplace Violence Incidents:

June 2010 to Dec. 31, 2010		
#	Complainant	Respondent
1	Employee	Student
2	Employee	Grad Student
3	Employee	Student*
4.	Employee	Student*
5.	Faculty	Grad Student
Jan. 2011 – present (April 2011)		
#	Complainant	Respondent
1.	Employee	Employee (co-worker)
2.	Employee	Contractor
3.	Employee	Student
4.	Employee	Employee of another department

* same student

Addendum #2

Bill 160 – Impact on York University

Background

On March 3, 2011 (first reading), the Ontario government introduced Bill 160, the *Occupational Health and Safety Statute law Amendment Act*, *2011*. The proposed Bill 160 was intended to respond to a list of recommendations that arose from a review of the Ontario's occupational health and safety system by a government-appointed expert panel.

This Bill amends the *Occupational Health and Safety Act* and the *Workplace Safety and Insurance Act.*

Major Proposed Changes and Potential Impact on York University

- **Training Standards and Approved Providers**

  Under Bill 160**, t**he Minister of Labour may establish training standard for various workplace parties (e.g., all workers, frontline supervisors, construction workers, Joint Health and Safety Committee (JHSC) members etc.), approve programs and trainers from training providers.

  Current Practice:
  There is no mandatory training for workers or health and safety representatives. Health and safety members of York JHSCs can obtain certification training from a variety of external training providers with training ranging from 2-4 days and $250-$550 per person.

  Potential Impact on York:
  - ***A more OHS-informed workforce***
  - ***Increased training cost to the University***
  - ***Standardized certification training of JHSC members***

- **Power of JHSC co-chairs**

  If the committee has failed to reach consensus about making recommendations to the employer, Bill 160 enables either co-chair of the committee to make written recommendations to the employer.

  Current Practice:
  The committee has to reach consensus before submitting a recommendation to the Vice-President Finance and Administration.

  Potential Impact on York:
  - ***Recommendations may be sent to the Vice-President Finance and Administration prematurely, i.e. before having a full discussion at the committee level.***
  - ***The Vice-President Finance and Administration may receive more recommendations.***
  - ***The Vice-President Finance and Administration may be drawn into dispute resolution rather than resolving a health and safety issue.***

- **Transferring WSIB's Prevention Function to the MOL - Establishing a Prevention Council and a Chief Prevention Officer**

  Bill 160 enables the transfer of responsibility for injury and disease prevention from the Workplace Safety and Insurance Board (WSIB) to the Minister of Labour to coordinate, align and strengthen prevention and enforcement activities.

  A Prevention Council will be established under Bill 160. The Council will provide advice to a Chief Prevention Officer who will report to the Minister.

  The health and safety system partners (i.e. safety associations, medical clinics or training centres), who used to be funded by and reported to the WSIB, will be transferred to the Ministry of Labour and possibly reporting to the Chief Prevention Officer..

  Potential Impact on York:
  - ***Consistent response from one centralized prevention resource (MOL) instead of from two different agencies (MOL and WSIB).***
  - ***High accident cost may trigger increased MOL inspections.***
  - ***Open working relationship of the University with Prevention Officers may be affected, depending on how information is shared between the Prevention Officers and MOL inspectors.***

- **Reprisals to be Referred to the Ontario Labour Relations Board (OLRB)**

  Under Bill 160, the MOL inspector can refer a complaint where a worker alleges reprisal to the OLRB under certain conditions. In the current legislation, a worker with a reprisal complaint may either have the matter dealt with by final and binding arbitration under a collective agreement or file a complaint with the OLRB.

  Potential Impact on York:
  - ***May increase the number of reprisal complaints to the OLRB since worker can complain to the inspector directly during an inspector's normal visit.***

YORK UNIVERSITÉ UNIVERSITY

Office of the Vice -President Finance and Administration

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Memo

To: Board of Governors

From: Paul Cantor, Chair, Executive Committee

Date: June 20, 2011

Subject: **Annual Review of the Occupational Health & Safety Policy**

Recommendation

The Board Executive Committee recommends that the Board of Governors approve the amended Occupational Health and Safety Policy.

Background and Rationale

The Occupational Health and Safety Act requires annual review of the policy. Through its Joint Health and Safety Committees, York maintains a process of continuous re-assessment of the policy. The Joint Health and Safety Committees have again considered the policy as required for 2011-2012 and recommended no substantive revisions. Through the Board Governance and Human Resources Committee, the University annually re-approves the policy. This year, the Board Executive Committee is bringing forward the recommendation for Board approval on behalf of Board Governance and Human Resources Committee.

The only recommended change to the Policy is an amendment to update the reference to “Presidential Regulations governing student conduct” to “Student Code of Rights and Responsibilities”. This amendment reflects a change in the name of the University policy document governing student conduct.

Existing Version

University Policies, Procedures & Regulations Database

University Policy

Occupational Health and Safety
: Pol 008

Description:

Notes: Approved by UEC: 1996/09/16; Re-Approved by the Board of Governors: 1991/05/13; 1992/10/26; 1993/10/18, 1995/04/10; 1996/10/07; 1997/03/03; 1998/01/26; Approved and Revised by Board Audit Committee: 1998/12/08; Approved by the Board of Governors: 1998/12/14, Re-Approved by the Board of Governors: 1999/12/06, 2001/06/25, 2002/04/29, 2003/04/28,2004/04/26, 2005/05/02, 2006/05/01, 2007/04/30, 2008/06/23, 2009/06/23, 2010/06/21
Date Effective: 1991/05/13; ***This policy must be approved annually by the Board of Governors.***

Approval Authority: Board of Governors

Signature: "M. Shoukri"

Policy

York University is committed to the prevention of illness and injury through the provision and maintenance of healthy and safe conditions on its premises. The University endeavours to provide a hazard free environment and minimize risks by adherence to all relevant legislation, and where appropriate, through development and implementation of additional internal standards, programs and procedures.

York University requires that health and safety be a primary objective in every area of operation and that all persons utilizing University premises comply with procedures, regulations and standards relating to health and safety.

Occupational Health and Safety

Persons who are supervisors as defined by the Occupational Health and Safety Act shall ensure that persons under their direction are made aware of and comply with all applicable requirements and procedures adherent to this policy. Supervisors shall investigate all hazards of which they become aware and shall take appropriate corrective action.

The University shall acquaint its employees with such components of legislation, regulations, standards, practices and procedures as pertain to the elimination, control and management of hazards in their work and work environment. Employees shall work safely and comply with the requirements of legislation, internal regulations, standards and programs and shall report hazards to someone in authority, in the interests of the health and safety of all members of the community.

Students

Students are responsible for conducting themselves in a manner which is consistent with their health and safety and that of others. Failure to do so may be considered a breach of Presidential Regulations governing student conduct.

Tenants and Contractors

The University will make its commercial tenants and contractors aware of its Occupational Health and Safety Policy and of the requirement that all persons working on its premises conduct their business in accordance with the Occupational Health and Safety Act.

This Health and Safety Policy is promulgated by the Board of Governors and the administration thereof is delegated to the Vice-President Finance and Administration.

Failure to abide by this policy or the requirements, regulations, standards or procedures contemplated herein will result in appropriate discipline or sanctions.

Proposed New Version

University Policies, Procedures & Regulations Database

University Policy

Occupational Health and Safety
: Pol 008

Description:

Notes: Approved by UEC: 1996/09/16; Re-Approved by the Board of Governors: 1991/05/13; 1992/10/26; 1993/10/18, 1995/04/10; 1996/10/07; 1997/03/03; 1998/01/26; Approved and Revised by Board Audit Committee: 1998/12/08; Approved by the Board of Governors: 1998/12/14, Re-Approved by the Board of Governors: 1999/12/06, 2001/06/25, 2002/04/29, 2003/04/28,2004/04/26, 2005/05/02, 2006/05/01, 2007/04/30, 2008/06/23, 2009/06/23, 2010/06/21, 2011/06/20
Date Effective: 1991/05/13; ***This policy must be approved annually by the Board of Governors.***

Approval Authority: Board of Governors

Signature: "M. Shoukri"

Policy

York University is committed to the prevention of illness and injury through the provision and maintenance of healthy and safe conditions on its premises. The University endeavours to provide a hazard free environment and minimize risks by adherence to all relevant legislation, and where appropriate, through development and implementation of additional internal standards, programs and procedures.

York University requires that health and safety be a primary objective in every area of operation and that all persons utilizing University premises comply with procedures, regulations and standards relating to health and safety.

Occupational Health and Safety

Persons who are supervisors as defined by the Occupational Health and Safety Act shall ensure that persons under their direction are made aware of and comply with all applicable requirements and procedures adherent to this policy. Supervisors shall investigate all hazards of which they become aware and shall take appropriate corrective action.

The University shall acquaint its employees with such components of legislation, regulations, standards, practices and procedures as pertain to the elimination, control and management of hazards in their work and work environment. Employees shall work safely and comply with the requirements of legislation, internal regulations, standards and programs and shall report hazards to someone in authority, in the interests of the health and safety of all members of the community.

Students

Students are responsible for conducting themselves in a manner which is consistent with their health and safety and that of others. Failure to do so may be considered a breach of the Code of Student Rights and Responsibilities.

Tenants and Contractors

The University will make its commercial tenants and contractors aware of its Occupational Health and Safety Policy and of the requirement that all persons working on its premises conduct their business in accordance with the Occupational Health and Safety Act.

This Health and Safety Policy is promulgated by the Board of Governors and the administration thereof is delegated to the Vice-President Finance and Administration.

Failure to abide by this policy or the requirements, regulations, standards or procedures contemplated herein will result in appropriate discipline or sanctions.

YORK UNIVERSITÉ UNIVERSITY

PENSION FUND INVESTMENTS

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fieldsl@yorku.ca

Memo

To: Harriet Lewis, Secretary, Board of Governors

From: Leona Fields, Secretary, Pension Fund Board of Trustees

Date: May 30, 2011

Subject: **Appointment and Reappointment of Pension Fund Trustees**

Background

The Pension Fund Board of Trustees (BoT) has responsibility for the pension fund as delegated by the Board of Governors under a Trust Agreement. BoT's Terms of Reference, approved by the Board of Governors, specify that various bodies recommend members for BoT. Those recommended become members when they are approved by the Board of Governors and have signed an acknowledgement that they are bound by the Trust Agreement. Even though a specific body nominates a Trustee, once appointed, Trustees do not represent only that particular body, but have fiduciary responsibilities to all the members and beneficiaries of the pension plan.

The normal term of office is three years, with retiring members being eligible for reappointment.

Recommendation - Appointment

Robert MacDermid

That the Board of Governors approve the appointment of Robert MacDermid to the Pension Fund Board of Trustees, as a YUFA nominee, effective June 20, 2011, for a three year term. Professor MacDermid replaces Ellie Perkins.

Nominee Background
Prof MacDermid is an Associate Professor in the Department of Political Science. He teaches in the areas of Canadian Government and Politics, Democratic Administration, and Contemporary Political Analysis. This is Professor MacDermid's first term as a Trustee.

Recommendation - Reappointment

Joanie Cameron Pritchett

That the Board of Governors approve the reappointment of Joanie Cameron Pritchett to the Pension Fund Board of Trustees, as a YUSA nominee, effective June 20, 2011, for a three year term.

Nominee Background
Joanie Cameron Pritchett was first appointed to the Pension Fund Board of Trustees July 1, 2001. Her most recent term as a Trustee expired April 30, 2011 and she is now seeking reappointment. Joanie is the President of the York University Staff Association.

Board and Board Committee Meeting Dates 2011-2012

	Board of Governors	Executive	Academic Resources	Finance and Audit	Investment	Land and Property	Governance and Human Resources	Community Affairs
2011								
September		Mon. Sept.26/2011 8:00am – 10:30 am Downtown TBA	Mon.Sept 12/2011 9:00am-11:00am 1048 YRT	Mon Sept 19/2011 8:00am-10:30am 1048 YRT	Fri Sept 23/2011 9:00am-11:00am 1048 YRT	Tues. Sept 20/2011 8:30am-10:30am 1048 YRT	Wed. Sept.14/2011 5:00 pm – 7:00 pm 1048 YRT	Thur Sept.15/2011 1:30 pm – 3:30 pm Downtown TBA
October	Mon. Oct 3/2010 3:00 pm – 6:00 pm 5th Floor York Research Tower							
November		Mon. Nov.1/2011 6:00 pm – Dinner Meeting, Joint with Senate Executive Fri. Nov.25/2011 8:00 am – 10:30am Downtown TBA	Mon. Nov 7/2011 9:00am-11:00am 1048 YRT	Mon. Nov 21/2011 8:00am-10:30am CPP Investment One Queen St.E Suite 2600		Mon Nov 14/2011 8:30am-10:30am 1048 YRT	Wed. Nov. 9/2011 5:00pm – 7:00pm Downtown TBA	Wed. Nov. 9/2011 3:00 pm – 5:00 pm Downtown TBA
December	Mon. Dec 5/2011 3:00pm-6:00pm 5th Floor, York Research Tower Holiday Reception 6:30 pm Keele				Fri. Dec. 2/2011 9:00am-11:00am 1048 YRT			

Board and Board Committee Meeting Dates 2011-2012

	Board of Governors	Executive	Academic Resources	Finance and Audit	Investment	Land and Property	Governance and Human Resources	Community Affairs
2011								
January								
February	Mon. Feb. 22/2012 3:00 pm-6:00 pm 5th Floor, Research Tower	Wed. Feb 15/2012 3:00pm-5:00pm Downtown TBA	Mon. Feb. 6/2012 9:00am – 11:00am 1048 YRT	Mon. Feb 13/2012 8:00am - 10:30am 1048 YRT		Tues. Feb 14/2012 8:30am-10:30am 1048 YRT	Wed. Feb.8/2012 5:00pm-7:00pm Downtown TBA	Wed. Feb 8/2012 2:00pm – 4:00 pm Downtown TBA
March					Mon. Mar.26/2012 9:00am– 11:00am 1048 YRT			Fri. Mar. 30/2012 9:00am – 11:00am Downtown TBA
April	Mon. April 23/2012 3:00 pm-6:00 pm 5th Floor, Research Tower	Mon. Apr. 16/2012 8:00 am – 10:30 am Downtown TBa	Tues. Apr. 3/2012 9:00am-11:00am 1048 YRT	Mon. Apr. 2/2012 8:00am-10:30am 1048 YRT				
May				Mon. May 28/2012 8:00am-10:30am 1048 YRT		Tues May 22/2012 8:30am-10:30am 1048 YRT	Wed May 23/2012 5:00pm-7:00pm Location TBA	
June	Mon.Jun 25/2012 3:00 pm-6:00 pm 5th Floor, Research Tower Hail & Farewell 6:30 pm	Tues. June 5/2012 8:00am-10:30am Downtown TBA	Mon. June 4/2012 9:00am – 11:00am 1048 YRT	Mon. Jun 25/2012 12:30pm-2:30pm 5th Floor, Research Tower	Fri. June 1/2012 9:00am-11:00am 1048 YRT			