



2. RESEARCH: Another goal of the Department is to display leadership in research and indeed, it has recently made great strides in raising its research profile. However, to be a leader, extraordinary effort must be expended.

*The IARC recommends that the Department aggressively explore all external funding possibilities so that it may fully realize its national and international ambitions in this particular area.*

3. ENGINEERING CHEM

eliminate low enrolment upper year courses and provide a stable core which will be offered annually. The Applied Science and Arts & Science 4<sup>th</sup> year project courses now have a common instructor, more structure, and measures have been taken to ensure continuity in method of course delivery. The Department has developed and implemented a three-pronged fund-raising strategy to replace and enhance aging undergraduate laboratory equipment.

### **Graduate Program**

The Graduate Coordinator and the Graduate Recruiting Committee have adopted a proactive approach towards increasing the proportion of competitive award holders. Three measures have been implemented to improve training in written and oral communication. Double-numbered undergraduate-graduate courses and low-enrolment modules have been eliminated.

### **Research**

The Department of Chemistry has pursued and will continue to pursue all available external sources to create faculty positions (CRC Tier I and II, NSERC Industrial Research Chairs, and University Faculty Awards). A major CFI grant (Accelerating Drug Discovery) was awarded in late January to a consortium of seven Chemistry faculty. Overhead money will be used to fund three FTE research support staff positions. User fees for technical services have been standardized across the department and some have been increased.

Follow-up on these recommendations and issues will take place in the annual budget and staffing strategy meetings between the Dean of the Faculty of Arts and Science and the Vice-Principal (Academic).

**NOTE:** Two members of the Internal Academic Review Committee declared a conflict and did not participate in the preparation of this Report.