



Board of Governors Meeting

Notice of Meeting

1 December 2025

1:30 pm - 4:30 pm

5th Floor, Kaneff Tower



Board of Governors Meeting - OPEN SESSION

AGENDA

2:35 pm	1. OPEN SESSION	
2:35 p.m.	2. Chair's Item (A. Di Domenico)	
	a. Report on Items Decided in the Closed Session	
	b. Consent Agenda	
2:40 p.m.	3. Executive Committee (A. Di Domenico)	
	a. Board of Governors Terms of Reference (for approval)	4
	b. Board of Governors Code of Conduct (for approval)	20
	c. Data Governance Policy (for approval)	38
3:00 p.m.	4. President's Items (R. Lenton)	
	a. President's Updates	
	b. PVP-IR Plan and Opportunities	
3:25 - 3:30 pm	5. - BREAK PERIOD -	
3:30 p.m.	6. Academic Resources Committee (N. Singh)	
	a. Academic Resources Committee Report	51
	b. President's November 2025 Report on Appointments, Tenure and Promotion	54
3:40 p.m.	7. External Relations Committee (F. Accinelli)	
	a. External Relations Committee Report	99
3:50 p.m.	8. Finance and Audit Committee (D. Patterson)	
	a. Finance And Audit Committee Report	102

	b. Ancilliary Fees (for approval)	
	i. 2026-27 Meal Plan Rates	104
	ii. 2025-26 Undergrad Residence Rates	115
	iii. 2025-26 York Apartments Rates	125
	c. Laboratory Supplies and Equipment Contract (For approval)	
	i. Laboratory Supplies and Equipment Contract	132
4:05 p.m.	9. Governance, People and Culture Committee (H. Polatajko)	
	a. Governance, People and Culture Report	135
4:15 p.m.	10. Land and Property Committee (D. Bergeron)	
	a. Land and Property Committee Report	137
4:25 pm	11. Other Business	
	12. In Camera Session	
	13. CONSENT AGENDA	
	a. Minutes of September 30, 2025 Meeting	138
	b. Banking Resolution Update	143
	14. INFORMATION ITEMS	
	a. Points of Pride	146

Board of Governors

Memorandum

To: Board of Governors

From: Antonio Di Domenico, Chair, Executive Committee

Date: 1 December 2025

Subject: Board of Governors Terms of Reference

Recommendation:

The Executive Committee recommends that the Board of Governors approve the amended Board of Governors Terms of Reference attached as Appendix B.

In June 2024, York University established a Transitional Terms of Reference document in compliance with York's commitment to the Auditor General of Ontario recommendations. Certain provisions in the General By-laws relating to procedural aspects of Board business (e.g. agenda, procedures and conduct of Board meetings, etc.) were removed and placed into a Transitional Terms of Reference document.

Following discussion at the Governance, People and Culture Committee meeting in September 2025, additional revisions to the Transitional Terms of Reference are proposed and included in Appendix A. The proposed revisions are based upon a scan of similar terms of reference documents and create consistency with recent revisions to terms of reference documents approved for each of the Board's committees. The proposed revisions have been reviewed by the Office of the Counsel.

Proposed revisions include the following:

- Revision of the name of the document from Transitional Terms of Reference to Terms of Reference; and,

Board of Governors

- Introduction of a new “Duties and Responsibilities” section.

The “Duties and Responsibilities” section consolidates roles and responsibilities as articulated in existing Board governance documents. The following documents were used to develop the “Duties and Responsibilities” section:

- York University Act, 1965
- Protocol on the Recruitment, Selection and Appointment of Members of the Board of Governors (approved by the Board of Governors in April 2024)
- Protocol for Composition of the Board of Governors (approved by the Board of Governors in February 2013)

Proposed revisions are included in Appendix A with changes tracked for ease of reference. A copy of the new proposed Board of Governors Terms of Reference is provided in Appendix B.

Appendix A - Changes to the Board of Governors Transitional Terms of Reference

Appendix B – New Proposed Board of Governors Terms of Reference

Board of Governors – ~~Transitional~~ Terms of Reference

ARTICLE 1 INTRODUCTION

1.01 Introduction

- (a) The Board has a responsibility to act honestly and in good faith with a view to the University’s best interests.
- (b) Except, as to such matters by the *York University Act, 1965* specifically assigned to the Senate the government, conduct, management and control of the University and of its property, revenues, expenditures, business and affairs are vested in the Board, and the Board has all the powers set out in the *York University Act, 1965*.
- (c) This Transitional Terms of Reference is prepared to assist the Board in clarifying the functions, duties, responsibilities and powers of the Board and any Board committee established by by-law or resolution of the Board.
- (d) Capitalized terms used herein but not otherwise defined shall have the meanings given to them in the University’s General By-law (the “By-law”).

ARTICLE 2

DUTIES AND RESPONSIBILITIES

2.01 Overview

- a) As the University is a public good, the Board is entrusted with helping to keep the University to its mission and is ultimately responsible, except as to such matters specifically assigned to the Senate under the *York University Act, 1965*, for the government, conduct, management and control of the University and of its property, revenues, expenditures, and business and affairs, and has all powers necessary or convenient to perform its duties and achieve the objects and purposes of the University. And the Board has all the powers set out in the *York University Act, 1965*.

2.02 Role of the Board

- b) The Board's role is described in the York University Act and includes, but is not limited to:
- i. Approving the University's mission and strategic plan.
 - ii. Approving and monitoring the execution of policy with respect to the goals expressed above.
 - iii. Appointing and supporting the President, approving their annual goals, and reviewing their performance.
 - iv. Appoint the President and vice-presidents.
 - v. Approving, with the concurrence of the Senate, the establishment of faculties, schools, institutes programmes and projects.
 - vi. Approving enrolment targets upon the recommendation of Senate.
 - vii. Approving the budgets for operational and capital expenditure.
 - viii. Entering into collective and other agreements on behalf of the University.
 - ix. Maintaining the University's real property and other assets.
 - x. Setting tuition and other fees.
 - xi. Ensuring that the University is well managed and accountable.
 - xii. Overseeing the University's compliance with legal, statutory, and regulatory requirements.
 - xiii. Interpreting the needs of society and the larger community to the University.
 - xiv. Advocating for the University and protecting and defending its autonomy.
- c) The Board carries out its mandate directly and may also establish Committees to carry out its work.

2.03 Responsibilities of Governors

- a) Governors are trustees of the University who offer oversight, insight and foresight of the University's business, and in doing so:
- i. Carry out their functions with integrity, independence, good faith and the prudence of a reasonable individual.
 - ii. Act, individually and collectively, in the best interest of the University.
 - iii. Each Governor, no matter how they came to be a Governor, has a responsibility only to the University and must give the University's best interests priority over competing personal or other interests.

- iv. Any Governor, once appointed or elected, must function as a Governor of the Board and not as a spokesperson for a constituency.
 - v. Distinguish between matters of governance(Board responsibility) and matters of administration (President’s responsibility).
 - vi. Hold the University accountable while acting as ambassadors for it.
 - vii. Governors should be aware of the time required to participate in the work of the Board and be willing to commit to such participation before agreeing to serve.
- b) Governors shall be sensitive and dedicated to the teaching and research mission of the University. Governors can support the development and sustenance of a nurturing and stimulating learning environment for York’s students on the University’s campus.

ARTICLE 3
MEETINGS OF THE BOARD

3.01 Agenda

- (a) Subject to section 2.01(c) below, the agenda and the order of business for any meeting of the Board shall be determined by the Chair of the Board.
- (b) Notice of the intention of a Governor to introduce a new matter at a regular meeting of the Board shall be given:
 - (i) either at the regular meeting of the Board immediately preceding the regular meeting of the Board at which it is intended to introduce the new matter; or
 - (ii) by written notice to the Secretary given at least seven days before the regular meeting of the Board at which it is intended to introduce the new matter.
- (c) Except for matters which the Chair of the Board has determined shall be on the agenda, all matters to be included in the agenda for any regular meeting of the Board must be notified to the Secretary at least three days (exclusive of holidays) before the date of the regular meeting of the Board at which such matters are to be presented. Subject as aforesaid, only matters which have been so notified to the Secretary shall be included in the agenda for any regular meeting of the Board.

- (d) Notwithstanding sections 2.01(b) and 2.01(c), a matter may be introduced to, and considered by, a meeting of the Board without notice thereof having been given and without it having been included in the agenda if the introduction of such new matter is approved by two-thirds of the Governors present at any such meeting.
- (e) Notwithstanding sections 2.01(c) and 2.01(d), notice of a motion to make, alter or repeal any by-law must be given to all Governors in accordance with Article 12 of the By-law.

3.02 Meeting Procedures

- (a) The Chair of the Board, or in their absence, the Vice Chair or the Acting Chair, shall be responsible for the orderly conduct of meetings of the Board. Where a situation arises which is not provided for or covered in such rules, the Chair of the Board shall have power to make a ruling, which shall be binding on all members of the Board except where a motion challenging the ruling has been duly moved, seconded and carried by a majority of the Governors present at the meeting, whereupon such ruling shall cease to have force and effect.
- (b) Matters to be considered and voted upon by the Board must be moved and seconded. If Governors present at a meeting of the Board wish to speak, they shall address their remarks to the Chair of the Board.
- (c) The following shall be the order of precedence of motions at any meeting of the Board:
 - (i) motions to terminate or adjourn the meeting of the Board;
 - (ii) motions to challenge a ruling by the Chair of the meeting, which motions shall be dealt with and resolved without debate;
 - (iii) motions to adjourn debate;
 - (iv) motions to put a question to the meeting, which motions shall be dealt with and resolved without debate;
 - (v) motions to refer; *and*
 - (vi) motions to amend.
- (d) The mover of a motion may at any time withdraw the motion moved by the mover, in which case such motion shall be considered to be a nullity.

- (e) If a person who is not a member of the Board wishes to address the Board at any meeting thereof, such person may do so if:
 - (i) They have received the prior written permission of the Executive Committee of the Board to so address the Board; or
 - (ii) at a meeting of the Board, where notice of request has been given in advance, a majority of the Governors present at such meeting vote to permit such person to be heard and, where no notice has been so given in advance, not less than two-thirds of the Governors present at such meeting vote to permit such person to be heard.

ARTICLE 4
BOARD COMMITTEES

4.01 Procedures at Committee Meetings

Every committee, unless otherwise specifically provided for in the By-law, or in the resolution of the Board by which it is constituted, shall be subject to the following:

- (a) All members of committees, other than ex-officio members, shall hold office during the pleasure of the Board. Vacancies occurring in the membership of a committee shall be filled by the Board at the next meeting of the Board after such vacancies occur, or as soon thereafter as may be convenient, but notwithstanding such vacancies the remaining members of the committee shall have authority to exercise the full powers of the committee, providing that a quorum remains in office.
- (b) Meetings shall be held at the call of the chair of the committee, or, in their absence or inability to act, at the call of the vice-chair of the committee, or in case of the absence or inability to act of both may be held at the call of any two members of the committee, and shall be held at such places and at such times as the chair or vice-chair or members of the committee respectively may appoint. Notice of the time and place of every meeting shall be given by the secretary of such committee to each committee member in accordance with section 11.01 of the By-law and sent at least forty-eight (48) hours before the time appointed for holding such meeting. The notice need not specify the nature of the business to be transacted at such meeting.
- (c) A meeting may also be held at any time and at any place within the Province of Ontario without notice, if all the members of the committee are present and consent thereto, or if those absent have waived notice or otherwise signify in writing their consent to the meeting being held in their absence.

- (d) A resolution, signed by all of the members of a Board committee entitled to vote on that resolution at the meeting is as valid as if it had been passed at a meeting of the committee. The University shall keep a copy of every written resolution of a Board committee with the minutes of the Board committee.
- (e) The chair of the committee shall preside at meetings, and in their absence the vice-chair of the committee shall preside. If both the chair and the vice-chair of the committee are absent, the members present shall appoint one of their number acting chair to preside at the meeting.
- (f) Three members of a committee shall constitute a quorum. Each member of the committee including ex-officio members present at a meeting shall be entitled to one vote.
- (g) Any question arising at any Board committee meeting shall be determined by a majority of the votes of the members including ex-officio members present. The chair or acting chair of the committee may vote on all motions and in the case of an equality of votes, the chair or acting chair shall not have a second or casting vote and the motion is deemed to be defeated.
- (h) A record shall be kept of the proceedings of every Board committee meeting, and the chair of the committee shall submit a report of the proceedings of every meeting of the committee to the Board at the regular meeting of the Board next following.
- (i) If a committee does not appoint its own secretary, the Secretary shall act as secretary of such committee.
- (j) At the discretion of a chair of the committee, all or part of a regular or special meeting of a committee may be held by telephonic or electronic means.

4.02 Executive Committee

- (a) There may be an Executive Committee of the Board.
- (b) The Executive Committee shall consist of the Chair of the Board, the Vice-Chair of the Board, the President, and such other members of the Board appointed from time to time by the Board and to hold office during the pleasure of the Board.
- (c) The Chair of the Board shall be chair of the Executive Committee and in their absence a Vice-Chair of the Board shall preside. The Secretary of the Board shall act as secretary of the Executive Committee. In the event of their absence the Committee shall appoint another person to act as secretary.

- (d) The Executive Committee shall have power and authority to act for the Board in and in relation to the following matters:
 - (i) any appropriation(s) outside the approved budget not in excess of 1% of the approved budget for any fiscal year, subject to reporting any such appropriations to the Board meeting next following the decision;
 - (ii) such other matters with respect to which the Board may from time to time deem it expedient to delegate its authority to the Executive Committee;
 - (iii) any urgent matter which, in the opinion of the Chair or Vice-Chair of the Board, time does not permit the calling of a regular or special meeting of the Board;
 - (iv) represent the Board in meetings with the Senate, or its representatives;
 - (v) any matter arising during the summer months which, in the judgement of the Chair of the Board, a Vice-Chair of the Board, or, in their absence, the President, does not warrant the calling of a special meeting of the Board, subject to any such approval being reported for information to the next regular meeting of the Board.
- (e) The Executive Committee may review any matters relating to the property, revenue, business and affairs of the University prior to the submission of such matters to the Board, and shall prepare or cause to be prepared and submitted to the Board such information and data as the Executive Committee considers pertinent to assist in the consideration of such matters by the Board, and the Executive Committee may make such recommendations to the Board with respect to such matters as it may deem appropriate.
- (f) The Executive Committee may constitute itself from time to time as the Nominating Committee where no such committee otherwise exists and, as such, may propose the names of individuals to the Board for membership on the Board in conformance with the requirements of these by-laws, may propose to the Board the membership of the various Committees of the Board, including the chairs and vice-chairs thereof, and may undertake any duties which a nominating committee would reasonably do in performing its duties.
- (g) The Executive Committee of the Board shall meet at least once annually with the executive committee of the Senate.

Board of Governors –Terms of Reference

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 - (i) They have received the prior written permission of the Executive Committee of the Board to so address the Board; or
 - (ii) at a meeting of the Board, where notice of request has been given in advance, a majority of the Governors present at such meeting vote to permit such person to be heard and, where no notice has been so given in

advance, not less than two-thirds of the Governors present at such meeting vote to permit such person to be heard.

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- c) A meeting may also be held at any time and at any place within the Province of Ontario without notice, if all the members of the committee are present and consent thereto, or if those absent have waived notice or otherwise signify in writing their consent to the meeting being held in their absence.
- d) A resolution, signed by all of the members of a Board committee entitled to vote on that resolution at the meeting is as valid as if it had been passed at a meeting of the committee. The University shall keep a copy of every written resolution of a Board committee with the minutes of the Board committee.
- e) The chair of the committee shall preside at meetings, and in their absence the vice-chair of the committee shall preside. If both the chair and the vice-chair of the committee are absent, the members present shall appoint one of their number acting chair to preside at the meeting.

- f) Three members of a committee shall constitute a quorum. Each member of the committee including ex-officio members present at a meeting shall be entitled to one vote.
- g) Any question arising at any Board committee meeting shall be determined by a majority of the votes of the members including ex-officio members present. The chair or acting chair of the committee may vote on all motions and in the case of an equality of votes, the chair or acting chair shall not have a second or casting vote and the motion is deemed to be defeated.
- h) A record shall be kept of the proceedings of every Board committee meeting, and the chair of the committee shall submit a report of the proceedings of every meeting of the committee to the Board at the regular meeting of the Board next following.
- i) If a committee does not appoint its own secretary, the Secretary shall act as secretary of such committee.
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- b) The Executive Committee shall consist of the Chair of the Board, the Vice-Chair of the Board, the President, and such other members of the Board appointed from time to time by the Board and to hold office during the pleasure of the Board.
- c) The Chair of the Board shall be chair of the Executive Committee and in their absence a Vice-Chair of the Board shall preside. The Secretary of the Board shall act as secretary of the Executive Committee. In the event of their absence the Committee shall appoint another person to act as secretary.
- d) The Executive Committee shall have power and authority to act for the Board in and in relation to the following matters:
 - (i) any appropriation(s) outside the approved budget not in excess of 1% of the approved budget for any fiscal year, subject to reporting any such appropriations to the Board meeting next following the decision;
 - (ii) such other matters with respect to which the Board may from time to time deem it expedient to delegate its authority to the Executive Committee;

Appendix B

- (iii) any urgent matter which, in the opinion of the Chair or Vice-Chair of the Board, time does not permit the calling of a regular or special meeting of the Board;
 - (iv) represent the Board in meetings with the Senate, or its representatives;
 - (v) any matter arising during the summer months which, in the judgement of the Chair of the Board, a Vice-Chair of the Board, or, in their absence, the President, does not warrant the calling of a special meeting of the Board, subject to any such approval being reported for information to the next regular meeting of the Board.
- e) The Executive Committee may review any matters relating to the property, revenue, business and affairs of the University prior to the submission of such matters to the Board, and shall prepare or cause to be prepared and submitted to the Board such information and data as the Executive Committee considers pertinent to assist in the consideration of such matters by the Board, and the Executive Committee may make such recommendations to the Board with respect to such matters as it may deem appropriate.
- f) The Executive Committee may constitute itself from time to time as the Nominating Committee where no such committee otherwise exists and, as such, may propose the names of individuals to the Board for membership on the Board in conformance with the requirements of these by-laws, may propose to the Board the membership of the various Committees of the Board, including the chairs and vice-chairs thereof, and may undertake any duties which a nominating committee would reasonably do in performing its duties.
- g) The Executive Committee of the Board shall meet at least once annually with the executive committee of the Senate.

Board of Governors

Memorandum

To: Board of Governors

From: Antonio Di Domenico, Chair, Executive Committee

Date: 1 December 2025

Subject: Board of Governors Code of Conduct and Conflict of Interest Policy

Recommendation:

The Executive Committee recommends that the Board of Governors approve the proposed Board of Governors Code of Conduct, attached as Appendix A, and the amended Conflicts of Interest Policy, attached as Appendix B.

Purpose:

In 2023, one of the recommendations of the Auditor General of Ontario's (AGO) audit is to develop a comprehensive Code of Conduct for the Board of Governors. At its September 2025 meeting, the Committee reviewed a draft Code of Conduct (Appendix A), which sets expectations for ethics, conflict of interest (COI), confidentiality, financial oversight, and governance conduct.

As part of the review, the Committee also received amendments to the Conflicts of Interest policy for Members of the Board of Governors (Policy, Guidelines, Procedures), which has been updated to align with the Code (Appendix B).

As a reminder, the timeline set by the AGO to implement a formal Board Code of Conduct is by December 2025. The Governance, People and Culture Committee reviewed the Code of Conduct at its meeting in September 2025.

Code of Conduct

Background and Rationale

The draft draws on practices at peer institutions such as Wilfrid Laurier, Toronto Metropolitan University (TMU), and Concordia, which provide clear, role-specific guidance affirming fiduciary obligations and good governance. The Code includes responsibilities, confidentiality, compliance, COI declarations, annual attestations, and a five-year review cycle aligned with the Board’s revised COI Policy. It also addresses training and orientation, while leaving room for possible additions such as language on reputational risk or diversity and inclusion.

Consultation

The Secretariat consulted the Office of the Counsel, the President’s Office, and Internal Audit to ensure legal sufficiency and alignment with York’s governance framework. The Code complements existing documents such as the General By-Laws, committee Terms of Reference, the COI Policy, and Board appointment protocols.

Enforcement Mechanisms

The draft establishes a proportionate enforcement process consistent with peer practices. Concerns may be raised with the Chair or Secretary, leading to informal resolution or referral to the Governance, People and Culture Committee. Sanctions—ranging from reminders and mediation to censure, committee removal, or recommendation for removal under by-laws—are applied with discretion, depending on severity.

Peer models illustrate similar graduated approaches: TMU escalates unresolved matters to its Executive Committee, Laurier to its Governance Committee, and University of British Columbia (UBC) to committee review; Concordia allows removal from committees or the Board. These comparisons reinforce that enforcement should ensure fairness, transparency, and integrity while preserving Board effectiveness.

Conflict of Interest for Members of the Board of Governors

Background and Rationale

As part of modernizing the Board’s governance framework, the Conflict of Interest (COI) Policy has been reviewed and updated. While the existing policy is functional, it is outdated in format and does not align with York’s policy template or sector best practices.

Board of Governors

The revised COI Policy is designed to align with the new Board Code of Conduct, adopting consistent principles, definitions, and enforcement mechanisms. Both documents will follow a five-year review cycle beginning December 2025 to ensure coordinated updates. Key revisions include a clear purpose statement, scope and application, definitions (e.g., “conflict of interest,” “immediate family”), delineation of roles and responsibilities, and a formal review provision.

Environmental Scan

A review of 14 Canadian universities showed that most embed COI provisions within codes of conduct, governance manuals, or by-laws. Few maintain a stand-alone Board policy; Wilfrid Laurier is one notable example. York’s decision to maintain a distinct COI policy provides clearer guidance, enhances accountability, and reflects the Auditor General’s recommendations.

Consultation

Consultations with the Office of the Counsel, Internal Audit, and the President’s Office ensured legal sufficiency, alignment with institutional standards, and integration with risk and governance practices. Additional stakeholder input will be sought as needed prior to implementation.

Next Steps

The Governance, People and Culture Committee is asked to complete a final review the draft Code of Conduct for completeness, tone, and alignment with Board expectations. The draft is intended as an enabling document with clear standards yet flexible for future refinement.

In parallel, the Committee is asked to consider the revised COI Policy, updated to align with the Code and York’s current policy template. If the direction is approved, the policy will undergo any final consultation before proceeding for Board approval on 1 December 2025. Both documents will then enter a synchronized five-year review cycle beginning December 2025.

Appendix A Draft Code of Conduct for Members of the Board of Governors

Appendix B Revised Conflicts of Interest for Members of the Board of Governors
(Policy, Guidelines, Procedures)

Appendix C - Summary of Proposed Changes for the Conflict of Interest Policy

DRAFT

**Code of Conduct
YORK UNIVERSITY**

DRAFT

1. Guiding Principles/Governance Values

York University's mission emphasizes the pursuit, preservation, and dissemination of knowledge. The University's core values of social justice and equity, diversity and inclusion, student success, community engagement, and innovation and excellence reflect its commitment to creating a supportive and dynamic educational environment. Board members are expected to adhere to and promote, as well as to be informed and guided by the University's core values in their conduct.

2. Member Responsibilities

Members of the Board of Governors are stewards of the University's mission and long-term interests. In discharging their fiduciary responsibilities to the University, members shall act in accordance with this Code of Conduct ("Code") and the University's by-laws, policies, and applicable laws, and are expected to demonstrate integrity, accountability, and a commitment to informed and effective governance.

Board members shall:

- a. Act honestly, in good faith, and in the best interests of the University, placing institutional interests above personal or external interests;
- b. Be informed about the issues facing the University and Ontario universities generally, and exercise due care, diligence, and skill in reviewing materials, preparing for meetings, and participating meaningfully in deliberations and decision-making;
- c. Attend and actively participate in Board and committee meetings and vote on all matters requiring a decision except where a conflict of interest may exist;
- d. Be accountable for and uphold the collective decisions of the Board, regardless of personal stance during deliberations, and support the integrity of Board processes;
- e. Engage respectfully and constructively with fellow Board members, administration, and the broader University community, fostering a culture of civility and inclusion;
- f. Refrain from speaking or acting on behalf of the Board unless specifically authorized to do so by the Chair;
- g. Maintain independence and objectivity in their decision-making and disclose any circumstances that may affect their impartiality.

3. Conflict of Interest

Board members must avoid situations where their personal, professional, business or financial interests, direct or indirect, conflict, or may reasonably be perceived to conflict, with their role, duties or responsibilities in the exercise of their fiduciary obligations to the University. A conflict of interest may arise when a member's external interests could improperly influence their decision-making or compromise the integrity of the Board's deliberations. Consistent with the [Board of Governors' Conflict of Interest Policy](#) ("COI Policy"), members are expected to exercise sound judgment and err on the side of transparency when determining whether a potential conflict of interest exists.

All actual, potential, or perceived conflicts must be disclosed to the University Secretary, who will convene a review in accordance with the procedures set out in the COI Policy. The Chair of the Board will participate in reviewing disclosed conflicts and provide direction on such steps as appropriate to mitigate the actual, potential or perceived conflict of interest including, without limitation, recusal from discussions or voting, where appropriate.

Board members must not use their position for personal gain or to benefit immediate family members including their spouse or common-law partner, parent, sibling, child, or other relative who resides in the same household or whose interests are closely connected with the member, related parties, or associated organizations in accordance with the COI Policy, and must refrain from participating in matters where a conflict exists.

All members are required to complete an annual Conflict of Interest Statement , and are subject to continuing disclosure of interest requirements should a material change in the member's interest in a person, contract or transaction arise during the year. Disclosures are maintained by the University Secretary in accordance with the COI Policy and the University by-laws.

4. Confidentiality

Board members shall maintain the confidentiality of all non-public or proprietary information obtained through their role, including, without limitation, materials, discussions, and decisions marked or understood to be confidential. Members shall not disclose or use such information for any purpose outside their duties to the Board, both during and after their term. Questions about the confidentiality of specific information should be directed to the University Secretary.

5. Compliance with Laws and Regulations

Board members shall carry out their duties and responsibilities in accordance with all applicable laws, regulations, University by-laws, and policies. Members are expected to stay informed of relevant legal obligations and to seek guidance from the University Secretary where clarification is required.

6. Standards of Ethical Conduct

Board members are expected to uphold the highest standards of ethical conduct in fulfilling their responsibilities to the University. This includes acting with integrity, honesty, fairness, and respect in all dealings related to their role.

Members shall demonstrate professionalism and objectivity, avoid conduct that could bring the University or the Board into disrepute, and at all times act in a manner that promotes public confidence in the University's governance.

In their decision-making, members must strive to be transparent, impartial, and guided by the long-term interests of the University.

The standards of ethical conduct outlined in this section are foundational to maintaining the integrity of the Board and apply throughout a member's term and beyond. Members are encouraged to seek guidance from the Chair or University Secretary if uncertain about how these principles apply in a given context.

7. Financial Stewardship and Oversight

Board members are collectively responsible for overseeing the financial integrity and sustainability of the University. This includes reviewing and approving the annual budget, monitoring the use of institutional resources, and ensuring alignment with the University's strategic priorities.

Members shall exercise due diligence in financial matters, including the review of financial statements, audit reports, and capital plans. They must be alert to material risks and ensure that adequate controls and reporting mechanisms are in place.

In fulfilling these duties and responsibilities, members shall act in good faith, ask informed questions, and seek clarification where needed to support prudent decision-making. Stewardship of the University's financial health is a core obligation of the Board and fundamental to the public trust placed in its members.

8. Training and Orientation

All Board members are expected to participate in mandatory Board and University orientation sessions prior to taking up their seat on the Board. Members are

encouraged to engage in optional educational sessions during their tenure on the Board . The University Secretariat will facilitate access to resources and sessions designed to support members' understanding of their fiduciary duties, ethical obligations, and the strategic priorities of the University. Participation in such activities reinforces the Board's commitment to informed, effective, and accountable oversight.

9. Review and Enforcement

Board members are expected to adhere to the provisions of this Code and to uphold the integrity and effectiveness of the Board. Any individual who has a concern regarding a member's non-compliance with this Code may submit it in writing to the Chair of the Board or the University Secretary.

The Chair, in consultation with the Governance, People and Culture Committee, will review alleged breaches of this Code, inform the member concerned of the matter, and determine appropriate steps, which may include those listed in Section 12.

This Code shall be reviewed by the Governance, People and Culture Committee every [5] years at a minimum to ensure its continued relevance and effectiveness.

10. Initial Acknowledgement and Undertaking of Confidentiality and Conflict of Interest

Each member of the Board shall acknowledge their understanding of and commitment to the Code prior to taking up their seat on the Board by signing an Acknowledgement and Undertaking of Confidentiality and Conflict of Interest form provided by the University Secretariat. This acknowledgement confirms the member's review of the Code and its expectations, including but not limited to conflict of interest, confidentiality, fiduciary responsibilities, and adherence to applicable laws and policies. Board members are responsible for returning the signed acknowledgement by the deadline established each year, and for advising the Secretariat promptly should any circumstances arise that may affect their continued compliance.

11. Public Disclosure

York University is committed to transparency and accountability in its governance practices. Certain Board information, including member names, Board decisions, meeting summaries, and approved policies, may be disclosed publicly in accordance with the Board's by-laws and University policies.

Personal information provided by members, including conflict of interest disclosures, will be treated in accordance with applicable privacy legislation and will not be

disclosed unless required to implement this Code, University policy (including the COI Policy), by law, or authorized by the individual. Questions about disclosure practices should be directed to the University Secretary.

12. Reporting and Compliance Mechanisms

Concerns regarding a potential breach of this Code may be raised in confidence with the Chair of the Board or the University Secretary. Reports will be reviewed promptly and handled with discretion, fairness, and in accordance with the principles of natural justice.

The University Secretary, in consultation with the Chair or appropriate committee, may initiate further review or refer matters to the Governance, People and Culture Committee for consideration. Where appropriate, corrective measures or sanctions such as verbal or written reprimand, acknowledgement of the breach, corrective action, suspension, censure, removal from Committees, request for resignation from the Board of Governors, or a recommendation for removal from the Board of Governors may be recommended to the Board.

Members are encouraged to report suspected violations in good faith. Retaliation against any individual who raises a concern under this Code will not be tolerated.



University Policy

Conflicts of Interest Policy for Members of the Board of Governors - **DRAFT**

Topic:	Faculty, Staff, Students: Conduct and Responsibilities
Approval Authority:	Board of Governors
Approval Date:	April 16, 2001
Effective Date:	April 16, 2001
Last Revised:	December 1, 2025

1. Purpose

This Policy seeks to uphold the integrity, transparency, and accountability of the Board of Governors by ensuring members disclose and appropriately manage personal, professional, or financial interests that conflict with, or could be perceived to conflict with their duties to the University.

2. Scope and Application

This policy applies to all members of the Board of Governors, including external, internal, ex-officio, honorary, and committee members. It covers all activities related to Board service where a real, potential, or perceived conflict of interest may arise.

3. Policy

- 3.1 Members of the Board of Governors have an obligation to uphold the highest standards of conduct, acting honestly, in good faith, and in the best interests of the University. This obligation includes an expectation that they avoid conflicts of interest and maintain strict confidentiality of all non-public information disclosed to them through their role.
- 3.2 A conflict of interest exists when a governor's business, financial, professional, or personal considerations or interests may directly or indirectly affect or may reasonably be perceived to affect the governor's judgement in fulfilling his or her

fiduciary obligations to the University. This includes situations where a governor's access to certain confidential or proprietary University information could be used for private gain either by the governor, or by his or her non-arm's length relationships, or related persons, including but not limited to, immediate family members such as a spouse or common-law partner, parent, sibling, child, or other relative who resides in the same household or whose interests are closely connected with the governor, and persons with whom there exists, or has recently existed, a close personal relationship.

- 3.3 Governors shall make full, timely and ongoing disclosure of any conflict of interest or potential conflict of interest in accordance with the General By-laws and related procedures. In particular, as required under section 8.01(b) of the General By-laws, any Governor or officer who (i) is a party to a material contract or transaction, or proposed material contract or transaction, with the University, or (ii) is a director or officer of, or has a material interest in, any person who is a party to such a contract or transaction, shall disclose to the University the nature and extent of their interest or request to have it entered into the minutes of the Board. Governors may, in accordance with the by-laws and procedures, refrain or be asked to refrain from participating in discussions or decisions concerning any business that is related to the matter in which there is a conflict of interest.

4 Roles & Responsibilities

- 4.1 **Members of the Board of Governors** are responsible for:
- a. Disclosing to the University or requesting to have entered in the minutes of meetings of Governors the nature and extent of their interest;
 - b. Refraining from participating in discussions or decisions where a conflict of interest exists, if so directed;
 - c. Completing an Acknowledgement and Undertaking of Confidentiality and Conflict of Interest prior to taking their seat;
 - d. Avoiding using their position for personal gain or the benefit of related persons or organizations;
 - e. Acting in accordance with the University's best interests and their fiduciary obligations and maintaining confidentiality.
- 4.2 The **Chair of the Board of Governors** is responsible for participating in overseeing the review, where necessary, of disclosed conflicts of interest and providing guidance or direction on appropriate steps, including potential recusal.

- 4.3 The **University Secretary** is responsible for receiving annual York University Board Of Governors Conflict Of Interest Statements from members and convening a review committee, where appropriate, to assess appropriate actions.

5 Review

This Policy shall be reviewed by the Governance, People and Culture Committee every 5 years at a minimum.

Legislative history:	Approved by the Executive Committee of the Board of Governors: 2001/03/06; Approved by the Board of Governors: 2001/04/16.
Date of next review:	December 2030
Policies superseded by this policy:	
Related policies, procedures and guidelines:	Board Code of Conduct Gift and Sponsorship Acceptance Policy Conflict of Interest for Employees (Policy and Guidelines) Conflict of Interest for Faculty and Librarians (Policy and Guidelines) University Policy on Reimbursement of Expenses University Policy on Signing Authority

6 Procedures

- 6.1 A governor shall make written disclosure of a conflict of interest situation, whether actual, potential, or perceived to the Secretary of the Board of Governors.
- 6.2 Upon receipt of a disclosure, the Secretary shall assemble a committee, comprised of the Chair of the Board of Governors or designate, the Chair of the Board Audit Committee and the Secretary, to consider the matter. The committee shall determine what, if any, action should be taken by the governor or by the Board, in order to mitigate the conflict of interest, or perception thereof.

- 6.3 Article VII (8) of the General By-law of the University concerning declaration of interest in contracts or transactions shall continue to govern those matters referred to therein.
- 6.4 Governors shall execute the Acknowledgement and Undertaking of Confidentiality and Conflict of Interest prior to taking up their seat on the Board.

7 Guidelines

The following examples are illustrative of potential conflict of interest situations that should be disclosed:

- a. Entering into a business or other contract/transaction on behalf of the University with a company or firm in which a governor, or related person(s), has a financial interest.
- b. Influencing the purchase of equipment, materials or services for the University from a company or firm in which a governor, or related person(s), has a financial interest.
- c. Accepting gifts, benefits or favours from individuals or firms with which the University does business, except as token courtesies.
- d. Directing students or staff of the University to carry out work for a company or firm in which a governor has a financial interest.
- e. Using the University's resources or facilities for a governor's personal benefit or the benefit of related persons.
- f. Using the position as governor to obtain employment with the University.
- g. Participating in the appointment, hiring, promotion or evaluation of a related person.
- h. Using the position of governor to serve the interests of an elected or appointed office held by the governor.

Appendix C - Summary of Proposed Changes for the Conflict of Interest Policy

Existing Policy	Proposed Changes
N/A	<p>1. Purpose</p> <p>This Policy seeks to uphold the integrity, transparency, and accountability of the Board of Governors by ensuring members disclose and appropriately manage personal, professional, or financial interests that conflict with or could be perceived to conflict with their duties to the University.</p>
N/A	<p>2. Scope and Application</p> <p>This policy applies to all members of the Board of Governors, including external, internal, ex-officio, honorary, and committee members. It covers all activities related to Board service where a real, potential, or perceived conflict of interest may arise.</p>
<p>1. A conflict of interest exists when there is a disjuncture between a governor’s personal interests, financial or otherwise, or a governor’s professional interests, and his or her fiduciary obligations to the University. A conflict of interest situation affects not only a governor but also all of his or her non-arm’s length relationships, including but not limited to immediate family members and persons with whom there exists, or has recently existed, a close personal relationship.</p> <p>2. Governors shall make full, timely and ongoing disclosure of a conflict of interest or potential conflict of interest in accordance with the General Bylaws and</p>	<p>3. Policy</p> <p>3.1 Members of the Board of Governors have an obligation to uphold the highest standards of conduct, acting honestly, in good faith, and in the best interests of the University. This obligation includes an expectation that they avoid conflicts of interest and maintain strict confidentiality of all non-public information disclosed to them through their role.</p> <p>3.2 A conflict of interest exists when there is a disjuncture between a governor’s business, financial, professional, or personal considerations or interests, financial or otherwise, may directly or indirectly affect, or may reasonably be perceived to affect the governor’s judgement in fulfilling his or her fiduciary obligations to the University. A conflict of interest situation affects not only a This includes situations where a governor’s access to certain confidential or proprietary University information could be used for private gain either by the governor, but also all of or by his or her non-arm’s length relationships, or related persons, including but not limited to, immediate family members such as a spouse or common-law partner, parent, sibling, child, or other relative who resides in the same household or</p>

<p>other procedures established from time to time by the Executive Committee of the Board. They may, in accordance with such procedures, refrain or be asked to refrain from participating in discussions and/or decisions concerning any business that is related to the matter in which there is a conflict of interest.</p>	<p><u>whose interests are closely connected with the governor</u>, and persons with whom there exists, or has recently existed, a close personal relationship.</p> <p>3.3 <u>Governors shall make full, timely and ongoing disclosure of any conflict of interest or potential conflict of interest in accordance with the General By-laws and other related procedures established from time to time by the Executive Committee of the Board. In particular, as required under section 8.01(b) of the General By-laws, any Governor or officer who (i) is a party to a material contract or transaction, or proposed material contract or transaction, with the University, or (ii) is a director or officer of, or has a material interest in, any person who is a party to such a contract or transaction, shall disclose to the University the nature and extent of their interest or request to have it entered into the minutes of the Board. They</u> Governors may, in accordance with such the by-laws and procedures, refrain or be asked to refrain from participating in discussions and or decisions concerning any business that is related to the matter in which there is a conflict of interest.</p>
<p>N/A</p>	<p>4 Roles & Responsibilities</p> <p>4.1 Members of the Board of Governors are responsible for:</p> <ul style="list-style-type: none"> a. <u>Disclosing to the University or request to have entered in the minutes of meetings of Governors the nature and extent of their interest;</u> b. <u>Refraining from participating in discussions or decisions where a conflict of interest exists, if so directed;</u> c. <u>Completing an Acknowledgement and Undertaking of Confidentiality and Conflict of Interest prior to taking their seat;</u> d. <u>Avoiding using their position for personal gain or the benefit of related persons or organizations;</u> e. <u>Acting in accordance with the University's best interests and their fiduciary obligations and maintaining confidentiality.</u>

	<p>4.2 The Chair of the Board of Governors is responsible for participating in the review, where necessary, of disclosed conflicts of interest and providing guidance or direction on appropriate steps, including potential recusal.</p> <p>4.3 The University Secretary is responsible for receiving written disclosures of actual, potential or perceived conflicts of interest from members and convening a review committee, where appropriate, to assess appropriate actions.</p>
N/A	<p>5 Review</p> <p>This Policy shall be reviewed by the Governance, People and Culture Committee every 5 years at a minimum.</p>
<p>Procedures</p> <p>1. A governor shall make written disclosure of a conflict of interest situation, whether actual or potential, to the Secretary of the Board of Governors.</p> <p>2. Upon receipt of a disclosure, the Secretary shall convoke a committee, comprised of the Chair of the Board of Governors or designate, the Chair of the Board Audit Committee and the Secretary, to consider the matter. The committee shall determine what, if any, action should be taken by the governor or by the Board, in order to deal with the matter.</p> <p>3. Article VII (8) of the General Bylaw of the Board of Governors concerning declaration of interest in transactions shall continue to govern those matters referred to therein.</p> <p>4. Governors shall execute the Acknowledgement and Undertaking, attached as Appendix A, prior to taking their seat on the Board.</p>	<p>6 Procedures</p> <p>6.1 A governor shall make written disclosure of a conflict of interest situation, whether actual, potential, or perceived to the Secretary of the Board of Governors.</p> <p>6.2 Upon receipt of a disclosure, the Secretary shall convoke assemble a committee, comprised of the Chair of the Board of Governors or designate, the Chair of the Board Audit Committee and the Secretary, to consider the matter. The committee shall determine what, if any, action should be taken by the governor or by the Board, in order to deal with the matter mitigate the conflict of interest, or perception thereof.</p> <p>6.3 Article VII (8) of the General By-law of the Board of Governors University concerning declaration of interest in contracts or transactions shall continue to govern those matters referred to therein.</p> <p>6.4 Governors shall execute the Acknowledgement and Undertaking of Confidentiality and Conflict of Interest, attached as Appendix A, prior to taking up their seat on the Board.</p>
<p>Guidelines on Conflicts of Interest</p> <p>The following examples are illustrative of situations that should be disclosed.</p>	<p>7 Guidelines on Conflicts of Interest</p> <p>7.1 The following examples are illustrative of potential conflict of interest situations that should be disclosed.</p>

<ol style="list-style-type: none"> 1. Entering into a business or other contract/transaction on behalf of the University with a company or firm in which a governor, or related persons, has a financial interest. 2. Influencing the purchase of equipment, materials or services for the University from a company or firm in which a governor, or related persons, has financial interest. 3. Accepting gifts, benefits or favours from individuals or firms with which the University does business, except as token courtesies. 4. Directing students or staff of the University to carry out work for a company or firm in which a governor has a financial interest. 5. Using the University's resources or facilities for a governor's personal benefit or the benefit of related persons. 6. Using the position as governor to obtain employment with the University. 7. Participating in the appointment, hiring, promotion or evaluation of a related person. 8. Using the position of governor to serve the interests of an elected or appointed office held by the governor. 	<ol style="list-style-type: none"> a. Entering into a business or other contract/transaction on behalf of the University with a company or firm in which a governor, or related person(s), has a financial interest. b. Influencing the purchase of equipment, materials or services for the University from a company or firm in which a governor, or related person(s), has financial interest. c. Accepting gifts, benefits or favours from individuals or firms with which the University does business, except as token courtesies. d. Directing students or staff of the University to carry out work for a company or firm in which a governor has a financial interest. e. Using the University's resources or facilities for a governor's personal benefit or the benefit of related persons. f. Using the position as governor to obtain employment with the University. g. Participating in the appointment, hiring, promotion or evaluation of a related person. h. Using the position of governor to serve the interests of an elected or appointed office held by the governor.
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**Acknowledgement And
Undertaking Of Confidentiality**

I acknowledge that as a member of the Board of Governors of York University, I am a fiduciary with respect to the business and affairs of the University. As a fiduciary, I must adhere to the highest level of conduct in carrying out my duties and responsibilities as a Governor, which include the obligation to act honestly, in good faith and in the best interests of the University and to avoid conflicts of interest. I undertake to keep in strictest confidence all confidential or proprietary information communicated or disclosed to me as a member of the Board of Governors.

Dated at Toronto, Ontario this ____ day
of _____, 20__.

Moved to separate Form document.



Board of Governors

Memorandum

To: Board of Governors

From: Antonio Di Domenico, Chiar, Executive Committee

Date: 1 December 2025

Subject: Data Governance Policy

Recommendation:

The Executive Committee recommends that the Board of Governors approve the proposed Data Governance Policy attached as Appendix A, and to be effective January 1, 2026.

Current Status:

The proposed policy establishes the governing rules, standards, roles, and responsibilities for data usage at the University, in alignment with the University's Data Governance Framework. It lays the foundation for the successful operationalization of the University's Data and Analytics Strategy and practical aspects of data management, reflecting the University's commitment to leveraging data effectively in alignment with its mission and strategic goals.

The Policy is designed to support a more effective and coordinated approach to data governance at the University by advancing several key objectives. It affirms the recognition of data as a valuable institutional asset that must be governed in accordance with established frameworks and policies. It also seeks to establish clear ownership of institutional data by formalizing related roles and responsibilities across the University. To that end, the Policy reflects existing practices, with most of the outlined responsibilities already performed by Data Stewards. The remaining tasks will be addressed through the development of cost-conscious procedures aligned with the Data and Analytics Strategy, and no additional funding is required for implementation.

Board of Governors - Executive Committee

The Policy aims to improve the accessibility and usability of data to support more effective decision-making and cross-functional collaboration. It promotes a culture of responsible and skillful data use as a core component of institutional assessment, planning, and management practices. To ensure accuracy and reliability, the Policy encourages improvements in data quality and integration, along with the adoption of standardized data definitions and formats across departments and systems. Finally, it is intended to help mitigate data security risks and protect privacy in accordance with legal and regulatory obligations.

Background:

The development of this Policy was informed by best practices in the field, including guidance outlined in [Surveying Data Governance Policy Models](#). This resource highlights a number of key areas that institutions should consider when establishing policies related to data governance. These include the clear definition of roles and responsibilities, as well as the establishment of data ownership and classification frameworks.

The Policy draws on best practices for managing the data life cycle, including data handling protocols, data transfer, destruction, and ownership classification. It ensures compliance with institutional policies, legislative and regulatory requirements, grant conditions, and contractual obligations, addressing violations and sanctions to promote a comprehensive and responsible approach to data governance.

A comprehensive update on York's data governance progress was shared at the Subcommittee on Digital Transformation (SDT) in November 2025, which highlighted the Data Governance Policy as one of the University's top data governance priorities for 2025–26. The update highlighted institutional progress achieved over the past five years, including the establishment of the University's Data and Analytics Strategy, the expansion of data governance capacity within the Office of Institutional Planning and Analysis, data literacy initiatives, and growing national recognition of York's leadership in this space. Approval of the Policy is the next step to support the operationalization of a modern governance model. The Policy was developed by our Data Governance team in the Office of Institutional Planning and Analysis, in close collaboration with the Office of the University Secretariat. Policy development included consultations with the Office of the Provost,

Chief Information Officer (CIO), Chief Information Security Officer (CISO), the Privacy Office, PVP-Deans, Data Stewards, Data Trustees, the Office of the Counsel, and

Board of Governors - Executive Committee

Labour Relations. Alignment with existing policies will be ensured through routine gap analyses and procedural updates led by the University Secretariat.

York's Data Governance Program

York University has established a comprehensive, research-informed Data Governance Program that is recognized across the Canadian higher education sector. In 2023, York was highlighted by the Canadian Association of University Business Officers (CAUBO) in its *Data Governance Framework for Canadian Universities* as a leading practitioner in Canada (see: [New Resource: Data Governance Framework for Canadian Universities – CAUBO](#)). The program's achievements were showcased through presentations at key conferences, including CAUBO, the Council of University Planning and Analysis (CUPA), and Canadian Institutional Research and Planning Association (CIRPA) in 2023-24 and 2024-25.

Importance to Strategic Enrolment Management, Digital Transformation Projects, and Data Management Priorities

The proposed policy is integral to many data management initiatives at York. It underpins the execution of data quality projects and the development of principal and reference data capabilities, crucial for advancing our priorities, including Strategic Enrolment Management. For example, we aim to improve student retention rates, a key aspect of our SEM Framework. Through the application of the *Data Governance Policy*, we can ensure that high-quality, accurate data about student performance and engagement are consistently collected and analyzed. Such data-informed decision-making is made possible by the robust data management practices established by the *Data Governance Policy*.

The Data Governance Policy establishes clear accountability for data, defines data-related roles, and sets data priorities. The Policy and subsequent procedures will ensure that institutional needs are appropriately prioritized in data-related initiatives.

The successful implementation of any technology solution, including a CRM, is tied to the Data Governance Policy. By establishing formal data governance roles, responsibilities, and mandates, we support the effective delivery of technology projects. Failure to do so places projects at risk of non-completion because unclear data ownership, inconsistent data quality, and lack of standardized processes can lead to delays, misaligned objectives, and ultimately an inability to meet project goals.

Board of Governors - Executive Committee

Analysis

In light of swift advancements in artificial intelligence (AI) and evolving data regulations, the higher education sector is prioritizing the development of data governance policies. A significant number of universities across the United States, Europe, and Australia have already implemented such policies. These policies play a crucial role in managing and safeguarding data, ensuring compliance with legal standards, and fostering an environment of transparency and trust.

In Canada, data governance implementation is somewhat mixed, with universities at various stages in the development and implementation of their data governance policies. Some institutions are currently drafting frameworks (e.g., Niagara University), while others have established policies in place. These policies may be accessible publicly or available through restricted channels. A review of data governance policies from Canadian universities was conducted to inform the development of York's own policy. This review provided insight into common frameworks, role definitions, compliance mechanisms, and approaches to data classification and access across the sector. Additional reference was made to practices in more mature sectors such as banking and healthcare, as well as national frameworks including the Government of Canada's National Defence Data Governance Framework, Canada's Digital Charter, and the Indigenous Data Governance Framework.

Strategic Alignment to UAP

The Data Governance Policy is closely aligned with the priorities set out in York University's Academic Plan 2020–2025. It supports commitments under Living Well Together by promoting open, transparent, and accountable governance through clearly defined data roles and responsibilities. It also advances From Access to Success by enabling timely, reliable access to student support data and fostering the responsible use of analytics to inform early interventions. Additionally, the Policy supports a culture of service excellence and contributes to building an environment of trust, inclusion, and evidence-informed decision-making across the institution.

Risk Implications

The risks of not implementing the Data Governance Policy include reduced value from York's data assets and analytics, poor data quality, potential regulatory fines, and delays in technology projects. York University will also not have formalized the roles of Data Stewards and Data Trustees, leading to a lack of accountability for data, possibly

Board of Governors - Executive Committee

erroneous decision-making, and an inability to systematically improve data quality. Data quality is key to the successful implementation of any technology solution.

Implementation and Next Steps

Following the policy's approval, it will be shared with the leadership of YUFA and OHFA for their information, in accordance with the recommendation from Labour Relations. It is noted that the Policy does not apply to research data, which continues to be governed by separate, relevant policies and procedures.

To disseminate and operationalize the Policy once effective, the following processes will be initiated:

1. Engage data stewards in leading implementation activities, with the Policy to be formally circulated at the next Data Stewardship Committee meeting following approval. This is scheduled for February 24, 2026.
2. Supporting procedures and data sharing agreements will be developed to establish clear ownership of Data and formalize Data-related roles and responsibilities. These documents will be accompanied by role-specific guidance to facilitate common understanding and expectations.
3. Clear points of contact will be established within the Office of Institutional Planning and Analysis and circulated to receive follow-up questions or feedback on the Policy.
4. A list of Faculty and departmental delegates/subject matter experts will be identified and trained to provide support to established frameworks, policies, and guidelines, where applicable.
5. A Y-file introducing the Data Governance Policy and resources available for staff and faculty will be circulated.
6. Processes will be considered for integration into existing unit-level practices, with regular reviews to ensure consistency and continuous improvement across the University.

Attached: Appendix A Proposed Data Governance Policy

Appendix A



University Policy

Data Governance Policy

Topic:	Financial and Operations
Approval Authority:	Board of Governors
Approval Date:	December 1, 2025
Effective Date:	January 1, 2026
Last Revised:	N/A

1. Purpose

York University ("the University") is committed to the effective management and use of Data in support of its academic, research, and administrative activities.

This Policy establishes the governing rules, standards, roles, and responsibilities for Data usage at the University, in alignment with the University's Data Governance Framework. It lays the foundation for the successful operationalization of the University's Data and Analytics Strategy and practical aspects of Data Management.

This Policy aims to achieve the following objectives:

- 1.1. To ensure that Data is recognized as a valuable institutional asset and governed according to established frameworks, policies, and guidelines.
- 1.2. To establish clear ownership of Data and formalize Data-related roles and responsibilities.
- 1.3. To promote a culture of responsible and skillful Data use as an integral part of institutional assessment, planning, and management practices.
- 1.4. To improve Data accessibility and usability across the University to achieve more effective decision-making.
- 1.5. To enhance Data quality and integration to ensure Data collected and used by the University is accurate and reliable.
- 1.6. To standardize Data definitions and formats for consistency and accuracy across departments and systems.

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- 1.7. To mitigate Data security risks and privacy concerns.

2. Scope and Application

- 2.1. This Policy applies to University Employees and any third-party or other University affiliates who are authorized to access Data.
- 2.2. This Policy applies to the collection, storage, management, utilization and disposal of Data, and to the exchange, transfer, storage, and disclosure of Data between or by individuals, units, departments, or organizations, including external contractors, vendors, partners, or affiliates who access Data pursuant to agreements with the University.
- 2.3. This Policy covers all Data, regardless of its form, medium, or location, with the exception of Research Data which is managed by other relevant policies and procedures.
- 2.4. This Policy should be read in conjunction with the University's associated policies, procedures, guidelines, and any relevant and applicable legislation, and any other policy that may become applicable and/or relevant.

3. Definitions

Data: for the purpose of this Policy, Data refers to Institutional Data, which includes all quantitative and qualitative information that is collected, stored, managed, analyzed, and utilized across various functions and activities of the University. Institutional Data encompasses any Data that is owned, licensed, or otherwise under the control of the University, including University administrative records and information associated with teaching and learning. This Data may appear in multiple formats and states, such as raw, aggregated, processed, analyzed, structured, semi-structured, or unstructured.

Data Asset: any entity comprising of Data from which value may be derived. A Data Asset may be a system or application output file, database, document, dashboard, web page, or another artifact.

Data Domain: a specific category or subject area of Data within the University. It is a broad area of Data that contains a set of similar or related Data Elements, such as student Data, financial Data, and human resources Data.

Data Element: a fundamental unit of information that represents, defines, or records a specific attribute, fact, or concept. A Data Element may be a field in a database, a column in a spreadsheet, or a property in a data object, which individually or collectively contributes to the understanding and interpretation of a Data Asset.

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Data Governance: a function that outlines policies, processes, and roles and responsibilities to ensure the effective and ethical management of Data across the University. These standards are articulated in the Data Governance Framework, which outlines a system of decision rights and accountabilities for Data-related processes.

Data Management: a function that creates and implements architectures and processes to manage the full Data lifecycle needs of the University. This includes Data collection, storage, integration, security, quality, and usage to ensure that Data is accurate, accessible, and usable for decision-making and operations.

Data Sharing: the exchange, transfer, or disclosure of Data among different individuals, units, departments, or organizations.

Data Sharing Agreements: formal contracts or documents that stipulate the terms and conditions under which Data is exchanged, transferred, or disclosed.

Data Sub-Domain: a subset or a specific aspect of a Data Domain. It is a smaller, more specific area of Data that is part of a larger Data Domain, such as student profile Data, student advising Data, and student athletics Data.

Employee: any person who performs work or services for the University in exchange for wages.

Metadata: structured, descriptive information about Data Elements and Data Assets that provides context, facilitates understanding, and enables effective management, discovery, and usage of the Data Elements. For example, for a “Student ID” Data Element, the Metadata might include a definition and a validation rule. For Data Assets, like the University’s Student Information System, the Metadata records ownership and creation dates, among other descriptive information.

Principal Data: the identifiers and detailed attributes that describe the core entities of the University. It represents the core information that is essential for the University's operations and decision-making processes. Principal Data includes information about students, alumni, staff, faculty, academic programs and services, organizational and financial structures, and physical space.

Reference Data: the sets of predefined, permissible values or categories that are used within the University’s systems and databases to classify, organize, and ensure the consistency of Data. It provides context and structure to transactional and operational Data, enabling accurate Data interpretation, reporting, and analysis. Reference Data includes country codes, currency codes, and program classification codes.

Research Data: Data produced as a result of research activities. Research data may be experimental, observational, operational, third party, public sector, monitoring, processed, or repurposed. This includes research proposals, publications including

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articles, conference papers, reviews, books and book chapters, Data sets, laboratory records, patents, and any other documented findings or innovations generated through research efforts.

4. Policy

4.1 Data Ownership

Data generated and collected by the University is an institutional asset that is governed according to established policies and frameworks. Each Data Asset must have a designated Data Trustee and Data Steward who are responsible for ensuring that the Data Asset is accurate, reliable, and relevant to the University's mission and goals.

4.2 Data Quality

- a. Data should be accurate, complete, timely, and relevant to the University's needs.
- b. Principal and Reference Data must be consistently defined and maintained to ensure the accuracy and integrity of Data throughout the organization.

4.3 Data Definition

Data Elements will be clearly defined to ensure that Data is usable, accurate, and consistently described.

4.4 Data Classification

- a. Data must be classified according to its sensitivity and importance to the University. Classification categories, established in the [Information Security Classification Standard](#), determine the appropriate access, transmission, storage, and destruction of Data.

4.5 Data Access and Sharing

- a. Access to Data must be authorized in accordance with the [Information Security Classification Standard](#) and be consistent with other relevant university policies and procedures.
- b. Data Sharing must be authorized based on operational and strategic needs, ensuring appropriate protection, use, and destruction of shared Data in compliance with applicable laws, regulations, and ethical standards.

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- c. Data should be securely shared among Employees whose work can benefit from Data availability, across departments, unless restricted by University policies or provincial or federal regulations.
- d. Data Sharing Agreements are required where appropriate for sharing Data with external parties and in other special circumstances. These agreements must set standards for the protection, appropriate use, and destruction of shared Data, and must receive approval from the relevant authority.

4.6 Data Retention

Data must be retained only as long as necessary to fulfill its intended purpose, in compliance with the [Common Records Schedule](#), Information, Privacy and Copyright Office policies and procedures, and legal and regulatory requirements.

4.7 Data Security

Data must be protected against unauthorized access, use, disclosure, alteration, or destruction in accordance with the [Information Security Policy](#) and [Information Security Classification Procedures](#).

4.8 Data Privacy

The collection, use, retention, and disposal of Data must be in compliance with the University's [Policy on Access to Information and Protection of Privacy](#) and other legal and regulatory obligations and should adhere to higher education institutions and other best practices where possible.

4.9 Data Ethics

Data will be collected, used, and shared in an ethical manner, consistent with the University's mission, values, applicable ethical standards, and principles.

4.10 Reporting

Reporting mechanisms will track the usage, quality, and security of Data Assets where possible.

4.11 Violations of Data Governance Policy

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Any Data User who violates the University's Data Governance Policy may have their Data access terminated. Violations of applicable statutes or laws may result in disciplinary or legal action.

5. Roles and Responsibilities

The roles outlined below contribute to promoting a culture of Data-informed decision-making at the University and to the operationalization of York's Data and Analytics Strategy.

5.1 Data Trustee

The Data Trustee is a senior leader accountable for the Data in a specific and bounded Data Domain. Their responsibilities include:

- Setting strategic direction and governance for Data within their Data Domain in alignment with the Data and Analytics Strategy, ensuring that the University has adequate policies, processes, and practices in place to support its information needs.
- Overseeing Data Management practices within their Data Domain, including promoting proper access, accuracy, privacy, integrity, security, and availability of the Data.
- Making decisions about the authoritative sources of Data within their Data Domain.
- Authorizing Data Sharing Agreements.
- Approving Data definitions and classifications.
- Ensuring that their designated Data Stewards and their teams have the necessary Data Management tools and training, and appointing Data Stewards to manage specific Data Sub-Domains.

5.2 Data Steward

The Data Steward is a senior manager responsible for the Data in a specific and bounded Data Sub-Domain. As experts on the Data within their Data Sub-Domains, their responsibilities include:

- Overseeing and managing the integrity, quality, and relevance of Data Assets, including setting standards for Data collection and validation.

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- Establishing and maintaining procedures for Data Sharing and Data access, including evaluating requests for access to Data in their Data Sub-Domain.
- Overseeing Data lifecycle procedures, including acquisition, storage, classification, retention, and disposal of Data within their Data Sub-Domain.
- Leading and approving Data definitions and classifications.
- Ensuring the proper use of Data within their Data Sub-Domain and providing necessary training and documentation to relevant Data Users.

5.3 Data Custodian

The Data Custodian handles the technical management, Data quality, and security within a specific system. Their responsibilities include:

- Implementing Data lifecycle procedures, including the acquisition, storage, classification, retention, and disposal of Data within their system.
- Maintaining Data quality and integrity within their system.
- Ensuring consistent application of Data security and privacy considerations within their system, including managing access to Data and ensuring solution designs adhere to security policies and architecture principles.
- Working with Data Stewards to establish and promote policies, guidelines, and procedures for the responsible management of Data.

5.4 Data User

A Data User is any individual who accesses or uses Data, including Employees, contractors, partners, and affiliates. Their responsibilities include:

- Using Data only for official University business.
- Maintaining confidentiality of Data and complying with University policies, guidelines and procedures, and applicable laws, regulations, and ethical standards.

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- Possessing the necessary skills to work with Data effectively and ensuring accurate Data presentation.
- Consulting Data Stewards for guidance on Data use and reporting any Data security or quality concerns to the appropriate Data Steward.

6. Review

The University will review the Data Governance Policy every two (2) years, or as necessary to ensure compliance with legislation or statutes, or when it is deemed necessary in the best interests of the University. The Chief Data Officer is responsible for initiating and overseeing the review and update process.

Legislative history:	Approved by the Board of Governors 2025/12/01
Date of next review:	2030
Policies superseded by this policy:	
Related policies, procedures and guidelines:	Data Governance Framework Data Domains and Sub-Domains Common Records Schedule Information Security Policy Information Security Classification Procedures Information Security Classification Standard Policy on Access to Information and Protection of Privacy Records and Information Management Policy Senate Policy on Computing and Information Technology Facilities Principles for the Ethical Use of Student Data Guidelines on Access to Student Records and Protection of Privacy

Academic Resources Committee

Report to the Board of Governors

at its meeting of December 1, 2025

The Academic Resources Committee met on November 14, 2025, and makes this report to the Board for information.

1. Provost's Items

2025-2026 Enrolment Update - The Committee received an update based on latest enrolment figures where domestic enrolment performed better than target driven by strong conversion and retention efforts. International enrolment remains challenging due to visa restrictions and Canada's current reputation as a study destination. Graduate programs have also been impacted, raising concerns for research capacity. York continues to expand domestic recruitment beyond Ontario and refine its international strategy to align with federal priorities, including exploring transnational education models.

York is projected to exceed its provincial grant funding corridor so that additional domestic growth will rely on tuition alone, a challenge under the current tuition freeze. Program mix is shifting toward high-demand areas such as engineering and health, requiring adjustments in infrastructure and resources to support growth while maintaining quality. Committee discussed micro-credentialing opportunities, linking degrees to employability and expanding co-op programs, and leveraging alumni networks and entrepreneurship hubs to build experiential learning.

Annual Faculty Complement - The Committee received an update on faculty recruitment for 2025-26 and 2026-27 where, in line with the current fiscal environment, the University has limited faculty hiring to focus on essential needs, including high-demand programs, new program initiatives, and commitments to major research projects and externally funded positions.

Following several years of net growth to the faculty complement pursuant to York's Faculty Complement Renewal Strategy, the last two years have seen more departures than new appointments. Equity and diversity remain priorities as progress in recruiting racialized and Indigenous faculty as well as increased international recruitment has been observed to broaden the talent pool. Overall, York continues to align hiring with strategic priorities while navigating resource challenges and demographic shifts.

Final Faculties of the Future Report - Members received an update on the *Faculties of the Future* initiative, which was launched to reimagine the academic structure and operational sustainability of the University, ensuring that future changes are driven by academic priorities and the commitment to student success. The final Report provides a framework for Faculties to consider opportunities for renewal that were brought forward by the community, and recommendations are now being studied closely by Faculties and units in their local context. The Report identifies major interconnected themes that emerged from consultations. These recommendations are open to adaptation, and are not prescriptive mandates. Deans will be reporting back in November on the progress of collegial discussions and where there is appetite and willingness to undertake closer collaboration across units and programs.

2. Vice-President Research and Innovation Items

Celebrating Research Achievements and Impact – York University’s research and innovation portfolio continues to demonstrate strong impact and growth. Recent achievements include securing \$8.7 million in SSHRC partnership funding and \$1.5 million from the Canada Foundation for Innovation. In addition, prestigious appointments such as Canada Research Chairs and Royal Society of Canada Fellowships reflect the University’s commitment to research excellence, expertise and leadership in areas such as computational research, indigenous context and innovations on wellbeing, youth, education and global good.

Showcasing York’s Vibrant Research & Innovation Community - York hosted the first in a series of Thought Leadership events focused on academia’s role in transforming Canada’s economy through strengthening research and talent. Over 80 guests participated in the breakfast event including industry leaders, regional partners, NGO’s and innovation collaborators. Other events planned with Future topics reflecting new nation-building priorities focusing on:

- Technology & innovation, investment, healthcare,
- Mental health, income security, economic growth, and talent

The next in the series is being planned for February 2026.

Board of Governors

The 2025 York Gairdner Lectures were held in October. The program brought high-profile laureates of the prestigious [Canada Gairdner Awards](#) to the Keele Campus to present a Gairdner Lecture to faculty, postdoctoral Fellows and graduate students.

This year, Dr. Iva Greenwald, and Dr. Gary Struhl, Canada Gairdner International Award 2025 award recipients, and Professor Nika Shakiba, Canada Gairdner Early Career Investigator spoke to York faculty, staff and students

The university's entrepreneurship ecosystem, led by YSpace, has expanded to support ventures in technology, food and beverage, women-led and Black entrepreneurship, and international partnerships. Among its recent awards, this year YSpace has appeared in the PitchBook global ranking of top 100 universities for innovation and commercialization. Looking ahead, York plans to scale its innovation ecosystem through the YSpace Network, a hub-and-spoke model that connects faculties and students to shared resources and external partnerships.

Members heard about a proposal to fund a venture capital initiative focused on entrepreneurship training, startup support, and scaling up startups, and will further build and sustain the core team and overall YSpace operations. The Fund will focus on both investing in companies as an equity share as well as entrepreneurship programming, training and startup support. At the same time, it will build and sustain the core team and overall YSpace operations. There was support among the members for further developing the proposal for establishing the Venture Capital Fund.

3. Cyclical Program Reviews

The Committee received the Report of the Joint Sub-Committee on Quality Assurance from its May 2025 meeting from the Vice Provost-Academic.

Narendra Singh
Chair

Board of Governors

Memorandum

To: Board of Governors

From: Narendra Singh, Chair, Academic Resources Committee

Date: 1 December 2025

Subject: November 2025 Report on Appointments, Tenure and Promotion

Recommendation:

That the Board of Governors approve the President's November 2025 report on appointments, tenure and promotion as set out in Appendices A and B.

Rationale:

This report covers appointments recommended since the Committee and Board met in April 2025 along with recent tenure and promotion decisions. The President confirmed that tenure and promotion decisions followed due process and that the advice of the appropriate bodies was considered. Appointments have been made in support of existing activities and strengths, and to further strategic objectives.

The final column of the appointments tables identifies the nature of the funding, which can take the form of regular replacements funded by Faculties or the York University Libraries, appointments in new areas that are Faculty-funded, institutionally supported strategic hires, or endowed chairs and professorships.

As is customary, a cumulative report on the appointments, tenure and promotions decisions over the past twelve months is set out in Appendix C attached.

Recommendations for Promotion to Full Professor

Appendix A

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Alboiu, G (F)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Manitoba)	Linguistics, syntactic theory, syntactic interfaces
Bassett-Gunter, R (F)	Health	Kinesiology & Health Science	PhD (McMaster)	Human biodynamics
Boyd, C (M)	Liberal Arts and Professional Studies	History	PhD (Minnesota, Twin Cities)	US History
Chan, A (F)	Science	Mathematics and Science	PhD (Waterloo)	Mathematics, combinatorics and optimization
Chaufan, C (F)	Health	Health Policy & Management	PhD (California, Santa Cruz)	Sociology
Djordjevic, I (M)	Glendon	English	PhD (Toronto)	Early modern English literature
Farag, H (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Waterloo)	Integrated smart energy grids
Ferrara, I (F)	Liberal Arts and Professional Studies	Economics	PhD (York)	Environmental, public economics, economics
Fox, M (F)	Health	School of Nursing	PhD (Toronto)	Chronic disease, population aging, movement of care into communities
Garrett, I (M)	Arts, Media, Performance and Design	Theatre, Dance and	MFA (California Institute of Arts)	Mixed reality and ecological design for live performance
George, M (M)	Science	Physics and Astronomy	PhD (York)	High-precision laser spectroscopy; antimatter, physics education
Gunho, S (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (University College London)	Geomatics engineering
Johnson, M (M)	Science	Physics and Astronomy	PhD (California, Santa Cruz)	Astronomy and astrophysics, high energy and particle physics
Ma, J (M)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Nanjing)	Chinese language and literature
Meisner, B (M)	Health	Kinesiology & Health Science	PhD (York)	Aging and ageism
Mekouar, M (M)	Liberal Arts and Professional Studies	Social Science	PhD (McGill)	Norm diffusion, social movements, authoritarian practices in North Africa and the Middle East
Muise, A (F)	Health	Psychology	PhD (Guelph)	Applied social psychology
Rotondi, M (M)	Health	Kinesiology & Health Science	PhD (Western Ontario)	Biostatistics
Sánchez-Rodríguez, C (M)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Murcia)	Business management

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Shao, R (F)	Schulich School of Business	Organization Studies	PhD (British Columbia)	Behavioral ethics & organizational justice
Wang, J (F)	Liberal Arts and Professional Studies	Human Resource Management	PhD (Toronto)	Human resource management and industrial relations and diversity, equity, and inclusion in the workplace

Recommendations for Promotion to Full Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Maxwell, A (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Waterloo)	Technology entrepreneurship

Recommendations for Tenure and Promotion to Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Bazzocchi, M (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (Toronto)	Aerospace science & engineering
Boateng, G (M)	Health	School of Global Health	PhD (Western)	Global health and humanitarianism
Boittin, M (F)	Osgoode Hall Law		PhD (California, Berkeley)	Chinese law, international law, state and local government law, property law, criminal law, comparative law, empirical methods
Buick, C (F)	Health	Nursing	PhD (Toronto)	Women's health, oncology nursing practice
Caines, R (F)	Arts, Media, Performance and Design	Theatre, Dance and Performance	PhD (New South Wales)	Improvisation. Community-engaged art and research. Creative technologies
Chacaby, M (F)	Glendon	Global & Social Studies	PhD (Toronto)	Indigenous studies and languages
Cheng, A (M)	Health	Kinesiology & Health Science	PhD (Western Ontario)	Neuromuscular physiology
Cleworth, T (M)	Health	Kinesiology & Health Science	PhD (British Columbia)	Neuro-mechanics of balance and mobility
Corbiere, A (M)	Liberal Arts and Professional Studies	History	PhD (York)	Anishinaabe culture and history, oral traditions, intertribal diplomacy and language
Datta, S (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (Massachusetts)	Wireless networks and bioinformatics
Divinus, O (M)	Schulich School of Business	Operations Management and Information Systems Area	PhD (McGill)	Information systems

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Easter, B (F)	Liberal Arts and Professional Studies	Writing	PhD (Wisconsin- Madison)	Composition & rhetoric
Fresco, E (F)	Liberal Arts and Professional Studies	Communication and Media Studies	PhD (Western University)	Intersection of Canadian nationalism, settler, colonialism, consumer culture, and embodiment
Georgios, S (M)	Liberal Arts and Professional Studies	Economics	PhD (Minnesota)	Macroeconomics
Gonzalez Perez, J	Liberal Arts and Professional Studies	Social Science	PhD (York)	Comparative politics, international relations
Hillis, A (F)	Arts, Media, Performance and Design	Music	DMus (McGill)	Violin performance
Hurley, J (F)	Health	Kinesiology & Health Science	PhD (Waterloo)	Biomechanics of musculoskeletal health and injury prevention
Jean Pierre, J (M)	Liberal Arts and Professional Studies	Sociology	PhD (McMaster)	Sociology of education, child and youth studies, sociology of race and ethnicity, and sociology of language
Kecskés, A (M)	Schulich School of Business	Finance	PhD (Toronto)	Finance
Kohler, P (M)	Health	Psychology	PhD (Dartmouth)	Psychology
Lai, P (F)	Liberal Arts and Professional Studies	Administrative Studies	PhD (York)	Law, regulation and governance
Lamarche, L (M)	Health	Kinesiology & Health Science	PhD (University of Toronto)	Exercise sciences
Lande, K (M)	Liberal Arts and Professional Studies	Philosophy	PhD (California, Los Angeles)	Philosophy of mind & cognitive science, Philosophy of perception, vision science
Le, C (F)	Science	Chemistry	PhD (Toronto)	Organic, inorganic, and medicinal chemistry
Lemish, N (M)	Arts, Media, Performance and Design	Music	DMus (Toronto)	Jazz piano performance
Liberatori, A (F)	Liberal Arts and Professional Studies	History	PhD (York)	Italian Canadian migration history
Marion, S (F)	Glendon	Science	PhD (Toronto Metropolitan)	Psychology and law
McKeown, R (M)	Liberal Arts and Professional Studies	Economics	PhD (Queen's)	Economics education, financial economics, macroeconomics
Mecija, C (F)	Liberal Arts and Professional Studies	Communication and Media	PhD (Toronto)	Diasporic media

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Murnaghan, A (F)	Liberal Arts and Professional Studies	Humanities	PhD (York)	Children's geographies, critical children's museology
Ndengue, R (F)	Glendon	Global & Social Studies	PhD (Université de Paris)	African history, gender and sexuality studies
Ng-Chan, T (F)	Arts, Media, Performance and Design	Cinema & Media Arts	PhD (Concordia)	Cinematic storytelling, experimental mapping
Nguyen, P (F)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Virginia Polytechnic)	Finance
Orszulik, R (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (York)	Space engineering
Pechawis, A (M)	Arts, Media, Performance and Design	Visual Arts & Art History	(Dell'Arté School of Physical Theatre)	Performance
Poirier, M (M)	Health	Kinesiology & Health Science	PhD (McMaster)	Health policy
Power, C (F)	Glendon	Global & Social Studies	PhD (Toronto)	Early modern political thought and influence of anti-Judaism and Judeophobic
Prime, H (F)	Health	Psychology	PhD (Toronto)	Child and family psychology
Robertson, L (F)	Science	Biology	PhD (Toronto)	Invertebrate physiology
Robinson, J (M)	Arts, Media, Performance and Design	Theatre, Dance and Performance	PhD (York University)	Acting and directing
Roburn, S (F)	Liberal Arts and Professional Studies	Communication and Media Studies	PhD (Concordia University)	Communication Studies
Rogerson, J (M)	Science	Science and Technology Studies	PhD (York)	Astrophysics
Rotz, S (F)	Environmental and Urban Change		PhD (Guelph)	Politics of agri-food industrialization, digitalization
Samuel, J (F)	Liberal Arts and Professional Studies	Social Science	PhD (York)	Health inequities
Samuels-Jones, T (F)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Florida)	Criminology, law & society
Schwarz, B (F)	Science	Biology	PhD (Simon Fraser)	Biological sciences
Shabtay, A (F)	Liberal Arts and Professional Studies	Humanities	PhD (McGill)	Child and youth studies and child-centered research practices
Stefanidis, G (M)	Liberal Arts and Professional Studies	Economics	PhD (Minnesota)	Macroeconomics

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Su, Y (F)	Liberal Arts and Professional Studies	Equity Studies	PhD (Guelph)	Political science and international development studies
Tuvaandorj, P (M)	Liberal Arts and Professional Studies	Economics	PhD (McGill)	Econometrics, applied microeconomics
Uddin, G (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (McGill)	Software engineering
Vivès, R (M)	Glendon	Economics, Business and Mathematics	PhD (Aix-Marseille)	Economics

Recommendations for Tenure at the rank of Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Spicer, Z (M)	Liberal Arts and Professional Studies	Public Policy and Administration	PhD (Western Ontario)	Municipal and local governance

Recommendations for Tenure and Promotion to Associate Professor Teaching Stream

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Abbruzzese, T (F)	Environmental and Urban Change	PhD (York)		Urban innovations and digital futures
Davidson, L (F)	Liberal Arts and Professional Studies	Anthropology	PhD (Toronto)	Anthropology, multiculturalism, migration and transnationalism, Christianity, kinship, citizenship
Florentin, V (F)	Glendon	Global Communication & Cultures	PhD (Montréal)	Translation Studies
Karagyozyova, T (F)	Liberal Arts and Professional Studies	Economics	PhD (Connecticut)	Financial economics, economics of insurance, development economics
Pan, G (M)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Toronto)	Chinese language and literature
Pedernal, K (F)	Health	Nursing	MScN (York)	Adult medical surgical
Rangwala, S (F)	Liberal Arts and Professional Studies	Humanities	PhD (Alberta)	Power, diaspora & race
Rowan, C (M)	Health	Kinesiology & Health Science	PhD (York)	Fitness and exercise training
Schaffzin, G (M)	Arts, Media, Performance and Design	Design	PhD (California, San Diego)	Art history, theory and criticism
Steele, C (F)	Liberal Arts and Professional Studies	Humanities	PhD (York)	Digital culture and experiential education

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Sutherland, J (F)	Health	Psychology	PhD (Toronto Metropolitan)	Psychological science

Table 1 2025-26 Recommendations for Appointment – Full-Time Faculty Members¹ (since the meeting of April 11, 2025)

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
AMPD					
Ironside, Chris	Visual Art and Art History	Assistant Professor, Teaching Stream, PC1 (teaching)	MFA, Fine Arts (York University, 2002)	Mr. Ironside has been a course director with the School of the Arts, Media, Performance & Design, primarily in the increasingly in demand area of photography at York. He is also an established multi-disciplinary artist who is capable of teaching in a variety of other areas such as drawing. Mr. Ironside's knowledge, education, and professional background enable him to teach in the School's BFA studio program, Integrative Arts BFA program, and help to revitalize the Department's photography program. This appointment was made through the CUPE Conversion Program.	Faculty Funded
Loughran, Keira	Theatre, Dance, and Performance, Acting and Directing with Emerging Technologies	Assistant Professor, PC1 (professorial)	BFA, Drama (Acting) (University of Alberta, 1996)	Ms. Loughran was serving as a Sessional Assistant Professor, Teaching Stream in the department, and came to York with significant professional theatre experience, particularly in the domain of EDI and teaching. She is a theatre artist with over 25 years of experience as a director, actor, and theatre maker. Her research is in the domain of research-creation and theatre performance and production with funding from arts councils rather than tri-council funding. Although unusual for a professorial tenure-stream appointment to be made to a candidate with only undergraduate training, Ms. Loughran is a graduate of the Birmingham Conservatory at the Stratford Festival, a two-year rigorous training program that is considered to be equivalent to an MFA in acting. Additionally, Ms. Loughran has held several roles within the Canadian theatre community, including Associate Producer of The Forum & Laboratory at the Stratford Festival, Artistic Producer of the SummerWorks Festival in Toronto, and Artistic Director of K'Now Theatre.	Faculty Funded
Richards, Alyson	Cinema and Media Arts, Showrunning &	Assistant Professor, Teaching	MFA, Creative Writing (University of British Columbia, 2022)	Ms. Richards joined York from the University of Guelph-Humber where she was a part-time Professor of screenwriting, as well as an award-winning showrunner, screenwriter, producer, and director, with over 15 years of industry experience and recent teaching experience. Ms. Richards' brings	Faculty Funded

¹ All appointments effective July 1, 2025 except where indicated in the Name column.
Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
	Screenwriting for Media Industries	Stream, PC1 (teaching)		tremendous industry connections and support for our producing program. She also brings diverse experience to support the planned accelerated film production program.	
Wheeler, Michael (1-Jan-26)	Theatre, Dance, and Performance, Acting and Directing with Emerging Technologies	Assistant Professor, C1 (professorial)	MFA, Theatre, (Moscow Art Theatre, 2002)	Mr. Wheeler will be coming to us from Queen’s University, where he is already affiliated with Connected Minds, and it is internationally known for his work in digital performance through his establishment of the Festival of Live Digital Art (FOLDA). He has a robust record of funded research, including collaborations with roboticists, an important new area of research collaborations for the performing arts. He is ideally positioned to support York’s Theatre students and graduates in navigating the rapidly emerging opportunities in this professional field and to build connections and collaborations with scientists and engineers in other areas of the University.	Specially Funded
GLENDON					
Tarder-Stoll, Hannah	Science, Social Cognition/Social Cognitive Neuroscience	Assistant Professor, PC1 (professorial)	PhD, Psychology (Columbia University, 2023)	Dr. Tarder-Stoll joined us from the Rotman Research Institute where she was a Postdoctoral Scientist. Her research spans topics such as memory, adaptive behaviors in complex environments, dynamic, attention, social prediction, and reward system. She has peer-reviewed articles in high impact journals such as <i>Psychology of Aging</i> , <i>Journal of Neuroscience</i> and has many awards, fellowships and National and International research grants.	Specially Funded
Wang, Sze Yuh Nina	Science, Cognitive Science of Language and Communications	Assistant Professor, PC1 (professorial)	PhD, Psychology (University of Toronto, 2022)	Dr. Wang came to us from a Postdoctoral Fellow position held jointly between the University of Regina and Cornell University. She also held recent Visiting Researcher/Scholar positions at the University of Southern California and Sciences Po (Paris Institute of Political Studies). Her research topics are moral language use; moralization; misinformation; emotional language; political polarization; and online environments and discourse. She has Peer-reviewed articles in high-impact journals such as <i>Psychological Science</i> and <i>The Journal of Experimental Psychology: General</i> , and has multiple grants and research awards.	Specially Funded
HEALTH					

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Burton, Candace	Nursing, School Director	Associate Professor, Tenured (professorial)	PhD, Nursing (University of California, San Francisco, 2010)	Dr. Burton joined us from the University of Nevada Las Vegas' School of Nursing, where she was an Associate Professor and School Director. She brings strong leadership potential, and a demonstrated capacity to facilitate innovation in program delivery and research activity. Most notably, her experience in curriculum revision and course development at the graduate level includes a revitalization of a BSN-to-DNP track that enabled undergraduate students to transition to graduate studies. Dr. Burton's research sits at the intersection of the study of trauma and health disparities, with interests grounded in nursing practice related to community and women's health. Additionally, her demonstrated capacity to lead positions her to positively contribute to the larger leadership team in the Faculty.	Faculty Funded
Inzandt, Brittany	Kinesiology and Health Sciences, Health and Technology	Assistant Professor, PC1 (professorial)	PhD, Interdisciplinary (Concordia University, 2022)	Dr. Inzandt came to us from the Sunnybrook Research Institute where she held a Postdoctoral Fellow position. Her research program focuses on identifying modifiable risk factors for brain health and understanding how these interact with biological and environmental determinants. Dr. Inzandt's strong research trajectory reflects a commitment to advancing brain health through innovative, interdisciplinary approaches, and is notable for her career stage, with a growing publication record that underscores her potential for research excellence. Her work is deeply informed by principles of equity, diversity, and inclusion (EDI), which are integrated into both her research design and teaching practices. Dr. Inzandt will be nominated for a Canada Research Chair Tier 2 in Indigenous Health. This position is dedicated to women or gender non-conforming Indigenous scholars.	Specially Funded
Pishdadian, Sara	Psychology, Clinical Neuropsychology (Adult Clinical)	Assistant Professor, PC1 (professorial)	PhD, Clinical Psychology (York University, 2023)	Dr. Pishdadian was an Associate Scientist at The Centre for Addition and Mental Health when joining us, following pre-doctoral training and two clinical rotations at Ottawa Hospital. She is a registered Clinical Psychologist (adults, seniors) with a broad clinical skillset with competencies in Clinical Neuropsychology (adults, seniors) and Rehabilitation Psychology (seniors), and experience in psychotherapy. Dr.	Faculty Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				Pishdadian’s research broadly focusses on spatial and episodic memory. Her current work examines the effectiveness of psychological interventions in individuals living with neurodegenerative and psychiatric conditions – an area unique to the current faculty complement. To date, Dr. Pishdadian has over twenty conference presentations, and published nine peer-reviewed publications, including six as first or senior-author. Additionally, she has a wealth of teaching experience at both the undergraduate and graduate levels, and was the recipient of a number of awards, including York’s Top 30 Alumni Under 30 (2024).	
Shnier, Adrienne	Health Policy and Management	Assistant Professor, Teaching Stream, PC1 (teaching)	PhD, Health Policy & Equity (York University, 2016)	Dr. Shnier was the Program Director of the Health Law LLM Program at Osgoode Hall University, an Adjunct Professor in the Schools of Global Health and Health Policy & Management at York University, as well as a Manager Partner and Policy Consultant at Shnier Mackenzie Law & Policy Consulting, when joining us. In addition to her PhD, she also holds a J.D. from Osgoode Hall Law School, York University. Dr. Shnier brings a unique skillset and promotes bridging both Schools and Faculties. She has a student-centered approach that prioritizes hands-on, experiential learning, that values the attributes and characteristics of the learner. Her understanding of both undergraduate and graduate student needs is an asset and provides both a supportive learning environment and supports student success programming. This appointment was made through the CUPE Conversion Program.	Faculty Funded
LAPS					
Asher BlackDeer, Autumn (1-Jan-26)	Social Work, Indigenous Practice	Assistant Professor, PC1 (professorial)	PhD, Social Work (Washington University in St. Louis, 2022)	Dr. Asher BlackDeer will be joining us from the University of Denver where they hold an Assistant Professor position. Dr. Asher BlackDeer focuses on the impacts of colonialism that create the present-day manifestations of society. She has published 35 peer reviewed journal articles and book chapters on decolonizing not only social work but also other disciplines such as LGBTQ studies and disability studies. This position is dedicated to Indigenous scholars.	Faculty Funded

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Hylton, Treisha	Social Work, Direct Practice	Assistant Professor, PC1 (professorial)	PhD, Education (University of Toronto, 2021)	Dr. Hylton joined us from Wilfred Laurier University where she held an Assistant Professor (Limited Term) position in the Lyle S. Hallman Faculty of Social Work. Her research centers on the intersectionality of race, gender, and youth development within social work and community contexts. She brings a breadth of experience designing and delivering curriculum that bridges critical social work theories with applied practice, ensuring students are equipped for direct engagement with individuals, families, groups, and communities. Dr. Hylton's SSHRC-funded project, <i>Riding the Tides: Ethnographic Narratives of Black Girls Surfing Journeys in Jamaica</i> , explores how Black girls use surfing for community building, cultural reclamation and resistance, while critically examines systemic barriers and facilitators for marginalized youth in sports and recreation.	Faculty Funded
Lam, Elene	Social Work, Direct Practice	Assistant Professor, PC1 (professorial)	PhD, Social Work (McMaster University, 2024)	Dr. Lam came to the Faculty of Liberal Arts & Professional Studies from a Contractually-Limited Appointment in the School of Health Policy and Management, Faculty of Health. Dr. Lam has been doing direct practice in social work for over 25 years and have worked extensively with diverse and marginalized communities such as migrants, racialized groups, sex workers, LGBTQ2S+, people experiencing violence, and people struggling with mental health, HIV, poverty, homelessness, disability, the childcare system, and criminalization. Her work includes crisis intervention, counselling, group work, community development, advocacy, policy development, and political activism, as well as supervising social workers, case workers, and community organizers. Additionally, Dr. Lam has published 10 peer-reviewed articles and book chapters and over 100 non-academic publications (e.g., book chapters, policy briefs, guides for services providers).	Faculty Funded
Lenz, Trish	Social Work, Direct Practice	Assistant Professor, PC1 (professorial)	PhD, Social Work (University of Toronto, 2025)	Dr. Lenz joined us from Toronto Shelter & Support Services at the City of Toronto where she was the Manager of Strategic Programs. Dr. Lenz has worked in the field of homelessness and housing for over 15 years in a variety of roles ranging from frontline service delivery to policy development	Faculty Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				and systems transformation. She designed and implemented the Urban Elder Street Outreach Initiative (UESOI) with Elder Vern Harper. This outreach program brought culture supports via an urban Indigenous elder to Indigenous individuals who were street involved or experiencing homelessness. The program won the highest form of recognition for outstanding achievement in the Toronto Public Service - the City Manager's Award of Excellence. As a critical scholar, Dr. Lenz sought to examine how the concept transformational social innovation was being leveraged to intentionally shift structural and resource inequalities, as well as what relational criteria were necessary between nonprofits and local governments to achieve this work.	
Schmidt, Catherine	Social Work, Direct Practice	Assistant Professor, PC1 (professorial)	PhD, Social Work (University of Toronto, 2024)	Dr. Schmidt held an Assistant Professor position at the School of Social Work at Lakehead University before joining us at York University. Dr. Schmidt uses feminist qualitative methods to study the effects of immigration and social policies on the everyday life of immigrants with precarious (i.e. non-permanent) immigration status in Canada, with a focus on access to social programs and healthcare and how these impact women and families. She has developed an extensive research portfolio in this area through both academic research projects and community-based research positions, with community engagement being a vital part of her work. Since 2022, she has served as the Research Lead with the Health Network for Uninsured Clients (HNUC), a network of community organizations dedicated to improving access to healthcare for migrant residents in the GTA without public health insurance. Dr. Schmidt has co-authored eight peer-reviewed journal articles including the <i>Journal of Ethnic and Migration Studies</i> , as well as six policy reports which have been used for policy advocacy.	Faculty Funded
Zipp, Sarah	Human Resource Management, Sports Management	Associate Professor, Tenured (professorial)	PhD, International Development Studies (Erasmus University, 2017)	Dr. Zipp joined us from the School of Business, Mount St. Mary's University where they were an Associate Professor and Program Director of Sports Management. Her research emphasizes gender equality in sport and examines capabilities theory as a lens to view sport as development. She	Faculty Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				has consulted with many leading sports companies and organizations on advancing gender equality in sport, and has over 20 publications, including several in leading sport management journals. Dr. Zipp has extensive experience in developing and managing a sports management program, including an extensive internship program.	
LASSONDE					
Bansal, Suguman (1-Jul-26)	EECS, Computer Science	Assistant Professor, C1 (professorial)	PhD, Computer Science (Rice University, 2020)	Dr. Bansal will join us from the Georgia Institute of Technology where they hold an Assistant Professor position in the School of Computer Science. She also held a NSF/CRA Computing Innovation Postdoctoral Fellowship in computer and information science from the University of Pennsylvania. Her research focuses on artificial intelligence, programming languages, logic, and verification. She has published first authored papers in proceedings of top conferences such as the International Conference on Computer-Aided Verification, the ACM SIGPLAN Symposium on Principles of Programming Languages, and the AAAI Conference on Artificial Intelligence. This position is dedicated to women scholars.	Faculty Funded
Kuang, Emily	EECS, Computer Science	Assistant Professor, PC1 (professorial)	PhD, Computing and Information Sciences (Rochester Institute of Technology, 2025)	Dr. Kuang joined us from Rochester Institute of Technology where she recently completed her PhD in Computing and Information Sciences. Additionally, as a Graduate Research Assistant she conducted research in Human-Computer Interaction and Artificial Intelligence (AI), focusing on human-AI-collaborative tools that improve usability analysis. Her research focuses on human-computer interaction, applied AI and user experience. Although early in her career, Dr. Kuang published a significant number of papers in the proceedings of the top conference in her field, the ACM SIGCHI Conference on Human Factors in Computing Systems, publications deemed equivalent to those in top journals in the fast-moving field of Computer Science. This position is dedicated to women scholars.	Faculty Funded
OSGOODE					

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Cossette-Lefebvre, Étienne	Indigenous Law, Business Law or Health Law	Assistant Professor, PC1 (professorial)	ABD – SJD, (Faculty of Law, University of Toronto) *confirm if completed	Mr. Cossette-Lefebvre comes to us from the University of Toronto where they have an anticipated S.J.D. and hold an LL.M. His professional experience includes serving as Assistant Director at the Paul-André Crépeau Centre for Private and Comparative Law at McGill as well as prestigious clerkships at the Supreme Court of Canada and the Quebec Court of Appeal. His trans-systemic approach aligns well with Osgoode’s strategic goals and will support our ability to bridge civil and common law traditions. His expertise will be particularly beneficial in foundational teaching areas, such as property and trusts, and in fostering broader comparative and interdisciplinary scholarship.	Faculty Funded
Petrin, Martin	JDM Chair, Corporate Governance (joint with Schulich School of Business)	Full Professor, Tenured (professorial)	S.J.D., (University of California, Los Angeles, 2011)	Dr. Petrin will join us from Western University where he holds the Dancap Private Equity Chair in Corporate Governance and is an Associate Professor. His promotion to Full Professor was approved to come into effect July 1, 2025. He previously served as Vice Dean for Innovation & Enterprise and Deputy Director of the Centre for Commercial Law at University College London, where he was a Full Professor of Corporate Law & Governance. His work addresses contemporary challenges at the intersection of corporate governance, business law, and emerging technologies such as artificial intelligence reflects his commitment to advancing research and fostering interdisciplinary dialogue. His leadership in program development and innovation, as well as his track record of securing support for impactful academic initiatives, positions him to contribute meaningfully to both Osgoode and Schulich.	Specially Funded
Sangiuliano, Anthony	Indigenous Law, Business Law or Health Law	Assistant Professor, PC1 (professorial)	PhD, Sage School of Philosophy (Cornell University, 2022)	Dr. Sangiuliano came to us from the Faculty of Law, University of Toronto where they held a Banting Postdoctoral Fellowship in Tort Law and Social Equality. He also holds a J.D. from Osgoode Hall Law School, York University. He also held prestigious judicial clerkships at both the Supreme Court of Canada and the Court of Appeal for Ontario. Dr. Sangiuliano has significant scholarly engagement, with an impressive and prolific publication record in top-tier journals, including the <i>University of Toronto</i>	Faculty Funded

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				<p><i>Law Journal, Oxford Journal of Legal Studies, and the Osgoode Hall Law Journal.</i> His interdisciplinary approach, particularly at the intersection of health law, bioethics, antidiscrimination law, and tort law, addresses critical contemporary issues and is characterized by rigor, originality, and practical relevance. Dr. Sangiuliano’s presence will enrich our faculty, further our strategic goals, and enhance our national and international reputation.</p>	

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Table 2 Recommendations for Appointment – New Contractually Limited Appointments² (since the meeting of April 11, 2025)

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
AMPD					
Bozdarov, Atanas	Design, Graphic Design	Sessional Assistant Professor, Teaching Stream	M.Des (OCAD University, 2020)	Mr. Bozdarov joins us from the University of Toronto, Mississauga and Sheridan’s College’s joint Art and Art History program, as well as OCAD University where he is an instructor in Graduate Studies. His human-centered approach to design education and focus on disability considerations is impressive, including grants for projects focuses on Accessibility Design. Mr. Bozdarov’s commitment to collaboration and service, along with his exhibition and corporate work, sets him up to be a valuable asset to the department.	2 years
Russell, Kate	Cinema and Media Studies, Cinema and Media Arts	Sessional Assistant Professor, Teaching Stream	PhD, Cinema Studies (University of Toronto, 2024)	Dr. Russell came to us from <i>Discourse: Journal for Theoretical Studies in Media and Culture</i> where they were the Co-Managing Editor, as well as a past Course Instructor in Cinema Studies at the University of Toronto. She brings experience handling large-enrollment introductory courses effectively, expertise in curricular design, and experience supervising teams of teaching assistants. Additionally, Dr. Russell’s integration of decolonization, equity, diversity, and inclusion into her pedagogy, fostering equitable and inclusive learning environments will make her a great asset to the Department and School.	1 year
Spykers, Candice (1-Jan-26)	Theatre, Dance and Performance, Contemporary Modern Dance Technique and Choreographic Practices	Sessional Assistant Professor, Teaching Stream	M.A., Choreography (Trinity Laban Conservatoire of Music & Dance, 2022)	Ms. Spykers will be joining us from Rosedale Heights School of the Arts where she is a Dance Educator specializing in contemporary modern dance techniques, choreographic practices and musical theatre. She is an exceptional performer, choreographer, and dance teacher, offering the School much needed expertise in two key areas of the Dance program: technology and screendance; and dance education. Ms. Spykers will also be able to connect with key areas of the Theatre and Performance Studies	

¹ All appointments effective July 1, 2025 except where indicated in the Name column.
Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
				program, serving to further integrate and support collaborations between these areas of the recently combined Department.	
Wilson, Darren	Design, Graphic Design	Sessional Assistant Professor, Teaching Stream	M.A., Learning and Technology (Royal Roads University, 2024)	In addition to being a valued member of the department's part-time faculty for nearly three decades, Mr. Wilson also joins us from Sheridan College, where he is a professor (partial load) for their Bachelor of Interaction Design program. Additionally, he is an independent design consultant, with both agency and direct client experience, across a range of sectors. His extensive experience has given him a deep understanding of the department's evolution and the shifting demands on students in both academic and industry settings.	2 years
ED					
Abawi, Zuhra (1-Sept-25)	Education, Teacher Education	Sessional Assistant Professor, Teaching Stream	PhD, Social Justice Education (University of Toronto, 2018)	Dr. Abawi joined us from Niagara University Ontario where they were an Assistant Professor of Education and the Department Chair in Educational Leadership. She also acted as the Program Coordinator for Educational Leadership for three years. She brings an impressive and relevant combination of professional experience and pedagogical commitment with a deep knowledge of the Ontario K-12 educational system and research that bridges theory and practice. Further, Dr. Abawi has extensive experience teaching university-level courses across multiple institutions.	23 months 2 weeks
EUC					
Hillier, Brandon (1-Sept-25)	Environmental & Urban Change, Cities, Regions, Planning	Sessional Assistant Professor, Teaching Stream	ABD, Geography (University of British Columbia) *confirm if completed	Mr. Hillier came to us from the University of British Columbia where they are a SSHRC and DAAD funded doctoral candidate in Geography. His pedagogical approach is well-developed, student-centered, and aligns with the values and learning objectives of the Faculty. Mr. Hillier also brings specialization in experiential education and had experience to coordinate coop and field trip-centered courses.	1 year
HEALTH					

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
Huynh, Thi Nancy	Kinesiology, Safety Practices in Physical Activity	Sessional Assistant Professor, Teaching Stream	PhD, Kinesiology (University of Toronto, 2025)	Dr. Huynh joined us from the University of Toronto where she was a course director in the Faculty of Kinesiology and Physical Education. Dr. Huynh’s research is on intellectual disability, social determinants of child and youth development, and their relation to physical activity and physical education – work that has taken place with children and youth with disabilities within the Toronto District School Board and broader community. This position will support the recently launched IPAL (Integrated Physical Activity for Life) program, and support core programming in the area of “safety practice,” providing integrated theoretical and applied knowledge and skills to undergraduate students. Her experience in multiple teaching and leadership roles with diverse learners, make her particularly well-suited to the role.	3 years
Frost, Linda	Nursing, Community Nursing	Sessional Assistant Professor, Teaching Stream	PhD, Nursing (McMaster University, 2021)	Dr. Frost joined us from the Summerville Family Health Team where she was a Nurse Practitioner in the Pediatric Cold and Flu Clinic, as well as being a Professor at Sheridan College. Her research focused on integrating a population health approach in sexual health programs in Ontario. She brings a wealth of teaching experience, having taught courses at Sheridan College, Toronto Metropolitan University, McMaster University and Ontario Tech University. Dr. Frost’s professional practice spans over 25 years as an RN and 20 years as an NP, with extensive experience in public health, leadership, and clinical practice. She currently provides care in a pediatric clinic and previously worked in sexual health and harm reduction. In her non-clinical roles, she developed a post pandemic Learning and Development strategy for public health staff.	3 years
Razavi, Donya	Global Health, Experiential Education in Global Health	Sessional Assistant Professor, Teaching Stream	PhD, Health Policy (McMaster University, 2019)	Dr. Razavi was a Guest Lecturer at McMaster University and Project Manager & Advisor of Primary Care Strategy and Health Equity at Downtown East Toronto Ontario Health Team when joining us. Her research examined public and vulnerable populations’ participation in health-system priority setting in Uganda. Her broader research and global health practice focus on population health, social determinants of health, health equity, and public health systems. In addition to Guelph University, Dr. Razavi taught at	3 years

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
				McMaster University and York University. She also held a MITACS Postdoctoral Fellowship with the Canadian Red Cross, advancing gender-transformative menstrual hygiene programs in fragile settings. Her expertise in health equity, policy analysis, and healthcare access aligns with her ongoing work in primary care strategy and health research.	
Robinson, Michael	Kinesiology, Athletic Therapy	Sessional Assistant Professor, Teaching Stream	PhD, Health and Rehabilitation Science (Measurement and Methods) (Western University, 2020)	Dr. Robinson joined us from Western University where he held an Assistant Professor (Limited Term) appointment in the Faculty of Health Science & Kinesiology. His research and practical experience in the area of assessment and management of acute sport-related concussion is particularly well-suited to existing research expertise in the Athletic Therapy Program. Dr. Robinson was the recipient of multiple awards and honours, including the Canadian Athletic Therapists Association Leadership Award (2013) and the Teaching Excellence - Overall Instructor Effectiveness at Western University (2018 and 2019). Additionally, he recently nominated for the Faculty of Health Science Teaching Award of Excellence at Western University (2022). This position will support the final development and launch of the anticipated professional Masters in Athletic Therapy, anticipated to launch in Fall 2027.	3 years
Rodriguez Steen, Lillian	Psychology, Developmental Psychology	Sessional Assistant Professor, Teaching Stream	PhD, Forensic Psychology (Ontario Tech University, 2022)	Dr. Rodriguez Steen joined us from Albany College of Pharmacy and Health Sciences where she held an Assistant Professor (Limited Term) position in Forensic Psychology. She has considerable undergraduate teaching experience, including large classes, with her experience lying at the intersection of forensic & developmental psychology. She brings a strong student-centered approach and support for undergraduate students both within and outside of the classroom. Dr. Rodriguez Steen brings strong research mentorship, as well as EDI focus.	3 years
LAPS					
Yasui, Emma	Anthropology, Archaeology	Sessional Assistant Professor	PhD, Anthropology (University of Toronto, 2021)	In addition to being a Course Director in the department, Dr. Yasui was also a Freelance Cultural Consultant, providing research and resources to aid writers and artists in development of products. Dr. Yasui has scholarly	1 year

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
				training in both Archaeology and Anthropology. She has developed several courses at all undergraduate levels ranging from Introduction to Archaeology and Human Evolution to a fourth-year course on Archaeogaming and Playing with the Past. Her research foci and ongoing projects on the Japanese Jōmon Period (12,500 – 2,500 years ago), Chinese archaeology, and Northern Jordan, reflect her commitment to decolonizing the discipline of archeology, an approach that is evident in her pedagogical principles and practice.	
LASSONDE					
Altarawneh, Enas (1-Sept-25)	EECS, Computer Science	Sessional Assistant Professor, Teaching Stream	PhD, Computer Science (York University, 2024)	Dr. Altarawneh joined us from Toronto Metropolitan University where they held a Postdoctoral Fellow position in AI and Health Equity. Additionally, she was also a Sessional Lecturer at the University of Toronto. She brings a student-centered approach to computer science pedagogy as well as a commitment to follow established best-practices in teaching designs. Dr. Altarawneh’s research focuses on AI and health equity, specifically the application of machine learning techniques to train AI models for health equity.	3 years
Mohaghegh, Navid	EECS, Cybersecurity	Sessional Assistant Professor, Teaching Stream	PhD, Computer Science (York University, 2019)	Dr. Mohaghegh came to us from Deloitte Canada where they were the Senior Director of Cybersecurity. Their research focuses on the development of a next-generation Managed Extended Detection and Response (MXDR) system, which leverages cutting-edge AI techniques such as Beta-VAEs, CNNs, and Transformers to enable real-time anomaly detection in both encrypted and non-encrypted network traffic. Their leadership in fostering interdisciplinary partnerships and developing next generation programs ensures that their work remains at the forefront of innovation. In addition to previously teaching at York University, Dr. Mohagheh has also taught at Seneca College.	3 years
Moosavi Tayebi, Rohollah (1-Aug-15)	EECS, Computer Science	Sessional Assistant	PhD, Computer Science – Computer Vision	Dr. Moosavi Tayebi joined us from Ontario Tech University where they were a Limited-Term Faculty Member in the Computer Science program. Additionally, he was a Postdoctoral Fellow at McMaster University and the	3 years

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
		Professor, Teaching Stream	(University of Putra Malaysia, 2016)	University of Waterloo, exploring machine learning, natural language processing, and deep learning for diagnosing blood and marrow cancers. He has extensive teaching experience at the university level making him a great asset to the department.	
Soltanpour, Sima	EECS, Computer or Software Engineering	Sessional Assistant Professor, Teaching Stream	PhD, Electrical and Computer Engineering (University of Windsor, 2018)	Dr. Soltanpour joined us from Carleton University where they held a Postdoctoral Fellow position in the School of Information Technology. Her teaching interests focus on biomedical image processing, machine learning, deep learning, and computer vision. Sr. Soltanpour is passionate about interactive teaching strategies that engage students and foster critical thinking. She emphasizes problem-solving skills to prepare students for real-world engineering challenges. In addition to Carleton University, Dr. Soltanpour has taught at the University of Windsor and St. Clair College.	3 years
Wang, Hui (1-Sept-25)	EECS, Computer Science	Sessional Assistant Professor, Teaching Stream	PhD, Computer Science (York University, 2014)	Dr. Wang was a valued, long-service colleague of the Faculty, holding a Long Service Teaching Appointment in the department. He brings teaching experience at the university level, teaching a large variety of courses within Computer Science. Additionally, he worked as a software and research engineer at Avicast for seven years, bringing a wealth of professional experience. Dr. Wang's strong commitment to the department and dedication to facilitate active learning, instilling critical thinking and program solving skills, makes in a great asset.	3 years

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Recommendations for Promotion to Full Professor

Appendix C Part 1

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Alboiu, G (F)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Manitoba)	Linguistics, syntactic theory, syntactic interfaces
Bassett-Gunter, R (F)	Health	Kinesiology & Health Science	PhD (McMaster)	Human biodynamics
Boyd, C (M)	Liberal Arts and Professional Studies	History	PhD (Minnesota, Twin Cities)	US History
Chan, A (F)	Science	Mathematics and Science	PhD (Waterloo)	Mathematics, combinatorics and optimization
Chaufan, C (F)	Health	Health Policy & Management	PhD (California, Santa Cruz)	Sociology
Cothran, B (M)	Liberal Arts and Professional Studies	History	PhD (Minnesota, Twin Cities)	US History
Djordjevic, I (M)	Glendon	English	PhD (Toronto)	Early modern English literature
Farag, H (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Waterloo)	Integrated smart energy grids
Ferrara, I (F)	Liberal Arts and Professional Studies	Economics	PhD (York)	Environmental, public economics, economics
Fox, M (F)	Health	School of Nursing	PhD (Toronto)	Chronic disease, population aging, movement of care into communities
Garrett, I (M)	Arts, Media, Performance and Design	Theatre, Dance and	MFA (California Institute of Arts)	Mixed reality and ecological design for live performance
George, M (M)	Science	Physics and Astronomy	PhD (York)	High-precision laser spectroscopy; antimatter, physics education
Gunho, S (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (University College London)	Geomatics engineering
Johnson, M (M)	Science	Physics and Astronomy	PhD (California, Santa Cruz)	Astronomy and astrophysics, high energy and particle physics
Karpinski, E (F)	Liberal Arts and Professional Studies	Gender, Sexuality and Women's Studies	PhD (York)	Social justice, decolonial, and inclusive research
Lieghio, M (F)	Liberal Arts and Professional Studies	Social Work	PhD (Wilfred Laurier)	Children and youth, mental health, critical social work theory practice and education
Ma, J (M)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Nanjing)	Chinese language and literature

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Meisner, B (M)	Health	Kinesiology & Health Science	PhD (York)	Aging and ageism
Mekouar, M (M)	Liberal Arts and Professional Studies	Social Science	PhD (McGill)	Norm diffusion, social movements, authoritarian practices in North Africa and the Middle East
Montsion, J (M)	Glendon	Multidisciplinary Studies	PhD (McMaster)	International relations, international political economy and political theory
Muise, A (F)	Health	Psychology	PhD (Guelph)	Applied social psychology
Pavri, V (F)	Science	Science and Technology Studies	PhD (Toronto)	History and social studies of science and technology
Peng, S (F)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Virginia Commonwealth)	Accounting
Rotondi, M (M)	Health	Kinesiology & Health Science	PhD (Western Ontario)	Biostatistics
Sánchez-Rodríguez, C (M)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Murcia)	Business management
Shao, R (F)	Schulich School of Business	Organization Studies	PhD (British Columbia)	Behavioral ethics & organizational justice
Wang, J (F)	Liberal Arts and Professional Studies	Human Resource Management	PhD (Toronto)	Human resource management and industrial relations and diversity, equity, and inclusion in the workplace
Zikic, J (F)	Liberal Arts and Professional Studies	Human Resource Management	PhD (Toronto)	Human resource management and organizational

Recommendations for Promotion to Full Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Maxwell, A (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Waterloo)	Technology entrepreneurship

Recommendations for Tenure and Promotion to Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Bazzocchi, M (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (Toronto)	Aerospace science & engineering
Bellana, B (M)	Glendon	Psychology	PhD (Toronto)	Cognitive neuroscience.
Boateng, G (M)	Health	School of Global Health	PhD (Western)	Global health and humanitarianism
Boittin, M (F)	Osgoode Hall Law		PhD (California, Berkeley)	Chinese law, international law, state and local government law, property law,

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
				criminal law, comparative law, empirical methods
Buick, C (F)	Health	Nursing	PhD (Toronto)	Women's health, oncology nursing practice
Caines, R (F)	Arts, Media, Performance and Design	Theatre, Dance and Performance	PhD (New South Wales)	Improvisation. Community-engaged art and research. Creative technologies
Chacaby, M (F)	Glendon	Global & Social Studies	PhD (Toronto)	Indigenous studies and languages
Cheng, A (M)	Health	Kinesiology & Health Science	PhD (Western Ontario)	Neuromuscular physiology
Cleworth, T (M)	Health	Kinesiology & Health Science	PhD (British Columbia)	Neuro-mechanics of balance and mobility
Connor, S (M)	Science	Biology	PhD (Calgary)	Neurophysiology
Corbiere, A (M)	Liberal Arts and Professional Studies	History	PhD (York)	Anishinaabe culture and history, oral traditions, intertribal diplomacy and language
Coutts, A (M)	Schulich School of Business	Economics Area	PhD (New York)	Economics
Datta, S (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (Massachusetts)	Wireless networks and bioinformatics
Divinus, O (M)	Schulich School of Business	Operations Management and Information Systems Area	PhD (McGill)	Information systems
Easter, B (F)	Liberal Arts and Professional Studies	Writing	PhD (Wisconsin- Madison)	Composition & rhetoric
Fokaefs, M (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Alberta)	Software engineering (DevOps)
Fresco, E (F)	Liberal Arts and Professional Studies	Communication and Media Studies	PhD (Western University)	Intersection of Canadian nationalism, settler, colonialism, consumer culture, and embodiment.
Georgios, S (M)	Liberal Arts and Professional Studies	Economics	PhD (Minnesota)	Macroeconomics
Gonzalez Perez, J	Liberal Arts and Professional Studies	Social Science	PhD (York)	Comparative politics, international relations
Haider, A (M)	Liberal Arts and Professional Studies	Political Science	PhD (California, Santa Cruz)	History of consciousness
Hillis, A (F)	Arts, Media, Performance and Design	Music	DMus (McGill)	Violin performance

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Hurley, J (F)	Health	Kinesiology & Health Science	PhD (Waterloo)	Biomechanics of musculoskeletal health and injury prevention
Jean Pierre, J (M)	Liberal Arts and Professional Studies	Sociology	PhD (McMaster)	Sociology of education, child and youth studies, sociology of race and ethnicity, and sociology of language
Kecskés, A (M)	Schulich School of Business	Finance	PhD (Toronto)	Finance
Kerr, J (F)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Wilfred Laurier)	Entrepreneurial process of artefact creation
Kohler, P (M)	Health	Psychology	PhD (Dartmouth)	Psychology
Lai, P (F)	Liberal Arts and Professional Studies	Administrative Studies	PhD (York)	Law, regulation and governance
Lamarche, L (M)	Health	Kinesiology & Health Science	PhD (University of Toronto)	Exercise sciences
Lande, K (M)	Liberal Arts and Professional Studies	Philosophy	PhD (California, Los Angeles)	Philosophy of mind & cognitive science, Philosophy of perception, vision science
Le, C (F)	Science	Chemistry	PhD (Toronto)	Organic, inorganic, and medicinal chemistry
Lemish, N (M)	Arts, Media, Performance and Design	Music	DMus (Toronto)	Jazz piano performance
Liberatori, A (F)	Liberal Arts and Professional Studies	History	PhD (York)	Italian Canadian migration history
Makinina, O (F)	Liberal Arts and Professional Studies	language Training Centre for Studies in French	PhD (Carleton)	English as a second language
Marion, S (F)	Glendon	Science	PhD (Toronto Metropolitan)	Psychology and law
McKeown, R (M)	Liberal Arts and Professional Studies	Economics	PhD (Queen's)	Economics education, financial economics, macroeconomics
Mecija, C (F)	Liberal Arts and Professional Studies	Communication and Media	PhD (Toronto)	Diasporic media
Murnaghan, A (F)	Liberal Arts and Professional Studies	Humanities	PhD (York)	Children's geographies, critical children's museology
Ndengue, R (F)	Glendon	Global & Social Studies	PhD (Université de Paris)	African history, gender and sexuality studies
Ng-Chan, T (F)	Arts, Media, Performance and Design	Cinema & Media Arts	PhD (Concordia)	Cinematic storytelling, experimental mapping

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Nguyen, P (F)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Virginia Polytechnic)	Finance
Orszulik, R (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (York)	Space engineering
Pechawis, A (M)	Arts, Media, Performance and Design	Visual Arts & Art History	(Dell'Arté School of Physical Theatre)	Performance
Poirier, M (M)	Health	Kinesiology & Health Science	PhD (McMaster)	Health policy
Power, C (F)	Glendon	Global & Social Studies	PhD (Toronto)	Early modern political thought and influence of anti-Judaism and Judeophobic
Prime, H (F)	Health	Psychology	PhD (Toronto)	Child and family psychology
Robbio, R (F)	Health	Nursing	PhD (Toronto)	Adult medical surgical
Robertson, L (F)	Science	Biology	PhD (Toronto)	Invertebrate physiology
Robinson, J (M)	Arts, Media, Performance and Design	Theatre, Dance and Performance	PhD (York University)	Acting and directing
Roburn, S (F)	Liberal Arts and Professional Studies	Communication and Media Studies	PhD (Concordia University)	Communication Studies
Rogerson, J (M)	Science	Science and Technology Studies	PhD (York)	Astrophysics
Rotz, S (F)	Environmental and Urban Change		PhD (Guelph)	Politics of agri-food industrialization, digitalization
Samuel, J (F)	Liberal Arts and Professional Studies	Social Science	PhD (York)	Health inequities
Samuels-Jones, T (F)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Florida)	Criminology, law & society
Schwarz, B (F)	Science	Biology	PhD (Simon Fraser)	Biological sciences
Shabtay, A (F)	Liberal Arts and Professional Studies	Humanities	PhD (McGill)	Child and youth studies and child-centered research practices
Shaik, Y (F)	Arts, Media, Performance and Design	Computational Arts	MDes (OCAD)	Gaming
Stefanidis, G (M)	Liberal Arts and Professional Studies	Economics	PhD (Minnesota)	Macroeconomics
Su, Y (F)	Liberal Arts and Professional Studies	Equity Studies	PhD (Guelph)	Political science and international development studies
Tuvaandorj, P (M)	Liberal Arts and Professional Studies	Economics	PhD (McGill)	Econometrics, applied microeconomics

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Uddin, G (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (McGill)	Software engineering
van Dreumel, L (F)	Health	Health Policy &	PhD (McMaster University)	Business administration

Recommendations for Tenure at the rank of Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Spicer, Z (M)	Liberal Arts and Professional Studies	Public Policy and Administration	PhD (Western Ontario)	Municipal and local governance

Recommendations for Tenure and Promotion to Associate Professor Teaching Stream

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Abbruzzese, T (F)	Environmental and Urban Change	PhD (York)		Urban innovations and digital futures
Davidson, L (F)	Liberal Arts and Professional Studies	Anthropology	PhD (Toronto)	Anthropology, multiculturalism, migration and transnationalism, Christianity, kinship, citizenship
Florentin, V (F)	Glendon	Global Communication & Cultures	PhD (Montréal)	Translation Studies
Karagyzova, T (F)	Liberal Arts and Professional Studies	Economics	PhD (Connecticut)	Financial economics, economics of insurance, development economics
Pan, G (M)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Toronto)	Chinese language and literature
Pederal, K (F)	Health	Nursing	MScN (York)	Adult medical surgical
Rangwala, S (F)	Liberal Arts and Professional Studies	Humanities	PhD (Alberta)	Power, diaspora & race
Rowan, C (M)	Health	Kinesiology & Health Science	PhD (York)	Fitness and exercise training
Schaffzin, G (M)	Arts, Media, Performance and Design	Design	PhD (California, San Diego)	Art history, theory and criticism
Steele, C (F)	Liberal Arts and Professional Studies	Humanities	PhD (York)	Digital culture and experiential education
Sutherland, J (F)	Health	Psychology	PhD (Toronto Metropolitan)	Psychological science

Table 1 2025-26 Recommendations for Appointment – Full-Time Faculty Members¹ (since the meeting of April 11, 2025) – (CUMULATIVE)

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
AMPD					
Blight, Susan (1-Jul-25)	Visual Art and Art History, Contemporary Indigenous Art	Assistant Professor, PC2 (professorial)	MFA, Integrated Media (University of Windsor, 2007)*confirmed if completed PhD	Dr. Blight will be coming to us from OCAD University where she holds an Assistant Professor position and is the Chair of Indigenous Visual Culture. Her research intersects with key areas of York’s University Academic and Strategic Research Plans, for example, her work in climate justice, Indigenous futurities and ethical engagement with artificial intelligence. Dr. Blight will be nominated for a Canada Research Chair Tier 2 in Contemporary Indigenous Art. Her dossier demonstrates a range of compelling installations, publications and future ideas that are ideally suited to the CRC and will attract top graduate students to the program and will support a range of new collaborations within AMPD and York University. This position is dedicated to women or gender non-conforming Indigenous scholars.	Specially Funded
Ironside, Chris	Visual Art and Art History	Assistant Professor, Teaching Stream, PC1 (teaching)	MFA, Fine Arts (York University, 2002)	Mr. Ironside has been a course director with the School of the Arts, Media, Performance & Design, primarily in the increasingly in demand area of photography at York. He is also an established multi-disciplinary artist who is capable of teaching in a variety of other areas such as drawing. Mr. Ironside’s knowledge, education, and professional background enable him to teach in the School’s BFA studio program, Integrative Arts BFA program, and help to revitalize the Department’s photography program. This appointment was made through the CUPE Conversion Program.	Faculty Funded
Loughran, Keira	Theatre, Dance, and Performance, Acting and Directing with Emerging Technologies	Assistant Professor, PC1 (professorial)	BFA, Drama (Acting) (University of Alberta, 1996)	Ms. Loughran was serving as a Sessional Assistant Professor, Teaching Stream in the department, and came to York with significant professional theatre experience, particularly in the domain of EDI and teaching. She is a theatre artist with over 25 years of experience as a director, actor, and theatre maker. Her research is in the domain of research-creation and theatre performance and production with funding from arts councils rather	Faculty Funded

¹ All appointments effective July 1, 2025 except where indicated in the Name column.
Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				than tri-council funding. Although unusual for a professorial tenure-stream appointment to be made to a candidate with only undergraduate training, Ms. Loughran is a graduate of the Birmingham Conservatory at the Stratford Festival, a two-year rigorous training program that is considered to be equivalent to an MFA in acting. Additionally, Ms. Loughran has held several roles within the Canadian theatre community, including Associate Producer of The Forum & Laboratory at the Stratford Festival, Artistic Producer of the SummerWorks Festival in Toronto, and Artistic Director of K'Now Theatre.	
Richards, Alyson	Cinema and Media Arts, Showrunning & Screenwriting for Media Industries	Assistant Professor, Teaching Stream, PC1 (teaching)	MFA, Creative Writing (University of British Columbia, 2022)	Ms. Richards joined York from the University of Guelph-Humber where she was a part-time Professor of screenwriting, as well as an award-winning showrunner, screenwriter, producer, and director, with over 15 years of industry experience and recent teaching experience. Ms. Richards' brings tremendous industry connections and support for our producing program. She also brings diverse experience to support the planned accelerated film production program.	Faculty Funded
Wheeler, Michael (1-Jan-26)	Theatre, Dance, and Performance, Acting and Directing with Emerging Technologies	Assistant Professor, C1 (professorial)	MFA, Theatre, (Moscow Art Theatre, 2002)	Mr. Wheeler will be coming to us from Queen's University, where he is already affiliated with Connected Minds, and it is internationally known for his work in digital performance through his establishment of the Festival of Live Digital Art (FOLDA). He has a robust record of funded research, including collaborations with roboticists, an important new area of research collaborations for the performing arts. He is ideally positioned to support York's Theatre students and graduates in navigating the rapidly emerging opportunities in this professional field and to build connections and collaborations with scientists and engineers in other areas of the University.	Specially Funded
GLENDON					
Tarder-Stoll, Hannah	Science, Social Cognition/Social Cognitive Neuroscience	Assistant Professor, PC1 (professorial)	PhD, Psychology (Columbia University, 2023)	Dr. Tarder-Stoll joined us from the Rotman Research Institute where she was a Postdoctoral Scientist. Her research spans topics such as memory, adaptive behaviors in complex environments, dynamic, attention, social prediction, and reward system. She has peer-reviewed articles in high impact journals such as <i>Psychology of Aging</i> , <i>Journal of Neuroscience</i> and	Specially Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				has many awards, fellowships and National and International research grants.	
Wang, Sze Yuh Nina	Science, Cognitive Science of Language and Communications	Assistant Professor, PC1 (professorial)	PhD, Psychology (University of Toronto, 2022)	Dr. Wang came to us from a Postdoctoral Fellow position held jointly between the University of Regina and Cornell University. She also held recent Visiting Researcher/Scholar positions at the University of Southern California and Sciences Po (Paris Institute of Political Studies). Her research topics are moral language use; moralization; misinformation; emotional language; political polarization; and online environments and discourse. She has Peer-reviewed articles in high-impact journals such as <i>Psychological Science</i> and <i>The Journal of Experimental Psychology: General</i> , and has multiple grants and research awards.	Specially Funded
HEALTH					
Burton, Candace	Nursing, School Director	Associate Professor, Tenured (professorial)	PhD, Nursing (University of California, San Francisco, 2010)	Dr. Burton joined us from the University of Nevada Las Vegas' School of Nursing, where she was an Associate Professor and School Director. She brings strong leadership potential, and a demonstrated capacity to facilitate innovation in program delivery and research activity. Most notably, her experience in curriculum revision and course development at the graduate level includes a revitalization of a BSN-to-DNP track that enabled undergraduate students to transition to graduate studies. Dr. Burton's research sits at the intersection of the study of trauma and health disparities, with interests grounded in nursing practice related to community and women's health. Additionally, her demonstrated capacity to lead positions her to positively contribute to the larger leadership team in the Faculty.	Faculty Funded
Inzandt, Brittany	Kinesiology and Health Sciences, Health and Technology	Assistant Professor, PC1 (professorial)	PhD, Interdisciplinary (Concordia University, 2022)	Dr. Inzandt came to us from the Sunnybrook Research Institute where she held a Postdoctoral Fellow position. Her research program focuses on identifying modifiable risk factors for brain health and understanding how these interact with biological and environmental determinants. Dr. Intzandt's strong research trajectory reflects a commitment to advancing brain health through innovative, interdisciplinary approaches, and is notable	Specially Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				for her career stage, with a growing publication record that underscores her potential for research excellence. Her work is deeply informed by principles of equity, diversity, and inclusion (EDI), which are integrated into both her research design and teaching practices. Dr. Inzandt will be nominated for a Canada Research Chair Tier 2 in Indigenous Health. This position is dedicated to women or gender non-conforming Indigenous scholars.	
Pishdadian, Sara	Psychology, Clinical Neuropsychology (Adult Clinical)	Assistant Professor, PC1 (professorial)	PhD, Clinical Psychology (York University, 2023)	Dr. Pishdadian was an Associate Scientist at The Centre for Addition and Mental Health when joining us, following pre-doctoral training and two clinical rotations at Ottawa Hospital. She is a registered Clinical Psychologist (adults, seniors) with a broad clinical skillset with competencies in Clinical Neuropsychology (adults, seniors) and Rehabilitation Psychology (seniors), and experience in psychotherapy. Dr. Pishdadian’s research broadly focusses on spatial and episodic memory. Her current work examines the effectiveness of psychological interventions in individuals living with neurodegenerative and psychiatric conditions – an area unique to the current faculty complement. To date, Dr. Pishdadian has over twenty conference presentations, and published nine peer-reviewed publications, including six as first or senior-author. Additionally, she has a wealth of teaching experience at both the undergraduate and graduate levels, and was the recipient of a number of awards, including York’s Top 30 Alumni Under 30 (2024).	Faculty Funded
Shnier, Adrienne	Health Policy and Management	Assistant Professor, Teaching Stream, PC1 (teaching)	PhD, Health Policy & Equity (York University, 2016)	Dr. Shnier was the Program Director of the Health Law LLM Program at Osgoode Hall University, an Adjunct Professor in the Schools of Global Health and Health Policy & Management at York University, as well as a Manager Partner and Policy Consultant at Shnier Mackenzie Law & Policy Consulting, when joining us. In addition to her PhD, she also holds a J.D. from Osgoode Hall Law School, York University. Dr. Shnier brings a unique skillset and promotes bridging both Schools and Faculties. She has a student-centered approach that prioritizes hands-on, experiential learning, that values the attributes and characteristics of the learner. Her	Faculty Funded

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				understanding of both undergraduate and graduate student needs is an asset and provides both a supportive learning environment and supports student success programming. This appointment was made through the CUPE Conversion Program.	
LAPS					
Asher BlackDeer, Autumn (1-Jan-26)	Social Work, Indigenous Practice	Assistant Professor, PC1 (professorial)	PhD, Social Work (Washington University in St. Louis, 2022)	Dr. Asher BlackDeer will be joining us from the University of Denver where they hold an Assistant Professor position. Dr. Asher BlackDeer focuses on the impacts of colonialism that create the present-day manifestations of society. She has published 35 peer reviewed journal articles and book chapters on decolonizing not only social work but also other disciplines such as LGBTQ studies and disability studies. This position is dedicated to Indigenous scholars.	Faculty Funded
Hylton, Treisha	Social Work, Direct Practice	Assistant Professor, PC1 (professorial)	PhD, Education (University of Toronto, 2021)	Dr. Hylton joined us from Wilfred Laurier University where she held an Assistant Professor (Limited Term) position in the Lyle S. Hallman Faculty of Social Work. Her research centers on the intersectionality of race, gender, and youth development within social work and community contexts. She brings a breadth of experience designing and delivering curriculum that bridges critical social work theories with applied practice, ensuring students are equipped for direct engagement with individuals, families, groups, and communities. Dr. Hylton's SSHRC-funded project, <i>Riding the Tides: Ethnographic Narratives of Black Girls Surfing Journeys in Jamaica</i> , explores how Black girls use surfing for community building, cultural reclamation and resistance, while critically examines systemic barriers and facilitators for marginalized youth in sports and recreation.	Faculty Funded
Lam, Elene	Social Work, Direct Practice	Assistant Professor, PC1 (professorial)	PhD, Social Work (McMaster University, 2024)	Dr. Lam came to the Faculty of Liberal Arts & Professional Studies from a Contractually-Limited Appointment in the School of Health Policy and Management, Faculty of Health. Dr. Lam has been doing direct practice in social work for over 25 years and have worked extensively with diverse and marginalized communities such as migrants, racialized groups, sex workers, LGBTQ2S+, people experiencing violence, and people struggling with	Faculty Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				mental health, HIV, poverty, homelessness, disability, the childcare system, and criminalization. Her work includes crisis intervention, counselling, group work, community development, advocacy, policy development, and political activism, as well as supervising social workers, case workers, and community organizers. Additionally, Dr. Lam has published 10 peer-reviewed articles and book chapters and over 100 non-academic publications (e.g., book chapters, policy briefs, guides for services providers).	
Lenz, Trish	Social Work, Direct Practice	Assistant Professor, PC1 (professorial)	PhD, Social Work (University of Toronto, 2025)	Dr. Lenz joined us from Toronto Shelter & Support Services at the City of Toronto where she was the Manager of Strategic Programs. Dr. Lenz has worked in the field of homelessness and housing for over 15 years in a variety of roles ranging from frontline service delivery to policy development and systems transformation. She designed and implemented the Urban Elder Street Outreach Initiative (UESOI) with Elder Vern Harper. This outreach program brought culture supports via an urban Indigenous elder to Indigenous individuals who were street involved or experiencing homelessness. The program won the highest form of recognition for outstanding achievement in the Toronto Public Service - the City Manager's Award of Excellence. As a critical scholar, Dr. Lenz sought to examine how the concept transformational social innovation was being leveraged to intentionally shift structural and resource inequalities, as well as what relational criteria were necessary between nonprofits and local governments to achieve this work.	Faculty Funded
Schmidt, Catherine	Social Work, Direct Practice	Assistant Professor, PC1 (professorial)	PhD, Social Work (University of Toronto, 2024)	Dr. Schmidt held an Assistant Professor position at the School of Social Work at Lakehead University before joining us at York University. Dr. Schmidt uses feminist qualitative methods to study the effects of immigration and social policies on the everyday life of immigrants with precarious (i.e. non-permanent) immigration status in Canada, with a focus on access to social programs and healthcare and how these impact women and families. She has developed an extensive research portfolio in this area	Faculty Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				through both academic research projects and community-based research positions, with community engagement being a vital part of her work. Since 2022, she has served as the Research Lead with the Health Network for Uninsured Clients (HNUC), a network of community organizations dedicated to improving access to healthcare for migrant residents in the GTA without public health insurance. Dr. Schmidt has co-authored eight peer-reviewed journal articles including the <i>Journal of Ethnic and Migration Studies</i> , as well as six policy reports which have been used for policy advocacy.	
Zipp, Sarah	Human Resource Management, Sports Management	Associate Professor, Tenured (professorial)	PhD, International Development Studies (Erasmus University, 2017)	Dr. Zipp joined us from the School of Business, Mount St. Mary's University where they were an Associate Professor and Program Director of Sports Management. Her research emphasizes gender equality in sport and examines capabilities theory as a lens to view sport as development. She has consulted with many leading sports companies and organizations on advancing gender equality in sport, and has over 20 publications, including several in leading sport management journals. Dr. Zipp has extensive experience in developing and managing a sports management program, including an extensive internship program.	Faculty Funded
LASSONDE					
Bansal, Suguman (1-Jul-26)	EECS, Computer Science	Assistant Professor, C1 (professorial)	PhD, Computer Science (Rice University, 2020)	Dr. Bansal will join us from the Georgia Institute of Technology where they hold an Assistant Professor position in the School of Computer Science. She also held a NSF/CRA Computing Innovation Postdoctoral Fellowship in computer and information science from the University of Pennsylvania. Her research focuses on artificial intelligence, programming languages, logic, and verification. She has published first authored papers in proceedings of top conferences such as the International Conference on Computer-Aided Verification, the ACM SIGPLAN Symposium on Principles of Programming Languages, and the AAAI Conference on Artificial Intelligence. This position is dedicated to women scholars.	Faculty Funded
Kuang, Emily	EECS, Computer Science	Assistant Professor,	PhD, Computing and Information	Dr. Kuang joined us from Rochester Institute of Technology where she recently completed her PhD in Computing and Information Sciences.	Faculty Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
		PC1 (professorial)	Sciences (Rochester Institute of Technology, 2025)	Additionally, as a Graduate Research Assistant she conducted research in Human-Computer Interaction and Artificial Intelligence (AI), focusing on human-AI-collaborative tools that improve usability analysis. Her research focuses on human-computer interaction, applied AI and user experience. Although early in her career, Dr. Kuang published a significant number of papers in the proceedings of the top conference in her field, the ACM SIGCHI Conference on Human Factors in Computing Systems, publications deemed equivalent to those in top journals in the fast-moving field of Computer Science. This position is dedicated to women scholars.	
Mahajan, Shweta (1-Jan-26)	EECS, Computer Science, Generative Artificial Intelligence	Assistant Professor, PC1 (professorial)	PhD, Computer Vision and Machine Learning (Technische Universität Darmstadt, 2022)	Dr. Mahajan will join us from Qualcomm Artificial Intelligence (A.I.) Research, where she is a Senior Machine Learning Researcher. She specializes in Computer Vision and Machine Learning, focusing on deep generative models for multimodal systems, with her doctoral research focused on multimodal methods for generative and embodied A.I. Her thesis has been featured in the prestigious GI for Informatics award in Germany, Switzerland, and Austria, and has been nominated for the best PhD thesis in Germany. Additionally, she has published first authored papers in proceedings of top conferences such as the Conference on Neural Information Processing Systems (NeurIPS) and received the best paper award at the Fraunhofer Computer Graphics Night. Dr. Mahajan will be nominated for a Canada Research Chair Tier 2 in Generative Artificial Intelligence. This position is dedicated to women or gender non-conforming scholars.	Specially Funded
OSGOODE					
Cossette-Lefebvre, Étienne	Indigenous Law, Business Law or Health Law	Assistant Professor, PC1 (professorial)	ABD – SJD, (Faculty of Law, University of Toronto) *confirm if completed	Mr. Cossette-Lefebvre comes to us from the University of Toronto where they have an anticipated S.J.D. and hold an LL.M. His professional experience includes serving as Assistant Director at the Paul-André Crépeau Centre for Private and Comparative Law at McGill as well as prestigious clerkships at the Supreme Court of Canada and the Quebec Court of Appeal. His trans-systemic approach aligns well with Osgoode’s strategic goals and	Faculty Funded

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				will support our ability to bridge civil and common law traditions. His expertise will be particularly beneficial in foundational teaching areas, such as property and trusts, and in fostering broader comparative and interdisciplinary scholarship.	
Petrin, Martin	JDM Chair, Corporate Governance (joint with Schulich School of Business)	Full Professor, Tenured (professorial)	S.J.D., (University of California, Los Angeles, 2011)	Dr. Petrin will join us from Western University where he holds the Dancap Private Equity Chair in Corporate Governance and is an Associate Professor. His promotion to Full Professor was approved to come into effect July 1, 2025. He previously served as Vice Dean for Innovation & Enterprise and Deputy Director of the Centre for Commercial Law at University College London, where he was a Full Professor of Corporate Law & Governance. His work addresses contemporary challenges at the intersection of corporate governance, business law, and emerging technologies such as artificial intelligence reflects his commitment to advancing research and fostering interdisciplinary dialogue. His leadership in program development and innovation, as well as his track record of securing support for impactful academic initiatives, positions him to contribute meaningfully to both Osgoode and Schulich.	Specially Funded
Sangiuliano, Anthony	Indigenous Law, Business Law or Health Law	Assistant Professor, PC1 (professorial)	PhD, Sage School of Philosophy (Cornell University, 2022)	Dr. Sangiuliano came to us from the Faculty of Law, University of Toronto where they held a Banting Postdoctoral Fellowship in Tort Law and Social Equality. He also holds a J.D. from Osgoode Hall Law School, York University. He also held prestigious judicial clerkships at both the Supreme Court of Canada and the Court of Appeal for Ontario. Dr. Sangiuliano has significant scholarly engagement, with an impressive and prolific publication record in top-tier journals, including the <i>University of Toronto Law Journal</i> , <i>Oxford Journal of Legal Studies</i> , and the <i>Osgoode Hall Law Journal</i> . His interdisciplinary approach, particularly at the intersection of health law, bioethics, antidiscrimination law, and tort law, addresses critical contemporary issues and is characterized by rigor, originality, and practical relevance. Dr. Sangiuliano's presence will enrich our faculty, further our strategic goals, and enhance our national and international reputation.	Faculty Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Table 2 Recommendations for Appointment – New Contractually Limited Appointments² (since the meeting of April 11, 2025) – (CUMULATIVE)

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
AMPD					
Bozdarov, Atanas	Design, Graphic Design	Sessional Assistant Professor, Teaching Stream	M.Des (OCAD University, 2020)	Mr. Bozdarov joins us from the University of Toronto, Mississauga and Sheridan’s College’s joint Art and Art History program, as well as OCAD University where he is an instructor in Graduate Studies. His human-centered approach to design education and focus on disability considerations is impressive, including grants for projects focuses on Accessibility Design. Mr. Bozdarov’s commitment to collaboration and service, along with his exhibition and corporate work, sets him up to be a valuable asset to the department.	2 years
Russell, Kate	Cinema and Media Studies, Cinema and Media Arts	Sessional Assistant Professor, Teaching Stream	PhD, Cinema Studies (University of Toronto, 2024)	Dr. Russell came to us from <i>Discourse: Journal for Theoretical Studies in Media and Culture</i> where they were the Co-Managing Editor, as well as a past Course Instructor in Cinema Studies at the University of Toronto. She brings experience handling large-enrollment introductory courses effectively, expertise in curricular design, and experience supervising teams of teaching assistants. Additionally, Dr. Russell’s integration of decolonization, equity, diversity, and inclusion into her pedagogy, fostering equitable and inclusive learning environments will make her a great asset to the Department and School.	1 year
Spykers, Candice (1-Jan-26)	Theatre, Dance and Performance, Contemporary Modern Dance Technique and Choreographic Practices	Sessional Assistant Professor, Teaching Stream	M.A., Choreography (Trinity Laban Conservatoire of Music & Dance, 2022)	Ms. Spykers will be joining us from Rosedale Heights School of the Arts where she is a Dance Educator specializing in contemporary modern dance techniques, choreographic practices and musical theatre. She is an exceptional performer, choreographer, and dance teacher, offering the School much needed expertise in two key areas of the Dance program: technology and screendance; and dance education. Ms. Spykers will also be able to connect with key areas of the Theatre and Performance Studies	

¹ All appointments effective July 1, 2025 except where indicated in the Name column.

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
				program, serving to further integrate and support collaborations between these areas of the recently combined Department.	
Wilson, Darren	Design, Graphic Design	Sessional Assistant Professor, Teaching Stream	M.A., Learning and Technology (Royal Roads University, 2024)	In addition to being a valued member of the department’s part-time faculty for nearly three decades, Mr. Wilson also joins us from Sheridan College, where he is a professor (partial load) for their Bachelor of Interaction Design program. Additionally, he is an independent design consultant, with both agency and direct client experience, across a range of sectors. His extensive experience has given him a deep understanding of the department’s evolution and the shifting demands on students in both academic and industry settings.	2 years
ED					
Abawi, Zuhra (1-Sept-25)	Education, Teacher Education	Sessional Assistant Professor, Teaching Stream	PhD, Social Justice Education (University of Toronto, 2018)	Dr. Abawi joined us from Niagara University Ontario where they were an Assistant Professor of Education and the Department Chair in Educational Leadership. She also acted as the Program Coordinator for Educational Leadership for three years. She brings an impressive and relevant combination of professional experience and pedagogical commitment with a deep knowledge of the Ontario K-12 educational system and research that bridges theory and practice. Further, Dr. Abawi has extensive experience teaching university-level courses across multiple institutions.	23 months 2 weeks
EUC					
Hillier, Brandon (1-Sept-25)	Environmental & Urban Change, Cities, Regions, Planning	Sessional Assistant Professor, Teaching Stream	ABD, Geography (University of British Columbia) *confirm if completed	Mr. Hillier came to us from the University of British Columbia where they are a SSHRC and DAAD funded doctoral candidate in Geography. His pedagogical approach is well-developed, student-centered, and aligns with the values and learning objectives of the Faculty. Mr. Hillier also brings specialization in experiential education and had experience to coordinate coop and field trip-centered courses.	1 year
HEALTH					

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
Huynh, Thi Nancy	Kinesiology, Safety Practices in Physical Activity	Sessional Assistant Professor, Teaching Stream	PhD, Kinesiology (University of Toronto, 2025)	Dr. Huynh joined us from the University of Toronto where she was a course director in the Faculty of Kinesiology and Physical Education. Dr. Huynh’s research is on intellectual disability, social determinants of child and youth development, and their relation to physical activity and physical education – work that has taken place with children and youth with disabilities within the Toronto District School Board and broader community. This position will support the recently launched IPAL (Integrated Physical Activity for Life) program, and support core programming in the area of “safety practice,” providing integrated theoretical and applied knowledge and skills to undergraduate students. Her experience in multiple teaching and leadership roles with diverse learners, make her particularly well-suited to the role.	3 years
Frost, Linda	Nursing, Community Nursing	Sessional Assistant Professor, Teaching Stream	PhD, Nursing (McMaster University, 2021)	Dr. Frost joined us from the Summerville Family Health Team where she was a Nurse Practitioner in the Pediatric Cold and Flu Clinic, as well as being a Professor at Sheridan College. Her research focused on integrating a population health approach in sexual health programs in Ontario. She brings a wealth of teaching experience, having taught courses at Sheridan College, Toronto Metropolitan University, McMaster University and Ontario Tech University. Dr. Frost’s professional practice spans over 25 years as an RN and 20 years as an NP, with extensive experience in public health, leadership, and clinical practice. She currently provides care in a pediatric clinic and previously worked in sexual health and harm reduction. In her non-clinical roles, she developed a post pandemic Learning and Development strategy for public health staff.	3 years
Malta, Monica (1-Jan-25)	Global Health, Global Health	Sessional Assistant Professor, Teaching Stream		Dr. Malta joined us from the Department of Psychiatry, University of Toronto, where she held an Assistant Professor position. She also held Adjunct Professor status at the Schulich School of Medicine and Dentistry, Western University. Dr. Malta has a background in global health practice and related research on gender-based violence, 2SLGBTQ+ health, and holds leadership roles within two international organizations dedicated to addressing gender inequities in science and global health. In addition, Dr. Malta has taught	3 years

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
				relevant courses in areas related to social and cultural determinants of health, social and behavioral aspects of global health, and research design and methodology in global health and epidemiology.	
Razavi, Donya	Global Health, Experiential Education in Global Health	Sessional Assistant Professor, Teaching Stream	PhD, Health Policy (McMaster University, 2019)	Dr. Razavi was a Guest Lecturer at McMaster University and Project Manager & Advisor of Primary Care Strategy and Health Equity at Downtown East Toronto Ontario Health Team when joining us. Her research examined public and vulnerable populations’ participation in health-system priority setting in Uganda. Her broader research and global health practice focus on population health, social determinants of health, health equity, and public health systems. In addition to Guelph University, Dr. Razavi taught at McMaster University and York University. She also held a MITACS Postdoctoral Fellowship with the Canadian Red Cross, advancing gender-transformative menstrual hygiene programs in fragile settings. Her expertise in health equity, policy analysis, and healthcare access aligns with her ongoing work in primary care strategy and health research.	3 years
Robinson, Michael	Kinesiology, Athletic Therapy	Sessional Assistant Professor, Teaching Stream	PhD, Health and Rehabilitation Science (Measurement and Methods) (Western University, 2020)	Dr. Robinson joined us from Western University where he held an Assistant Professor (Limited Term) appointment in the Faculty of Health Science & Kinesiology. His research and practical experience in the area of assessment and management of acute sport-related concussion is particularly well-suited to existing research expertise in the Athletic Therapy Program. Dr. Robinson was the recipient of multiple awards and honours, including the Canadian Athletic Therapists Association Leadership Award (2013) and the Teaching Excellence - Overall Instructor Effectiveness at Western University (2018 and 2019). Additionally, he recently nominated for the Faculty of Health Science Teaching Award of Excellence at Western University (2022). This position will support the final development and launch of the anticipated professional Masters in Athletic Therapy, anticipated to launch in Fall 2027.	3 years

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
Rodriguez Steen, Lillian	Psychology, Developmental Psychology	Sessional Assistant Professor, Teaching Stream	PhD, Forensic Psychology (Ontario Tech University, 2022)	Dr. Rodriguez Steen joined us from Albany College of Pharmacy and Health Sciences where she held an Assistant Professor (Limited Term) position in Forensic Psychology. She has considerable undergraduate teaching experience, including large classes, with her experience lying at the intersection of forensic & developmental psychology. She brings a strong student-centered approach and support for undergraduate students both within and outside of the classroom. Dr. Rodriguez Steen brings strong research mentorship, as well as EDI focus.	3 years
LAPS					
Yasui, Emma	Anthropology, Archaeology	Sessional Assistant Professor	PhD, Anthropology (University of Toronto, 2021)	In addition to being a Course Director in the department, Dr. Yasui was also a Freelance Cultural Consultant, providing research and resources to aid writers and artists in development of products. Dr. Yasui has scholarly training in both Archaeology and Anthropology. She has developed several courses at all undergraduate levels ranging from Introduction to Archaeology and Human Evolution to a fourth-year course on Archaeogaming and Playing with the Past. Her research foci and ongoing projects on the Japanese Jōmon Period (12,500 – 2,500 years ago), Chinese archaeology, and Northern Jordan, reflect her commitment to decolonizing the discipline of archeology, an approach that is evident in her pedagogical principles and practice.	1 year
LASSONDE					
Altarawneh, Enas (1-Sept-25)	EECS, Computer Science	Sessional Assistant Professor, Teaching Stream	PhD, Computer Science (York University, 2024)	Dr. Altarawneh joined us from Toronto Metropolitan University where they held a Postdoctoral Fellow position in AI and Health Equity. Additionally, she was also a Sessional Lecturer at the University of Toronto. She brings a student-centered approach to computer science pedagogy as well as a commitment to follow established best-practices in teaching designs. Dr. Altarawneh’s research focuses on AI and health equity, specifically the application of machine learning techniques to train AI models for health equity.	3 years

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
Mohaghegh, Navid	EECS, Cybersecurity	Sessional Assistant Professor, Teaching Stream	PhD, Computer Science (York University, 2019)	Dr. Mohaghegh came to us from Deloitte Canada where they were the Senior Director of Cybersecurity. Their research focuses on the development of a next-generation Managed Extended Detection and Response (MXDR) system, which leverages cutting-edge AI techniques such as Beta-VAEs, CNNs, and Transformers to enable real-time anomaly detection in both encrypted and non-encrypted network traffic. Their leadership in fostering interdisciplinary partnerships and developing next generation programs ensures that their work remains at the forefront of innovation. In addition to previously teaching at York University, Dr. Mohagheh has also taught at Seneca College.	3 years
Moosavi Tayebi, Rohollah (1-Aug-15)	EECS, Computer Science	Sessional Assistant Professor, Teaching Stream	PhD, Computer Science – Computer Vision (University of Putra Malaysia, 2016)	Dr. Moosavi Tayebi joined us from Ontario Tech University where they were a Limited-Term Faculty Member in the Computer Science program. Additionally, he was a Postdoctoral Fellow at McMaster University and the University of Waterloo, exploring machine learning, natural language processing, and deep learning for diagnosing blood and marrow cancers. He has extensive teaching experience at the university level making him a great asset to the department.	3 years
Soltanpour, Sima	EECS, Computer or Software Engineering	Sessional Assistant Professor, Teaching Stream	PhD, Electrical and Computer Engineering (University of Windsor, 2018)	Dr. Soltanpour joined us from Carleton University where they held a Postdoctoral Fellow position in the School of Information Technology. Her teaching interests focus on biomedical image processing, machine learning, deep learning, and computer vision. Sr. Soltanpour is passionate about interactive teaching strategies that engage students and foster critical thinking. She emphasizes problem-solving skills to prepare students for real-world engineering challenges. In addition to Carleton University, Dr. Soltanpour has taught at the University of Windsor and St. Clair College.	3 years
Wang, Hui (1-Sept-25)	EECS, Computer Science	Sessional Assistant Professor, Teaching Stream	PhD, Computer Science (York University, 2014)	Dr. Wang was a valued, long-service colleague of the Faculty, holding a Long Service Teaching Appointment in the department. He brings teaching experience at the university level, teaching a large variety of courses within Computer Science. Additionally, he worked as a software and research engineer at Avicast for seven years, bringing a wealth of professional	3 years

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
				experience. Dr. Wang’s strong commitment to the department and dedication to facilitate active learning, instilling critical thinking and program solving skills, makes in a great asset.	

Note: “Specially funded” includes Endowed Chairs, Canada Research Chairs, VISTA, etc.

EXTERNAL RELATIONS COMMITTEE

Report to the Board of Governors

at its meeting of December 1, 2025

The External Relations Committee met on November 14, 2025, and makes this report to the Board for information.

1. Presidential Transition

The Committee received an update on the presidential transition relative to its mandate and heard that it is progressing smoothly, with plans focused on continuity and positioning the incoming Interim President for success starting January 1, 2026. Key updates under the committee's mandate include government relations meetings in Ottawa, an MOU signing with the York Region, and scheduled introductions to senior officials with different levels of government. The Advancement division advised that it has surpassed the target for the farewell campaign and will prioritize donor stewardship and alumni engagement, including outreach in global markets. The Communications unit is preparing a comprehensive rollout with media outreach, digital updates, and thought leadership opportunities, while internal engagement includes feature campus visits and faculty interactions during the transition.

2. Government and Community Relations & Protocol

The Committee received highlights from York's inaugural Community Relations Strategic Plan (2019–2024) and discussed priorities for the next phase. The Plan's mission is to establish and enhance reciprocal relationships that are mutually beneficial for the University and its surrounding communities. Key achievements include implementing a social procurement policy generating \$10M in social value spend on construction/renovation projects and supporting 75 equity-deserving apprentices to date. York also launched a Community Engagement Community of Practice, signed strategic MOUs with organizations such as Indigenous Primary Healthcare Council and the Canadian Black Chamber of Commerce, and participated in major events like Nuit Blanche and Doors Open. Additional highlights include the Markham Campus Hoarding Art Project, which won a CASE award, and participated in the Canadian Pilot Cohort of the Carnegie Community Engagement Classification.

Looking ahead, the 2025-2028 strategic plan will build upon the relationships and successes of the inaugural strategy. The 2025-28 Community Relations Strategy will focus on (1) enhancing institutional understanding of community relations in fostering

trust, collaboration, and mutual benefit between the university and its communities to advance the university's priorities, (2) strengthening institutional coordination and collaboration among all units engaged in community-based interactions to maximize impact, efficiency and alignment with university priorities, (3) deepening and expanding meaningful, reciprocal relationships with the diverse communities, and (4) creating a welcoming campus environments for community engagement. For each priority, York will take an institutional approach to ensure consistent support across Glendon, Keele, Markham, and the future School of Medicine. This approach aims to strengthen York's reputation within the communities it serves while aligning with the university's broader strategic priorities. Members discussed strategies to strengthen and broaden meaningful, two-way relationships within its diverse community.

3. Communications and Public Affairs Update

The Communications and Public Affairs Division provided an update on its major initiatives. After the pause last year, plans for Brand Strategy Refresh launch in for January with an initial survey and follow-up pulse surveys to inform strategy. The refresh aims to strengthen York's identity and improve campus spaces as welcoming, branded environments. Second, the integrated marketing campaign, themed *Heroes, Halos, and Rising Stars*, continues to see strong performance with video completion rates continuously improving. Some examples include: [Glendon French Studies/Concurrent Ed](#), [Digital Tech Markham](#), [film alumni success](#). Early results show strong engagement, with nearly 100k web visits with a low 6% bounce rate, indicating that the targeted content is effective, and 86% scroll rate indicated that visitors are browsing programs.

York is taking the lead in producing the 2026 Ascend Research and Innovation magazine in-house. The 2026 theme focuses on artificial intelligence and will showcase a line up of stories featuring a wide variety of AI research, researchers, and graduate students across faculties. The magazine will raise awareness of York's strengths in AI and a comprehensive AI website now under development.

Additional highlights include the launch of merchandise collaborations, as well as leveraging alumni channels to amplify research stories. These efforts collectively aim to enhance York's reputation, drive recruitment, and deepen community engagement.

4. Others

The Committee received the Division of Advancement update and the Points of Pride for information.

A list of York campaign initiatives was also provided to members:

Brampton couple takes community work to next level through York U's BEd in Technological Education program: [Read more in the Brampton Guardian](#)

York University's Glendon Campus is packed with opportunity [Read more in the Toronto Star](#)

Eric Bizzarri on becoming a director and launching a film festival: The Career Files [Read more in Toronto Today](#)

York University's trailblazing Digital Technologies program [Read more](#)

Ottawa is proposing changes to the bail system: Osgoode Dean Trevor Farrow on CBC's Here and Now Toronto with Farrah Merali [Listen to the interview at CBC radio](#)

Lilly Singh receives honorary PhD from York University for pop culture accomplishments [Read more at CBC.ca](#)

York University Markham marks first anniversary with 1,000 students enrolled [Read more in Newmarket Today](#)

Montreal's Cameron Sears trains for her future both on and off the field [Read more in the Montreal Gazette](#)

Tuan Andrew Nguyen's first Canadian exhibition looks at colonial trauma through the story of a stolen Luf canoe [Read more in the Globe and Mail](#)

*Francesca Accinelli
Chair*

FINANCE AND AUDIT COMMITTEE

Report to the Board of Governors

at its meeting of December 1, 2025

The Finance and Audit Committee met on November 17, 2025, and makes this report to the Board for information.

1. External Audit Plan

The Committee received and approved the proposed 2026 External Audit Plan prepared by Ernst & Young (EY). Similar to prior years, the key focus areas of the audit strategy include revenue recognition; pension and other retirement, post-employment benefits; risk of management override of controls; investments, and significant contracts and agreements.

2. Budget and Enrolment Update

The Committee received an update based on recent enrolment data, which show domestic enrolment recovering while international enrolment continues to be a challenge due to visa issues and Canada's reputation as a study destination. This has impacted graduate programs, which raise concerns for research capacity. York continues to develop its efforts in domestic recruitment beyond Ontario and refine its international strategy to align with federal priorities, including exploring transnational education models.

York is projected to exceed its provincial grant funding corridor, where additional domestic growth will rely on tuition alone. This is a challenge under the current tuition freeze. Program mix is shifting toward high-demand areas such as engineering and health, creating pressure for infrastructure adjustments to support growth while maintaining quality.

3. Report of the Internal Auditor

The Committee received a comprehensive Internal Audit Status report covering the period September 1, 2025 – October 31, 2025. During the period, the department undertook seven audit engagements, of which four have been completed.

4. Other Items

The Committee received and approved the Ancillary Fees for 2026-2027 (Meal Plan Rates, Undergraduate Residence rates, York Apartment Rates), a Laboratory Supplies

Board of Governors – Finance and Audit Committee

and Equipment Contract, a Banking Resolution Update, and received the Q2 Operating Results, the Annual Update on Conflict of Interest in Procurement, the Annual Report on Insurance and Risk Management, and the Summary of Insurance Coverage Applicable to the Board of Governors under the consent agenda.

Dee Patterson
Chair

Board of Governors

Memorandum

To: Board of Governors

From: Dee Patterson, Chair, Finance and Audit Committee

Date: 1 December 2025

Subject: Meal Plan Rates 2026-27

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the 2026-27 mandatory Meal Plan rates listed below:

Meal Plans	2025-26	2026-27	\$ Increase*	% Increase
Entry	\$5,650	\$6,450	\$800	14%
Standard	\$6,300	\$7,180	\$880	14%
Premium	\$6,950	\$7,930	\$980	14%
Convenience**	\$3,800	\$4,330	\$530	14%

* To simplify pricing, rate changes have been rounded to the nearest \$5 increment.

** Optional meal plan for suite style accommodation students.

Background and Rationale

Scope

Meal plans affect a relatively small cohort – approximately 2,000 students, primarily first-year undergraduates residing in traditional dormitory-style residence rooms (with no kitchens). While meal plans provide a foundational element of the on-campus food ecosystem, meal-plan revenue represents less than 40% of total cafeteria sales across the York Food and Vending Services portfolio.

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Multi-Year Pricing Strategy

Prior to 2025-26, York's prepaid, declining-balance meal plans provided less than \$18 per day for a student's daily food costs. This amount was below the daily spend of \$29 to \$35 per day then recommended by KAIZEN Foodservice Planning & Design Inc. (KAIZEN), an external food service consultant. In 2025-26 a multi-year rate increase strategy was developed to address this gap. The objective was to increase the daily spend to get closer to the bottom of the daily spend range recommended by KAIZEN.

The Board approved a 16.5% increase in meal plan rates for 2025–26. At that time, we also signalled estimated increases of 11.5% for 2026-27 and 11.5% for 2027-28, noting that these would be reviewed in each year and adjusted as needed.

Currently, York's prepaid, declining-balance meal plan¹ provides almost \$22 per day – \$4 more than in 2024-25. However, this still remains well below the fall 2025 daily spend of \$30 to \$36 per day now recommended by KAIZEN.

For 2026-27 we are recommending a 14% increase in meal plan rates. This will increase the daily spend to \$25 per day – still \$5 below the bottom end of the recommended daily spend. A further increase will be required in 2027–28. We are signalling an 11% increase for 2027-28 at this time to be re-evaluated in Fall 2026.

We are not proposing any changes to the Capital Enhancement Fee (currently set at \$300 per year for the Entry, Standard and Premium plans and \$150 for the Convenience plan), nor are we recommending adjustments to the meal plan's spending ratio, which remains at 75% for York Food Services cafeterias and 25% for non-York food services options.

The proposed rate increase of 14% in 2026-27 is projected to generate an additional \$125,000 in annual gross revenue.

Competitive Analysis

York's meal plan prices have historically been among the lowest in Ontario. Despite a 16.5% increase in 2025–26, York did not reduce the gap between its meal plan price and the provincial median for all universities with declining balance meal plans. This happened as some provincial peer institutions approved larger meal plan increases than originally anticipated. The proposed 14% price adjustment for 2026-27 is the

¹ The meal plan referred to here is the "Entry" Meal Plan Package.

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next step in a multi-year alignment strategy to bring York closer to the provincial median.

Capital Investments in Dining Areas

In 2024–25 Ancillary Services invested over \$3.0M in capital renovations in several campus dining venues to enhance capacity, service quality and the student experience. In summer 2025 an additional \$1.0M was deployed to refresh residence dining spaces—modernize finishes, improve flow and create more welcoming, flexible environments. These capital investments resulted in tangible improvements to dining areas, directly benefiting the student experience.

Consultations

The proposed rates were presented to the Food Services Advisory Committee (FSAC) in September 2025. FSAC— comprised of student, faculty, and staff representatives from across York University’s campuses— serves as a principal partner in shaping the campus dining strategy. The FSAC terms of reference and full list of community memberships are available in Appendix E. There were also consultations with both Housing Services and the Division of Students. Input from these engagements have informed the recommendation.

For additional background, context, and future plans, please refer to the appendices of this document.

Attachments:

- **Appendix A:** Additional Context
- **Appendix B:** Comparison of Basic Mandatory Meal Plan Rates for Declining Balance Plans at Ontario Universities
- **Appendix C:** Projected Meal Plan Rates at Ontario Universities with Declining Balance Plans
- **Appendix D:** Proposed Increases in Rates to Expand Daily Budgetary Capacity
- **Appendix E:** York University Food Services Advisory Committee Terms of Reference May 2025

Appendix A Additional Context

Background and Rationale

Approximately 2,000 undergraduate students residing in traditional dormitory-style residence rooms (with no kitchens) are required to purchase a meal plan. These plans benefit students as they are exempt from the Harmonized Sales Tax (HST). In contrast, students living in suite-style accommodations with kitchens, those residing in York Apartments, or those living off-campus may voluntarily opt to purchase a meal plan. These plans are also exempt from HST.

To ensure students continue to benefit from the HST exemption on meal purchases, both the University and its food service providers must comply with the regulations outlined in the Excise Tax Act and the guidelines issued by the Canada Revenue Agency. These regulations govern key aspects such as minimum pricing of meal plans, eligible purchases, and other specific stipulations.

Currently at York University, meal plans operate on a "declining balance" system, where funds are loaded onto a student's YU-card and deducted as purchases are made at various campus dining locations. This system is used by several other Ontario universities. However, there is a notable shift towards "all-access or board" plans, which typically provide unlimited access to dining halls for a single, all-inclusive price (see Future Plans section below).

Meal plans at universities serve several key purposes: they help students budget for and manage food expenses throughout the academic year; promote a sense of community within residence life; and support the university's food service infrastructure.

Future Plans – All-Access Dining

In response to student concerns regarding the residential dining experience, the university engaged Porter Khouw Consulting Inc. – an external firm – to conduct evaluations in 2013 and 2019. These evaluations assessed the meal plan program and overall food service environment, with a primary focus on enhancing the student experience. This process included organizing focus groups and conducting surveys among undergraduate students residing on the Keele and Glendon campuses.

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Survey results indicated a strong preference—90% of respondents—for an all-inclusive, unlimited-access meal plan, commonly referred to as All-Access Dining. This model has recently gained traction at several Canadian universities, where it has been associated with improved food quality and increased student satisfaction.

The All-Access meal plan provides students with numerous benefits, including unrestricted access to dining facilities with extended hours; a Marché-style format with made-to-order options; a greater variety of diverse and healthier menu choices that cater to a wide range of cultural and lifestyle needs; and high-quality dining venues that support both social and academic engagement.

This model will enhance the student dining experience and could increase net income by an estimated \$3.0M annually. However, a substantial upfront capital investment is required. An architectural feasibility study was launched in the summer of 2025 to assess design requirements, capital impacts, and cost projections for this model. Food Services continues to explore the All-Access model and is collaborating with Housing & Conference Services to examine the integration of this model as a potential component of the Forward Action Plan: Project 9 Housing Strategy.

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Appendix B Comparison of Basic Mandatory Meal Plan Rates for Declining Balance Plans at Ontario Universities

Current Meal Plan Packages 2025-26

Institution	2025-26
Western University	\$7,320
University of Waterloo	\$6,720
McMaster University	\$6,590
Trent University	\$6,050
York University	\$5,650
University of Guelph	\$5,500
University of Toronto – Mississauga	\$4,975

Previous Meal Plan Packages 2024-25

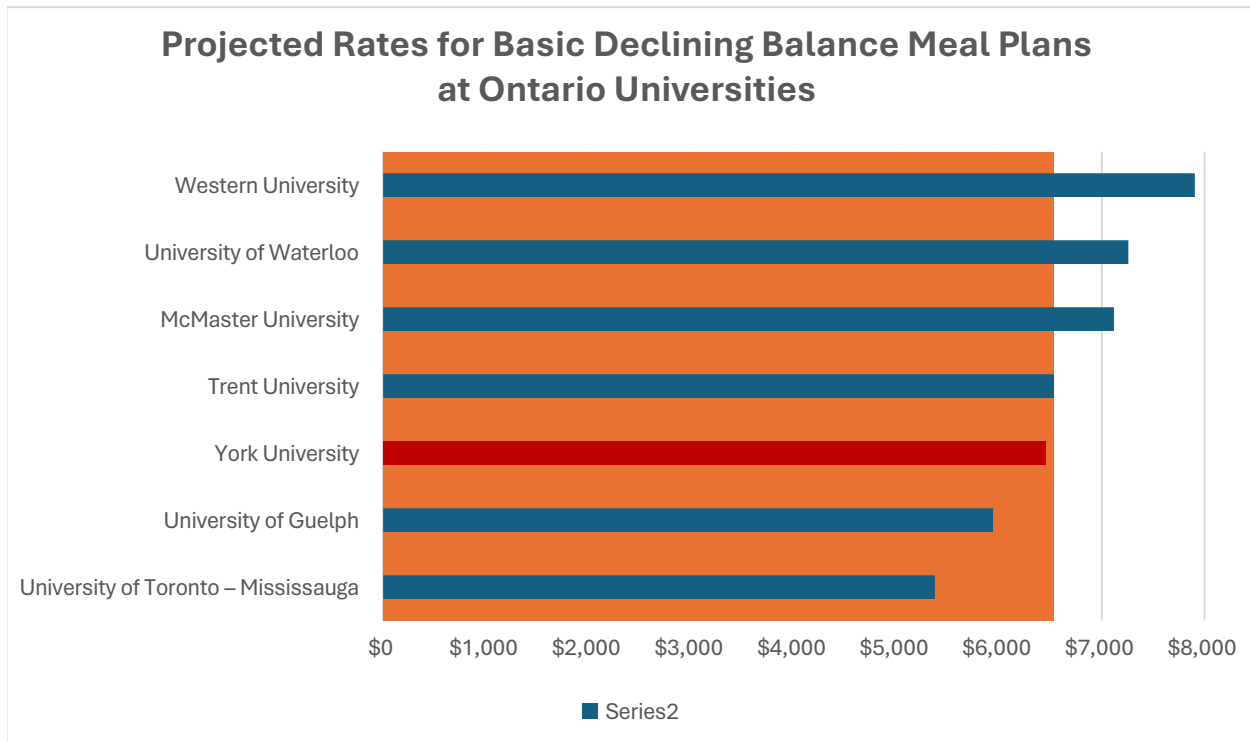
Institution	2024-25
Western University	\$6,940
University of Toronto – St. George	\$6,260
University of Waterloo	\$6,230
University of Windsor	\$5,800
Trent University	\$5,650
McMaster University	\$5,435
University of Guelph	\$5,200
York University	\$4,850
University of Toronto – Mississauga	\$4,525

Note: Fewer institutions appear in the 2025–26 comparison because the University of Toronto (St. George) and the University of Windsor have transitioned to **All-Access** dining models. This change reflects a broader industry trend: **All-Access** plans frequently offer enhanced value to students while generating stronger revenue for universities.

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Appendix C Projected Meal Plan Rates at Ontario Universities with Declining Balance Plans

The table below outlines the projected outcomes of implementing a 14% increase in meal plan rates for the 2026-27 academic year. It assumes other institutions raise their rates by 8% annually.



Note: Rates at other universities are anticipated to increase by approximately 8% annually.

York's meal plan rates are expected to approach the provincial median of \$6,535 during this period. This adjustment would raise the daily spend to approximately \$25 per day. Consultants note, however, that this amount may still be insufficient to fully meet students' dietary needs under a declining balance model in Toronto, especially with rising meal costs. Even so, the change would improve access to healthier options and support students in managing their budgets more effectively.

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Appendix D Proposed Increases in Rates to Expand Daily Budgetary Capacity²

Proposed Meal Plan Packages 2026-27 (14% increase)

Plan	Total Cost	Available Spend *	Daily Spend **	Meal Plan	Meal Plan Plus ***
Entry	\$6,450	\$6,150	\$25.20	\$4,600	\$1,550
Standard	\$7,180	\$6,880	\$28.20	\$4,600	\$2,280
Premium	\$7,930	\$7,630	\$31.27	\$4,600	\$3,030
Convenience	\$4,330	\$4,180	\$17.13	-	\$4,180
Unspent Funds Carry Forward				No	Yes

Current Meal Plan Packages 2025-26

Plan	Total Cost	Available Spend *	Daily Spend **	Meal Plan	Meal Plan Plus ***
Entry	\$5,650	\$5,350	\$21.93	\$4,050	\$1,300
Standard	\$6,300	\$6,000	\$24.55	\$4,050	\$1,950
Premium	\$6,950	\$6,650	\$27.18	\$4,050	\$2,600
Convenience	\$3,800	\$3,650	\$14.29	-	\$3,650
Unspent Funds Carry Forward				No	Yes

* Available Spend is the plan cost minus the Capital Enhancement Fee (\$300 for traditional plans or \$150 for the Convenience plan).

** Daily Spend is the Available Spend divided by a 244-day academic year.

*** Selecting a larger plan allocates additional funds exclusively to Meal Plan Plus dollars, as these funds are universal and can be used at any location participating in the campus meal plan program.

² Meal Plan locations, operated by the Food Ancillary, include approximately 20 venues. Meal Plan Plus locations, numbering around 60, accept meal plan funds but are externally managed, with revenue retained outside the Food Ancillary.

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Appendix E York University Food Services Advisory Committee Terms of Reference May 2025

Purpose

The York University Food Services Advisory Committee serves as a pivotal forum for university community members, including students, faculty, and staff, to provide strategic advice on policies, initiatives, and operations related to residence dining, retail dining, catering services, and vending services across York University's campuses. Through its collaborative efforts, the Committee facilitates the exchange of valuable feedback on the University's dining services and offers insights into Food Services initiatives, policies, and procedures.

This Committee is dedicated to enhancing the dining experience for the university community while advocating for sustainability, wellness, and diversity in university dining operations. Additionally, recognizing that Food Insecurity is fundamentally linked to income challenges, the Committee's role in this area is focused on advocacy and contributing to broader campus discussions, such as participation in the Food Insecurity Round Table. It is also essential to acknowledge that ancillary services, including Food Services, are self-funded and must ensure financial sustainability. While the primary focuses of Food & Vending Services are community service and enhancing the student experience, they also have a mandate to be fiscally responsible. This entails balancing the needs and expectations of the community with the requirement to cover operational expenses and maintain financial health.

Scope

The Committee functions as a non-voting, consultative, and advisory body to the Director of Food and Vending Services, who serves as the Chair of the Committee. Its scope includes:

- Reviewing and considering recommendations and proposals from committee members about food service programs and options, encompassing both variety and culturally diverse menus at York University.
- Ensuring an open channel of communication for all members to register their concerns and/or challenges related to food services operational matters and customer services on campus.

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- Bringing forward ideas on sustainability and environmental impacts of food services operations on campus.
- Discussing concepts for community engagement and outreach programs and establishing communication channels for community members to voice concerns, suggestions, or ideas for improvement related to food services operations.
- Collecting feedback on the University's dining services in terms of health and wellness from the various constituencies represented by the Committee members.
- Providing clarification and/or information on departmental policies, procedures, and initiatives.
- Sharing pricing and meal plan strategies and assessing their impact on affordability.

The Committee has a direct connection to Food & Vending Services at York University's campuses and broadly provides recommendations to other groups on campus that operate food services, including York Lanes, Student Centre, Schulich, The Quad, and others.

Community Memberships

Representatives are appointed annually by the following constituencies, each representing their group for a term of one year, beginning September 1 of each year:

- 1 member; Canadian Union of Public Employees 1356
- 1 member; Canadian Union of Public Employees 1356-1
- 1 member; Canadian Union of Public Employees 3903
- 1 member; Confidential, Professional & Managerial Employees Association
- 1 member; York University Faculty Association
- 1 member; York University Staff Association
- 1 member; Glendon College Student Union
- 1 member; Graduate Student Association
- 1 member; York Federation of Students
- 1 member; Markham Campus Student Association
- 1 member; Markham Campus Student Council
- 3 members; Residence Life (Students, 1 from each campus)
- 3 members; Residence Life (Staff, 1 from each campus)
- 1 member; Student Community and Leadership Development (SCLD)
- 1 member; Centre for Indigenous Student Services
- 1 member; Housing

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- 1 member: Accommodations & Conference Services and Temporary Use of University Space1 member; Centre for Human Rights, Equity and Inclusion
- 1 member; York International
- 1 member; Sustainability Office

Advisory Panel

- Director, Food and Vending Services
- York University Registered Dietitian
- Operations Assistant, Food and Vending Services
- YU Eats District Manager
- YU Eats Resident District Manager
- YU Eats Director of Culinary

Resources

- Committee Secretary
- Other resources as required

Terms and Meeting Requirements

- Meetings will be chaired by the Director of Food Services.
- All members will report to their area colleagues or students and are asked to serve a one-year commitment (renewable).
- The committee will meet three times between September and the following April.
- Meetings may be conducted in person, virtually, or through other suitable means as determined by the committee.
- Meeting agendas and minutes shall be circulated to all members in advance of each meeting.
- Members are expected to attend all meetings, missing no more than one meeting. If unable to attend, members must send an approved designate.
- As a student committee member, there is an opportunity to represent your group and be the voice for your constituency. Additionally, students can receive a letter of reference for their committee work upon request.
- The Terms of Reference are reviewed annually by the Chair prior to the Fall semester.



Board of Governors

Memorandum

To: Board of Governors
 From: Dee Patterson, Chair, Finance and Audit Committee
 Date: 1 December 2025
 Subject: Undergraduate Residences – Residence Rates 2026-27

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the 2026-27 undergraduate residences average across the board rate increases:

Academic Year (8 Months)				
Residence Style – per bed*	Average Rate 2025-26	Average Rate 2026-27	Increase in \$	Increase in %
Dormitory Double	\$8,998	\$9,342	\$344	3.8%
Dormitory Double Semi-Private	\$9,132	\$9,595	\$463	5.1%
Dormitory Single	\$10,430	\$10,989	\$559	5.4%
Dormitory Single Semi-Private and Private	\$11,716	\$12,438	\$722	6.4%
Suite Double	\$10,713	\$11,672	\$959	9.0%
Suite Single (excludes Pond Residence)	\$11,231	\$12,653	\$1,423	12.7%
Suite Pond Residence	\$12,776	\$13,676	\$900	7.0%

Academic Year (Per Month)				
Residence Style – per bed*	Average Rate 2025-26	Average Rate 2026-27	Increase in \$	Increase in %
Dormitory Double	\$1,125	\$1,168	\$43	3.8%
Dormitory Double Semi-Private	\$1,142	\$1,199	\$58	5.1%
Dormitory Single	\$1,304	\$1,374	\$70	5.4%
Dormitory Single Semi-Private and Private	\$1,465	\$1,555	\$90	6.4%
Suite Double	\$1,339	\$1,459	\$120	9.0%
Suite Single (excludes Pond Residence)	\$1,404	\$1,582	\$178	12.7%
Suite Pond Residence	\$1,597	\$1,710	\$113	7.0%

* For glossary of Housing Types please see Appendix A

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Based on the above increases, the average overall increase for undergraduate residences in 2026-27 will be 6.5%, ranging from a low of 3.8% to a high of 12.7%. This compares to the average overall increases of 15.4% and 7.9% in 2025-26 and 2024-25 respectively. The total compounded increase over the last two years is 24.5%. A further 6.5% increase in 2026-27 would result in a total compounded increase of 32.6% over three years between 2024-25 and 2026-27.

In terms of pricing strategy, a higher rate increase is recommended for single dormitory rooms compared to double dormitory rooms, reflecting the higher demand for single occupancy. While shared rooms offer a more affordable option for students, the price differential when compared to a single room needs to be material. Additionally, a higher rate is recommended for suite-style residences, such as Pond Residence, given the continued high demand for these types of residences.

Background and Rationale:

On-campus housing is a cornerstone of student success — supporting the student experience and strategic enrolment management activities such as recruitment, academic performance and retention. Each year, thousands of students enrich their university experience by making residence their home away from home. Residences offer a welcoming and inclusive environment where students can thrive — academically, socially and personally.

York University owns and operates 10 undergraduate residence buildings with 8 buildings at its Keele Campus and 2 at its Glendon Campus. There are 2,238 beds at Keele and 437 beds at Glendon. These 2,675 total undergraduate beds provide housing for approximately 7.0% of York's full-time undergraduate students. Eight of the ten undergraduate residence buildings - representing 75.0% of the undergraduate bed inventory — are 53 years of age or older.

Currently, York's 2025-26 undergraduate residences' room rates range from a low of \$8,738 to a high of \$13,460, dependent on room type. These rates, with the exception of Pond Residence are below the median in comparison with other neighbouring universities. Pond Residence, with the highest student demand within York's housing portfolio, is above the median (see Appendix B).

The recommended rate increases for 2026-27 take into consideration a variety of factors: shifts in the local housing market; declines in York's international student enrolments; affordability and housing insecurity; and information from recently completed facilities condition assessments of York's 10 undergraduate and 6 York

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Apartment buildings. Together, these considerations have informed the recommended 6.5% fee increase for 2026-27.

From Waitlists to Vacancies:

Most notable is the recent softening of the surrounding rental market, in terms of both lower monthly rents and higher vacancies. An October 28th, 2025, article by Rentals.ca, “Lower Prices, More Choice in Student Rentals as International Student Caps Take Effect”¹, provides a timely perspective on the impact of declining international student demand across Canada. For many years prior to and including Fall 2023, York’s Housing Services had been dealing with waitlists for undergraduate student housing. With the introduction of Federal Government international student caps in early 2024 there was an immediate drop in international student enrolments across Canada. Likewise, York’s housing applications from international students dropped by 733 applications or 43% between 2023-24 through 2025-26.

The table below provides the international student housing applications from 2023-24 through 2025-26:

International Student Housing Applications 2023-24 through 2025-26				Total Change 2023-24 to 2025-26	
Description	2023-24	2024-25	2025-26	No. of Students	% Change
1st Year International Students	947	586	553		
<i>Year over year change</i>		<i>(361)</i>	<i>(33)</i>	<i>(394)</i>	<i>-42%</i>
Upper Year International Students	765	689	426		
<i>Year over year change</i>		<i>(76)</i>	<i>(263)</i>	<i>(339)</i>	<i>-44%</i>
Total International Students	1,712	1,275	979		
<i>Year over year change</i>		<i>(437)</i>	<i>(296)</i>	<i>(733)</i>	<i>-43%</i>

In Fall of both 2024 and 2025, York Housing Services experienced significant vacancies. Total occupancy levels declined from 98.0% in Fall 2023 to 84.0% in Fall 2025. The vacancy rate at Glendon is 49.0% (214 beds) and 9.0% (211 beds) at Keele. Previously, high Keele housing demand had been managed by placing some Keele students at the Glendon campus which has masked the lower housing demand at Glendon. The table below provides a snapshot of the current Fall 2025 vacancies in York’s owned and operated undergraduate residences:

¹ [Lower Prices, More Choice in Student Rentals as International Student Caps Take Effect](#)

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Campus	Total Beds Available	Vacant Beds	Vacancy Rate %	Occupancy Rate %
Glendon	437	214	49.0%	51.0%
Keele	2,238	211	9.0%	91.0%
Total	2,675	425	16.0%	84.0%

Residence Facilities Condition:

In summer 2024, the Facilities Condition Assessment (FCA) of all 16 housing buildings (both undergraduate residences and York Apartments) owned and operated by York was completed by York Facilities Services. The information from the FCAs was then captured in an asset management software system called Streamlined Asset Management (SLAM). Over 2024-25, the data captured in SLAM was reviewed and verified to ensure both consistency and accuracy. SLAM asset management software is used by all post-secondary institutions to track and report on the condition of their physical building and operating system assets. This information provides real-time data and analytics to help prioritize and optimize spending decisions.

Current Replacement Value (CRV)

The information collected through the FCA estimates the current replacement value (CRV) for the residence and apartment buildings at Keele and Glendon campuses to be \$854M. Industry norms suggest institutions should expend annually 1.5% to 2.5% of the CRV of their assets on maintenance and/or building maintenance reserves above and beyond annual operating costs.² These percentages may be conservative given persistent inflationary pressure due to labour shortages, changes in tariffs and supply chain issues related to maintenance and construction project costs. For York's Housing Services this translates to between \$12.8M to \$21.4M annually. Using industry benchmarks the spend over the last three years should have been between \$38.4M to \$64.2M. Housing Services spent a total of \$22.8M between 2023-24 through 2025-26 representing a shortfall of \$15.6M to \$41.4M.

The availability of good quality housing stock plays an important role in the recruitment and retention of students. These recommended rate increases aim to balance the financial requirements to fund facility operational costs, as well as major renovations, and maintenance projects. The rate increases continue to narrow the gap between York residence rates and the peer institutional median and at the same time are mindful of increasing vacancies (especially given the opening of 841 new beds in QUAD Phase III in Fall 2026), affordability and housing insecurity.

² Office of the Auditor General Ontario, "Value-for-Money Audit: York University Operations and Capital", December 2023, Section 4.4.3, page 30.

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Consultations:

To maintain the undergraduate housing exemption from the Residential Tenancy Act (RTA), the University is expected to act reasonably and in good faith in consulting with students about residence rate increases. Consultations regarding the proposed rate increases were held with the Division of Students. Following those consultations, Housing & Conference Services and the Division of Students held a consultation meeting with the Residence Student Advisory Group (RSAG) in October 2025. At this meeting background and context was provided outlining the need for the proposed rate increases. Students provided feedback and were supportive of the rate increases especially in terms of supporting residence facility improvements.

Attachments

- Appendix A: Glossary of Housing Types
- Appendix B: Comparative Analysis of 2025–26 Room Rates by Institution and Room Type

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Appendix A Glossary of Housing Types

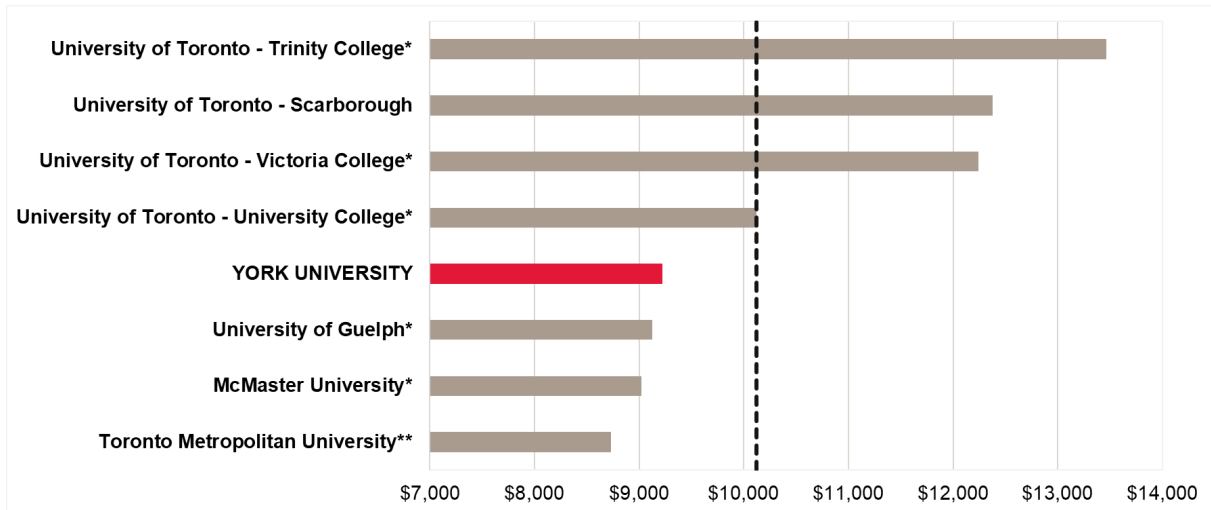
Unit Type	Definition
Dormitory Double	Double occupancy dormitory room, shared washroom with all rooms on the floor
Dormitory Double Semi-Private	Double dormitory room, shared washroom with only a few (one to three) other residents
Dormitory Single	Single occupancy dormitory room, shared washroom with all rooms on the floor
Dormitory Single Semi-Private and Private	Single dormitory room, shared washroom with only a few (one to three) other residents
Suite Double	Double occupancy room in an apartment-style unit with kitchen and bathroom(s) - three to five other residents in the suite.
Suite Single (excludes Pond)	Single occupancy room in an apartment-style unit with kitchen and bathroom(s) - three to eleven other residents in the suite.
Suite Pond	Single occupancy room in an apartment-style unit with kitchen and bathroom - one other resident in the suite.

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Appendix B Comparative Analysis of 2025–26 Room Rates by Institution and Room Type

The tables below provide a comparison of the 2025-26 rates to other institutions by room type. The dashed line represents the median rates of other institutions.

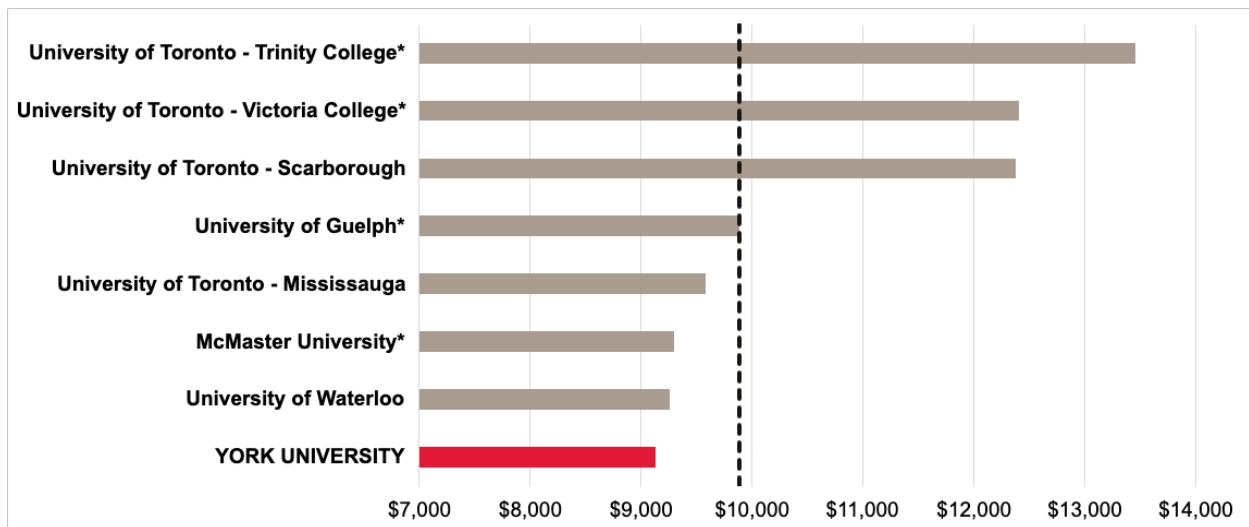
**Table 1: Rates Comparison 2025-26
Dormitory Double Room
(eight-month contract, excludes dining plan)**



*No air conditioning

** Opened in 1991, no air conditioning

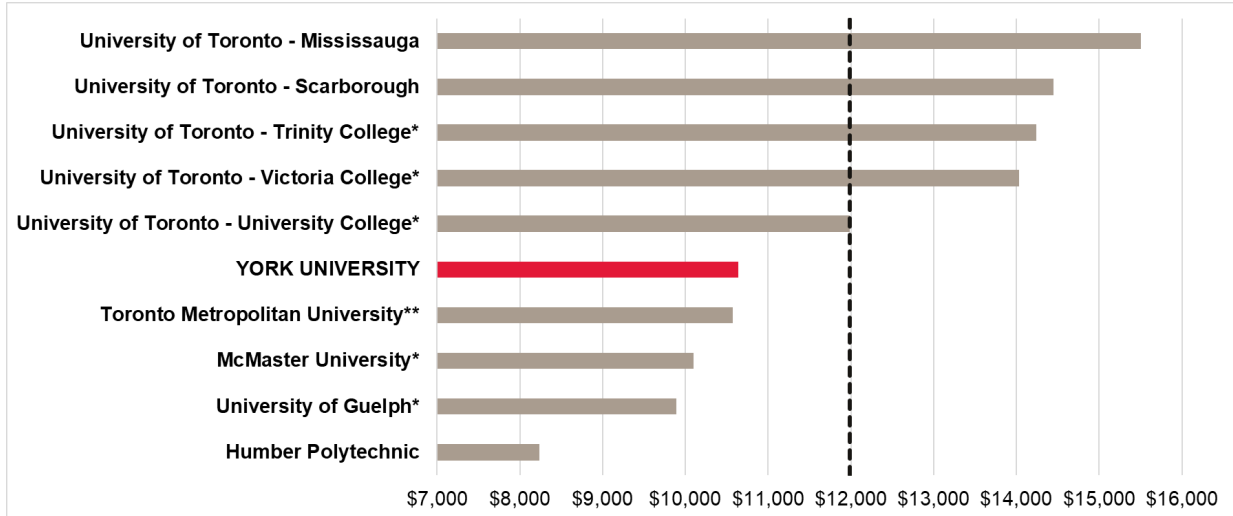
**Table 2: Rates Comparison 2025-26
Dormitory Double Room with Semi-Private Washroom
(eight-month contract, excludes dining plan)**



*No air conditioning

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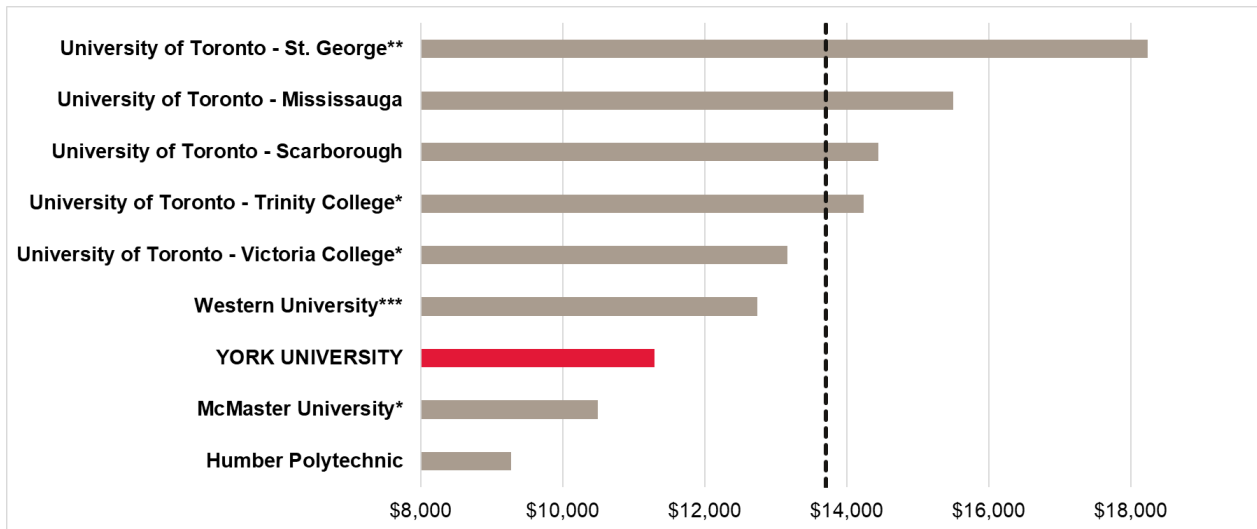
**Table 3: Rates Comparison 2025-26
Dormitory Single Room
(eight-month contract, excludes dining plan)**



*No air conditioning

** Opened in 1991, no air conditioning

**Table 4: Rates Comparison 2025-26
Dormitory Single Room with Semi-Private or Private Washroom
(eight-month contract, excludes dining plan)**



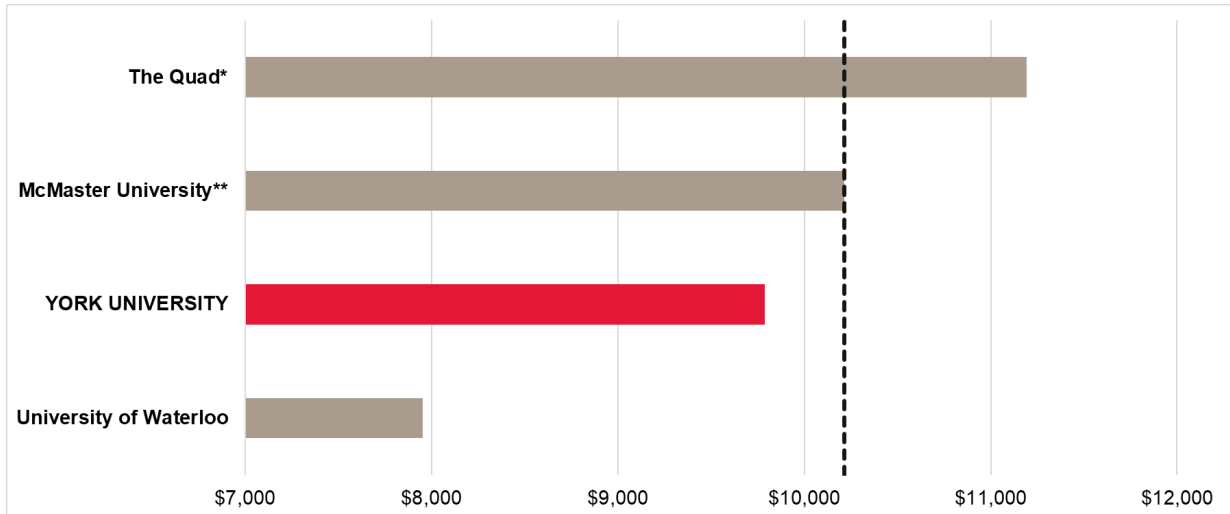
* No air conditioning

** Built in 2021

***Build in 2013

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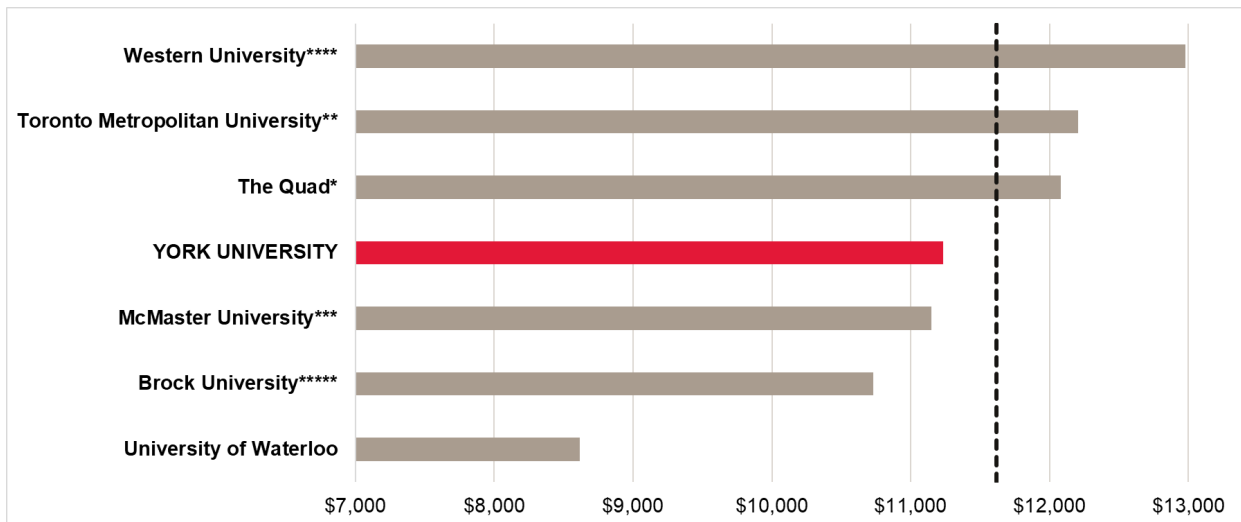
Table 5: Rates Comparison 2025-26
Suite Double Room
 (eight-month contract, excludes dining plan)



*12-month lease, prorated to 8 months, rates do not include utilities

**Suites have a fridge and microwave, no stove, opened in 2003

Table 6: Rates Comparison 2025-26
Suite Single Room (excludes Pond Residence)
 (eight-month contract, excludes dining plan)



*12-month lease, prorated to 8 months, rates do not include utilities

**Opened in 2019

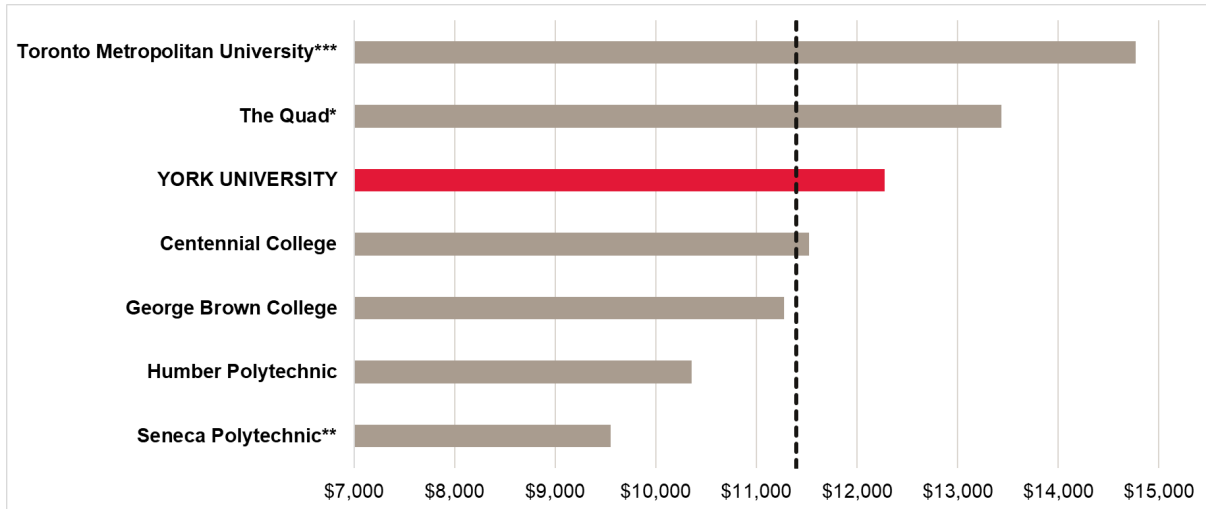
***4-person apartment, built in 1973

**** 2-3 person suites, built in 2006

*****Includes tv cable

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Table 7 Rates Comparison 2025-26
Two-Person Suite Single Room (Pond Residence)
(eight-month contract, excludes dining plan)



*12-month lease, prorated to 8 months, rates do not include utilities

**Contract is two weeks shorter than York

***Opened in 2019

Board of Governors

Memorandum

To: Board of Governors
 From: Dee Patterson, Chair, Finance and Audit Committee
 Date: 1 December 2025
 Subject: York Apartments – Rental Rates 2026-27

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the 2026-27 York Apartments average across the board rental rate increases on new leases:

Per Month				
Apartment Type	Average price 2025-26	Average price 2026-27	Increase in \$	Increase in %
Bachelor	\$1,548	\$1,611	\$64	4.1%
One-Bedroom	\$1,865	\$1,941	\$76	4.1%
Two-Bedroom	\$2,449	\$2,548	\$100	4.1%

The 2026-27 York Apartments average across the board rental rate increases are:

- 2.1% increase for all units with continuing leases, to reflect the allowable increase established by the Ontario Rent Increase Guidelines (ORIG) for January 2026.
- 4.1% increase on average for all units with new leases effective May 1, 2026.

The proposed average increase of 4.1% for new leases follows average increases of 24.2% in 2025-26 and 10.0% in 2024-25. The total compounded increase over the last two years is 36.6%. A further 4.1% increase in 2026-27 would result in a total compounded average increase of 42.2% over three years between 2024-25 and 2026-27.

Background and Rationale:

On-campus housing is a cornerstone of student success, supporting the student experience and strategic enrolment management activities such as recruitment, academic performance and retention. Each year, thousands of students enrich their university experience by making

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residence their home away from home. Residences offer a welcoming and inclusive environment where students can thrive – academically, socially and personally.

York University owns and operates 6 apartment residences at its Keele Campus, comprising an inventory of 1,249 apartments. These units provide housing for York’s graduate students, families, professional degree candidates and mature full-time undergraduate students. Five of the six apartment buildings - representing 71.0% of the apartment inventory – are 53 years of age or older.

In 2025-26, York Apartments rates range from a low of \$1,477 to a high of \$2,745 per month. These rates include the monthly cost of utilities (heat, water, and electricity), internet services, furniture, and content insurance. These rates are below the median when compared to the surrounding market rentals and other comparable institutions - except for Passy’s larger two-bedroom apartments which are above the median (see Appendix A). The largest differences in monthly rent are found in one-bedroom and two-bedroom units. It is important to note that while off-campus comparators often include the cost of heat and water in their rate, they often do not include furniture, electricity, content insurance or internet services which are included in York’s rates.

York Apartments are subject to the Residential Tenancies Act (RTA), which governs leases, including the allowable rent increase for continuing leases. The ORIG regulates rate increases for continuing leases; it does not limit increases for vacant or new-lease units. As a result, differential rates are charged for similar units depending on the lease status.

The recommended rate increases for 2026-27 take into consideration a variety of factors: shifts in the local housing market; declines in York’s international student enrolments; affordability and housing insecurity; and information from recently completed facilities condition assessments of York’s 10 undergraduate residence buildings and 6 apartment buildings. These considerations together have informed the recommended 4.1% rate increase for 2026-27.

From Waitlists to Vacancies:

In terms of the broader rental market, local monthly rates are lower and the vacancy rates are higher. This was not the case prior to 2023-24. In fact, the rents in the private housing sector have decreased considerably year-over-year. A one-bedroom apartment currently rents for 5.1% less than in Q2 of 2024¹. An October 28th, 2025, article by Rentals.ca, “Lower Prices, More Choice in Student Rentals as International

¹ Source: TREB, for the GTA as of Q2 of 2025, <https://trreb.ca/wp-content/files/market-stats/rental-reports>

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Student Caps Take Effect”², also provides a timely perspective on the impact of declining international student demand across Canada.

For many years prior to and including Fall 2023, York’s Housing & Conference Services managed waitlists for York Apartments. With the introduction of Federal Government international student caps in early 2024, there was an immediate drop in international student enrolments across Canada. Likewise, the number of international students in York Apartments dropped. Between Fall 2023 and Fall 2025 the number of international students in York Apartments declined by 150 from 650 in Fall 2023 to 500 in Fall 2025, a drop of 23.1% over two years.

In Fall 2025, York Apartments had a 10.0% vacancy rate. This had not been the case up to 2023-24. The table below provides a snapshot of the current Fall 2025 vacancies in York’s owned and operated York Apartments:

	Apartments Available	Vacant Apartments	Vacancy Rate %	Occupancy Rate %
York Apartments	1,249	134	10.0%	90.0%

The recent subway extension has increased student access to more affordable housing options both north and south of York’s Keele campus. York’s declining international enrolment and aging infrastructure are important considerations given the current external rental market.

Residence Facilities Condition:

In summer 2024, the Facilities Condition Assessment (FCA) of all 16 housing buildings (both undergraduate residences and York Apartments) owned and operated by York was completed by York Facilities Services. The information from the FCAs was then captured in an asset management software system called Streamlined Asset Management (SLAM). Over 2024-25 the data captured in SLAM was reviewed and verified to ensure both consistency and accuracy. SLAM asset management software is used by all post-secondary institutions to track and report on the condition of their physical building and operating system assets. This information provides real-time data and analytics to help prioritize and optimize spending decisions.

Current Replacement Value (CRV)

² Lower Prices, More Choice in Student Rentals as International Student Caps Take Effect

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The information collected through the FCA estimates the current replacement value (CRV) for the residence and apartment buildings at Keele and Glendon campuses to be \$854M. Industry norms suggest institutions should expend annually 1.5% to 2.5% of the CRV of their assets on maintenance and/or building maintenance reserves above and beyond annual operating costs.³ These percentages may be conservative given persistent inflationary pressure due to labour shortages, changes in tariffs and supply chain issues related to maintenance and construction project costs. For York's Housing Services this translates to between \$12.8M to \$21.4M annually. Using industry benchmarks the spend over the last three years should have been between \$38.4M to \$64.2M. Housing Services spent a total of \$22.8M between 2023-24 through 2025-26 representing a shortfall of \$15.6M to \$41.4M.

The availability of good quality housing stock plays an important role in the recruitment and retention of students. These recommended rate increases aim to balance the financial requirements to fund facility operational costs, as well as major renovations, and maintenance projects. The rate increases continue to narrow the gap between York apartment rates and the median of the comparators in the marketplace at the same time being mindful of increasing vacancies (especially given the opening of 841 new beds in QUAD Phase III in Fall 2026), affordability and housing insecurity.

Consultation:

York Apartments falls under the RTA and as such, unlike undergraduate residences, there is no formal requirement for consultation. However, Housing & Conference Services and the Division of Students, in good faith, consulted with the York Apartments Advisory Group in October 2025.

Attachments:

- Appendix A: Comparative Rental Rates and Median Monthly Costs for Bachelor, One-Bedroom, and Two-Bedroom Units

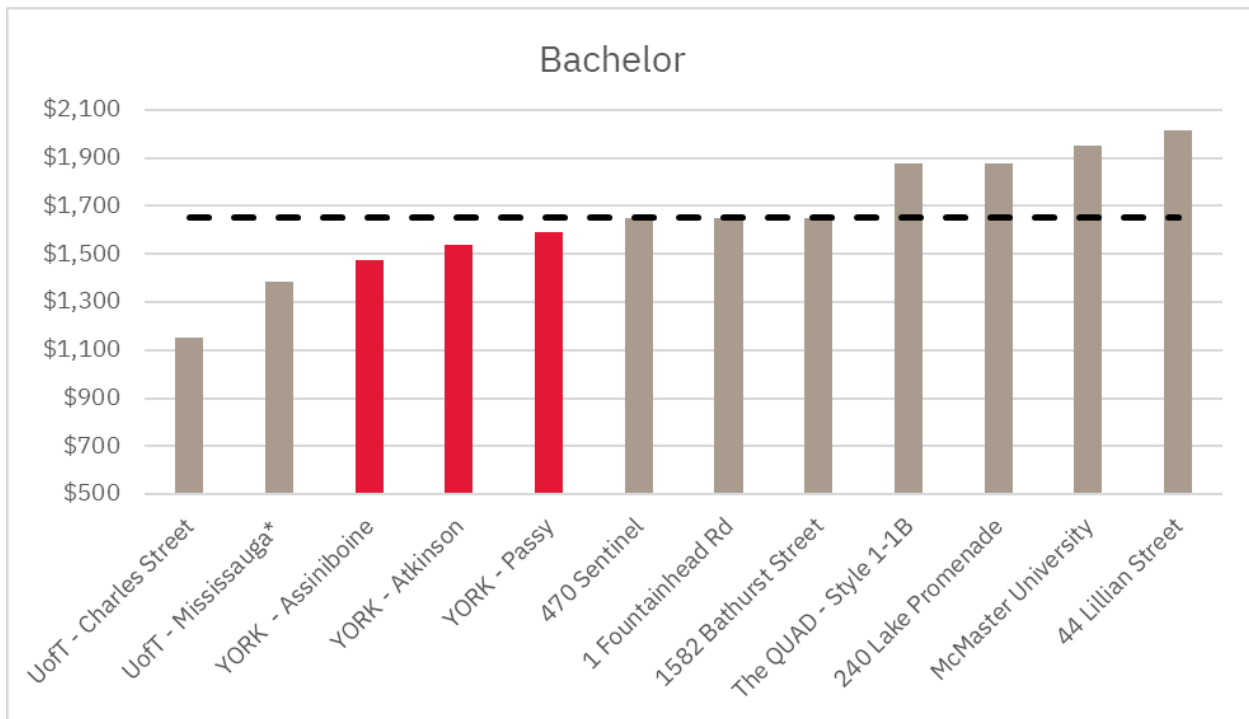
³ Office of the Auditor General Ontario, "Value-for-Money Audit: York University Operations and Capital", December 2023, Section 4.4.3, page 30.

Appendix A
Comparative Rental Rates and Median Monthly Costs for Bachelor, One-Bedroom, and Two-Bedroom Units

Tables 1, 2 and 3 below, provide the comparative rates and the median monthly rental costs for bachelor apartment units, one-bedroom units, and two-bedroom units in the surrounding market and at other institutions.

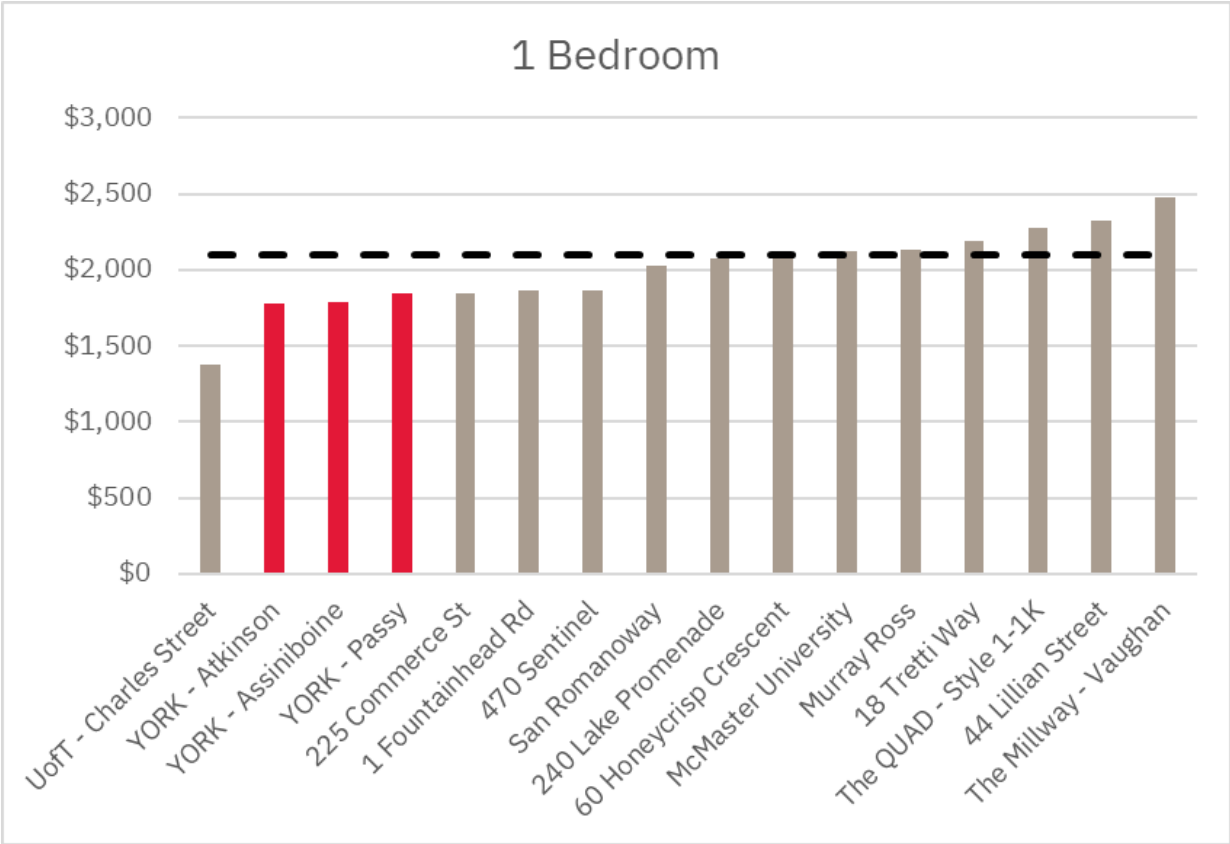
Note: Off-campus comparators often include the cost of heat and water in their rates but do not include furniture, electricity, insurance or internet services which are included in York's rates.

Table 1 Bachelor Apartment Rates Comparison 2025-26



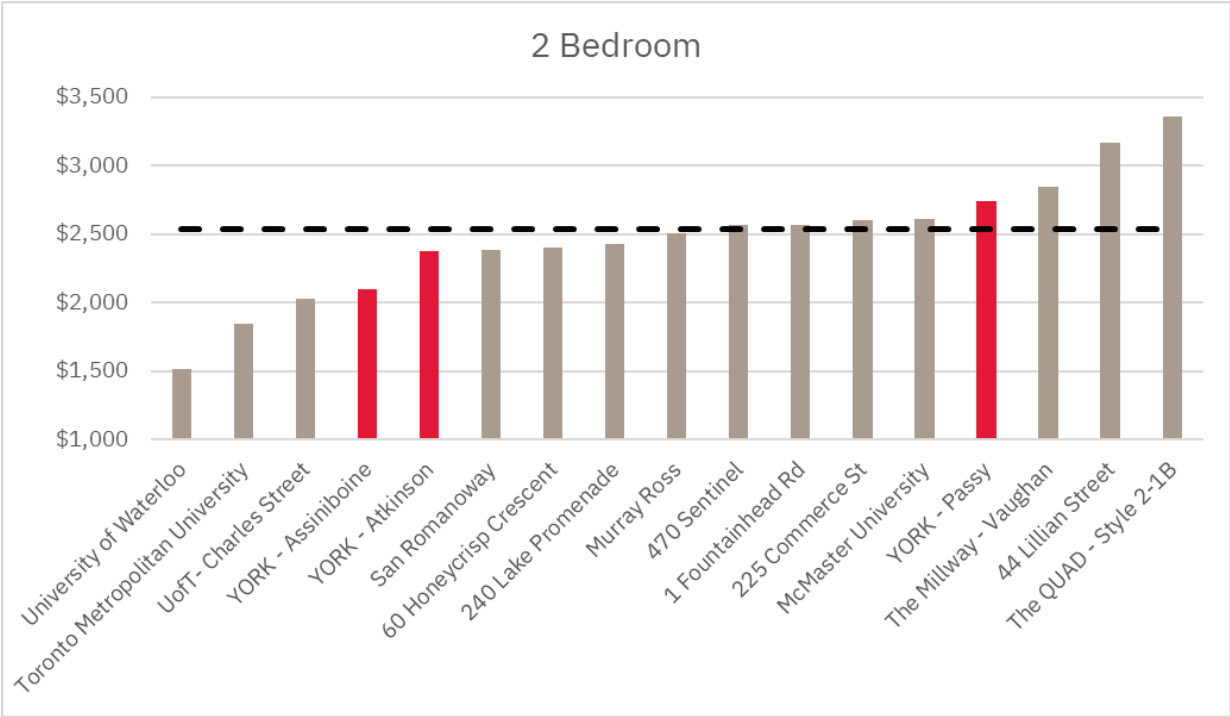
* Managed outside the RTA

Table 2 One-Bedroom Apartment Rates Comparison 2025-26



Board of Governors

Table 3 Two-Bedroom Apartment Rates Comparison 2025-26



Board of Governors

Memorandum

To: Board of Governors

From: Dee Patterson, Chair, Finance and Audit Committee

Date: 1 December 2025

Subject: Laboratory Equipment and Supplies Contract - Vendor of Record

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve entering into agreements with Fisher Scientific, Life Technologies, Millipore Sigma, Agilent Technologies Canada and VWR International Co. for the provision of laboratory supplies and equipment.

Background:

A collaborative Request for Supplier Qualification (“RFSQ”) for lab supplies and equipment was issued publicly on August 6, 2025. The RFSQ was led by York University, with requirement input and evaluation provided by an inter-university committee consisting of representatives from the following institutions:

- Brock University
- Carleton University
- Laurentian University
- McMaster University
- Nipissing University
- Northern Ontario School of Medicine (“NOSM”) University
- Queens University
- Toronto Metropolitan University (“TMU”)
- Trent University
- University of Guelph
- University of Ottawa
- University of Toronto
- University of Waterloo

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- Wilfrid Laurier University
- York University

Based on historical spend it is expected that York will exceed the \$5M threshold with the following five (5) of the thirty-six (36) vendors that will be awarded contracts as a result of the RFSQ:

- Fisher Scientific
- Life Technologies
- Millipore Sigma
- Agilent Technologies Canada
- VWR International Co.

As the value of each of the above contracts is projected to exceed \$5M over the course of the contract period, they require approval from the Board. All contracts are non-exclusive, and York has the right to procure similar lab supplies and equipment from other scientific vendors during the term.

The remaining thirty-one (31) vendors that will be awarded contracts are:

ATS Scientific Inc	AYVA Educational Solutions Ltd	Becton Dickinson Canada Inc.
Bio-Rad Laboratories (Canada) Ltd.	BioShop Canada inc.	Caledon Laboratories Ltd
Canadawide Scientific	Canadian Scientific Lab Systems Inc.	Cedarlane
ChemScience	Chromatographic Specialties Inc.	Diamed Lab Supplies Inc
Eppendorf	ESBE Scientific	Evident Canada MIS, Inc
FroggaBio	GeneBio Systems, Inc.	Leica Microsystems Canada
Mandel Scientific Company Inc	Maple Lab Systems Inc.	Molecular Biology Products Inc.
New England Biolabs	Norgen Biotek	NuAire Inc
Produits Chimiques ACP Chemicals Inc.	QIAGEN	Questron Technologies Corp.

Board of Governors

Sarstedt	Ultident Scientific	Waters Ltd.
Westlab		

Report to the Board of Governors

at its meeting of December 1, 2025

The Governance, People and Culture Committee met on November 17, 2025, and makes this report to the Board for information.

1. Governance

a.

Vacancy Planning and Board Recruitment

The Committee received an update on Board Recruitment initiatives and were reminded of the recruitment process as outlined in the *Protocol on the Recruitment of External Board Members*. Following a discussion and a review of the current Board member complement, including Governors ending their term over the next 12-18 months, an informed gap analysis identified priority areas for recruitment. The Committee had a robust discussion on the proposed priority areas for 2025 -2026 and confirmed next steps for candidates identified for outreach.

2. Principles of Presidential Search

The Committee received an overview on the matter related to the review of the *Principles of Presidential Search (the Principles)*. The current Principles were approved in 2005 following a thorough search and analysis of established practices at Canadian Universities. In recent years, requests to review the Principles were raised, noting that any changes to the Policy require approval by Senate and Board. In its capacity to monitor the Board's governance processes, the Committee reviewed proposed amendments as approved by Senate and provided feedback to the Board's Executive Committee for consideration.

3. People and Culture

The Committee received updates from the Division of Equity, People and Culture with work continuing to align with the University Academic Plan's priority of "Living Well Together." For this cycle, the theme is focused on innovating and improving processes to make them more efficient, transparent, and responsive. Such improvements are framed as enhancing not only service quality, delivery, and experience, but institutional culture and employee engagement more broadly.

Board of Governors

Key initiatives highlighted include streamlining HR operations, introducing new HR metrics, improving leadership development programs for faculty, and implementing a grievance tracking system in LR. The division also highlighted the formation of the Indigenous Educational Council to guide strategic direction on Indigenous initiatives, while the Centre for Sexual Violence under the Centre for Human Rights Equity and Inclusion (CHREI) continues to integrate sexual violence response services with equity programming. Looking ahead, the next cycle will focus on DEDI (Decolonization, Equity, Diversity, and Inclusion) initiatives, reinforcing York's commitment to equity and inclusive culture.

The Committee received the Quarterly Health, Safety and Employee Well-Being Report which noted a decrease in the number of workplace incidents reported and a reduction in severity of claim types compared to previous quarter as well as quarterly averages over the past two years. Progress continues on the disability claims management process improvement initiative.

The Committee also received an update on the state of labour relations and the review on the Policy on Sexual Violence, confirming that no changes were made.

Helen Polatajko
Chair

LAND AND PROPERTY COMMITTEE
Report to the Board of Governors
at its meeting of December 1, 2025

The Land and Property Committee met on November 17, 2025, and makes this report to the Board for information.

1. Capital Construction Report - Keele, Glendon and Markham Campuses

The Committee received an update on approved capital projects as of October 31, 2025, which included milestones and the status of financial commitments and expenditures. The *2025 Canadian Cost Guide* notes that while construction costs have stabilized after a period of sharp inflation; the cost landscape for 2025 continues to carry many uncertainties due to domestic and U.S. economic forces.

Recent data from the Statistics Canada Building Construction Cost Index continues to reflect year-over-year cost increases. Cost estimates for projects must carefully consider the impact of these of various factors, including the unpredictability of US tariffs, throughout the duration of the project.

The committee also received highlights on major capital projects currently in progress, noting that the Sherman building expansion is nearing completion and that progress continues to finalize the Markham Centre Campus project and the campus land transfer.

2. Other Items

The Committee received an update on the Deferred Maintenance Plan and the status of the Major Capital Projects report under the consent agenda.

Doug Bergeron
Chair

York University Board of Governors Minutes

Meeting: Open Session, 30 September 2025
via videoconference

Present:	Regrets:	Others:
<p>Antonio Di Domenico, Chair Francesca Accinelli Doug Bergeron Kathryn Doyle Frank Fazzari David Garg Michael Giudice Uma Gopinath Naomi Ierullo Loretta Lam Rhonda Lenton Carole Malo Ingrid Minott Dee Patterson Helen Polatajko Narendra Singh Nadine Spencer Katie Taylor Mary Traversy Jennifer Van Wijngaarden Ryan Whiston</p> <p><i>Sarah Willey-Thomas, University Secretary</i> <i>Leikha Bisera, Assistant Secretary</i></p>	<p>Harshit Jaiswal Noorez Lalani Sham Madhok Kathleen Taylor</p>	<p>Marcia Annisette Amir Asif Anthony Barbisan Laina Bay-Cheng Shannon Brooks Christine Brooks-Cappadocia Rebecca Elming Trevor Farrow Marco Fiola Susana Gajic-Bruyeya Jacqueline Jannelle Barbara Joy Narin Kishinchandani Margaret Kierylo Julie Lafford Weiling Li Alice MacLachlan Ijade Maxwell Rodriques Kathryn McPherson Kim McLean Ellie Perkins David Peters Sonya Pettinella Lisa Philipps Salima Rawji Michelle Roseman Christine Silversides Louise Spencer Darus Suharto Robert Tsushima</p> <p>Elaine MacRae, Governance Coordinator Alexander Munin, IT Tech for Open Session</p>

II. Open Session

1. Chair's Items

The Chair welcomed Governors and community members to the 491st meeting of the Board of Governors of York University, delivered the Land Acknowledgement and noted the National Day for Truth and Reconciliation.

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The Chair welcomed new Board members to their first meeting- Kathryn Doyle, Jennifer Van Wijngaarden and Ryan Whiston, and thanked their respective Board mentors for their support.

The Chair acknowledged a number of changes to the leadership team, including welcoming back Lisa Philipps as Provost and Vice-President Academic and thanking David Peters for his service as interim Provost and Vice-President Academic. Congratulations were offered to Laina Bay-Cheng as interim Provost and Vice-President Academic and Parissa Safai as interim Vice-President, Equity, People and Culture – both effective 1 January 2026.

The Chair reminded members of upcoming Board Education Sessions.

a) Consent Agenda Approval

The Board approved the following items under consent: the minutes of the 24 June 2025 Board of Governors meeting and appointments to the Pension Fund Board of Trustees.

2. Executive Committee

The Chair reported that at its meeting that morning, the Committee received updates from the President, received an update on the Presidential Transition, considered the Clinical Faculty Appointments Policy, considered a nomination for an honorary member of the Board; discussed the Board survey results and heard from Committee Chairs on key issues and action items from this Board cycle's meeting.

a. Action Taken on Behalf of the Board

The Chair reported that since the last meeting of the Board of Governors, the Executive Committee dealt with five matters pursuant to its authority under Article 3 Section 3.02 (d) (iii) of the York University Board of Governors – Transitional Terms of Reference:

- the approval of a negotiated settlement for the renewal of the collective agreement with Canadian Union of Public Employees (CUPE) Local 1356 and Osgoode Hall Faculty Association (OHFA).
- the appointments of the Interim Provost & Vice-President Academic, Interim Vice-President, Equity, People & Culture, and Interim Dean, Faculty of Liberal Arts & Professional Studies.

3. President's Items

The President addressed governors, highlighting a number of factors shaping the University's planning processes and implications on key university plans. She further highlighted key activities that York has undertaken to create opportunities for itself and build upon its successes.

York University Board of Governors - Minutes

The President outlined the role of the *York University Forward Action Plan* to address financial challenges and York's focus on increasing its market share. She provided a review of the SHARP budget model, including key developments of the model through 2027-2028, and the University's path to financial sustainability.

The President noted the *Faculties of the Future* report to support optimal organizational structure and that the report is currently being taken up by colleagues with feedback expected in November.

The Board discussed leadership appointments related to the School of Medicine; enrolment in the Markham campus as outside of the enrolment corridor and impact on the University's finances; and implementation of the SHARP 2.0 budget model in connection with the University Academic Plan.

4. Academic Resources Committee

Narendra Singh provided a summary of key items discussed by the Committee, including an enrolment update which highlighted growth in domestic enrolment and challenges with international enrolment; process being undertaken to review and update the University Academic Plan (UAP); and updates provided by the Vice-President, Research and Innovation as included in the agenda package.

a) Clinical Faculty Appointments Policy

Narendra Singh presented the Clinical Faculty Appointments Policy, noting the accreditation process and requirements associated with a medical school; the Clinical Faculty Appointments Policy as part of the accreditation requirements; and the role of clinical faculty, including the number of appointments required to support a medical school.

The Board discussed the University's ability to attract clinical faculty, and the University's ongoing outreach to key hospital partners and government.

It was duly *agreed* that the Board of Governors approve the Clinical Faculty Appointments Policy, attached as Appendix A, and to be effective October 1, 2025.

5. External Relations Committee

Francesca Accinelli provided an overview of key items discussed at the most recent Committee meeting, including an overview of strategic fundraising for the School of Medicine; growth in alumni engagement by 20%; website refresh; opportunities associated with the decision to hold the Indy in Markham; and ongoing work to develop key relationships with community and at all levels of government.

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6. Finance and Audit Committee

Dee Patterson spoke to key items on the Committee's report, including the Committee's review of the draft preliminary Efficiency and Accountability Fund (EAF) report and timelines associated with the EAF; update on enrolment; Q1 results; and internal audit status reports.

a. Whistleblower Policy

Dee Patterson presented the Whistleblower Policy, noting the Policy is in compliance with the Auditor General of Ontario recommendation. A proposed amendment to the definition of improper activity was noted for section 3 of the Policy, and that the definition of improper activity be revised to note that "Improper Activity includes **but is not limited to**" (revised language in bold).

It was noted that administration would review the Policy over the next year and consider development of an overarching policy framework.

It was duly *agreed* that the Board of Governors approve the Whistleblower Policy as amended.

7. Governance, People and Culture Committee

Helen Polatajko provided an overview of key items, including an overview of York's pension plan; an update on Auditor General Report and progress to date; key updates from the Equity, People and Culture portfolio on the theme of cultivating relationships and institutional culture; update on labour relations; health and safety and employee wellbeing update; and review of Board survey results.

The Board discussed additional educational opportunities, including topics related to York students and key partnerships, including those related to the School of Medicine. The Board also discussed how work of Equity, People and Culture portfolio relates to support for students and noted the role of the Division of Students in this regard.

8. Investment Committee

Mary Traversy spoke to a number of key items of business discussed by the Committee, including, a review of the CAUBO Investment Survey results and York's rankings; York's pension fund performance and ranking; work underway to strike a search committee for investment managers; short-medium term fund strategy discussion; and the release and review of the ESG scorecard.

9. Land and Property Committee

Doug Bergeron provided an overview of key items included in the Committee's report, including infrastructure related to the School of Medicine, accreditation requirements for the

York University Board of Governors - Minutes

space, estimated costs, interim and long-term locations, and financial support for the School of Medicine. He also noted the Committee's discussion regarding deferred maintenance.

The Board discussed government relations opportunities for the purposes of securing funding for the School of Medicine. The Board further discussed housing projects and availability.

10. Other Business

There was no other business.

11. *In Camera* Session

An *In Camera* Session was held. No decisions were taken.

Antonio Di Domenico, Chair _____

Sarah Willey-Thomas, University Secretary _____

Board of Governors

Memorandum

To: Board of Governors

From: Dee Patterson, Chair, Finance and Audit Committee

Date: 1 December 2025

Subject: Banking Resolution Update

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the following signing officers on University bank accounts:

GROUP A

Chair, Board of Governors

President

Provost & Vice-President Academic

Vice-President Finance and Administration

Secretary of the University

Antonio Di Domenico

Rhonda Lenton

Lisa Philipps

Narin Kishinchandani

Sarah Willey-Thomas

GROUP B

AVP Finance and CFO

Comptroller

Assistant Comptroller

Director of Procurement Services

Treasurer

AVP University Services Centre

Director of Finance Services, University Services Centre

Darus Suharto

Ali Malik

Susan Sidiropoulos

Dexter King

Arijit Banik

Anthony Barbisan

Smita Shah

GROUP C

Director People Services, University Services Centre

Senior Manager, Payroll & Benefit Services,

University Services Centre

Diane Irvine

Marina Sochirca

Board of Governors

GROUP D

Manager Accounts Payable, University Services Centre	Rohit Kumar
Manager General Accounting, University Services Centre	Paula Perri

GROUP E*

Director Student Financial Services, Office of the University Register	Jessica Perkins
Director Business Operations, Osgoode Professional Development	David Tersigni
Executive Director of Operations and Administration, School of Continuing Studies	Tom Nicolopoulos

*The approvals of signing officers in Group E will be limited to payments within their respective units.

For payments issued on the accounts held with the Bank of Montreal and the Royal Bank of Canada, any two signing officers of Group A and Group B are authorized to sign and/or endorse cheques, drafts, letters of credit, and orders for the payment of money. Signing officers from Groups C, D, and E are authorized for the following payments/amounts:

Payments	Approval Signatures
Payroll and payroll government remittances	Any two: Group A, Group B, or Group C
Foreign Wire Transfers through Convera – up to \$25K	Any two: Group A, Group B, or Group D
Student Refunds through Convera and CIBC Student Refund Portals – up to \$25K	Any two: Group A or Group B or One of Group A or Group B and one of Group E

All other banking obligations or liabilities of the University will require either two signatures of Group A or one of Group A and one of Group B.

Rationale:

The Banking Resolution has been updated to reflect the following personnel change:

Board of Governors

- Appointment of Lisa Philipps as Provost & Vice-President Academic effective July 1, 2025 (Group A), Marina Sochirca as Senior Manager, Payroll & Benefit Services, University Services Centre effective November 24, 2025 (Group C)
- Removal of David Peters, Provost & Vice-President Academic (Group A), Gillian Cameron, Associate Director Payroll & Records, University Services Centre (Group C)

NOVEMBER 2025

Points of Pride



York University is a leading international teaching and research university and a driving force for positive change.

1 A FIRST IN CANADA, YORK RESEARCHERS LAUNCH HUB TO TACKLE PSORIATIC ARTHRITIS

Following a \$4m investment from the Krembil Foundation, York researchers have officially launched the Psoriatic Arthritis Collaborative and Applied Research Excellence (PsA CARE) Hub, the first research initiative in Canada dedicated exclusively to advancing the fundamental science and mechanistic understanding of psoriatic arthritis.

2 YORK POSTS TOP FIVE RESULT IN MACLEAN'S NATIONAL UNIVERSITY RANKINGS

Once again York University proves it is one of the best comprehensive universities in Canada, placing in the top five in today's [Maclean's 2026 University Rankings](#). York has consistently ranked in the top five for several consecutive years. In addition to snagging the fifth spot, York also came in fourth for reputation, third for student scholarships and bursaries, and fourth for social sciences and humanities grants.

3 YORK'S SCHULICH SCHOOL OF BUSINESS HAS EARNED TOP-TIER PLACEMENTS IN RECENT GLOBAL RANKINGS

Schulich's growing global reputation and commitment to preparing graduates for success has recently earned it six new prestigious rankings, including QS Business Master's ranking of top 100 globally and top 25 in North America on criteria such as employability, value for money and alumni outcomes. Other impressive rankings include:

- Master of Supply Chain Management program: First in Canada in the 2026 QS Business Master's rankings
- Master of Marketing program: 11th in North America and 48th globally
- MBA program: 41st globally in the Pitchbook Ranking for producing venture capital-backed founders

4 YORK LAUNCHES THE YSPACE NETWORK – BRINGING INNOVATION RESOURCES TO FACULTIES

Canadian innovation is getting a boost. The YSpace Network builds on the momentum and success of York's innovation ecosystem, including YSpace, Schulich Startups, IP Osgoode, and Lassonde's BEST program. The initiative opens access to a sophisticated network of innovation and entrepreneurship services to York's Faculties, empowering collaboration and impact across disciplines.

