

Glendon Faculty Council Response to York University's Faculties of the Future (FoF) Report

We, Glendon Faculty Council, appreciate the substantial financial and academic challenges facing Glendon, York, and Ontario's larger university sector and recognize the need for curricular reform that will enable the faculty to continue to deliver high-quality education to our students while addressing pressing budgetary priorities. To date, we have made significant efforts in pursuit of those goals. In 2023 we launched the Glendon BA as a direct measure for improved recruitment and student retention by offering an alternative to the faculty's language requirements. In 2024, we implemented the Common Core Curriculum and completed a substantial administrative reform of Glendon's academic structure that involved concentrating the College's many disciplinary units into four large departments. Many programs updated their curriculum, streamlined and simplified pathways to degree completion, and reduced barriers to double majors. The suspensions of enrolments to numerous programs (and thus their recruitment efforts) occurred in February 2025, without allowing a single recruitment cycle to pass and yield measurable outcomes; it is thus not possible to gauge the success of these efforts. Finally, the substantially revised requirements for the Glendon Bilingual BA will be submitted to Faculty Council in December 2025.

While Glendon's new structure benefited from considerable savings, we also recognize further potential for reducing inefficiencies stemming from duplication of offerings across multiple campuses and increasing the appeal of our programming through additional curricular renewal. Following an initial faculty meeting on October 10, we identified a collective approach to a constructive and efficient reenvisioning of Glendon's academic operations in the future. Glendon's curricular ecosystem contains various levels of interdependencies among programs that cross-list each other's courses, but many of them are cognates of programs situated at faculties on the Keele campus. To ensure the academic and fiscal soundness of any future reorganization proposals resulting from the FoF strategic vision, decision-making will need to be preceded by discussions across programs, departments, and faculties, informed by a real-time understanding at all levels about the consequences of various decisions taken, and a smooth coordination of the potential migrations of programs and/or individual faculty from one part of the university to the other. **We, Glendon Faculty Council, believe it is essential that all consultations and conversations about future scenarios concerning Glendon's programs treat Glendon as a collective forum, rather than engaging individual departments, programs, faculty members, or students.**

To ensure that our discussions result in concrete, viable reforms and to ensure that any proposed curricular or structural changes can be implemented relatively swiftly, **we ask that the upper level of the university administration provide us with some initial comprehensive proposals that will equip us with a tangible understanding of the administration's expectations of the range of possibilities and the scale of efficiencies required to make real positive impact.** This is a vital first step for three reasons:

1. A substantial component of the FoF report involves reacting to financial shocks to the university sector; Glendon faculty simply do not have the requisite big-picture understanding of the university's finances to gauge the impact of program-level alterations.
2. The FoF report suggests that one potentially significant method to achieve greater financial stability is to reallocate faculty and/or departmental/program centers of gravity between the two campuses. These kinds of discussions have immediate academic and financial implications that can only be addressed at the decanal level or higher.
3. Many faculty are wary of investing the requisite time and energy to redesign or reorganize programs without clear benchmarks regarding the administration's expectations. As the FoF report repeatedly states, envisioning and implementing these kinds of changes requires considerable time and effort. We are committed to ensuring Glendon's viability in the Ontario academic landscape, and we ask for concrete proposals reflecting the administration's view of the pathway to success to help guide our decisions.

In devising their initial model proposals for Glendon's future (and the future of its programs), **we suggest that the administration take into consideration the following outstanding questions:**

- Bilingualism is a core facet of Glendon's mission. How does the university intend to maintain and support French-language teaching and related programs - such as the Language Training Centre for Studies in French - in the intended revisioning? Can bilingualism be safeguarded if Glendon becomes a campus rather than a faculty?
- How would any mergers of programs across campuses work in practice? How would timetables and course assignments be determined and how will York facilitate students' ability to enroll in and attend courses in multi-campus programs? What administrative structures will need to be put in place to manage Glendon as a campus? (In this regard, colleagues are interested to know what the Markham approach has been.) What recruitment efforts and resources would be dedicated to advertising newly merged programs?
- What would be the future of the Core Curriculum—a program that required many years to design and implement—in any new scenario?
- What will be done to ensure that the newest round of restructuring efforts do not further aggravate negative enrolment trends and adversely impact student retention?

This resolution was passed at the Glendon Policy, Planning, and Nominations Committee (PPNC) meeting of November 7, 2025.

This resolution was passed at the Glendon Faculty Council meeting of November 21, 2025.