



York University Board of Governors

Notice of Meeting

12 October 2021, 1:30 pm to 4:30 pm

VIA VIDEOCONFERENCE

Page

I. CLOSED SESSION

II. OPEN SESSION

1. Chair's Items (P. Tsaparis) *1:45 pm*
 - a. Report on Items Decided in the Closed Session
 - b. Consent Agenda Approval
2. Executive Committee (P. Tsaparis)
 - a. Action Taken on Behalf of the Board1
 - b. Establishment of Sub-Committee on Digital Transformation, Terms of Reference and Membership (For approval)2
3. President's Items (R. Lenton) *2:00 pm*
 - a. President's Annual Report
 - b. Objectives for 2021 - 2022
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Break Period – 10 minutes: 2:40 pm to 2:50 pm

4. Academic Resources Committee (A. Di Domenico) *2:50 pm*
 - a. September 2021 Report on Appointments, Tenure and Promotion (For approval)13
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 - a. Points of Pride56

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6. Finance and Audit Committee (B. White) *3:10 pm*
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9. Land and Property Committee (R. Williamson) *4:00 pm*
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Memorandum

To: Board of Governors

From: Paul Tsaparis, Chair

Date: 12 October 2021

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

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

- memoranda of settlement for renewal of collective agreements with CUPE 3903 Units 1, 2 and 3, conditional on ratification by CUPE 3903.
- a budget increase of \$5.0M (from \$43.5M to \$48.5M) inclusive of HST, for the expansion of the Sherman Health Science Research Centre and the subsequent renovations at the Behavioral Science Building (BSB).



Board of Governors

Memorandum

To: Board of Governors
From: Paul Tsaparis, Chair
Date: 12 October 2021
Subject: Subcommittee on Digital Transformation

Recommendation:

The Executive Committee recommends that the Board of Governors approve the formation of a Finance and Audit Subcommittee on Digital Transformation, the associated Terms of Reference for the Subcommittee and appoint the proposed members and Committee secretary.

Background and Rationale:

At its June 28, 2021, meeting, the Finance and Audit Committee discussed and recommended that the University explore the creation of a Finance and Audit Subcommittee on Digital Transformation. The rationale for the creation of the Subcommittee included:

- York's significant investments in Digital Transformation and infrastructure
- Better oversight of the Digital Transformation initiatives carried out by the University
- Unburdening the Finance and Audit Committee meeting agendas, which are often overloaded

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Process

Article V (2) “Committees” of the York University Board of Governors By-Laws address the establishment of committees of the Board of Governors as follows:

“The functions, duties, responsibilities and powers of any committee established by By-Law or resolution of the Board shall be as defined in such By-Law or resolution and such resolution shall appoint the members of the committee and the Chair and Vice-Chair thereof, and the Secretary of the committee shall either be appointed by such resolution or by the committee when established.”

Pursuant to this, to create the subcommittee, the Board must:

- Establish the subcommittee by resolution
- Establish the Terms of Reference
- Appoint inaugural members and the Committee Secretary by resolution.

Establishment of the Committee and Terms of Reference

On Monday September 27, 2021, the Finance and Audit Committee approved and recommended, pending concurrence of the Governance and Human Resources Committee, the establishment of a subcommittee on Digital Transformation and the associated Terms of Reference (see Appendix A). Later that day, the Governance and Human Resources Committee concurred and recommended the establishment of the subcommittee and its terms for consideration by the Board on October 12, 2021.

Appointment of inaugural members and the Committee Secretary

Under the recommended terms, the Subcommittee has up to 6 voting members as follows:

- up to 4 members of Finance and Audit, including a Subcommittee Chair recommended by Finance and Audit and, appointed by the Board
- the Chair of the Board of Governors
- the President and Vice-Chancellor

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The Vice-President Finance and Administration and the Provost and Vice-President Academic (“Provost”) will serve as non-voting special advisors to the Subcommittee and shall have a standing invitation to all Subcommittee meetings.

Following the approval of the recommendation to establish the Committee and its Terms of Reference, the Chair of the Board met with the Chair of the Finance and Audit Committee, the President, the Vice-President Finance and Administration and the University Secretary to recommend the following slate of inaugural members.

Member	Status	Voting privileges
Helen Polatajko	Member of Finance and Audit	Voting
Eugene Roman	Member of Finance and Audit	Voting
Bobbi-Jean White	Member of Finance and Audit, Subcommittee Chair	Voting
Rhonda Lenton	President, Ex-Officio	Voting
Paul Tsaparis	Chair of the Board, Ex-Officio	Voting
Carol McAulay	Vice-President Finance and Administration, Special Advisor	Non-voting
Lisa Philips	Provost and Vice-President Academic, Special Advisor	Non-voting
Pascal Robichaud	Secretary of the Board, Subcommittee Secretary	Non-voting support

The Chair of the Board has reached out to prospective members to confirm their willingness to sit on the Subcommittee and all have agreed to serve.

Appendix A

Finance and Audit Subcommittee on Digital Transformation

Terms of Reference

1. Authority

The Subcommittee on Digital Transformation (“the Subcommittee”) is established under section V of the By-Laws of the Board of Governors of York University and is accountable to the Finance and Audit Committee (“Finance and Audit”) of the Board of Governors (“the Board”).

2. Purpose

The Subcommittee assists and advises Finance and Audit on matters related to Digital Transformation Projects and Technology Architecture Initiatives, namely on strategic plans, principles, and policies.

3. Composition

- a) The Subcommittee has up to 6 voting members as follows:
 - up to 4 members of Finance and Audit, including a Subcommittee Chair recommended by Finance and Audit and, appointed by the Board
 - the Chair of the Board of Governors
 - the President and Vice-Chancellor
- b) The Vice-President Finance and Administration and the Provost and Vice-President Academic (“Provost”) will serve as non-voting special advisors to the Subcommittee and shall have a standing invitation to all Subcommittee meetings.
- c) Where necessary or appropriate to facilitate and support the business of the Subcommittee:
 - the Provost or Vice-President Finance and Administration may invite University staff to a meeting, to serve as resource persons for items of business

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- the Subcommittee may from time to time invite members of the public with expertise in Digital Transformation, Cyber Security, or a related field

4. Mandate

The Subcommittee shall:

- a) Review and recommend to Finance and Audit, subject to the signing authority register, the approval of Digital Transformation Projects and Technology Architecture Initiatives. In formulating such recommendations, the Subcommittee will consider:
 - i. data quality and data governance
 - ii. privacy and protection of personal information
 - iii. data security and information technology system controls
 - iv. disaster and recovery planning
 - v. financial, reputational and compliance risks
 - vi. sustainability considerations
 - vii. project and system implementation risks
- b) Receive, review, and present to Finance and Audit, at least annually:
 - i. a report on Digital Transformation Board-approved projects and initiatives, including their financial and completion status
 - ii. a report on Digital Transformation projects and initiatives approved by the President and Vice-Chancellor (“President”) or Vice-Presidents, pursuant to their respective authorities under the Policy on Signing Authority
 - iii. a report on institutional data and information management practices, systems, and controls
 - iv. a report on information technology security, including cyber security
- c) advise Finance and Audit on responses to recommendations of Internal Audit or Enterprise Risk Management that are related to Digital Transformation Projects and Technology Architecture Initiatives

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- d) consider any other matters related to Digital Transformation assigned by Finance and Audit, the President, the Provost or the Vice-President Finance and Administration

In discharging its duties under a), b), c) or d), the Subcommittee may invite University officials to report on relevant matters.

5. Review

Finance and Audit, in consultation with the Subcommittee, will review these Terms every five years and may, from time to time, recommend to the Board that they be amended.

PRESIDENT'S KUDOS REPORT

SEPTEMBER 2021



Arefeh Shamskhany, PhD student in Civil Engineering, was awarded the Hydrotechnical Specialty Conference 2021 First Place Best Student Paper Award at the Canadian Society for Civil Engineering Annual Conference held in May 2021 for her paper, “The Role of Microplastics’ Size and Density on their Vertical Turbulent Mixing and Transport.”



Five York University professors have been elected to the Royal Society of Canada:

- Philip Girard, Osgoode Hall Law School;
- Jennifer Hyndman, Associate Vice-President, Research and a Professor in the Faculty of Environmental and Urban Change and the Faculty of Liberal Arts & Professional Studies (LA&PS);
- Michele Johnson, Associate Dean of Students and a Professor in LA&PS;
- Christina Petrowska Quilico, Professor in the School of the Arts, Media, Performance & Design; and
- Jane Heffernan, Professor in the Faculty of Science.



The Government of Canada has announced an **investment of close to \$3 million** for the Black Creek Community Health Centre and the Black Creek Community Farm, in partnership with Innovation York’s YSpace, Schulich Executive Education Centre, and TD-Community Engagement Centre, to support Black-Canadian entrepreneurs and businesses in Humber River-Black Creek.

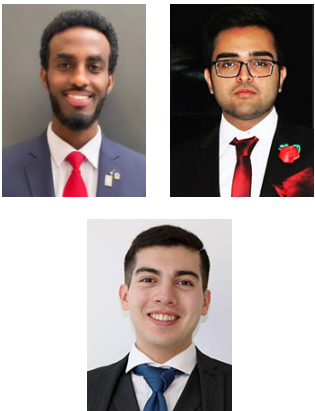


Pratik Kumar, a postdoctoral Fellow in the Lassonde School of Engineering, was recognized with the International Water Association Young Water Professionals Canada Award for his research focused on developing a biofilter capable of removing cyanotoxins from surface water sources.



Four faculty members were recognized with the annual Faculty of Health Dean's Awards, which reflect excellence and innovation within the Faculty of Health. This year's recipients include:

- Mathieu Poirier, Dean's Award for Excellence in Educational Leadership, Pedagogical and/or Curricular Innovation;
- Julie Conder, Dean's Award for Excellence in Teaching;
- Adrian Viens, Dean's Award for Excellence in Service & Engagement Impact Award; and
- Amy Muise, Dean's Award for Excellence in Research.

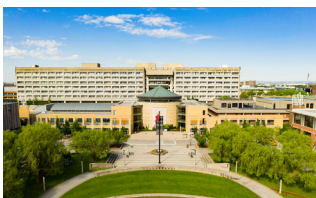


Three undergraduate students who are active participants in governance at York University are the recipients of the Robert Everett Exceptional Leadership Award in Student Governance. Receiving the prestigious award are Student Senators:

- Issa Abdi Jamaa, Faculty of Liberal Arts & Professional Studies (LA&PS);
- Muhammad Shahmir Masood, (LA&PS); and
- Dael Vasquez, Glendon College.



Aleksander Czekanski, Associate Professor in the Department of Mechanical Engineering at the Lassonde School of Engineering, has been elected as a Fellow of the Canadian Engineering Education Association.



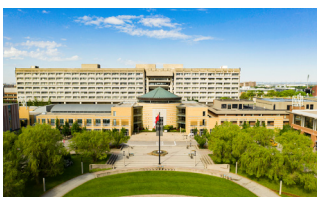
Fourteen researchers at York University will receive more than \$1.5 million in funding from the Government of Canada as part of a \$77-million investment to support 332 research infrastructure projects at 50 universities across the country. At York, Professors Ali Asgary, Marcus Brubaker, Solomon Boakye-Yiadom, Liam Butler, Taylor Cleworth, Claire David, Shital Desai, Matthew Keough, Christine Le, Ozzy Mermut, Arturo Orellana, Enamul Prince, Jennifer Pybus and Emilie Roudier will receive funding totalling more than \$1.5 million for their infrastructure projects.



Ali Sadeghi-Naini, Associate Professor in the Department of Electrical Engineering and Computer Science at the Lassonde School of Engineering, has received funding from the Ontario Ministry of Colleges and Universities through the Early Researcher Awards program.



York University has announced the [four inaugural recipients](#) of its new Provost's Postdoctoral Fellowships for Black and Indigenous Scholars: Godwin Dzah, Don Davies, De-Lawrence Lamptey, and Ruth Murambadoro. This two-year award, valued at \$70,000 per year, seeks to address underrepresentation in many disciplines and fields by providing Black and Indigenous scholars with the ability to dedicate their time to pursuing new research, while accessing the collegial resources, faculty supervision and mentorship for which York University is well known.



[Eleven York University students](#) were recently honoured with the Robert J. Tiffin Student Leadership Award, which recognizes students' leadership at the University and their contributions to the growth, development, and vitality of the York community.



A film by York University Associate Professor [Patrick Alcedo](#) earned the Best Short Documentary award at the Cannes Indies Cinema Awards in July. The film, titled *They Call Me Dax*, tells the story of 15-year-old Dorothy Echipare, who struggles to survive as a high-school student and ballet dancer while living alone in a poor urban district in Quezon City, Philippines.



The Autism Scholars Awards recognize outstanding researchers working to establish novel treatment options and services for children with autism. This year's recipient of the \$20,000 Doctoral Award is [Carly Albaum](#), a PhD student in York University's Clinical Developmental Psychology program.



The York University Alumni Board has recognized [four distinguished York students](#) with 2021 Alumni Awards and Scholarships for their academic excellence and leadership. The recipients of this year's awards are:

- Meena Shanmuganathan, Silver Jubilee Scholarship;
- Anjelica Ramsewack, Alumni Golden GRADitude Award;
- Moboluwajidide Joseph, Alumni Golden GRADitude Award; and
- Ishi Madan, Harry Arthurs Alumni Families Entrance Scholarship.



[Two York University PhD students](#) have been awarded 2021 Vanier Canada Graduate Scholarships. This year's Vanier Scholars, Debbie Ebanks Schlums and Maureen Owino, are advancing knowledge in areas that can stimulate positive change on a global scale. Both of their research areas have a diverse reach, from addressing the issues around the underrepresentation of small diasporic communities in formal archives to tackling injustices of pandemic responses that often overlook vulnerable populations.



[Two York University Postdoctoral Fellows](#), Mohammad Naderi and Vasily Panferov, have been named among this year's recipients of the prestigious Banting Postdoctoral Fellowship. Awarded by the Government of Canada, the Banting Postdoctoral Fellowship is valued at \$70,000 per year for two years, and supports postdoctoral researchers who will positively contribute to Canada's social, economic, and research-based growth.



[Marin Litoiu](#), a professor in the Department of Electrical Engineering and Computer Science at the Lassonde School of Engineering and the School of Information Technology in the Faculty of Liberal Arts & Professional Studies, has been inducted as a Fellow of the Canadian Academy of Engineering.



[Fourteen researchers](#) across the University join the York Research Chairs program, York University's internal counterpart to the national Canada Research Chairs program, which recognizes outstanding researchers. Four of these appointments are renewals.



Canadian poet and York University alumna [Canisia Lubrin](#) has won the 2021 Griffin Poetry Prize for her book *The Dyzgraphxst*, a long poem that examines the idea of selfhood while exploring issues of race, oppression, and colonialism.



[Heather Prime](#), Assistant Professor in York University's Department of Psychology, received the Banting Research Foundation Discovery Award for her study evaluating an innovative program to help families recover from the pandemic, with the aim of reducing child mental health problems by strengthening relationships and reducing conflicts in families.



[Carl S. Ehrlich and Carolyn Podruchny](#) from the Faculty of Liberal Arts & Professional Studies have been honoured with the title University Professor. The award is conferred upon long-serving tenured faculty members who have made extraordinary contributions to the University as colleagues, teachers, and scholars.



Incoming [Lassonde School of Engineering students](#) Aryan Soni and Kiara Mavalwala are among the 100 students chosen from across Canada this year to receive the Schulich Leader Scholarship for undergraduate education in science, technology, engineering and math (STEM).



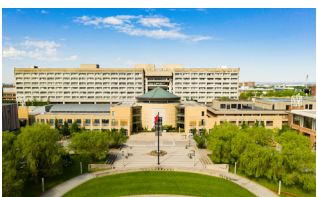
[Three undergraduate students](#) have been awarded the Governor General's Silver Medal, which recognizes the outstanding scholastic achievements of undergraduate students in Canada. Receiving the medals are Alina Kuimova, Amirarsalan Rahimian, and Katelyn Conferido.



[Schulich School of Business](#) was ranked 17th in the world and 1st in Canada in the annual global MBA survey conducted by CNN Expansión. In addition to placing 17th overall, Schulich finished 9th among business schools in North America.



[Hanaa Ameer](#) was the recipient of the Murray G. Ross Award. The award recognizes one student for outstanding academic excellence and significant contributions to the University and campus life. It is considered one of York University's highest honours for a graduating student.



[Four York faculty members](#) have been recognized with President's University-Wide Teaching Awards, which were established to provide recognition for excellence in teaching, to encourage its pursuit, to publicize such excellence when achieved across the University and in the wider community, and to promote informed discussion of teaching and its improvement. The recipients of this year's awards are:

- Hossam Ali-Hassan, Professor, Glendon;
- Gordana Colby, Assistant Professor, Liberal Arts & Professional Studies;
- Sofia Noori, Course Director, Faculty of Education; and
- Michael Kenny, Teaching Assistant, Faculty of Education.

Board of Governors

Memorandum

To: Board of Governors

From: Antonio Di Domenico, Chair, Academic Resources Committee

Date: 12 October 2021

Subject: September 2021 Report on Appointments, Tenure and Promotion

Recommendation:

The Academic Resources Committee recommends that the Board of Governors approve the President's September 2021 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 June along with recent tenure and promotion decisions. The President has 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. In this past cycle specifically, there have been Black scholar and Indigenous scholar hires, and appointments of faculty who will be based at the Markham Centre Campus when it opens in 2023.

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

Recommendations for Promotion to Full Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Bunting, A (F)	Liberal Arts and Professional Studies	Social Science	PhD (Toronto)	Particularity of Rights, diversity of contexts: women, international human rights and the case of early marriage
Davies, M (F)	Liberal Arts and Professional Studies	Social Science	PhD (McGill)	Institutionalizing old age: the development of residential care in British Columbia, 1920-1960.
Gilbert, J (F)	Education		PhD (York)	Sexual education
Giudice, M (M)	Liberal Arts and Professional Studies	Philosophy	PhD (McMaster)	Philosophy of law
Good Gingrich, L (F)	Liberal Arts and Professional Studies	Social Work	PhD (Toronto)	Cultivating policies and practices of social inclusion and social healing
Haque, E (F)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (OISE, Toronto)	Sociology & equity studies in education
Kubiseski, T (M)	Science	Biology	PhD (Queen's)	Cell & molecular biology
Lee, R (F)	Lassonde School of Engineering	Earth and Space Science	PhD (Toronto)	Aerospace engineering specializing in spacecraft dynamics and control
McMurtry, JJ (M)	Liberal Arts and Professional Studies	Social Science	PhD (York)	Understanding the life ground of social and political thought
Mialet, H (F)	Science	Science and Technology Studies	PhD (Paris)	Contemporary technology
Mulé, N (M)	Liberal Arts and Professional Studies	Social Work	PhD (Manchester)	Social policy and the equitable provision of health care and social services to lesbians, gays and bisexuals
Murdocca, C (F)	Liberal Arts and Professional Studies	Sociology	PhD (Toronto)	Racialization, criminalization and social histories of racial and colonial violence and injustice
Noseworthy, T (M)	Schulich School of Business	Marketing Specialization	PhD (Western)	Innovation and consumer behaviour

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Porporato, M (F)	Liberal Arts and Professional Studies	School of Administrative Studies	PhD (Navarra)	Financial accounting
Safai, P (F)	Health	Kinesiology & Health Science	PhD (Toronto)	Socio-cultural study of physical activity and health
Shanahan, T (F)	Education		PhD (OISE, Toronto)	Education and law
Stoyanov, A (M)	Liberal Arts and Professional Studies	Economics	PhD (British Columbia)	International economics & applied microeconomics
Thomas, M (M)	Liberal Arts and Professional Studies	Sociology	PhD (University)	Political economy of employment standards and precarious work, working time and technology transnational labour regulation
Vernon, J (M)	Liberal Arts and Professional Studies	Philosophy	PhD (Guelph)	Continental philosophy
Weiss, A (M)	Liberal Arts and Professional Studies	English	PhD (Toronto)	Canadianist & Canadian science fiction
Weiss, J (M)	Health	Psychology	PhD (York)	Autism and neurodevelopmental disability mental
Zwick, D (M)	Schulich School of Business	Marketing	PhD (Rhode Island)	Consumer culture theory and critical studies of marketing

Recommendations for Tenure and Promotion to Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Bamber, M (M)	Schulich School of Business	Accounting Specialization	PhD (Exeter)	Accounting
Gales, John (M)	Lassonde School of Engineering	Civil Engineering	PhD (Edinburgh)	Civil engineering, fire safety engineering
Grau, G (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (California, Berkeley)	Microfabrication, printed electronics
Kempers, R (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Trinity College)	Heat transfer, advanced materials and manufacturing and thermal energy transport,

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
				exchange and conversion technology development
Korosi, J (F)	Environmental and Urban Change		PhD (Queens)	Researching information preserved in lake sediments to better understand human impacts on the environment in the appropriate geographical and historical context.
Medovarski, A (F)	Liberal Arts and Professional Studies	Humanities	PhD (York)	Black diaspora cultural studies
Mermut, Ozzy	Science	Physics & Astronomy	PhD (McGill)	Developing biophotonics techniques that investigate functional and structural biomarkers correlated with aging and the bio sensory systems
Muzzin, A (M)	Science	Physics & Astronomy	PhD (Toronto)	Astrophysics and astronomy, computational and experimental
Myers, L (F)	Environmental and Urban Change		MFA (OCAD)	Cultural practice & indigenous history, collaborative
Obar, J (M)	Liberal Arts and Professional Studies	Communication Studies	PhD (Penn State)	Information and communication. Policy and policy making, internet governance & privacy
Ogata, K (M)	Liberal Arts and Professional Studies	School of Administrative Studies	PhD (Alberta)	Organizational analysis
Ozyurt, S (M)	Liberal Arts and Professional Studies	Economics	PhD (New York)	Game theory, mechanism & market design, dispute
Papagelis, M (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Toronto)	Data mining, graph mining, big data analytics, machine learning/AI, knowledge discovery

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Parekh, G (F)	Education		PhD (York)	Inclusion, disability and education
Sadeghi-Naini, A (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Western)	Biomedical engineering, artificial intelligence, biophysics and oncology
Shahrokni, S (F)	Glendon	Sociology	PhD (Cambridge)	Race, migration, and social mobility
Sotomayor, L (F)	Environmental and Urban Change		PhD (Toronto)	Urban planning and governance, urban inequalities. Politics and social development in Latin America and Canada
Tegelberg, M (M)	Liberal Arts and Professional Studies	Social Science	PhD (Trent)	Interdisciplinary study of the interplay between climate change communications
Theophanidis, P (M)	Glendon	School of Translation	PhD (Montreal)	Communication studies contemporary, theories in communication, translation and philosophy
Topak, O (M)	Liberal Arts and Professional Studies	Social Science	PhD (Queens)	Surveillance, subjectivity and resistance at the frontiers of Europe
Tungohan, E (F)	Liberal Arts and Professional Studies	Politics	PhD (Toronto)	Migration, social movements, socially-engaged research, transnational feminism, citizenship
Zacharias, R (M)	Liberal Arts and Professional Studies	English	PhD (Guelph)	Canadian literature, Mennonite literature

Recommendations for Tenure and Promotion to Associate Professor (Teaching Stream)

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Boni, M (M)	Health	Kinesiology & Health Science	DSc PT (Andrews)	Athletic therapy
Chinaei, A (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Waterloo)	Computer security and user privacy
Colby, G (F)	Liberal Arts and Professional Studies	Economics	PhD (York)	Economics education
Kouyoumidjian, H (M)	Science	Chemistry	PhD (Michigan State)	General and organic chemistry, green and industrial chemistry
Manafu, A (M)	Liberal Arts & Professional Studies	Philosophy	PhD (Western)	Transformative learning theory which involves revisions in beliefs and understanding of the self
Mapp, A (M)	Health	Psychology	PhD (York)	Critical Thinking in Psychology
Ng, J (F)	Liberal Arts & Professional Studies	Languages, Literatures & Linguistics	PhD (OISE, Toronto)	Second language education
Samarasekera, L (M)	Lassonde School of Engineering	Civil Engineering	PhD (Alberta)	Geotechnical civil engineering
Viswanathan, U (F)	Glendon	Language Training Centre for Studies in French	PhD (Toronto)	French second language teaching and learning

Recommendations for Tenure at the Rank of Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Rezaei-Zare, A (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Tehran)	Electric power engineering

Table 1 2021-22 Recommendations for Appointment – Full-Time Faculty Members¹ (since the meeting of June 28, 2021)

Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
AMPD					
Pechawis, Archer	Visual Arts & Art History, Indigenous Performance	Assistant Professor, PC1 (professorial stream)	PhD equivalency with achievement of an extensive professional record and teaching experience	Mr. Pechawis comes to us from his position as Lead Teacher/Artist, Performing Arts COOP, Toronto District School Board. Mr. Pechawis has over 35 years of professional experience in the field of performance art, and Indigenous performance art in Canada and internationally. He is an artist, curator, theorist and teacher who integrates performance, media and art practices in works that interrogate the impact of colonialism on the body. This appointment is an Indigenous scholar hire.	Specially Funded
ENVIRONMENTAL AND URBAN CHANGE					
Ali, Muna	Black Studies in Geography and Environment	Assistant Professor, PC1 (professorial stream)	PhD, Curriculum & Pedagogy (Toronto, 2019)	Dr. Ali comes to us from her position as Assistant Professor, Sociology and Criminology at the University of Toronto. Dr. Ali's research and teaching interests are in Black studies; diaspora and transnational migration studies; critical race theory; environmental justice; urban studies; and critical public policy. This appointment is a Black scholar hire.	Specially Funded
GLENDON					
Ndengue, Rose	History, Critical Race and Decolonisation	Assistant Professor, PC1 (professorial stream)	PhD, African History (Universite de Paris VII-Diderot, 2018)	Dr. Ndengue comes to us from her position as Visiting Assistant Professor, Political Science, Universite de Rouen, France. Dr. Ndengue's primary research areas are gender and postcolonial politics in Africa and France. She brings a strong interdisciplinary background and expertise in Black Feminist history and postcolonial political thought. This appointment is a Black scholar hire.	Specially Funded

¹ All appointments effective July 1, 2021 except where indicated in the Name column.

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

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

Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
HEALTH					
Boritz, Tali	Psychology, Psychotherapy Process	Assistant Professor, PC2 (professorial stream)	PhD, Clinical Psychology (York, 2012)	Dr. Boritz comes to us from his position as Assistant Professor, Psychiatry at the University of Toronto and Clinical Scientist at the Centre for Addiction and Mental Health. Dr. Boritz's research program focuses primarily on identifying the nature, interaction, and impact of thereapeutic factors associated with the process of change in psychotherapy.	Faculty Funded
Chum, Antony (1-Jul-22)	Kinesiology, Data Science & Biostatistical Methods	Assistant Professor, C2 (professorial stream)	PhD, Medical Geography (Toronto, 2012)	Dr. Chum will be nominated for a Tier 2 Canada Research Chair in Data Science and Biostatistical Methods with Applications to Population Health. Dr Chum comes to us from his position as Assistant Professor of Population Health at Brock University and Affiliate Scientist, Li Ka Shing Knowledge Institute at St. Michael's Hospital. Dr. Chum's research and expertise draws upon the intersection of social epidemiology, geospatial analytics, and artificial intelligence/machine learning.	Specially Funded
Fallon, Kathleen	Global Health, Experiential Learning	Full Professor with tenure (teaching stream)	PhD, Sociology, (Indiana University-Bloomington, 2002)	Dr. Fallon comes to us from her position as Professor and Department Chair in the Department of Sociology at Stony Brook University. Dr. Fallon's teaching and research adopts a feminist, social movement perspective in relating to global health focussing on the intersectionality between social, cultural, political and economic factors that impact women's health.	Faculty Funded
Ma, Liya (1-Jul-22)	Psychology, Visual Neurophysiology (professorial stream)	Assistant Professor, PC2 (professorial stream)	PhD, Neuroscience, (British Columbia, 2014)	Dr. Ma will be nominated for a Tier 2 Canada Research Chair in Visual Neurophysiology. Dr. Ma will come to us from her position as Assistant Professor of Neuroscience at Radboud University Nijmegen. She completed postdoctoral fellowships at the Robarts Research Institute at Western University. Dr. Ma's research involves using animal and computational models to understand cognitive deficits in age related cognitive decline and computational modelling to assess information processing in the pre frontal cortex.	Specially Funded

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

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

Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
LA&PS					
Bagaria, Swayam (1-Jul-22)	Humanities, South Asian Cultures	Assistant Professor, PC1 (professorial stream)	PhD, Anthropology, (John Hopkins, 2020)	Dr. Bagaria currently holds the position of Postdoctoral College Fellow and Lecturer in the School of Arts & Sciences at the University of Virginia. His work analyzes the reconfiguration of Hindu devotion and ritual in the politically charged context of Hindutva (Hindu nationalism).	Faculty Funded
Bergstrom, Kelly	Communication and Media Studies, Social Media	Assistant Professor, PC1 (professorial stream)	PhD, Language, Culture and Teaching (York, 2016)	Dr. Bergstrom comes to us from her position as Assistant Professor in the School of Communications at the University of Hawai'i at Mānoa Honolulu. Dr. Bergstrom's research examines how social media can be used to disrupt unequal power relationships in the cultural industries. This appointment will be based at the York Markham Centre Campus when operational.	Faculty Funded
Geniusz, Wendy Makoons (1-Jul-22)	Sociology, Indigeneity & Decolonization	Associate Professor with tenure (professorial stream)	PhD, American Studies (Minnesota, 2006)	Dr. Geniusz comes to us from her current position as Associate Professor of Languages at the University of Wisconsin – Eau Claire. Dr. Geniusz's research and publications focus on the colonization and decolonization of Ojibwe people, language, and culture. This appointment is an Indigenous scholar hire.	Faculty Funded
Haider, Asad	Politics, Comparative Politics	Assistant Professor, PC1 (professorial stream)	PhD, History of Consciousness (California, 2018)	Dr. Haider comes to us from his position as Visiting Assistant Professor in the Department of Philosophy at the New School for Social Research. Dr. Haider's research examines the relationship of political economy and the crisis and restructuring of the 1970s in relation to Communist Parties and extra parliamentary movement in France and Italy in that era.	Faculty Funded
Herman, Marc (1-Jul-22)	Humanities, Pre-Modern Jewish Studies	Assistant Professor, PC1	PhD, Religious Studies	Dr. Herman will come to us from his position as Harry Starr Fellow in Judaica at Harvard University. He recently held the position of Senior Researcher with the Posen Library of Jewish Culture and Civilization. Dr.	Faculty Funded

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

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

Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
		(professorial stream)	(Pennsylvania, 2016)	Herman is a social and cultural historian who has broad capabilities and specializes in the late medieval to early modern periods.	
Howe, Cymene (1-Jul-22)	Anthropology, Public Anthropology	Full Professor with tenure (professorial stream)	PhD, Cultural Anthropology (New Mexico, 2003)	Dr. Howe will come to us from her position as Professor in the Department of Anthropology and Director of Graduate Studies at Rice University. Dr. Howe's research focus has been on activism, advocacy, and social movements with her most recent work emphasizing environmental justice and community response to climate adoption.	Faculty Funded
Jiang, Ling (1-Jan-22)	ITEC, Information Systems	Assistant Professor, PC1 (professorial stream)	PhD, Information Systems (Hong Kong, 2015)	Dr. Jiang will come to us from her position as Research Fellow in the College of Management at Shenzhen University, China. Dr. Jiang's research interests include digital labour markets and user-generated content (UGC) platforms.	Faculty Funded
Lashkari, Arash Habibi (1-Jan-22)	ITEC, Cybersecurity and Social Responsibility	Associate Professor with tenure (professorial stream)	PhD, Computer Science (UTM, 2014)	Dr. Lashkari will be nominated for a Tier 2 Canada Research Chair in Cybersecurity and Social Responsibility. Dr. Lashkari will come to us from his position as Associate Professor and Research Coordinator at the Canadian Institute for Cybersecurity at the University of New Brunswick. His research focuses on cybersecurity, big data security analysis, information security, and the detection of malware and cyberattacks, as well as cybersecurity data and information repository.	Specially Funded
Murnaghan, Ann Marie	Humanities, Play, Work and Children's Material Cultures	Assistant Professor, PC1 (professorial stream)	PhD, Geography (York, 2010)	Dr. Murnaghan comes to us from her position of Associate Research Fellow in the Centre for Digital Humanities at Ryerson University and has held a Research Associate position at the Centre for Research in Young People's Texts and Cultures at the University of Winnipeg. Her research expertise focuses on how the spaces of children's play work have been an integral part of urban growth.	Faculty Funded
Nastovski, Katherine	Social Science, Work and Labour Studies	Assistant Professor, PC1 (professorial stream)	PhD, Social and Political Thought (York, 2016)	Dr. Nastovski has held a sessional assistant professor position in the Department of Social Science at York since 2019. She previously held the positions of Assistant Professor (Adjunct) from 2017-2019 and Sessional Assistant Professor from 2015-2017 at McMaster University.	Faculty Funded

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

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

Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
				Dr. Nastovski's expertise is in the field of transnational labour movements, union's strategies toward the development of global networks, and on gender and race.	
Ramasubramanyam, Jay	Social Science, Law & Society	Assistant Professor, PC1 (teaching stream)	PhD, Law & Legal Studies (Carleton, 2021)	Dr. Ramasubramanyam recently successfully completed his PhD in Law & Legal Studies at Carleton University. He has previous professional experience with the International Committee of the Red Cross and UN High Commissioner for Refugees in New Delhi. His research focuses on the relationship between South Asian states and the global refugee regime.	Faculty Funded
Shams, Farshid (1-Jan-22)	ADMS, Management	Associate Professor with tenure (professorial stream)	PhD, Strategic Management & ORGS (Bath, 2013)	Dr. Shams was an Associate Professor in Business Administration at Lakehead University. Dr. Shams' research interests centre on issues of professional identities in hybrid organizations, practice-drive institutionalism in pluralistic settings and sensemaking. This appointment will be based at the York Markham Centre Campus when operational.	Faculty Funded
Senderovich, Arik (1-Jan-22)	ITEC, Information Systems	Assistant Professor, PC1 (professorial stream)	PhD, Information Systems Engineering (Israel Institute of Technology, 2016)	Dr. Senderovich comes to us from his position as Assistant Professor in the Faculty of Information at the University of Toronto. His research is focused on novel algorithms and real-world applications in areas such as resource management in cloud systems, privacy-preserving publishing of event data, digital assistants, and causal machine learning in healthcare.	Faculty Funded
Singh, Rianka	Communication and Media Studies, Social Media	Assistant Professor, PC1 (professorial stream)	PhD, Information Studies (Toronto, 2020)	Dr. Singh recently completed a postdoctoral fellow position in the Faculty of Information and the University of Toronto. Her research focuses on platform feminism, examining the perceptions and limits of digital and social media platforms, as well as on digital political and activist modes of resistance. This appointment will be based at the York Markham Centre Campus when operational.	Faculty Funded

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

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

Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
LASSONDE					
Amirsoleimani, Amirali	EECS, Computer Engineering	Assistant Professor, PC1 (professorial stream)	PhD, Electrical and Computer Engineering (Windsor, 2017)	Dr. Amirsoleimani recently completed a postdoctoral fellow position in Electrical and Computer Engineering at the University of Toronto. His research focuses on hardware design for artificial intelligence, in-memory computing, emerging technologies, and mixed-signal circuits for neuro-inspired computing.	Faculty Funded
Schroeder, Jonatan (1-Jan-22)	EECS, Digital Technologies	Assistant Professor, PC1 (teaching stream)	PhD, Computer Science (British Columbia, 2016)	Dr. Schroeder will come to us from his position of Lecturer at the University of British Columbia. In 2020, he received the University of British Columbia Certificate on Curriculum and Pedagogy in Higher Education through the International Program for the Scholarship of Educational Leadership. This appointment will be based at the York Markham Centre Campus when operational.	Specially Funded
SCIENCE					
Kar, Kohitij (1-Jul-22)	Biology, Visual Neuroscience	Assistant Professor, PC1 (professorial stream)	PhD, Neuroscience (Rutgers, 2015)	Dr. Kar will be nominated for a Tier 2 Canada Research Chair in Visual Neuroscience. He comes to us from his position as Postdoctoral Associate at the McGovern Institute for Brain Research, Massachusetts Institute of Technology. His current research is focused on dissecting the circuits and understanding the detailed mechanisms that support core object recognition in non-human primates.	Specially Funded
Robertson, Lisa	Biology, Animal Physiology	Assistant Professor, PC1 (teaching stream)	PhD, Cell and Systems Biology (Toronto, 2012)	Dr. Robertson comes to us from her position as Instructor and Course Coordinator in the Department of Integrative Biology at the University of Guelph. From 2013-2017, she was an Assistant Professor (CLA) in the Department of Biomedical Sciences at Guelph. Dr. Robertson's teaching was recognized by several teaching awards and nominations.	Faculty Funded

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

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

Table 2 Recommendations for Appointment – New Contactually Limited Appointments² (since meeting of June 28, 2021)

Name	Department, Field	Rank	Highest Degree	Research Agenda/Specialization	Length of Term
HEALTH					
Chinworth, Susan	Kinesiology, Rehabilitative Science	Sessional Assistant Professor (teaching stream)	PhD, Physical Education (Texas Woman's University, 1997)	Dr. Chinworth comes to us from her Adjunct Professor position with the Department of Physical Therapy Education at Elon University. Dr. Chinworth has rich experience in teaching students directly relevant to a range of rehabilitative sciences, and extensive expertise in curricular and program development.	2 years
Venkatesapermal, Ramesh	Nursing, Pediatrics	Sessional Assistant Professor (teaching stream)	MSc, Nursing (MGR Medical University, India, 1999)	Mr. Venkatesapermal is currently enrolled in the PhD program in the School of Nursing, York University. He has over 15 years of experience in acute care nursing and numerous certifications. Mr. Venkatesapermal has extensive academic experience in teaching, service, and leadership roles in Canadian and international university nursing programs.	3 years
LA&PS					
Clark, Patrick	Social Science, Business & Society	Sessional Assistant Professor (professorial stream)	PhD, Political Science (Carleton, 2019)	Dr. Clark comes to us from his positing as Postdoctoral Researcher in the Department of Anthropology and Development studies at St. Francis Xavier University. He has an active research agenda on the social economy focusing on sustainable local development in Latin America.	1 year
Martens, Stephanie (1-Sept-21)	Politics, History of Political Thought	Sessional Assistant Professor	PhD, Political Science (Alberta, 2012)	Dr. Martens comes to us from her position as Associate Professor of Political Science at Laurentian University which was recently closed.	2 years

² All appointments effective July 1, 2021 except where indicated in the Name column.

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

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

Name	Department, Field	Rank	Highest Degree	Research Agenda/Specialization	Length of Term
		(teaching stream)		Her current research is in the area of indigenous politics, political theory and the history of political thought.	
McGillivray, James	Social Science, Business & Society	Sessional Assistant Professor (professorial stream)	PhD, Law (York, 2017)	Dr. McGillivray's recently held the position as research consultant for the CAUT on academic freedom. He has previously taught Business Law at Northwest Missouri State University. His research focuses on the political economy of intellectual property and innovation policy, examining the impact of the economic power of modern corporations.	1 year
GLENDON					
Levine, Gabriel	Multidisciplinary Studies, Drama Studies	Sessional Assistant Professor (professorial stream)	PhD, Social and Political Thought (York, 2014)	Dr. Levine has held the position of Sessional Assistant Professor and Program Coordinator in the Drama Studies Program at Glendon since 2017. Prior to coming to York, he held positions of Postdoctoral Fellow at the Jackman Humanities Institute at the University of Toronto and in the Department of Theatre at Concordia University. Dr. Levine is a researcher, teacher and interdisciplinary performing artist with a strong background in theatre studies and interdisciplinary fine arts.	1 year
SCIENCE					
Da Sylva, Tanya	Biology, Immunology/ Virology	Sessional Assistant Professor (teaching stream)	PhD, Biology (York, 2008)	Dr. Da Sylva has held the position of Course Director in the Department of Biology at York University. She previously taught courses in Biology at the University of Toronto and was a Research Fellow at the Hospital for Sick Children. Dr. Da Sylva has experience teaching large and small classes and has curricular development and service experience.	3 years

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

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

Cumulative 2020-21 Tenure and Promotion Decisions

Faculty	Promotion to Full Professor	Tenure & Promotion to Associate Professor	Tenure & Promotion to Associate Professor, Teaching Stream	Tenure at the Rank of Associate Professor
Arts, Media, Performance & Design	0	0	0	0
Education	3	1	0	0
Environmental & Urban Change	0	4	0	0
Glendon	0	4	1	0
Health	1	2	3	0
Liberal Arts & Professional Studies	16	10	5	0
Lassonde	1	6	3	1
Libraries	0	0	0	0
Osgoode	0	1	0	0
Science	3	3	2	0
Schulich	2	1	0	0
TOTAL	26	32	14	1

Cumulative 2020-2021 T&P Decisions

Recommendations for Promotion Full Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Bunting, A (F)	Liberal Arts and Professional Studies	Social Science	PhD (Toronto)	Particularity of Rights, diversity of contexts: women, international human rights and the case of early marriage
Comninel, G (M)	Liberal Arts and Professional Studies	Politics	PhD (York)	Political theory in historical and social context Classical Marxist theory, politics; ideology, and class in the French Revolution, social theories of historical states
Davies, M (F)	Liberal Arts and Professional Studies	Social Science	PhD (McGill)	Institutionalizing old age: the development of residential care in British Columbia, 1920-1960.
Dion, S (F)	Education		PhD (Toronto)	Indigenous Education
Gilbert, J (F)	Education		PhD (York)	Sexual education
Giudice, M (M)	Liberal Arts and Professional Studies	Philosophy	PhD (McMaster)	Philosophy of law
Good Gingrich, L (F)	Liberal Arts and Professional Studies	Social Work	PhD (Toronto)	Cultivating policies and practices of social inclusion and social healing
Haque, E (F)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (OISE, Toronto)	Sociology & equity studies in education
Idemudia, U (M)	Liberal Arts and Professional Studies	Social Science	PhD (Lancaster)	Corporate social responsibility and community; development in the Niger Delta; Nigeria; Socio-economic; political consequences of natural resources extraction
Kubiseski, T (M)	Science	Biology	PhD (Queen's)	Cell & molecular biology

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Lee, R (F)	Lassonde School of Engineering	Earth and Space Science	PhD (Toronto)	Aerospace engineering specializing in spacecraft dynamics and control
McMurtry, JJ (M)	Liberal Arts and Professional Studies	Social Science	PhD (York)	Understanding the life ground of social and political thought
Mialet, H (F)	Science	Science and Technology Studies	PhD (Paris)	Contemporary technology
Mulé, N (M)	Liberal Arts and Professional Studies	Social Work	PhD (Manchester)	Social policy and the equitable provision of health care and social services to lesbians, gays and bisexuals
Murdocca, C (F)	Liberal Arts and Professional Studies	Sociology	PhD (Toronto)	Racialization, criminalization and social histories of racial and colonial violence and injustice
Musto, M (M)	Liberal Arts and Professional Studies	Sociology	PhD (Naples)	Karl Marx's work, critical analysis of varieties of Marxist and socialist thought
Noseworthy, T (M)	Schulich School of Business	Marketing Specialization	PhD (Western)	Innovation and consumer behaviour
Porporato, M (F)	Liberal Arts and Professional Studies	School of Administrative Studies	PhD (Navarra)	Financial accounting
Safai, P (F)	Health	Kinesiology & Health Science	PhD (Toronto)	Socio-cultural study of physical activity and health
Shanahan, T (F)	Education		PhD (OISE, Toronto)	Education and law
Stoyanov, A (M)	Liberal Arts and Professional Studies	Economics	PhD (British Columbia)	International economics & applied microeconomics
Thomas, M (M)	Liberal Arts and Professional Studies	Sociology	PhD (York)	Political economy of employment standards and precarious work, working time and technology transnational labour regulation
Vernon, J (M)	Liberal Arts and Professional Studies	Philosophy	PhD (Guelph)	Continental philosophy
Weiss, A (M)	Liberal Arts and Professional Studies	English	PhD (Toronto)	Canadianist & Canadian science fiction
Weiss, J (M)	Health	Psychology	PhD (York)	Autism and neurodevelopmental disability
Zayed, A (M)	Science	Biology	PhD (York)	Genome Biology and Evolution
Zwick, D (M)	Schulich School of Business	Marketing	PhD (Rhode Island)	Consumer culture theory and critical studies of marketing

Recommendations for Tenure and Promotion to Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Bamber, M (M)	Schulich School of Business	Accounting Specialization	PhD (Exeter)	Accounting
Colla, S (F)	Environmental and Urban Change		PhD (York)	Interdisciplinary conservation science, with a focus on biodiversity and conservation
Gales, John (M)	Lassonde School of Engineering	Civil Engineering	PhD (Edinburgh)	Civil engineering, fire safety engineering
Goitom, M (F)	Liberal Arts and Professional Studies	Social Work	PhD (Calgary)	Global migration and ethno-racial identity formation; scholarship of teaching and learning; diversity and inclusion; leadership in human services emphasis in International social work
Grau, G (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (California, Berkeley)	Microfabrication, printed electronics
Hewitt, J (M)	Osgoode Hall Law School		LLM (York)	Indigenous legal orders and governance, constitutional law, human rights, business law, legal education
Kassiri, H (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Toronto)	Electrical engineering, microelectronics, integrated circuits, and medical devices
Kempers, R (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Trinity College)	Heat transfer, advanced materials and manufacturing and thermal energy transport, exchange and conversion technology development

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Korosi, J (F)	Environmental and Urban Change		PhD (Queens)	Researching information preserved in lake sediments to better understand human impacts on the environment in the appropriate geographical and historical context.
Kwong, R (M)	Science	Biology	PhD (Saskatchewan)	Ecology, evolutionary biology, physiology and neuroscience
Light, E (M)	Glendon	School of Translation	PhD (Québec à Montréal)	French translation
McKinnon, L (F)	Glendon	Multidisciplinary Studies	PhD (Quebec)	Biology, arctic ecosystems and avian ecology
Medovarski, A (F)	Liberal Arts and Professional Studies	Humanities	PhD (York)	Black diaspora cultural studies
Mermut, Ozzy	Science	Physics & Astronomy	PhD (McGill)	Developing biophotonics techniques that investigate functional and structural biomarkers correlated with aging and the bio sensory systems
Muise, A (F)	Health	Psychology	PhD (Guelph)	Social psychology and relationship science to understand the factors that help people sustain happy, long-lasting romantic relationships
Muzzin, A (M)	Science	Physics & Astronomy	PhD (Toronto)	Astrophysics and astronomy, computational and experimental
Myers, L (F)	Environmental and Urban Change		MFA (OCAD)	Cultural practice & indigenous history, collaborative

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Obar, J (M)	Liberal Arts and Professional Studies	Communication Studies	PhD (Penn State)	Information and communication. Policy and policy making, internet governance & privacy
Ogata, K (M)	Liberal Arts and Professional Studies	School of Administrative Studies	PhD (Alberta)	Organizational analysis
Ozyurt, S (M)	Liberal Arts and Professional Studies	Economics	PhD (New York)	Game theory, mechanism & market design, dispute
Papagelis, M (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Toronto)	Data mining, graph mining, big data analytics, machine learning/AI, knowledge discovery
Parekh, G (F)	Education		PhD (York)	Inclusion, disability and education
Sadeghi-Naini, A (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Western)	Biomedical engineering, artificial intelligence, biophysics and oncology
Shahrokni, S (F)	Glendon	Sociology	PhD (Cambridge)	Race, migration, and social mobility
Sotomayor, L (F)	Environmental and Urban Change		PhD (Toronto)	Urban planning and governance, urban inequalities. Politics and social development in Latin America and Canada
Tegelberg, M (M)	Liberal Arts and Professional Studies	Social Science	PhD (Trent)	Interdisciplinary study of the interplay between climate change communications
Theophanidis, P (M)	Glendon	School of Translation	PhD (Montreal)	Communication studies contemporary, theories in communication, translation and philosophy
Topak, O (M)	Liberal Arts and Professional Studies	Social Science	PhD (Queens)	Surveillance, subjectivity and resistance at the frontiers of Europe

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Tungohan, E (F)	Liberal Arts and Professional Studies	Politics	PhD (Toronto)	Migration, social movements, socially-engaged research, transnational feminism, citizenship
Zacharias, R (M)	Liberal Arts and Professional Studies	English	PhD (Guelph)	Canadian literature, Mennonite literature

Recommendations for Tenure and Promotion to Associate Professor (Teaching Stream)

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Boni, M (M)	Health	Kinesiology & Health Science	DSc PT (Andrews)	Athletic therapy
Chinaei, A (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Waterloo)	Computer security and user privacy
Colby, G (F)	Liberal Arts and Professional Studies	Economics	PhD (York)	Economics education
Herbert, M (F)	Health	Psychology	PhD (Toronto, OISE)	Statistical methods, intermediate statistics
Jackson, D (M)	Science	Chemistry	PhD (York)	Organic chemistry, industrial and green chemistry, chemical dynamics
Kouyoumidjian, H (M)	Science	Chemistry	PhD (Michigan State)	General and organic chemistry, green and industrial chemistry
Manafu, A (M)	Liberal Arts & Professional Studies	Philosophy	PhD (Western)	Transformative learning theory which involves revisions in beliefs and understanding of the self
Mapp, A (M)	Health	Psychology	PhD (York)	Critical Thinking in psychology

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Newland, F (M)	Lassonde School of Engineering	Earth and Space Science and Space Engineering	PhD (Southampton)	Algorithmic and computational methods for geomatics
Ng, J (F)	Liberal Arts & Professional Studies	Languages, Literatures & Linguistics	PhD (OISE, Toronto)	Second language education
Quirt, M (F)	Liberal Arts and Professional Studies	Equity Studies	PhD (Trent)	Northern residential schools; reconciliation and restitution; human rights of indigenous peoples; legacies of settler colonialism
Rodde, S (M)	Liberal Arts and Professional Studies	Philosophy	PhD (McGill)	Ancient Greek philosophy; critical thinking and logic; history of philosophy; medieval; early modern ethics
Samarasekera, L (M)	Lassonde School of Engineering	Civil Engineering	PhD (Alberta)	Geotechnical civil engineering
Viswanathan, U (F)	Glendon	Language Training Centre for Studies in French	PhD (Toronto)	French second language teaching and learning

Recommendations for Tenure at the Rank of Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Rezaei-Zare, A (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Tehran)	Electric power engineering

Table 1 2021-22 Recommendations for Appointment – Full-Time Faculty Members¹ (Cumulative)

Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
AMPD					
Caines, Rebecca	Theatre, Creative Technologies	Assistant, PC3 (professorial stream)	PhD, Performance Studies (New South Wales, 2008)	Dr. Caines comes to us from her faculty position in the Faculty of Media, Art, and Performance, University of Regina. Dr. Caines research focusses specifically in the area of interdisciplinary art and socially engaged innovation. This appointment will be based at the York Markham Centre Campus when operational.	Specially Funded
Djigo, Moussa	Cinema & Media Arts, Film Production	Assistant, PC1 (professorial stream)	MA, Cinema Studies (Lumière – Lyon 2, 2004)	Mr. Djigo is an award-winning producer and director. He has film production theory course for more than a decade. His research interests include Afro-American Cinema, Indigenous Cinema, Aesthetics, Anthropology and Sociology. This appointment is a Black scholar hire.	Faculty Funded
Howard, Danielle	Theatre, Theatre History	Assistant, PC1 (professorial stream)	PhD, Theatre and Performance Studies (UCLA, 2021)	Dr. Howard recently completed her PhD at the University of California-Los Angeles School of Theatre, Film and Television. Her interdisciplinary research unites contemporary theories and methodologies in theatre and performance studies with black studies and popular culture. This appointment is a Black scholar hire.	Specially Funded
Largo, Marissa	Visual Arts & Art History, Creative Technologies	Assistant, PC2 (professorial stream)	PhD, Social Justice Education (OISE/U of T, 2018)	Dr. Largo comes to us from her position as Assistant Professor in Art Education at the Nova Scotia College of Art and Design College. Dr. Largo is a researcher, artist, curator, and educator whose work focuses on the participatory art practices, pedagogy, and Asian diasporic	Specially Funded

¹ All appointments effective July 1, 2021 except where indicated in the Name column.

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

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

Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
				cultural production. This appointment will be based at the York Markham Centre Campus when operational.	
Ng-Chan, Taien	Cinema & Media Arts, Media Arts	Assistant Professor, PC2 (professorial stream)	PhD, Humanities (Fine Arts), (Concordia, 2016)	Dr. Ng-Chan has been a Sessional Assistant Professor (CLA) in Media Arts, AMPD, York since 2017. She has also taught at McMaster, Brock and SUNY at Buffalo. Dr. Ng-Chan is a multi-faceted artist, scholar and educator. Her research is in the areas of 360° video, augmented reality (AR), virtual reality (VR) and mixed reality (MX) design. This appointment is a BIPOC scholar hire.	Faculty Funded
Pechawis, Archer	Visual Arts & Art History, Indigenous Performance	Assistant Professor, PC1 (professorial stream)	PhD equivalency with achievement of an extensive professional record and teaching experience	Mr. Pechawis comes to us from his position as Lead Teacher/Artist, Performing Arts COOP, Toronto District School Board. Mr. Pechawis has over 35 years of professional experience in the field of performance art, and Indigenous performance art in Canada and internationally. He is an artist, curator, theorist and teacher who integrates performance, media and art practices in works that interrogate the impact of colonialism on the body. This appointment is an Indigenous scholar hire.	Specially Funded
EDUCATION					
Beaulne-Stubing, Rebecca	Indigenous Education & Pedagogy	Lecturer/ Assistant Professor, PC1 (professorial stream)	PhD, Social Justice Education (University of Toronto, 2021)	Ms Beaulne-Stubing expects to successfully complete her PhD by December 2021. The focus of her research is grounded in the emergence of ethical Indigenous education practices and protocols. This appointment is an Indigenous scholar hire.	Faculty Funded
Brant-Birioukov, Kiera	Indigenous Education & Pedagogy	Lecturer/ Assistant Professor, PC1 (professorial stream)	PhD, Curriculum & Pedagogy (University of British Columbia, 2021)	Ms Brant-Birioukov expects to successfully complete her PhD by December 2021. Her research is grounded in the emergence of ethical Indigenous education practices and protocols. This appointment is an Indigenous scholar hire.	Faculty Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
ENVIRONMENTAL AND URBAN CHANGE					
Ali, Muna	Black Studies in Geography and Environment	Assistant Professor, PC1 (professorial stream)	PhD, Curriculum & Pedagogy (Toronto, 2019)	Dr. Ali comes to us from her position as Assistant Professor, Sociology and Criminology at the University of Toronto. Dr. Ali's research and teaching interests are in Black studies; diaspora and transnational migration studies; critical race theory; environmental justice; urban studies; and critical public policy. This appointment is a Black scholar hire.	Specially Funded
Brand Correa, Lina	Ecological Economics	Assistant Professor, PC1 (professorial stream)	PhD, Earth and Environment (University of Leeds, 2018)	Dr. Brand Correa comes to us from her position as PCAN Fellow and Research Fellow at the University of Leeds. Her research interests are in exploring how people and societies engage with energy; in particular, the relationship between well-being and energy use.	Faculty Funded
GLENDON					
Bellana, Buddhika	Psychology, Cognitive Neuroscience	Assistant Professor, PC1 (professorial stream)	PhD, Psychology (University of Toronto, 2018)	Dr. Bellana recently held two post-doctoral fellowship positions in the Department of Psychology, University of Toronto and in the Department of Psychological and Brain Sciences, John Hopkins University. Dr Bellana's research involves neurological systems underlying episodic memory.	Faculty Funded
Ndengue, Rose	History, Critical Race and Decolonisation	Assistant Professor, PC1 (professorial stream)	PhD, African History (Universite de Paris VII-Diderot, 2018)	Dr. Ndengue comes to us from her position as Visiting Assistant Professor, Political Science, Universite de Rouen, France. Dr. Ndengue's primary research areas are gender and postcolonial politics in Africa and France. She brings a strong interdisciplinary background and expertise in Black Feminist history and postcolonial political thought. This appointment is a Black scholar hire.	Specially Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
Romulus, Celia	International Studies, Critical Race	Lecturer/ Assistant Professor, PC1 (professorial Stream)	PhD, Political Studies (Queen's, 2021)	Ms Romulus is expected to successfully complete her PhD by December 2021. Her research interests are in anti-oppression and anti-racist education, postcolonial and decolonial feminism, critical race studies, politics of memory, migrations, and citizenship. This appointment is a Black scholar hire.	Specially Funded
HEALTH					
Boritz, Tali	Psychology, Psychotherapy Process	Assistant Professor, PC2 (professorial stream)	PhD, Clinical Psychology (York, 2012)	Dr. Boritz comes to us from his position as Assistant Professor, Psychiatry at the University of Toronto and Clinical Scientist at the Centre for Addiction and Mental Health. Dr. Boritz's research program focuses primarily on identifying the nature, interaction, and impact of therapeutic factors associated with the process of change in psychotherapy.	Faculty Funded
Chum, Antony (1-Jul-22)	Kinesiology, Data Science & Biostatistical Methods	Assistant Professor, C2 (professorial stream)	PhD, Medical Geography (Toronto, 2012)	Dr. Chum will be nominated for a Tier 2 Canada Research Chair in Data Science and Biostatistical Methods with Applications to Population Health. Dr Chum comes to us from his position as Assistant Professor of Population Health at Brock University and Affiliate Scientist, Li Ka Shing Knowledge Institute at St. Michael's Hospital. Dr. Chum's research and expertise draws upon the intersection of social epidemiology, geospatial analytics, and artificial intelligence/machine learning.	Specially Funded
Erickson, Karl	Kinesiology, Sport Psychology	Assistant Professor, C1 (professorial stream)	PhD, Kinesiology & Health Studies (Queen's 2013)	Dr. Erickson comes to us from his position as Assistant Professor in the Department of Kinesiology at Michigan State University. Dr. Erickson is a sport psychologist in research, teaching, and practice.	Faculty Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
				His research examines psychological processes of sport participation and performance.	
Fallon, Kathleen	Global Health, Experiential Learning	Full Professor with tenure (teaching stream)	PhD, Sociology, (Indiana University-Bloomington, 2002)	Dr. Fallon comes to us from her position as Professor and Department Chair in the Department of Sociology at Stony Brook University. Dr. Fallon's teaching and research adopts a feminist, social movement perspective in relating to global health focussing on the intersectionality between social, cultural, political and economic factors that impact women's health.	Faculty Funded
Lamarche, Larkin	Kinesiology, Mental Health	Assistant Professor, PC1 (teaching stream)	PhD, Exercise Sciences (Toronto, 2012)	Dr. Lamarche comes to us from a position as part-time Assistant Professor and Research Associate of Family Medicine at McMaster University. Dr. Lamarche has a significant professional connection with mental health and physical activity and has taught courses in those areas for over a decade. Dr. Lamarche specializes in sport and health psychology, research design, and aging and mental health.	Faculty Funded
Ma, Liya (1-Jul-22)	Psychology, Visual Neurophysiology (professorial stream)	Assistant Professor, PC2 (professorial stream)	PhD, Neuroscience, (British Columbia, 2014)	Dr. Ma will be nominated for a Tier 2 Canada Research Chair in Visual Neurophysiology. Dr. Ma will come to us from her position as Assistant Professor of Neuroscience at Radboud University Nijmegen. She completed postdoctoral fellowships at the Robarts Research Institute at Western University. Dr. Ma's research involves using animal and computational models to understand cognitive deficits in age related cognitive decline and computational modelling to assess information processing in the pre frontal cortex.	Specially Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
White, Cindel	Psychology, Social Psychology	Assistant Professor, PC1 (professorial Stream)	PhD, Social and Personality Psychology (UBC, 2021)	Dr. White recently successfully completed her PhD at the University of British Columbia. Dr. White's research investigates the intersection of moral cognition, religious belief systems, and culture.	Faculty Funded
Zhang, Xijuan (Cathy)	Psychology, Quantitative	Assistant Professor, PC1 (professorial Stream)	PhD, Quantitative Methods in Psychology (UBC, 2020)	Dr. Zhang comes to us from her postdoctoral fellowship position in Measurement, Evaluation and Research Methodology at the University of British Columbia. Her research interests involve developing new ways for generating point and interval estimates for structural equation modelling; developing new scaling methods for use in psychometry; and enhancing social science researchers understanding of statistics.	Faculty Funded
LA&PS					
Adebayo, Damilola	History, Africa since 1900	Assistant Professor, PC1 (professorial stream)	PhD, History (Cambridge, 2020)	Dr. Adebayo recently successfully completed his PhD at Cambridge University. Dr. Adebayo's research is at the intersection of the fields of economic and social history; science, technology and society; and the role of international organizations in the African past, since 1900. This appointment is a Black scholar hire.	Faculty Funded
Bagaria, Swayam (1-Jul-22)	Humanities, South Asian Cultures	Assistant Professor, PC1 (professorial stream)	PhD, Anthropology, (John Hopkins, 2020)	Dr. Bagaria currently holds the position of Postdoctoral College Fellow and Lecturer in the School of Arts & Sciences at the University of Virginia. His work analyzes the reconfiguration of Hindu devotion and ritual in the politically charged context of Hindutva (Hindu nationalism).	Faculty Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
Bareebe, Gerald (1-Jan-21)	Politics, International Relations	Assistant Professor, PC1 (professorial stream)	PhD, Political Science (Toronto, 2019)	Dr. Bareebe recently completed a 2-year Postdoctoral Fellowship in the Department of Political Science at the University of Toronto-Scarborough. Dr. Bareebe's teaching and research interests are primarily in comparative politics and international relations.	Faculty Funded
Bergstrom, Kelly	Communication and Media Studies, Social Media	Assistant Professor, PC1 (professorial stream)	PhD, Language, Culture and Teaching (York, 2016)	Dr. Bergstrom comes to us from her position as Assistant Professor in the School of Communications at the University of Hawai'i at Mānoa Honolulu. Dr. Bergstrom's research examines how social media can be used to disrupt unequal power relationships in the cultural industries. This appointment will be based at the York Markham Centre Campus when operational.	Faculty Funded
Braimoh, Jessica	Social Science, Criminology	Assistant Professor, PC1 (teaching stream)	PhD, Sociology (McMaster, 2015)	Dr. Braimoh comes to us from her Postdoctoral Fellowship in the Department of Criminology, Wilfrid Laurier University. Dr. Braimoh's research and teaching interests include the interrelation between social inequality and criminalization; social-legal process and organizing institutions; and the experiences of "at-risk" populations.	Faculty Funded
de Jesus, Desiree	Communication and Media Studies	Assistant Professor, PC1 (professorial stream)	PhD, Film & Moving Image Studies (Concordia, 2020)	Dr. de Jesus comes to us from her part-time faculty position in the Mel Hoppenheim School of Cinema at Concordia University. Dr. de Jesus' research intersects race, gender, and aesthetics in narrative film. This appointment is a Black scholar hire.	Faculty Funded
Geniusz, Wendy Makoons (1-Jul-22)	Sociology, Indigeneity & Decolonization	Associate Professor with tenure	PhD, American Studies (Minnesota, 2006)	Dr. Geniusz comes to us from her current position as Associate Professor of Languages at the University of Wisconsin – Eau Claire. Dr. Geniusz's research and publications focus on the colonization and	Faculty Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
		(professorial stream)		decolonization of Ojibwe people, language, and culture. This appointment is an Indigenous scholar hire.	
Gulseren, Duygu	HRM, Occupational Health and Safety	Assistant Professor, PC1 (professorial stream)	PhD, Industrial/Organizational Psychology (Saint Mary's, 2021)	Dr. Gulseren recently successfully completed her PhD at Saint Mary's University. She has been a Senior Research Associate in the Haskayne School of Business at the University of Calgary since 2019. Dr. Gulseren's research interests include invisible disabilities at work (chronic pain and mental health disorders), leadership, and work-life-health interface.	Faculty Funded
Haider, Asad	Politics, Comparative Politics	Assistant Professor, PC1 (professorial stream)	PhD, History of Consciousness (California, 2018)	Dr. Haider comes to us from his position as Visiting Assistant Professor in the Department of Philosophy at the New School for Social Research. Dr. Haider's research examines the relationship of political economy and the crisis and restructuring of the 1970s in relation to Communist Parties and extra parliamentary movement in France and Italy in that era.	Faculty Funded
Herman, Marc (1-Jul-22)	Humanities, Pre-Modern Jewish Studies	Assistant Professor, PC1 (professorial stream)	PhD, Religious Studies (Pennsylvania, 2016)	Dr. Herman will come to us from his position as Harry Starr Fellow in Judaica at Harvard University. He recently held the position of Senior Researcher with the Posen Library of Jewish Culture and Civilization. Dr. Herman is a social and cultural historian who has broad capabilities and specializes in the late medieval to early modern periods.	Faculty Funded
Howe, Cymene (1-Jul-22)	Anthropology, Public Anthropology	Full Professor with tenure (professorial stream)	PhD, Cultural Anthropology (New Mexico, 2003)	Dr. Howe will come to us from her position as Professor in the Department of Anthropology and Director of Graduate Studies at Rice University. Dr. Howe's research focus has been on activism, advocacy, and social movements with her most recent work emphasizing environmental justice and community response to climate adoption.	Faculty Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
Jiang, Ling (1-Jan-22)	ITEC, Information Systems	Assistant Professor, PC1 (professorial stream)	PhD, Information Systems (Hong Kong, 2015)	Dr. Jiang will come to us from her position as Research Fellow in the College of Management at Shenzhen University, China. Dr. Jiang's research interests include digital labour markets and user-generated content (UGC) platforms.	Faculty Funded
Lashkari, Arash Habibi (1-Jan-22)	ITEC, Cybersecurity and Social Responsibility	Associate Professor with tenure (professorial stream)	PhD, Computer Science (UTM, 2014)	Dr. Lashkari will be nominated for a Tier 2 Canada Research Chair in Cybersecurity and Social Responsibility. Dr. Lashkari will come to us from his position as Associate Professor and Research Coordinator at the Canadian Institute for Cybersecurity at the University of New Brunswick. His research focuses on cybersecurity, big data security analysis, information security, and the detection of malware and cyberattacks, as well as cybersecurity data and information repository.	Specially Funded
Lawrie, Paul	History, African American History	Associate Professor with tenure	PhD, History (Toronto, 2011)	Dr. Lawrie comes to us from his Associate Professor and Associate Dean of Arts positions in the Faculty of Arts at the University of Winnipeg. Dr. Lawrie's research examines how Blackness has been understood throughout American history from intellectuals, industrial managers, scientists, physicians and athletes. This appointment is a Black scholar hire.	Faculty Funded
Lee, Sunwoo (Tessa)	ADMS, Personal Financing	Assistant Professor, PC1 (professorial stream)	PhD, Consumer Sciences (Ohio State, 2021)	Dr. Lee recently successfully completed her PhD from Ohio State University. Dr. Lee's research focuses on topics related to household economics, family finances, and financial planning.	Faculty Funded
Liang, Zhixiang (Steven)	ADMS, Management	Assistant Professor PC1 (professorial stream)	PhD, Business Administration (Concordia, 2019)	Dr. Liang comes to us from his Assistant Professor (LTA) appointment in the John Molson School of Business at Concordia University. Dr. Liang's research lies in the social and economic contributions of corporate sector to the growth and prosperity of emerging and developing countries.	Faculty Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
Murnaghan, Ann Marie	Humanities, Play, Work and Children's Material Cultures	Assistant Professor, PC1 (professorial stream)	PhD, Geography (York, 2010)	Dr. Murnaghan comes to us from her position of Associate Research Fellow in the Centre for Digital Humanities at Ryerson University and has held a Research Associate position at the Centre for Research in Young People's Texts and Cultures at the University of Winnipeg. Her research expertise focuses on how the spaces of children's play work have been an integral part of urban growth.	Faculty Funded
Nastovski, Katherine	Social Science, Work and Labour Studies	Assistant Professor, PC1 (professorial stream)	PhD, Social and Political Thought (York, 2016)	Dr. Nastovski has held a sessional assistant professor position in the Department of Social Science at York since 2019. She previously held the positions of Assistant Professor (Adjunct) from 2017-2019 and Sessional Assistant Professor from 2015-2017 at McMaster University. Dr. Nastovski's expertise is in the field of transnational labour movements, union's strategies toward the development of global networks, and on gender and race.	Faculty Funded
O'Briain, Katarina	English, Global 18 th Century	Assistant Professor, PC1 (professorial stream)	PhD, English (John Hopkins, 2018)	Dr. O'Briain comes to us from her position as Assistant Professor in the Department of English at St. Mary's University. Dr. O'Briain's research lies at the intersection between critical race studies and the environmental humanities.	Faculty Funded
O'Brien, Margaret	Philosophy, Philosophy of Law	Assistant Professor, PC1 (professorial stream)	PhD, Philosophy (McMaster, 2016)	Dr. O'Brien comes to us from her position a Lectureship in Legal Theory in the School of Law at the University of Edinburgh. Dr O'Brien's areas of specialization are in social and political philosophy; jurisprudence; and feminist philosophy.	Faculty Funded
Ramasubramanyam, Jay	Social Science, Law & Society	Assistant Professor, PC1	PhD, Law & Legal Studies (Carleton, 2021)	Dr. Ramasubramanyam recently successfully completed his PhD in Law & Legal Studies at Carleton University. He has previous professional experience with the International Committee of the Red	Faculty Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
		(teaching stream)		Cross and UN High Commissioner for Refugees in New Delhi. His research focuses on the relationship between South Asian states and the global refugee regime.	
Reid, Tiana (1-Jul-22)	English, Literatures of the African Diaspora	Lecturer/ Assistant Professor, PC1 (professorial stream)	PhD, English and Comparative Literature (Columbia, 2021)	Ms Reid is expected to complete her PhD from Columbia University by December 2021. Her research and teaching focus is on labour, black studies, black feminism, queer theory, postcolonialism, translation, and contemporary poetry.	Faculty Funded
Samuel, Ayana (1-Jul-22)	Philosophy, open field	Lecturer/ Assistant Professor, PC1 (professorial Stream)	PhD, Philosophy (California, 2021)	Ms Samuel is expected to complete her PhD from the University of California by December 2021. Her areas of specialization are metaethics, philosophy of action, and political philosophy. This appointment is a Black scholar hire.	Faculty Funded
Senderovich, Arik (1-Jan-22)	ITEC, Information Systems	Assistant Professor, PC1 (professorial stream)	PhD, Information Systems Engineering (Israel Institute of Technology, 2016)	Dr. Senderovich comes to us from his position as Assistant Professor in the Faculty of Information at the University of Toronto. His research is focused on novel algorithms and real-world applications in areas such as resource management in cloud systems, privacy-preserving publishing of event data, digital assistants, and causal machine learning in healthcare.	Faculty Funded
Shams, Farshid (1-Jan-22)	ADMS, Management	Associate Professor with tenure (professorial stream)	PhD, Strategic Management & ORGS (Bath, 2013)	Dr. Shams comes to us from his position of Associate Professor in Business Administration at Lakehead University. Dr. Shams' research interests centre on issues of professional identities in hybrid organizations, practice-drive institutionalism in pluralistic settings and sensemaking. This appointment will be based at the York Markham Centre Campus when operational.	Faculty Funded

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Sharma, Isha	ADMS, Marketing	Assistant Professor, PC1 (professorial stream)	PhD, Management (Amity University, 2020)	Dr. Sharma comes to us from her Academic Associate position in the Faculty of Marketing at Birla Institute of Management Technology (BIMTECH), New Delhi. Dr. Sharma's research interests include consumer behaviour pertaining to smart technologies, application of AI in marketing, brand identity, consumer brand relationship, and services transgression.	Faculty Funded
Singh, Rianka	Communication and Media Studies, Social Media	Assistant Professor, PC1 (professorial stream)	PhD, Information Studies (Toronto, 2020)	Dr. Singh recently completed a postdoctoral fellow position in the Faculty of Information and the University of Toronto. Her research focuses on platform feminism, examining the perceptions and limits of digital and social media platforms, as well as on digital political and activist modes of resistance. This appointment will be based at the York Markham Centre Campus when operational.	Faculty Funded
Smeets, Liz	DLLL, Linguistics	Assistant Professor, PC1 (professorial stream)	PhD, Linguistics (McGill, 2020)	Dr. Smeets comes to us from her Pedagogical Content Developer position at the University of Guelph. Her research focuses on the interfaces, both between various components of the grammar (e.g. syntax-semantics), as well as between grammar and other cognitive domains (e.g. syntax-discourse).	Faculty Funded
Spicer, Zachary	SPPA, Comparative Politics	Associate Professor, PC2 (professorial stream)	PhD, Political Science (Western Ontario, 2013)	Dr. Spicer comes to us from his positions as Director of Research and Outreach at the Institute of Public Administration of Canada, Lecturer, Department of Political Science at the University of Western Ontario and Associate, Munk School of Global Affairs at the University of Toronto. Dr. Spicer's teaching and research agenda focusses on local government and community development. This appointment will be based at the York Markham Centre Campus when operational.	Faculty Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
LASSONDE					
Amirsoleimani, Amirali	EECS, Computer Engineering	Assistant Professor, PC1 (professorial stream)	PhD, Electrical and Computer Engineering (Windsor, 2017)	Dr. Amirsoleimani recently completed a postdoctoral fellow position in Electrical and Computer Engineering at the University of Toronto. His research focuses on hardware design for artificial intelligence, in-memory computing, emerging technologies, and mixed-signal circuits for neuro-inspired computing.	Faculty Funded
Boaye-Belle, Alvine	EECS, Computer Science	Assistant Professor, PC1 (professorial stream)	PhD, Software Engineering (Quebec, 2016)	Dr. Boaye-Belle comes to us from her position as a Research and Technology Advisor for the Federal Government of Canada. She previously held a two-year Postdoctoral Fellowship in software engineering at the University of Ottawa. Dr. Boaye-Belle's research encompasses software maintenance and evolution, optimization, and natural language processing. This appointment is a Black scholar hire.	Faculty Funded
Derpanis, Konstantinos	EECS, Artificial Intelligence/ Machine Learning	Associate with tenure	PhD, Computer Science (York, 2010)	Dr. Derpanis comes to us from his position as Research Scientist at Samsung AI Centre and Associate Professor in the Department of Computer Science at Ryerson University. Dr. Derpanis' research interests are in computer vision, machine learning, deep learning, video representation, human activity understanding in video and 3D object reasoning.	Specially Funded
Schroeder, Jonatan (1-Jan-22)	EECS, Digital Technologies	Assistant Professor, PC1 (teaching stream)	PhD, Computer Science (British Columbia, 2016)	Dr. Schroeder will come to us from his position of Lecturer at the University of British Columbia. In 2020, he received the University of British Columbia Certificate on Curriculum and Pedagogy in Higher Education through the International Program for the Scholarship of Educational Leadership. This appointment will be based at the York Markham Centre Campus when operational.	Specially Funded

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Zhang, Larry	EECS, Computer Science	Assistant Professor, PC1 (teaching stream)	PhD, Computer Science (Toronto, 2019)	Dr. Zhang comes to us from his position as Assistant Professor, Teaching Stream (CLTA) in the Department of Mathematical and Computational Sciences (UTM). Dr. Zhang specializes in social network analysis, and he is also engaged in computer science education research.	Faculty Funded
LIBRARIES					
Wong, Alexandra 1-June-21	Open Scholarship, Data Visualization	Assistant Librarian, PC1	MLIS (Toronto, 2020)	Ms Wong recently graduated from the University of Toronto. She comes to us from her position as Digital Projects Intern at the University of Toronto Libraries. Ms Wong's professional background is in data analytics.	Faculty Funded
OSGOODE					
Akande, Rabiati	Concentration in first-year JD subjects	Assistant Professor, PC1 (professorial stream)	SJD (Harvard, 2019)	Ms Akande comes to us from her Postdoctoral Fellowship from the Harvard University Academy for International and Area Studies. Ms Akande's work explores the legal history of constitutional struggles over religion-state relations with specific reference to Colonial and Postcolonial Muslim Africa. This appointment is a Black scholar hire.	Faculty Funded
Choudhury, Barnali	Business Law	Full Professor with tenure (professorial stream)	PhD Law (Zurich, 2011)	Dr. Choudhury comes to us from her position of Professor of Law, University College London. Dr. Choudhury's teaching and research interests include contract law, corporate law, comparative corporate governance, securities law, foreign investment law, among others.	Faculty Funded
De Stefano, Valerio	Innovation, Law & Society	Associate with tenure	PhD, Law of Business and	Dr. De Stefano will be nominated for a Tier 2 Canada Research Chair in Innovation, Law & Society. Dr. De Stefano comes to us from his current position as BOFZAP Research Professor of Labour Law at the	Specially Funded

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		(professorial stream)	Commerce (Luigi Bocconi, 2011)	University of Leuven – KU Leuven, Belgium. Dr. De Stefano’s research interests focus on labour law, and its intersection with technology, innovation and their impacts on society.	
Ozai, Ivan	Tax Law	Assistant Professor, PC1 (professorial stream)	DCL, Faculty of Law (McGill, 2021)	Professor Ozai comes to us from McGill University where he has been a Teaching Fellow and recently completed his doctoral studies. Previously, he practiced as a tax lawyer and consultant. Professor Ozai’s research interests focus on Tax Law, with a particular focus on the ethical challenges arising from the rules and standards that determine the division of the international tax base between states,	Faculty Funded
SCIENCE					
Atallah, Jade	Biology, Biotechnology	Assistant Professor, PC1 (teaching stream)	PhD, Cell and Systems Biology (Toronto, 2015)	Dr. Atallah comes to us from her position as Assistant Professor, Teaching Stream in the Biology Department at the University of Toronto. Dr. Atallah has extensive teaching experience in both biology and educational orientated undergraduate research projects. This appointment will be based at the York Markham Centre Campus when operational.	Specially Funded
Diaz-Rodriguez, Jairo	Math & Stats, Statistics	Assistant Professor, PC1 (professorial stream)	PhD, Mathematics (Statistics) (Geneva, 2018)	Dr. Diaz-Rodriguez comes to us from his position as Assistant Professor in the Mathematics & Statistics Department at Universidad del Norte, Columbia. His research interests encompass data science, machine learning, high dimensional statistics, optimization, and big data.	Faculty Funded
Kar, Kohitij (1-Jul-22)	Biology, Visual Neuroscience	Assistant Professor, PC1 (professorial stream)	PhD, Neuroscience (Rutgers, 2015)	Dr. Kar will be nominated for a Tier 2 Canada Research Chair in Visual Neuroscience. He comes to us from his position as Postdoctoral Associate at the McGovern Institute for Brain Research, Massachusetts Institute of Technology. His current research is focused on dissecting the circuits and understanding the detailed	Specially Funded

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Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
				mechanisms that support core object recognition in non-human primates.	
Robertson, Lisa	Biology, Animal Physiology	Assistant Professor, PC1 (teaching stream)	PhD, Cell and Systems Biology (Toronto, 2012)	Dr. Robertson comes to us from her position as Instructor and Course Coordinator in the Department of Integrative Biology at the University of Guelph. From 2013-2017, she was an Assistant Professor (CLA) in the Department of Biomedical Sciences at Guelph. Dr. Robertson's teaching was recognized by several teaching awards and nominations.	Faculty Funded
Rugheimer, Sarah	Physics & Astronomy	Associate Professor, PC2 (professorial stream)	PhD, Astronomy & Astrophysics (Harvard, 2015)	Dr. Rugheimer will be appointed to the Allan I. Carswell Chair for Public Understanding of Astronomy. She comes to us from her position as Gladstone Research Fellow at Oxford University. Dr. Rugheimer's primary research interest involves the climate and atmosphere of habitable exoplanets.	Specially Funded
Woldegerima, Woldegebriel A.	Mathematics & Statistics, Statistics	Assistant Professor, PC1 (professorial stream)	PhD, Mathematics (Buea, 2018)	Dr. Woldegerima comes to us from his Postdoctoral Research Fellow position in the Department of Mathematics and the University of Pretoria. His research interests lie in modelling using deterministic, fractional, and stochastic modelling approach. This appointment is a Black scholar hire.	Faculty Funded
Yang, Jihyeon (Jessie)	Mathematics & Statistics	Assistant Professor, PC1 (teaching stream)	PhD, Mathematics (Toronto, 2012)	Dr. Yang comes to us from her position as Sessional Lecturer in the Department of Mathematical and Computational Sciences at the University of Toronto and was previously an Assistant Professor at Marian University in Indianapolis. Dr. Yang has taught all levels of undergraduate courses and has supervised numerous undergraduate research projects. This appointment will be based at the York Markham Centre Campus when operational.	Specially Funded
SCHULICH					
Dhingra, Vibhuti	OMIS, Supply Chain	Assistant Professor, PC1	PhD, Management Science (University	Dr. Dhingra recently successfully completed her PhD in August 2021. Her research interests are in supply chains (risk management and	Faculty Funded

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

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

Name	Department, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
		(professorial Stream)	of British Columbia, 2021)	finance), public sector operations, empirical operations, data analytics and incentive problems.	
Majzoubi, Majid	Strategic Management	Lecturer/ Assistant Professor, PC1 (professorial Stream)	PhD, Strategic Management/ Technology (Washington University, 2021)	Mr. Majzoubi is expected to successfully complete his PhD by December 2021. His research examines the creation, evaluation, and commercialization of innovative ideas in start-ups and established firms in emerging technology sectors.	Faculty Funded

Table 2 Recommendations for Appointment – New Contactually Limited Appointments² (Cumulative)

Name	Department, Field	Rank	Highest Degree	Research Agenda/Specialization	Length of Term
AMPD					
Bissonauth, Natasha	Visual Arts & Art History	Sessional Assistant Professor (teaching stream)	PhD, History of Art (Cornell, 2017)	Dr. Bissonauth comes to us from her position as Assistant Professor of Women's, Gender, and Sexuality Studies at the College of Wooster, OH. Dr. Bissonauth brings a wide range of teaching experience and expertise including work on art of South Asia and the diaspora.	3 years
Loughran, Keira	Theatre, Performance	Sessional Assistant Professor (teaching stream)	BFA, Drama (Alberta, 1996)	Professor Loughran comes to us from her part-time faculty and visiting professor position at the University of Ottawa in addition to her position as Sessional Instructor at Humber College and Sheridan College. She has over 25 years as actor, director, dramaturg, producer, and educator.	3 years

² All appointments effective July 1, 2021 except where indicated in the Name column.

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

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

Name	Department, Field	Rank	Highest Degree	Research Agenda/Specialization	Length of Term
Norman, Tracey	Dance, Performance & Choreography	Sessional Assistant Professor (teaching stream)	MFA, Dance (York, 2010)	Ms Norman is an accomplished choreographer with a record of critically acclaimed work. She has held course director positions at York and a variety of other institutions.	1 year
Education					
Wilton, Lesley	Teaching and Learning with Technology	Sessional Assistant Professor (teaching stream)	PhD, Curriculum & Pedagogy (OISE/Toronto, 2017)	Dr. Wilton comes to us from her position as Sessional Lecturer II in the Department of Curriculum & Pedagogy at OISE/University of Toronto. She also held the position of Occasional Teacher/LTO with Peel District School Board. Dr. Wilton's teaching and research interests are interwoven and lie in the areas of pre-service education, teaching with technology, online learning, new literacies, and the pedagogies connected to integrating technology to teaching.	2 years
HEALTH					
Chinworth, Susan	Kinesiology, Rehabilitative Science	Sessional Assistant Professor (teaching stream)	PhD, Physical Education (Texas Woman's University, 1997)	Dr. Chinworth comes to us from her Adjunct Professor position with the Department of Physical Therapy Education at Elon University. Dr. Chinworth has rich experience in teaching students directly relevant to a range of rehabilitative sciences, and extensive expertise in curricular and program development.	2 years
Venkatesapermal, Ramesh	Nursing, Pediatrics	Sessional Assistant Professor (teaching stream)	MSc, Nursing (MGR Medical University, India, 1999)	Mr. Venkatesapermal is currently enrolled in the PhD program in the School of Nursing, York University. He has over 15 years of experience in acute care nursing and numerous certifications. Mr. Venkatesapermal has extensive academic experience in teaching,	3 years

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

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

Name	Department, Field	Rank	Highest Degree	Research Agenda/Specialization	Length of Term
				service, and leadership roles in Canadian and international university nursing programs.	
LA&PS					
Clark, Patrick	Social Science, Business & Society	Sessional Assistant Professor (professorial stream)	PhD, Political Science (Carleton, 2019)	Dr. Clark comes to us from his positing as Postdoctoral Researcher in the Department of Anthropology and Development studies at St. Francis Xavier University. He has an active research agenda on the social economy focusing on sustainable local development in Latin America.	1 year
Gomez-Lavin, Javier	Philosophy	Sessional Assistant Professor (professorial stream)	PhD, Philosophy (CUNY, 2018)	Dr. Gomez-Lavin currently completed a Provost Postdoctoral Fellow at the University of Pennsylvania. His work is anchored in empirically informed philosophy, from applying cognitive neuroscience to mental architecture, to pioneering experimental accounts of collective action and personal identity.	2 years
Martens, Stephanie (1-Sept-21)	Politics, History of Political Thought	Sessional Assistant Professor (teaching stream)	PhD, Political Science (Alberta, 2012)	Dr. Martens comes to us from her position as Associate Professor of Political Science at Laurentian University which was recently closed. Her current research is in the area of indigenous politics, political theory and the history of political thought.	2 years
McGillivray, James	Social Science, Business & Society	Sessional Assistant Professor (professorial stream)	PhD, Law (York, 2017)	Dr. McGillivray's recently held the position as research consultant for the CAUT on academic freedom. He has previously taught Business Law at Northwest Missouri State University. His research focuses on the political economy of intellectual property and innovation policy, examining the impact of the economic power of modern corporations.	1 year
Zhang, Tracey	Communication Studies	Sessional Assistant	PhD, Communications and	Dr. Zhang currently completed a Mitacs Elevate Postdoctoral Fellow in Mel Hoppenheim School of Cinema at Concordia University. Dr.	1 year

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

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

Name	Department, Field	Rank	Highest Degree	Research Agenda/Specialization	Length of Term
		Professor (professorial stream)	Cultural Studies (Simon Fraser, 2010)	Zhang’s research explores the intersections of policy practices, labour, gender, and race in the global creative/cultural industries.	
GLENDON					
Levine, Gabriel	Multidisciplinary Studies, Drama Studies	Sessional Assistant Professor (professorial stream)	PhD, Social and Political Thought (York, 2014)	Dr. Levine has held the position of Sessional Assistant Professor and Program Coordinator in the Drama Studies Program at Glendon since 2017. Prior to coming to York, he held positions of Postdoctoral Fellow at the Jackman Humanities Institute at the University of Toronto and in the Department of Theatre at Concordia University. Dr. Levine is a researcher, teacher and interdisciplinary performing artist with a strong background in theatre studies and interdisciplinary fine arts.	1 year
LASSONDE					
Tsai, Peiying (Jennifer)	ESSE, Space Engineering	Sessional Assistant Professor (teaching stream)	PhD, Mechanical Engineering (McMaster, 2017)	Dr. Tsai comes to us from her Research Associate position in the Computing Infrastructure Research Centre (CIRC) at McMaster University working on big data analysis, deep neural networks, and artificial intelligence. She previously held a Postdoctoral Fellowship at McMaster University.	3 years
SCIENCE					
Da Sylva, Tanya	Biology, Immunology/ Virology	Sessional Assistant Professor (teaching stream)	PhD, Biology (York, 2008)	Dr. Da Sylva has held the position of Course Director in the Department of Biology at York University. She previously taught courses in Biology at the University of Toronto and was a Research Fellow at the Hospital for Sick Children. Dr. Da Sylva has experience teaching large and small classes and has curricular development and service experience.	3 years

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

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

SEPTEMBER 2021

Points of Pride



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

1 UN ESTABLISHES TORONTO CENTRE OF EXCELLENCE ON YOUTH HOMELESSNESS PREVENTION AT YORK UNIVERSITY



To support the efforts of cities and national governments in fighting the challenges of homelessness, the United Nations Economic Commission for Europe (UNECE) has established the Toronto Centre of Excellence on Youth Homelessness Prevention at York University, the first of its kind in North America.

2 SCHULICH SCHOOL OF BUSINESS RANKED AMONG WORLD'S TOP 20 IN CNN EXPANSIÓN RANKING

York's renowned Schulich School of Business has ranked 17th in the world and #1 in Canada in the annual global MBA survey conducted by CNN Expansión. The survey rates leading MBA programs from around the world using a broad range of criteria, including Academic Quality, Return on Investment and Global Value.

3 SCOTIABANK/LASSONDE SCHOOL OF ENGINEERING GIFT ANNOUNCEMENT

Scotiabank has committed \$980,000 to the Lassonde School of Engineering for a Financial Crimes Research Initiative that directly supports strategic priorities including a Global Financial Crimes Research Fund, Kindergarten to Industry Academy, and the Helen Carswell STEAM Program.



Helen Carswell STEAM Program



Board of Governors

Memorandum

To: Board of Governors

From: Bobbi White, Chair, Finance and Audit Committee

Date: 12 October 2021

Subject: Digital Marketing Contract – Division of Students

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the awarding of a contract to EQ Works Advertising, for digital marketing services valued at approximately \$6M, including York options and inclusive of HST. The contract terms are 36 months, starting fall 2021, with two optional 24-month renewals.

Background and Rationale:

Led by the Communication & Marketing Team in the Division of Students, Digital Program Marketing (DPM) has been supporting York University's Strategic Enrolment Management (SEM) priorities since 2015. DPM promotes programs to prospective students through timely, targeted and cost-effective advertising on Google, Facebook, Twitter, Instagram, and more.

In response to the University Academic Plan 2020-2025 (UAP) priority for 21st Century Learning, which calls for “additional growth and diversification of our international student body”, DPM has expanded internationally. Today, DPM promotes nearly 70 York University programs in more than 20 key countries. Continued investment in DPM is integral to brand reputation and rankings, internationalization, student recruitment and enrolment, and retention.

Following University Procurement Policy and Processes, a request for proposal (RFP) for digital marketing was issued on March 2, 2021. Two (2) submissions were received

Board of Governors

and two (2) were short-listed and reviewed by an evaluation committee. The evaluation committee determined that EQ Works has the resources and expertise required to meet the criteria outlined in the RFP. The University has issued a conditional award letter to EQ Works, subject to Board approval.

Benefits

DPM is the only pan-institutional SEM initiative focused on driving applications. DPM is uniquely positioned to target, track, and remarket to prospective students. In turn, DPM maintains a digital presence to keep York University top of mind throughout the full recruitment and conversion cycle.

DPM has enabled York University to reach key recruitment markets that are in line with York International's Global Engagement Strategy. DPM has also been integral to York University's COVID-19 response by pivoting all in-person and travel-based recruitment and conversion activities to fully online experiences.

Overall, DPM benefits York University by generating high-quality leads and applications that convert to enrolled and registered students.

DPM Highlights (September 2020 – August 2021)

- 55 priority programs promoted across 18 countries
- 173 million ad views and 1 million ad clicks (0.58% clickthrough rate)
- 70,000 applications driven by DPM, 40,000 (57%) for specific priority programs
- 7,000 (18%) of priority program applications driven by DPM are international, 2,300 (33%) from target countries

The DPM Budget will support the promotions of 70 University programs in 20 countries, for a duration of six months a year, over a period of seven years. The DPM Budget allows for an estimated daily spend of \$2.98 per program in each country. This spend is in line with industry benchmarks and the historical DPM spends of \$3.00 per ad click.

On average, DPM campaigns leverage three digital tactics to ensure adequate reach and visibility. Tactics may include (1) search engine marketing through Google Ad Words, (2) social media marketing through Facebook, Instagram, and Twitter, as well as (3) online display advertising on desktop, tablet, and mobile websites. The proposed DPM Budget would allow for a spend of less than \$1/day per program, per country, and

Board of Governors

per tactic. The below table provides a breakdown of DPM average rates, over the course of the contract (7 years), which are in line with industry benchmarks.

DPM Average Rates	
DPM Campaign Details	Average Rate
7 years	\$750,000/year
6 months	\$125,000/month
20 countries	\$6,250/country
70 programs	\$89.29/program
30 days per month	\$2.98/day
3 digital tactics	\$0.99/tactic

Budget Breakdown

Services	\$5,250,000
HST (net 3.51%)	184,275
Contingency (5%)	271,725
<hr/>	
Total	\$5,706,000

Funding Source

The project will be funded from exiting carryforwards in the operating budget.

Board of Governors

Memorandum

To: Board of Governors

From: Bobbi White, Chair, Finance and Audit Committee

Date: 12 October 2021

Subject: Proposed Increase of the President's Capital Projects and Goods and Services Signing Authority

Recommendation:

That the Finance and Audit Committee approve and recommend to the Board of Governors approval of an increase to the President's signing authority for capital projects and goods and services purchases, from under \$2M to \$5M.

Background and Rationale:

The York University (University) Signing Authority and Execution of Documents Guidelines and Procedures (Guidelines)¹ provides authority as to:

1. The approval and execution of documents entered into on behalf of the University as defined in the Signing Authority Policy, which commit the University to the spending of resources from operating, capital, ancillary or research funds or to the holding or disposal of real or personal property of the University.
2. This authority is in addition to the authority provided to officers of the University pursuant to the University's by-laws and approved resolutions of the Board of Governors.

¹ <https://www.yorku.ca/secretariat/policies/policies/signing-authority-approval-and-execution-of-documents/>

Board of Governors - Finance & Audit Committee

3. In accordance with the University Policy on Signing Authority, the President hereby specifies that authority for the approval and execution of documents as set out in the Signing Authority Register (SAR), provided that, in every case, any individual to whom the designated approval authority or signatory reports, shall also be authorized to approve or sign. An individual, designated in the SAR as the Approval Authority or Execution Signatory, may from time to time temporarily delegate the authority to execute a document where there is reason to do so.
4. The purpose of the SAR is to outline the approvals required for the different types of external contracts that York University may enter into. It applies to all operating, capital, ancillary, and research contracts entered on behalf of York University. It should be read in conjunction with the associated policy and procedure found in the Secretariat section of the York website.²
5. Notwithstanding the delegation of authority as set out in the SAR, no document shall be signed unless there is compliance with all University policies and applicable legislation.

The SAR has not been updated since 2005 and contains the following articles:

- Article 1: Academic Agreements
- Article 2: Arbitration and Grievance Settlements
- Article 3: Capital Projects
- Article 4: Collective Bargaining Memoranda of Settlement
- Article 5: Commercial Contracts³
- Article 6: Employment Contracts
- Article 7: Gift Agreements
- Article 8: Investment Manager and Banking Agreements
- Article 9: Leases, Licences and Hosting Agreements
- Article 10: Legal Actions, Minutes of Settlement
- Article 11: Procurement of Goods & Services⁴
- Article 12: Research Agreements
- Article 13: Sale of Disposal of Assets: Real Estate
- Article 14: Sale of Disposal of Assets: Personal Property

² <https://www.yorku.ca/secretariat/policies/>

³ Proposed future amendment to remove, Article 5: Commercial contracts

⁴ Proposed future amendment, will include Commercial Contracts

Board of Governors - Finance & Audit Committee

This document informs of proposed amendments to SAR Article 3: Capital Projects and SAR Article 11: Procurement of Goods and Services, to increase the President’s signing authority for capital projects and goods and services purchases, from under \$2M to \$5M. Though the Guidelines indicate that amendments to the SAR are within the President’s authority, this specific amendment to increase the President’s signing authority is being submitted for approval given that it increases the threshold requiring Board approval.

The amendment is being proposed to reduce administrative burden, expedite approval for capital projects and goods and services under \$5M and align with best practice research. A summary of Select Canadian University Signing Authority Limits is noted below to provide context for sector guidelines.

Summary of Select Canadian University Signing Authority Limits Requiring Board Approval.

	York	McGill	Queens	Wilfred Laurier	McMaster	University of Ottawa
Board of Governors Signing Authority Limit	>2m	>6m	>5m	>5m	>10m	>10m

Board of Governors

Memorandum

To: Board of Governors

From: Jacques Demers, Chair, Investment Committee

Date: 12 October 2021

Subject: Endowment Distribution Accrual Rate 2021-22

Recommendation:

The Investment Committee recommends that the Board of Governors approve a 2021-22 distribution accrual rate of \$4.35 per unit, representing an increase of \$0.12 per unit over the 2020-21 distribution accrual rate of \$4.23 per unit.

Background

The York University Endowment Fund includes all endowed donations received by York University. The donations are generally for the awarding of scholarships and bursaries, research chairs, and other special projects. The endowed assets are invested in long-term investments in accordance with the Board approved Statement of Investment Policies and Procedures.

The University has adopted a Smoothed Banded Inflation (SBI) distribution approach, adjusted for other factors described below. Under the SBI approach, the distribution rate grows approximately at the rate of inflation, within a range of 3 to 6 percent.

Smoothed Banded Inflation Spending Formula

While the distribution rate is guided by the SBI formula, there are other factors considered in determining the recommended amount to be distributed each year:

Board of Governors

- Fund performance represented by the 4-year rolling moving average unit value. The fund's unit value, since fiscal 2014, and 4-year moving average are shown in Fig. 1.
- Capacity of individual endowments to sustain the dual objectives of steady inflation-adjusted spending and maintenance of purchasing power of capital. For example, as of 30 April 2021, 2 of the 2,188 endowment funds were underwater while on 30 April 2020, 16 of the 2,159 endowment funds were underwater¹. Typically, newer endowments are underwater in early years as their market values have not appreciated to an appropriate level above book value to provide distributions.
- Ability of individual endowments to meet the expectations documented in donor agreements.

The SBI formula is $\$ \text{Spending}_{(t)} = \$ \text{Spending}_{(t-1)} \times (1 + \text{CPI}_{(t-1)})$ utilizing Toronto CPI.

The Consumer Price Index (CPI) for Toronto as of April 2021 was 2.36%. Using that measure suggests that the spending allotment for each unit should rise by \$0.10/unit as the expendable per unit for 2020-21 was (\$4.23/unit) plus the CPI inflation rate of 2.36% would yield \$4.33/unit. CPI data for Toronto and Canada are shown in Fig. 2.

Other factors were taken into consideration to recommend a distribution rate of \$4.35/unit, which is greater than the criteria outlined by the SBI formula:

- The market value of each unit increased 20.47% Yr/Yr from \$113.4797 to \$136.7113. (See Table 1). This was due to a strong return for the Endowment Fund of 23.24% in fiscal 2020-21. The value of each unit and the 4-year moving average of those unit values show a strong rebound after a dip in February and March 2020 (Fig. 1).
- While the market return for the Endowment Fund was strong in fiscal 2020-21, in the interest of managing expectations it is prudent to slowly grow distributions with regular and predictable growth to allow endowments to generate investment income. This allows for distributions to be maintained in the event returns are negative over one or two years. In the event that market returns are negative, as in fiscal 2015-16, the intent is to maintain a distribution rather than cut or suspend it (Table 1). Sustainability in distributions is particularly important for new endowments with less than two years invested. Internal stress testing is conducted to ensure the financial sustainability of distributions going forward.

¹ "Underwater" is defined as market value below donated capital.

Board of Governors

Proposed Distribution Accrual Rate 2021-22

For the reasons outlined, Administration recommends a distribution accrual rate of \$4.35 per unit. The distribution accrual rate of \$4.35 per unit represents a yield of 3.18% of the unit value at 2021 FYE (Fiscal Year End). The distribution yield refers to the disbursement of assets from the Endowment Fund divided by the market value of the fund as of FYE. The distribution consists of net capital gains made from the profitable sale of portfolio assets, along with dividend income and interest earned by those assets. Since the unit value at FYE was \$136.7113/unit, and the proposed distribution accrual rate is \$4.35/unit, $\$4.35 \div \$136.7113 = 3.18\%$.

The proposed payout of \$4.35/unit represents a yield of 3.75% of the previous 4-year moving average of the unit values (i.e., $\$4.35 \div \116.149). While the yield is lower than previous years, the proposed payout of \$4.35/unit would result in an approximate distribution of \$17.89M based on externally restricted units and represent an increase of approximately \$1.26 over the previous year.

Table 1 shows the actual (2014-21) and proposed yield based on unit distribution accrual rate.

Table 1: Actual and Proposed Distribution Rates and Yields

Fiscal Year End	Unit Vaue (FYE)	Accrual Distribution Rate	Yield
April 30, 2014	\$100.0000	\$3.90/unit	3.90%
April 30, 2015	\$106.8879	\$3.96/unit	3.70%
April 30, 2016	\$98.2817	\$3.96/unit	4.03%
April 30, 2017	\$111.6046	\$4.02/unit	3.60%
April 30, 2018	\$109.6943	\$4.08/unit	3.72%
April 30, 2019	\$115.4543	\$4.17/unit	3.61%
April 30, 2020	\$113.4797	\$4.23/unit	3.73%
April 30, 2021	\$136.7113	\$4.35/unit	3.18%

4 Year MA value (FYE April 30, 2021) = 116.1494426

Yield for FY 2020-21 distribution: $\$4.35 \div \$116.149 = 3.75\%$

Board of Governors

Figure 1: Endowment Fund Unit Value Since 2014 and 4-Year Moving Average

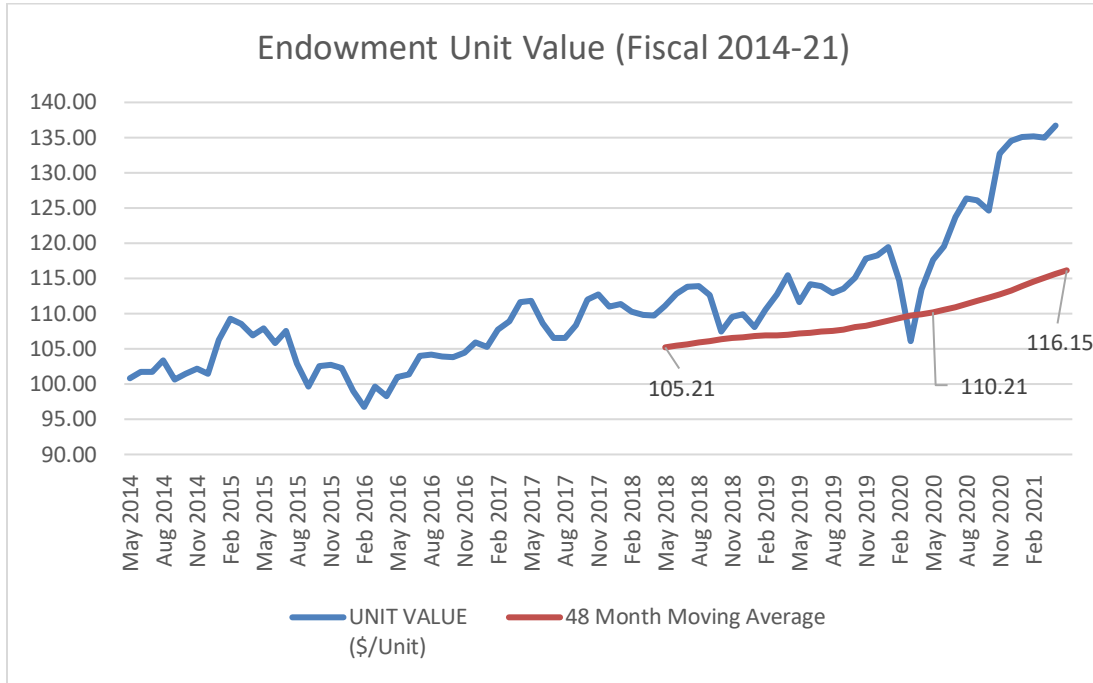
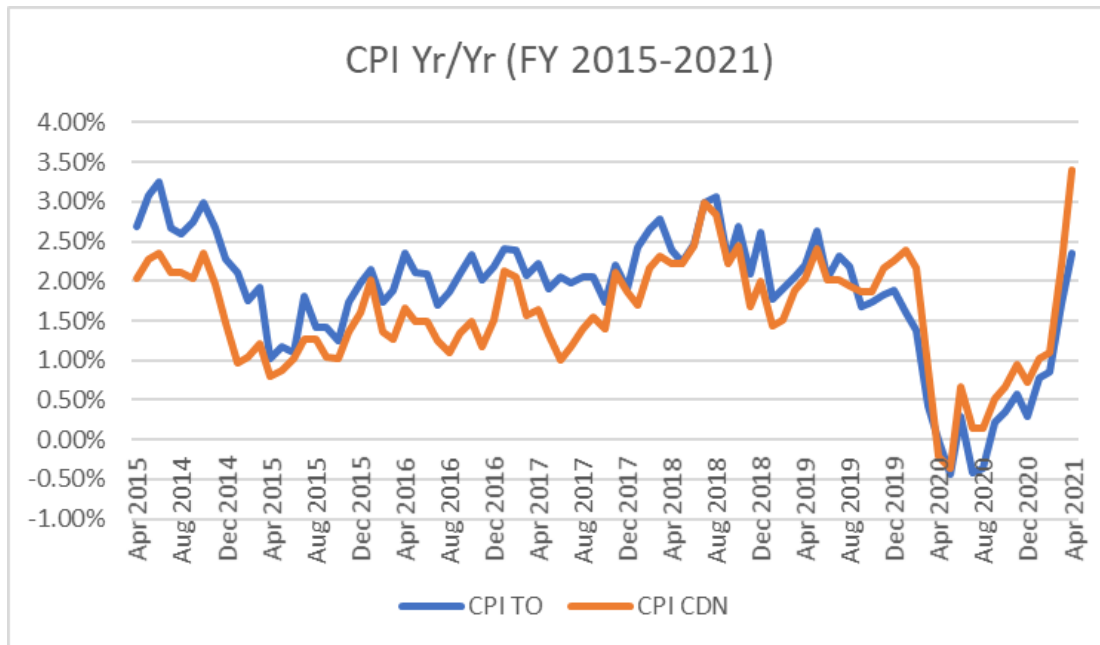


Figure 2: Consumer Price Index Data for Toronto and Canada 2015-2021



Board of Governors

Memorandum

To: Board of Governors

From: Jacques Demers, Chair, Investment Committee

Date: 12 October 2021

Subject: Domestic Real Estate Benchmark Change and Corresponding Revised Statement of Investment Policies and Procedures

Recommendation

The Investment Committee recommends that the Board of Governors approve a change to the benchmark for domestic real estate from FTSE TMX Universe Bond Index + 2% to CPI + 4%, and corresponding revisions to the Statement of Investment of Policies and Procedures (SIPP).

Background

In December 2013, the Investment Committee approved the appointment of Bentall Kennedy (Canada) to manage assets for the York University Endowment Fund. After due diligence, the Bentall Kennedy Prime Canadian Property Fund (Prime Fund) was awarded the specialty Canadian real estate mandate.

Bentall GreenOak Prime Canadian Property Fund

In December 2018, Bentall Kennedy and GreenOak Real Estate announced the signing of an agreement to merge the two firms into a leading global real estate investment platform. The combined entity was renamed Bentall GreenOak. By July 2019, Bentall GreenOak announced the closing of the merger. The performance of the Bentall GreenOak's Prime Canadian Property Fund was reviewed during the December 2020 Investment Committee meeting since real estate had been an underperforming asset

Board of Governors - Investment Committee

class during the 2020 calendar year. Following the review of the Prime Fund, the performance benchmark of the fund was reviewed.

As performance reporting was conducted for all of the endowment's investment managers, it was noted that the internal York benchmark for the Prime Fund was FTSE TMX Universe Bond Index + 2%, which differed from the benchmark used by Bentall GreenOak that the Prime Fund aims to beat, namely CPI + 4% on a 4-year rolling basis. As a point of comparison, the benchmark for the Landmark Real Estate VIII Offshore fund is CPI + 4%. Furthermore, the Pension Fund has real estate allocations to TD Greystone, MS Prime, and Almanac VIII, in addition to Landmark VIII. The benchmark for all of these funds is CPI + 4%.

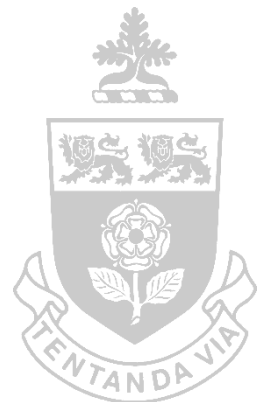
For consistency with the investment manager, and for comparison against other real estate managers, the SIPP should be changed to reflect a standard real estate benchmark of CPI + 2%. The FTSE TMX Universe Bond Index + 2% is the benchmark that has been used to date. The new benchmark of CPI + 4% is reflected within the new SIPP. A revised SIPP document with no highlights and a revised SIPP document with the deletions and additions highlighted, are attached.



York University Endowment Fund

STATEMENT OF INVESTMENT POLICIES AND PROCEDURES

September 21, 2021



SECTION I – Introduction and Overview of the Endowment Fund

- 1.1 The York University Endowment Fund (“Fund”) is a commingled pool of individual endowments that have been gifted by donors. The donations to the University form the corpus of invested assets of the Fund.
- 1.2 Endowed accounts are established for designated purposes that include academic chairs, scholarships and bursaries. The donations, gifts, and bequests that have been received together with any matching funds from external or University programs, have been designated to specific purposes as agreed to between each donor and the University.
- 1.3 The purpose of the Fund is to, in perpetuity, preserve the endowed capital in real terms and provide annual distributions to endowment beneficiaries for spending. The Fund assets are invested to protect the corpus in real terms and produce returns sufficient to provide a steady amount of annual distribution toward spending for the beneficiary purposes.
- 1.4 The investment objective for the Fund is to earn a real return from long-term investments that protects endowment capital and provides stable inflation-adjusted annual distributions for endowed account beneficiaries.
- 1.5 Distributions from the Fund for beneficiary spending are subject to the University policies and procedures governing Endowment Fund distributions as well as any restrictions that may apply to individual endowed accounts.
- 1.6 The purpose of the Statement of Investment Policies and Procedures (“Policy”, “SIPP”) is to detail the terms that apply to the investment of the Fund.

SECTION II – Governance and Administration

Board of Governors

- 2.1 The University through its Board of Governors has responsibility for the Endowment Fund and for approval of the Statement of Investment Policies and Procedures, as may be amended from time to time.
- 2.2 The Board of Governors has appointed an Investment Committee (“Committee”) to oversee the assets and investment of the Fund.

- 2.3 The Board of Governors has appointed a Finance and Audit Committee and delegated the responsibility for approving the amount of annual distribution to endowment accounts.
- 2.4 The Board of Governors through its Investment Committee may rely on independent experts for certain aspects of the Fund's operations where expert knowledge is required or where a perceived or actual conflict of interest exists.
- 2.5 The Board of Governors has delegated to the Investment Committee the responsibility for selecting and appointing the Investment Managers, Custodian, Recordkeeper and various agents as may be required for the care and administration of the Fund.
- 2.6 Neither the Governors, the Committee, nor the staff of the University representing Administration, shall select securities on behalf of the Fund.

Investment Committee

- 2.7 The Investment Committee shall develop this Policy and recommend its adoption to the Board of Governors.
- 2.8 The Investment Committee shall provide periodic reports including advice of any changes to Investment Managers or service providers and deliver an annual report on the assets and performance of the Fund to the Board of Governors.
- 2.9 The Investment Committee shall select and retain one or more competent external professional Investment Managers of Pooled Funds, Segregated Portfolios, or short-term deposits for the Fund.

The terms of each Investment Manager appointment shall be contained in an Investment Mandate approved by the Committee. The Committee shall alter its selection of Managers and amend the Mandates from time to time as it deems to be in the best interest of the Fund.

The Committee shall ensure at all times that there are no conflict of interest issues in connection with such appointments.

- 2.10 To the extent the Fund invests in Pooled Funds, each Investment Manager shall provide a copy of its investment policy for a specific Pooled Fund and notification of amendments to the investment policies of the Pooled Funds, as made from time to time, and these shall be deemed to be incorporated in the respective Manager Mandate.

- 2.11 The Investment Committee shall meet as required with each Investment Manager to review its firm, investment strategy, portfolio and performance as well as any other significant issues.
- 2.12 The Investment Committee shall appoint one or more Custodians for all or part of the Fund assets. Any appointed Custodian shall be a trust company registered in Canada. All investments and assets of the Fund shall be held by a Custodian. The Committee shall further retain the services of any independent experts and various agents as may be required for the care and administration of the Fund.

Administration

- 2.13 The Administration of the University is responsible for directing the allocation of Fund assets including contributions to and distributions from the Fund.
- 2.14 Administration shall deliver monthly reports on Fund assets and performance of the Fund and its Investment Managers to the Committee.
- 2.15 Administration shall conduct Investment Manager searches, due diligence studies and oversight meetings with Managers as required and provide recommendations to the Committee
- 2.16 Administration shall develop the Investment Mandates in accordance with the Fund's investment strategy and any relevant changes in the external environment or best practices and recommend approval to the Committee.
- 2.17 Administration shall communicate general guidelines for voting to each Investment Manager of an actively-managed Segregated Portfolio of equities.
- 2.18 Administration shall review the compliance of each Manager to the Investment Mandate and report any issues to the Committee.
- 2.19 Administration shall ensure that the Fund is managed in accordance with the Policy and compliant with applicable legislation and regulatory requirements.
- 2.20 Administration shall ensure that all investments in the Fund are recorded in the financial records as subject to the annual audit by the University's independent auditors.

SECTION III – Investment Strategy

- 3.1 The investment strategy expressed in the Asset Mix Policy takes into consideration certain investment factors and principles, described in this section, with the goal of generating a target return and level of risk that support the Fund's ability to meet its obligations.

Diversification

- 3.2 Diversification of investment exposures increases long-term risk-adjusted return potential. The characteristics of different asset classes combined in target proportions increase the probability of achieving target return and risk suitable to the Fund obligations.
- 3.3 Diversification reduces exposure to specific investment risks, among these: equity risk, interest rate risk, credit risk, inflation risk, liquidity risk, single issuer risk, and manager risk.
- 3.4 Equity returns are expected to exceed fixed income returns over the long term. Return objectives are tempered for risk, however, as excessive volatility of equity returns can negatively impact the Fund's ability to match obligations.
- 3.5 Fixed income provides term and credit diversification, reduces Fund volatility and enhances Fund liquidity.
- 3.6 Real Assets provide diversification in respect of Equities and Fixed Income and a hedge against inflation.
- 3.7 Using skilled active management can provide superior returns or decrease the risk of the Fund, or both, relative to a market-oriented benchmark.

Liquidity

- 3.8 Liquidity is required to enable the Fund to meet its obligation of annual distributions to endowed accounts adjusted for inflation. The Fund is managed to permit sufficient liquidity to generate cash for distribution, contain costs, and periodically realign asset class weights to Policy weights within the current context of the Fund's net annual outflows.
- 3.9 Liquidity requirements in a long-term strategy are sustained by diversified holdings in publicly-traded securities. Illiquid strategies and securities tend to constrain access to liquidity and add to the opportunity and transaction costs associated with raising cash.

Sustainable Investing

Statement of Beliefs for Sustainable Investing

- 3.10 The University has a fiduciary responsibility to manage the long-term sustainability of its investments in such a manner as to provide predictable funding to students and researchers, consistent with donor intent;
- 3.11 To sustain such long-term returns, relevant risks must be appropriately managed and assessed;
- 3.12 York University is committed to a sustainable investment strategy which integrates environmental, social and governance (ESG) factors in the overall management of its endowment portfolio. York University believes these factors can affect risks and returns, and that organizations that effectively manage environmental, social and governance factors are more likely to endure and create sustainable value over the long term. The University's approach to sustainable investing is evolving, recognizing that it is not a static concept, but one which changes and adapts, as the linkage between ESG factors and risk and returns becomes better understood over time.
- 3.13 Better returns are more likely to be achieved when the University selects and monitors Investment Managers who actively integrate ESG factors in their investment evaluation processes;
- 3.14 The consideration of ESG factors is an important element of risk which Managers must assess and manage;
- 3.15 The University believes active engagement through its Investment Managers is an effective approach in assessing ESG factors;
- 3.16 The University believes engagement through its Investment Managers will generate better and sustainable returns relative to a negative screening process, which would arbitrarily exclude certain investments

Implementing Sustainable Investing

- 3.17 The consideration and integration of ESG risk factors in the investment selection and evaluation processes are consistent with the investment objectives of the Fund of providing beneficiaries with a sustainable payout over the short and long terms.
- 3.18 The Investment Committee will integrate ESG-related criteria in its Manager selection process and hires Managers who demonstrate transparent processes

incorporating material ESG consideration in their research and investment decision-making process. The University will ensure through Investment Management Agreements and Mandates that Investment Managers actively consider ESG factors.

- 3.19 The University will monitor Investment Manager ESG integration and engagement on a regular basis. Such monitoring will include an annual reporting process to the University on incorporation of ESG factors by Investment Managers.
- 3.20 The University will report annually to the University community, as part of its overall reporting of investment performance, on how Managers incorporate ESG factors in their evaluation process.
- 3.21 The University will collaborate with like-minded investors and associations to help raise awareness of the benefits of ESG factors in investment decision making.

SECTION IV – Asset Mix Policy

Asset-Liability Studies

- 4.1 The target asset mix is developed in asset-liability studies that take into consideration the Fund’s long-term investment horizon, annual obligations to beneficiaries, ability to manage risk, liquidity constraints and administrative capacity.

Introduction of Real Assets

- 4.2 The Real Assets was approved by the Board of Governors in April 2014. A phase-in period for developing the target Real Assets exposures is normal for the characteristics of this class.

Target Asset Mix Policy

- 4.3 The long-term Target Asset Mix Policy effective as of December 31, 2019 is shown in the table below.

ASSET CLASS	MIN. Weight	TARGET	MAX. Weight
Global Equities, All Countries	45%	50%	55%
TOTAL EQUITIES	45%	50%	55%
Cash and Equivalents	0%	0%	10%
TOTAL FIXED INCOME	25%	30%	35%
TOTAL REAL ASSETS	15%	20%	25%
TOTAL FUND		100%	

Asset Class Ranges

- 4.4 Ranges are approved for normal degrees of variance from Target of asset class weights. The range that each asset class weight is permitted to vary within is +/- 5% of its Target Weight.
- 4.5 Global Equities encompasses developed and emerging markets. Allocation weights in emerging markets as a sub-category of Global Equity shall be generally aligned to the market capitalization weight as expressed in the index. Limits on emerging markets exposures in the portfolios are expressed within the individual manager mandates.
- 4.6 Real Assets, due to a necessary phase-in, will cause aggregate weights in the Equities classes to vary above Target Weight. The approved temporary variance above Target for aggregated equity classes is to a maximum of 15% during the phase-in period.
- 4.7 Cash and Equivalents are held at low levels in the Fund. Cash levels held in portfolios are at the discretion of each Investment Manager and in accordance with each Manager Mandate. For the purpose of monitoring and measuring, cash in portfolios is deemed to be included in that Manager's asset class.
- 4.8 Rebalancing of Fund asset weights will be conducted periodically in response to cashflows, or when actual asset mix weights deviate outside the normal ranges. Reallocation among portfolios will be conducted to bring the asset class weights back within Policy ranges.

Currency Hedging

- 4.9 The impact on returns and risk due to currency exchange rate volatility can provide diversification or negatively accentuate risk depending on each type of asset class holding the foreign-denominated exposures. To manage desirable and undesirable currency risk, the following Policy parameters for currency hedging to the Canadian dollar shall be applied to foreign-denominated exposures, on a passive basis:

Asset Class	Passive Hedge Ratio
Equities	0%
Real Assets	50%

Fixed Income	50%
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SECTION V – Portfolio Diversification and Constraints

- 5.1 The Fund assets shall at all times be prudently invested in a diversified manner in accordance with the Policy. The Committee shall ensure that the diversification requirements in the Policy and each of the Manager Mandates, in combination with the amount of assets allocated to each Manager of a Segregated Portfolio or Pooled Fund, are consistent with the limits in this section.
- 5.2 In no case shall the Fund own more than 10% of any class of the securities of a corporation.
- 5.3 In no case shall the Fund have more than 10% of its total investments invested in the securities of any one corporation, government, or trust, other than in the governments of G7 nations.
- 5.4 In respect of the Equities held for the Fund:
- (a) All holdings shall be listed on a public exchange or be convertible or exchangeable into such securities.
 - (b) Holdings shall be diversified by company, region, industry, currency and country; however, consideration may be given to the relative sizes of economic activity and stock markets capitalization.
- 5.5 In respect of the Fixed Income held for the Fund:
- (a) All holdings in corporate Fixed Income shall be diversified by company, region, industry and country; however, consideration may be given to the relative size of the opportunity set in different countries.
- 5.6 In respect of the Real Assets held for the Fund:
- (a) No direct holdings in real assets are permitted.
 - (b) All holdings in Real Assets shall be diversified by industry, company, region and country; however, due to the illiquid nature of these assets, time may be required to develop diversification.
- 5.7 In respect of Cash and Equivalents held for the Fund:

- (a) All Cash and Equivalents holdings shall be in accordance with the Policy and any Pooled Fund policy that has been specifically considered and approved for inclusion in a Manager Mandate.
- (b) Cash and Equivalents and deposits with banks or trust companies must be rated “A”, or better, or be held with institutions that have a long-term rating of “A”, or better.

5.8 In respect of Derivatives employed for the Fund:

- (a) All use of Derivatives shall be in accordance with the Policy and any Pooled Fund policy that has been specifically considered and approved for inclusion in a Manager Mandate.
- (b) Derivatives may be used only to:
 1. Create an asset mix position within ranges and among the asset classes set out in the Policy;
 2. Replicate the investment performance of a recognized capital market index or the impact of changes in interest rates;
 3. Create an exposure to securities that are otherwise permitted under this Policy;
 4. Manage the currency exposure of foreign-denominated holdings; or
 5. Reduce risk as part of a hedging strategy.

5.9 The Fund may lend its securities through the Custodian, subject to applicable legislation and providing that minimum collateral of 105% of the market value of the loaned securities, marked to market daily, is maintained at all times in cash or high quality, liquid securities.

5.10 Any endowed gifts to the University of securities will be sold as soon as practicable upon receipt.

SECTION VI – Return Expectations

Performance Objective

6.1 The Fund performance objective is to produce a moving four-year annualized rate of return, net of investment fees, that meets or exceeds the four-year annualized rate of return of the Fund Benchmark for the same period.

Fund Benchmark

- 6.2 The Fund Benchmark is a composite of market indices. Each market index shall be chosen for being the most effective broad representation of its Policy asset class, as gauged by its investable universe, return characteristics and risk profile.
- 6.3 The composite Fund Benchmark excludes the impact of currency hedging. For the purpose of reporting and measuring relative performance of the Fund including the effects of currency hedging, the monthly return from passive hedges held for the Fund shall be additive both to total Fund performance and to total Benchmark performance.
- 6.4 The following Benchmarks are effective as from October 31, 2021. The Benchmark returns shall be calculated to assume monthly rebalancing and is expressed in Canadian dollar terms. Canadian fixed income benchmarks are not required following the approval of changes to implement unconstrained fixed income asset class.

Asset Class	Index	Current Weight	Target Weight
Global Equity	MSCI ACWI (for all global equity managers)	62%	50%
Unconstrained fixed income	Bloomberg Barclays Multiverse Index (C\$ Hedged) (for Manulife) {75% Bloomberg Barclays Global Aggregate Corporate (C\$ Hedged) + 25% FTSE Canada Short Term Overall Bond Index} (for PH&N)	17%	20%
Global High Yield Bonds	Citigroup High Yield Market Capped (for Stone Harbor)	9%	10%
Real Assets	Real Estate Benchmark CDN CPI + 4%	7%	20%
			100%

- 6.5 The market indices prescribed for the Fund Benchmarks above are chosen for their representative characteristics. The Benchmark indices established in each approved Manager Mandate may vary.

The indices above may be amended by the Committee from time to time, as necessary; such amendments will be reflected in the next revision of the Policy.

- 6.6 During the phase-in period for the Real Assets asset class, the current Benchmark weight will be held at 10% until the exposure has been fully developed to at or near 20%, at which time the 20% Benchmark weight shall apply. The offset weight during the phase-in period will be applied to equity classes.
- 6.7 The Fund's historical record of performance shall be reported and compared to a linked series of distinct composite benchmarks as specified in successive Board of Governors approved versions of the Policy and as verifiable to the documents and minutes of the meetings of the Investment Committee.

SECTION VII – Valuation of Investments

- 7.1 Investments in marketable securities held in Segregated Portfolios shall be valued by the Custodian no less frequently than daily at their local and base market value at that time.
- 7.2 Investments in Pooled Funds holding publicly-traded securities shall be valued according to the unit values published by the Managers. The Custodian shall be responsible for requesting and recording the unit values on a timely basis.
- 7.3 If a market valuation of any investment is not readily available, an estimate of fair value shall be supplied by the Investment Manager to the Custodian no less frequently than quarterly. Such fair value may be determined by reference to the most recent independent appraisal or by other means such as discounted cash flow or comparison with similar assets which are publicly traded. In all cases, the methodology shall be applied consistently over time.

SECTION VIII – Voting Rights

- 8.1 The responsibility of exercising and directing voting rights acquired through the Fund's holdings in securities shall normally be delegated to the Investment Manager, who shall be required at all times to act prudently and in the best interest of the Fund.
- 8.2 The Investment Managers shall maintain a record of how the Fund's voting rights were exercised and provide a copy of such record to Administration at least annually.

- 8.3 The Committee reserves the right to direct the voting decision of an Investment Manager if in its view such action is in the best interests of the Fund.
- 8.4 The above constraints and voting rights may not be directly enforceable to the extent that Fund assets are held in Pooled Funds. Nonetheless, the Investment Manager of a Pooled Fund shall be required to act prudently and in the interests of its investors and shall be required to provide a copy of the Pooled Fund's voting rights policy to Administration.

SECTION IX – Monitoring

Investment Managers Monitoring

- 9.1 For monitoring and assessing the case for retention of each Investment Manager, the Committee shall consider:
- (a) Each Investment Manager's performance in terms of returns and volatility;
 - (b) Changes in each Investment Manager's organizational structure;
 - (c) Changes in key personnel in the relevant investment team of each Investment Manager;
 - (d) Consistency of each Investment Manager's investment strategy and style;
 - (e) Regulatory issues that may affect each Investment Manager;
 - (f) Compliance of each Investment Manager to the Policy and respective Manager Mandate;
 - (g) Quality of service provided by each Investment Manager;
 - (h) Success of each Investment Manager toward achieving the value added and risk objectives of each Investment Mandate; and
 - (i) Suitability of each Investment Manager toward meeting the objectives of the Fund and the respective Investment Mandate.

Fund Performance Monitoring

- 9.2 The Committee shall, at least annually, review an analysis of Fund and asset class performance, to include comparison of Fund return and risk metrics to:
- (a) Performance of the Fund composite Benchmark; and
 - (b) Relevant measures of risk.

Policy Implementation Monitoring

9.3 The implementation of the Policy shall be reviewed over the normal course of the four-year measurement period in line with the performance objective. Such review shall consider inputs from the Fund's investment consultant, including advice, asset-liability studies and ongoing manager monitoring, as well as the evidences from similar funds of results and best practices. The following are subject to assessment by the Committee, in the context of Fund obligations, risk tolerance and liquidity requirements:

- (a) Effectiveness of the implementation of the Investment Strategy and Asset Mix Policy;
- (b) Appropriateness of the Fund Benchmark;
- (c) Appropriateness of currency hedging given the Fund's foreign-denominated holdings and asset class exposures;
- (d) Suitability of the Investment Manager structure; and
- (e) Cost-effectiveness of the implementation.

SECTION X – Policy Review

The Policy shall be reviewed and affirmed or amended at least annually.

Approved by the Investment Committee:

September 21, 2021

Approved by the Board of Governors:

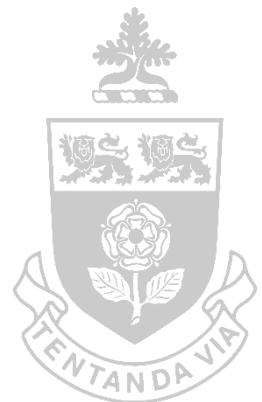
October 12, 2021



York University Endowment Fund

STATEMENT OF INVESTMENT POLICIES AND PROCEDURES

~~November 26, 2019~~ September 21, 2021



SECTION I – Introduction and Overview of the Endowment Fund

- 1.1 The York University Endowment Fund (“Fund”) is a commingled pool of individual endowments that have been gifted by donors. The donations to the University form the corpus of invested assets of the Fund.
- 1.2 Endowed accounts are established for designated purposes that include academic chairs, scholarships and bursaries. The donations, gifts, and bequests that have been received together with any matching funds from external or University programs, have been designated to specific purposes as agreed to between each donor and the University.
- 1.3 The purpose of the Fund is to, in perpetuity, preserve the endowed capital in real terms and provide annual distributions to endowment beneficiaries for spending. The Fund assets are invested to protect the corpus in real terms and produce returns sufficient to provide a steady amount of annual distribution toward spending for the beneficiary purposes.
- 1.4 The investment objective for the Fund is to earn a real return from long-term investments that protects endowment capital and provides stable inflation-adjusted annual distributions for endowed account beneficiaries.
- 1.5 Distributions from the Fund for beneficiary spending are subject to the University policies and procedures governing Endowment Fund distributions as well as any restrictions that may apply to individual endowed accounts.
- 1.6 The purpose of the Statement of Investment Policies and Procedures (“Policy”, “SIPP”) is to detail the terms that apply to the investment of the Fund.

SECTION II – Governance and Administration

Board of Governors

- 2.1 The University through its Board of Governors has responsibility for the Endowment Fund and for approval of the Statement of Investment Policies and Procedures, as may be amended from time to time.
- 2.2 The Board of Governors has appointed an Investment Committee (“Committee”) to oversee the assets and investment of the Fund.

- 2.3 The Board of Governors has appointed a Finance and Audit Committee and delegated the responsibility for approving the amount of annual distribution to endowment accounts.
- 2.4 The Board of Governors through its Investment Committee may rely on independent experts for certain aspects of the Fund's operations where expert knowledge is required or where a perceived or actual conflict of interest exists.
- 2.5 The Board of Governors has delegated to the Investment Committee the responsibility for selecting and appointing the Investment Managers, Custodian, Recordkeeper and various agents as may be required for the care and administration of the Fund.
- 2.6 Neither the Governors, the Committee, nor the staff of the University representing Administration, shall select securities on behalf of the Fund.

Investment Committee

- 2.7 The Investment Committee shall develop this Policy and recommend its adoption to the Board of Governors.
- 2.8 The Investment Committee shall provide periodic reports including advice of any changes to Investment Managers or service providers and deliver an annual report on the assets and performance of the Fund to the Board of Governors.
- 2.9 The Investment Committee shall select and retain one or more competent external professional Investment Managers of Pooled Funds, Segregated Portfolios, or short-term deposits for the Fund.

The terms of each Investment Manager appointment shall be contained in an Investment Mandate approved by the Committee. The Committee shall alter its selection of Managers and amend the Mandates from time to time as it deems to be in the best interest of the Fund.

The Committee shall ensure at all times that there are no conflict of interest issues in connection with such appointments.

- 2.10 To the extent the Fund invests in Pooled Funds, each Investment Manager shall provide a copy of its investment policy for a specific Pooled Fund and notification of amendments to the investment policies of the Pooled Funds, as made from time to time, and these shall be deemed to be incorporated in the respective Manager Mandate.

- 2.11 The Investment Committee shall meet as required with each Investment Manager to review its firm, investment strategy, portfolio and performance as well as any other significant issues.
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SECTION III – Investment Strategy

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Diversification

- 3.2 Diversification of investment exposures increases long-term risk-adjusted return potential. The characteristics of different asset classes combined in target proportions increase the probability of achieving target return and risk suitable to the Fund obligations.
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- 3.5 Fixed income provides term and credit diversification, reduces Fund volatility and enhances Fund liquidity.
- 3.6 Real Assets provide diversification in respect of Equities and Fixed Income and a hedge against inflation.
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Sustainable Investing

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SECTION IV – Asset Mix Policy

Asset-Liability Studies

- 4.1 The target asset mix is developed in asset-liability studies that take into consideration the Fund’s long-term investment horizon, annual obligations to beneficiaries, ability to manage risk, liquidity constraints and administrative capacity.

Introduction of Real Assets

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- 4.3 The long-term Target Asset Mix Policy effective as of December 31, 2019 is shown in the table below.

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- 4.7 Cash and Equivalents are held at low levels in the Fund. Cash levels held in portfolios are at the discretion of each Investment Manager and in accordance with each Manager Mandate. For the purpose of monitoring and measuring, cash in portfolios is deemed to be included in that Manager's asset class.
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Equities	0%
Real Assets	50%
Fixed Income	50%

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- 5.3 In no case shall the Fund have more than 10% of its total investments invested in the securities of any one corporation, government, or trust, other than in the governments of G7 nations.
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- 5.5 In respect of the Fixed Income held for the Fund:
- (a) All holdings in corporate Fixed Income shall be diversified by company, region, industry and country; however, consideration may be given to the relative size of the opportunity set in different countries.
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- (a) No direct holdings in real assets are permitted.
 - (b) All holdings in Real Assets shall be diversified by industry, company, region and country; however, due to the illiquid nature of these assets, time may be required to develop diversification.
- 5.7 In respect of Cash and Equivalents held for the Fund:
- (a) All Cash and Equivalents holdings shall be in accordance with the Policy and any

Pooled Fund policy that has been specifically considered and approved for inclusion in a Manager Mandate.

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 5. Reduce risk as part of a hedging strategy.

5.9 The Fund may lend its securities through the Custodian, subject to applicable legislation and providing that minimum collateral of 105% of the market value of the loaned securities, marked to market daily, is maintained at all times in cash or high quality, liquid securities.

5.10 Any endowed gifts to the University of securities will be sold as soon as practicable upon receipt.

SECTION VI – Return Expectations

Performance Objective

6.1 The Fund performance objective is to produce a moving four-year annualized rate of return, net of investment fees, that meets or exceeds the four-year annualized rate of return of the Fund Benchmark for the same period.

Fund Benchmark

6.2 The Fund Benchmark is a composite of market indices. Each market index shall be

chosen for being the most effective broad representation of its Policy asset class, as gauged by its investable universe, return characteristics and risk profile.

- 6.3 The composite Fund Benchmark excludes the impact of currency hedging. For the purpose of reporting and measuring relative performance of the Fund including the effects of currency hedging, the monthly return from passive hedges held for the Fund shall be additive both to total Fund performance and to total Benchmark performance.
- 6.4 The following Benchmarks are effective as from ~~December 31, 2019~~ **October 31, 2021**. The Benchmark returns shall be calculated to assume monthly rebalancing and is expressed in Canadian dollar terms. Canadian fixed income benchmarks are not required following the approval of changes to implement unconstrained fixed income asset class.

Asset Class	Index	Current Weight	Target Weight
Global Equity	MSCI ACWI (for all global equity managers)	66 62%	50%
Unconstrained fixed income	Bloomberg Barclays Multiverse Index (C\$ Hedged) (for Manulife) {75% Bloomberg Barclays Global Aggregate Corporate (C\$ Hedged) + 25% FTSE Canada Short Term Overall Bond Index} (for PH&N)	0 17%	20%
Global High Yield Bonds	Citigroup High Yield Market Capped (for Stone Harbor)	10 9%	10%
Real Assets	Canadian Real Estate Benchmark (for Bentall Kennedy) CDN CPI + 4% (for Landmark)	8 7%	20%
			100%

- 6.5 The market indices prescribed for the Fund Benchmarks above are chosen for their representative characteristics. The Benchmark indices established in each approved Manager Mandate may vary.

The indices above may be amended by the Committee from time to time, as

necessary; such amendments will be reflected in the next revision of the Policy.

- 6.6 During the phase-in period for the Real Assets asset class, the current Benchmark weight will be held at 10% until the exposure has been fully developed to at or near 20%, at which time the 20% Benchmark weight shall apply. The offset weight during the phase-in period will be applied to equity classes.
- 6.7 The Fund's historical record of performance shall be reported and compared to a linked series of distinct composite benchmarks as specified in successive Board of Governors approved versions of the Policy and as verifiable to the documents and minutes of the meetings of the Investment Committee.

SECTION VII – Valuation of Investments

- 7.1 Investments in marketable securities held in Segregated Portfolios shall be valued by the Custodian no less frequently than daily at their local and base market value at that time.
- 7.2 Investments in Pooled Funds holding publicly-traded securities shall be valued according to the unit values published by the Managers. The Custodian shall be responsible for requesting and recording the unit values on a timely basis.
- 7.3 If a market valuation of any investment is not readily available, an estimate of fair value shall be supplied by the Investment Manager to the Custodian no less frequently than quarterly. Such fair value may be determined by reference to the most recent independent appraisal or by other means such as discounted cash flow or comparison with similar assets which are publicly traded. In all cases, the methodology shall be applied consistently over time.

SECTION VIII – Voting Rights

- 8.1 The responsibility of exercising and directing voting rights acquired through the Fund's holdings in securities shall normally be delegated to the Investment Manager, who shall be required at all times to act prudently and in the best interest of the Fund.
- 8.2 The Investment Managers shall maintain a record of how the Fund's voting rights were exercised and provide a copy of such record to Administration at least annually.
- 8.3 The Committee reserves the right to direct the voting decision of an Investment Manager if in its view such action is in the best interests of the Fund.

- 8.4 The above constraints and voting rights may not be directly enforceable to the extent that Fund assets are held in Pooled Funds. Nonetheless, the Investment Manager of a Pooled Fund shall be required to act prudently and in the interests of its investors and shall be required to provide a copy of the Pooled Fund's voting rights policy to Administration.

SECTION IX – Monitoring

Investment Managers Monitoring

- 9.1 For monitoring and assessing the case for retention of each Investment Manager, the Committee shall consider:
- (a) Each Investment Manager's performance in terms of returns and volatility;
 - (b) Changes in each Investment Manager's organizational structure;
 - (c) Changes in key personnel in the relevant investment team of each Investment Manager;
 - (d) Consistency of each Investment Manager's investment strategy and style;
 - (e) Regulatory issues that may affect each Investment Manager;
 - (f) Compliance of each Investment Manager to the Policy and respective Manager Mandate;
 - (g) Quality of service provided by each Investment Manager;
 - (h) Success of each Investment Manager toward achieving the value added and risk objectives of each Investment Mandate; and
 - (i) Suitability of each Investment Manager toward meeting the objectives of the Fund and the respective Investment Mandate.

Fund Performance Monitoring

- 9.2 The Committee shall, at least annually, review an analysis of Fund and asset class performance, to include comparison of Fund return and risk metrics to:
- (a) Performance of the Fund composite Benchmark; and
 - (b) Relevant measures of risk.

Policy Implementation Monitoring

- 9.3 The implementation of the Policy shall be reviewed over the normal course of the four-year measurement period in line with the performance objective. Such review

shall consider inputs from the Fund’s investment consultant, including advice, asset-liability studies and ongoing manager monitoring, as well as the evidences from similar funds of results and best practices. The following are subject to assessment by the Committee, in the context of Fund obligations, risk tolerance and liquidity requirements:

- (a) Effectiveness of the implementation of the Investment Strategy and Asset Mix Policy;
- (b) Appropriateness of the Fund Benchmark;
- (c) Appropriateness of currency hedging given the Fund’s foreign-denominated holdings and asset class exposures;
- (d) Suitability of the Investment Manager structure; and
- (e) Cost-effectiveness of the implementation.

SECTION X – Policy Review

The Policy shall be reviewed and affirmed or amended at least annually.

Approved by the Investment Committee:

~~November 26, 2019~~

September 21, 2021

Approved by the Board of Governors:

~~December 13, 2019~~

October 12, 2021

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Meeting: Open Session 29 June 2021 at 1:30 pm held via videoconference.

Present:	Regrets:	Others:
Paul Tsaparis, Chair Francesca Accinelli Kirsten Andersen Joanie Cameron Pritchett Jacques Demers Antonio Di Domenico Kate Duncan Jose Etcheverry David Garg Max Gotlieb Mazen Hamadeh Konata Lake Loretta Lam Julie Lassonde Rhonda Lenton Carole Malo David Mochon Dee Patterson Helen Polatajko Eugene Roman Narendra Singh Ken Silver Narendra Singh Mary Traversy Bobbi White Randy Williamson Pascal Robichaud, Secretary Tristan Paul, Assistant Secretary Hillary Barron, Assistant Secretary	Vijay Kanwar David Mochon	Anthony Barbisan Amir Asif Gary Brewer Sarah Cantrell Stephanie Lamonaca Caputo Sheila Cote-Meek Lucy Fromowitz Vinitha Gengatharan Lisa Gleva Alice Hovorka Jacqueline Janelle Barbara Joy Julie Lafford Ran Lewin Mary Catherine Masciangelo Alex Matos Ijade Maxwell-Rodrigues Carol McAulay Wendy Miller Lisa Philipps Christine Silversides E. Louise Spencer Graham Stewart Susan Webb Cheryl Underhill, Senior Assistant Secretary Amanda Wassermuhl, Assistant Secretary Elaine MacRae, Governance Coordinator

II. Open Session

1. Chair's Items

Governors and community members were welcomed to the 470th meeting of the Board of Governors of York University.

Appreciation was extended to Kirsten Andersen and Kate Duncan who are completing their two-year terms on the Board this month. Recognition was also given departing

York University Board of Governors - Minutes

external member, Vijay Kanwar, who served two four-year terms on the Board, and a welcome extended to Stefanie Lamonaca Caputo who will join as a new governor in the new year.

The Chair extended thanks and appreciation to all governors for their commitment and contribution to the University this past year.

a. Report on Items Decided in the Closed Session

The Chair reported the items decided in the Closed Session, set out below:

The following re-appointments and appointments to the Board of Governors:

- Re-appointment of Eugene Roman for a final four-year term of 1 July 2021 to 30 June 2025.
- Appointment of Jose Etcheverry, as a Senate nominee, for a two-year term beginning 1 July 2021 and ending 30 June 2023.
- Appointment of Stefanie Lamonaca Caputo, as a Non-Academic Employee nominee, for a two-year term beginning 1 July 2021 and ending 30 June 2023.

b. Consent Agenda Approval

The Board approved by consent:

- Minutes of the Meeting of May 4, 2021

2. Executive Committee

The Chair reported that, in addition to reviewing key issues from this Board cycle's committee meetings, the Executive Committee reviewed and approved the performance evaluation of the President and Vice-Presidents for the 2020-2021 year.

3. President's Items

a. Year-End Retrospective

The President delivered the *Year-End Retrospective* presentation, filed with these minutes, to governors and community members. President Lenton reported on the priorities of the University Academic Plan (UAP), highlighting York's progress from the past academic year. Several notable achievements were highlighted to the Board including, the University's successful transition to a virtual environment, the creation of

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the Anti-Black Racism Framework and Draft Action Plan, increasing the number of available experiential education opportunities, and the development of a comprehensive Global Engagement and Internationalization Strategy. Looking forward, ongoing strategic opportunities, such as the new School of Medicine, Vaughan Healthcare Precinct, and Markham Centre Campus, will continue to be developed.

b. Kudos Report

The report as distributed was *noted*.

c. Presentation: Student Representative Roundtable Annual Report

On behalf of the students serving on the Board, Ms Andersen delivered a presentation on the activities of the Student Representative Roundtable in 2020-2021. A focus for the Roundtable this year was participating in consultation sessions on key University initiatives, including the new Anti-Black Racism Framework and Draft Action Plan, and the University's Campus Vision.

4. Academic Resources Committee

On behalf of the Committee, Mr. Di Domenico provided a summary of key items of business discussed by the Academic Resources Committee, including planning for Fall 2021 program delivery, updates on 2021-2022 faculty recruitment, York's applicant-enrolment conversion efforts, and progress towards 2020-2021 objectives. The Committee also received several updates from the Vice-President Research and Innovation, including updates on the success of York researchers in recent grant applications to federal Tri-Council agencies and pertinent details on research intensification strategies and initiatives.

a. June 2021 Report on Appointments, Tenure and Promotion

It was duly *agreed* **that the Board of Governors approve the President's June 2021 Report on Appointments, Tenure and Promotion.**

b. Establishment of the Krembil Chair in Health Management and Leadership

It was duly *agreed* **that the Board of Governors approve the establishment of the Krembil Chair in Health Management and Leadership.**

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5. External Relations Committee

On behalf of the Committee, Ms Lassonde provided a summary of key items of business discussed by the External Relations Committee which included:

- a Year-End Report from the Communications & Public Affairs Division conveying its progress on optimizing York's Pan-University Digital Strategy, institutional communication planning, influencer strategy development and successes in strengthening the University's brand.
- a Year-End Report from the Acting Vice-President, Advancement highlighting progress made against Advancement's strategic objectives.
- year-end highlights from the Chief of Government and Community Relations containing details on initiatives that are strengthening York's relationships with all levels of government.
- recent alumni engagement and donor retention activities.

a. Points of Pride

The Points of Pride document dated June 2021 was *noted*.

6. Finance and Audit Committee

On behalf of the Committee, Ms White reported that, in addition to reviewing the approval items on the agenda, the Committee received an update on the Student Systems Renewal Program (SSRP) and related Quality Assurance Strategy. The Committee also received a detailed Internal Audit Status Report from the Internal Auditor for the period of 1 April 2021 – 31 May 2021.

a. Budget Plan and Financial Statements

Multi-Year Budget Plan

Referring to the documentation distributed with the agenda and a presentation, filed with these minutes, Vice-President McAulay spoke to the proposed Budget Plan for 2021-2022 to 2023-2024, highlighting the following:

1. the five key messages from the budget: the University is entering 2021-2022 in a strong financial position with significant carry forward and strong cash liquidity; the University will strategically invest in the priorities of the University Academic Plan; investments are being made to support early pandemic recovery and the safe return to York's campuses; the University's cautious approach to its

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enrolment targets; York will continue to identify new and emerging opportunities.

2. the budget was developed based on several key assumptions, including enrolment contracts with the faculties, existing collective agreements, the government's tuition framework for domestic students, and market factors for international students.
3. the Budget Plan includes strategic investments in the areas of digital transformation, major capital projects, equity, diversity and inclusion (EDI), and other initiatives.
4. the major budget risks include the long-term impact of the pandemic, uncertainty of domestic competition, government policies, and possible future labour relations challenges.

It was duly *agreed*, **that the Board of Governors approve the Multi-Year Budget Plan for 2021-22 to 2023-24.**

Financial Statements for the Year Ended April 30, 2020

Drawing on the documentation, Vice-President McAulay provided a high-level overview of the financial statements, highlighting that a standard unqualified audit report was issued by the external auditors.

It was duly *agreed*, **that the Board of Governors approve the consolidated financial statements for the year ended 30 April 2021.**

b. Appointment of External Auditors

Ms White noted the documentation and explained that Ernst & Young has been the University's auditor for several years. Members were reminded that Ernst & Young was originally appointed as York's auditor following the completion of a Request for Proposal (RFP) in 2018.

It was duly *agreed*, **that the Board of Governors approve the re-appointment of Ernst & Young LLP as the auditor for the University for the fiscal year 2021-22.**

c. Ancillary Services Long-term Plan and Budgets

On the basis of the documentation, it was duly *agreed*, **that the Board of Governors approve the Ancillary Services Long-Term Plan and related Budgets.**

d. ELC Long-term Plan and Budget

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On the basis of the documentation, it was duly *agreed*, **that the Board of Governors approve the long-term plan and related budget for the Executive Learning Center (ELC).**

e. Tuition Fees – Graduate Diploma in Foundations of Canadian Law

Noting the documentation, Ms White explained that the proposed fees are in alignment with the Ministry of Colleges and Universities (MCU) Tuition Fee Framework and lower than competitor programs at other universities.

It was duly *agreed*, **that the Board of Governors approve the following tuition fees for a new Graduate Diploma in Foundations of Canadian Law, offered through Osgoode Hall Law School:**

a) Domestic full-time tuition fee rate for 2021-22: \$4,950.00 per term (\$9,900.00 for 2 terms) effective winter 2022 (excludes centrally collected ancillary and student referenda fees). Part-time tuition fee rate will be set at 50% of the full-time rate.

b) International full-time tuition fee rate for 2021-22: \$8,910.00 per term (\$17,820.00 for 2 terms) effective winter 2022 (excludes centrally collected ancillary fees and student referenda fees). The part-time tuition fee rate will be set at 50% of the full-time fee rate.

f. On-Campus Covid-19 Testing Program

Speaking to the documentation, Ms White explained that the proposed on-campus Covid-19 Testing Program would be utilized for early identification, isolation, community transmission prevention, and timely outbreak detection.

It was duly *agreed*, **that the Board of Governors approve an expenditure of up to \$2.77M, exclusive of HST, for the delivery of an on-campus COVID-19 testing program to take effect August 2021.**

7. Governance and Human Resources Committee

On behalf of the Committee, Mr. Lake reported that, in addition to the nominations and appointments addressed earlier in the meeting, key items of business discussed by the Governance and Human Resources Committee included:

- the Annual Report to the Board from the Advisory Committee on Sexual Violence and the Centre for Sexual Violence Response.
- the York University Pension Valuation results as at 31 December 2020.

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- a report on the University’s approach to address the health and wellbeing of community members returning to the campuses for the planned “reopening” of the University in fall 2021.
- a confidential update on labour relations.
- the 2020 Employment Equity Statistical Report.
- vacancy planning for the Board, including the development of protocols for identifying candidates for Board membership.

8. Investment Committee

On behalf of the Committee, Mr. Demers reported on key items of business reviewed by the Investment Committee, including an update on recent portfolio performance and the open letter sent to the Board of Governors by the *York University Fossil Free Campaign*. The Committee also received the standing summary reports on the performance of the Endowment Fund as at 31 March 2021, a Treasury report, as at 31 March 2021, and a Report on Sustainable Investing within the Endowment Fund Statement of Investment Policy and Procedures (SIPP). The Annual Investment Report for 2020 was conveyed to the Board as an information item in the agenda.

9. Land and Property Committee

On behalf of the Committee, Mr. Williamson explained that the key items of business reviewed by the Land and Property Committee included updates on York’s Campus Vision, Markham Centre Campus project, and the Capital Construction Report. With regard to the Capital Construction Report, it was noted that two projects have been completed: Lassonde Engineering & Science Capacity Expansion and Housing Renewal: Wood Residence.

10. Other Business

There was no other business.

11. In Camera Session

An *in camera* session was held; no decisions were taken

Paul Tsaparis, Chair

P. Robichaud, University Secretary

Board of Governors

Memorandum

To: Board of Governors

From: Paul Tsaparis, Chair, Executive Committee

Date: 12 October 2021

Subject: Pension Fund Board of Trustees Reappointments

Recommendation:

The Executive Committee recommends that the Board of Governors approve the following reappointments to the Pension Fund Board of Trustees, effective October 1, 2021, for a three-year term.

1. Jacques Demers, as a Board of Governors nominee and as Chair

Jacques Demers has more than 40 years of achievement in investment, law and pensions, both in Canada and around the world.

The co-founder, chairman and managing partner of AGAWA Partners Inc. and its asset management subsidiary, AGAWA Fund Management Inc., Jacques began his career as a banking and corporate finance lawyer in 1977. He co-founded and led one of Canada's most respected business law firms, Meighen Demers, where he pioneered a number of "first-of-a-kind" financing models, including airport, courthouse, hospital and toll highway public-private partnerships.

From 2008 to 2015, he was president and CEO of the strategic investment division of the Ontario Municipal Employees Retirement System (OMERS), the pension fund for Ontario's government employees and one of the largest institutional investors in Canada. As a member of OMERS's senior executive leadership, Jacques managed \$3.5 billion of investments and led a number of strategic initiatives, including the \$12.6 billion Global Strategic Investment Alliance infrastructure fund, OMERS Ventures and Airports Worldwide.

Board of Governors

Currently, Jacques is the chairman of Red Rock Insurance Services Ltd. and a member of the World Ocean Council Board of Directors, the Japan-Canada Chamber Council and the Sovereign Wealth Fund Institute Advisory Board. Fluent in English and French and with basic proficiency in Japanese, he is an in-demand speaker on investment, legal and pension-related matters.

Jacques was appointed to the York University Board of Governors in 2015. He serves as Chair of the Investment Committee, a member of the Executive Committee and Chair of the Pension Fund Board of Trustees.

This is Jacques' third term as a Pension Trustee, he was first appointed as Chair July 1, 2018.

2. Sylvia Peacock, as a CUPE 3903 nominee

Since 2010, Sylvia E. Peacock, PhD., works as contract faculty at York University and teaches courses on social inequality, communication technologies, and business at the Department of Business and Society at York University. Her research interests cover machine mediated information monopolies, economics and ethics, and feminist data research.

This is Sylvia's third term as a Pension Trustee.

Rationale:

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

The normal term of office is three years, with retiring members being eligible for re-appointment to a maximum of nine consecutive years.

Board of Governors

Memorandum

To: Board of Governors

From: Bobbi White, Chair, Finance and Audit Committee

Date: 12 October 2021

Subject: Annual Report on York University Pension Plan and Fund

The York University Pension Plan and Fund continues to achieve its objective by providing its members with retirement income and generating positive returns over the long term.

The Pension Plan paid out over \$125M in 2020 (2019 - \$120M) in monthly pensions, termination benefits, and death benefits.

The valuation results at December 31, 2020 show an improvement in the going-concern surplus to \$96.9M compared to a surplus of \$81.3M at the end of 2019, due primarily to strong pension fund performance. York's employer contribution requirements for 2021 are expected to be \$45.4M (\$45.0M actual in 2020).

Despite a challenging year due to pandemic lockdowns and a severe market downturn in March 2020, the pension fund earned a (net) return of 15.4% for the year (16.3% for 2019). The long-term returns for the pension fund continue to be healthy at 10.6% net per year over the 10 years ending December 31, 2020. The market value of the Pension Fund was \$3.25B at the end of 2020.

The Pension Fund's investment strategy has been successful over the years and the Fund has met its objectives over the long term. To ensure continued success into the future, the investment policies are continually reviewed to ensure risk is appropriately managed and the Fund remains well diversified as it grows. New investments also continue to be made in real estate and infrastructure.

Board of Governors

2020 saw an increased interest and importance to sustainable investing and the pension fund has begun to augment its reporting in that area to ensure sustainability and identify areas for further research or potential concern.

In accordance with the York University Pension Plan and Fund Terms of Reference and Pension Reporting Policy, the attached report is comprised of the annual reporting requirements for the Board of Governors from the Vice-President Finance and Administration and from the Pension Fund Board of Trustees.

Included in this report are the following documents:

- Annual Report from the Vice-President Finance and Administration, including:
 - Funding Valuation Summary as at December 31, 2020, prepared by the actuary
- Annual Report from the Pension Fund Board of Trustees, including:
 - Signing Authority Register



YORK UNIVERSITY

PENSION PLAN

2020 Annual Report

from the

Vice-President Finance & Administration

for the

Board of Governors

September 2021

Board of Governors - Finance and Audit Committee

Introduction

York University is both the Plan Sponsor and the legal Plan Administrator of the York University Pension Plan and acts as both employer and fiduciary with respect to the pension plan and is responsible for its overall management. To discharge its duties, the University acts through the Board of Governors which has delegated specific Plan administration tasks to the Vice-President Finance & Administration who, in turn, has delegated tasks to employees of the University and to various agents that have been retained to assist in carrying out duties in respect to the Plan.

Annual Report Requirements

This is the annual report from the Vice-President Finance & Administration to the Board of Governors as per the Pension Reporting Policy of the Terms of Reference for the York University Pension Plan & Fund. This report provides the required information to the Board of Governors to support the Board's monitoring and oversight responsibilities as outlined in the Terms of Reference.

Achievement of Plan Mission

The Plan Mission, as stated in the Terms of Reference for the York University Pension Plan & Fund, is:

“The York University Pension Plan was established by York University to provide pension benefits to its faculty and staff. The Plan's purpose is to provide a high standard of pension benefits, at a reasonable cost, as an essential element of the University's compensation policy. The Plan's assets provide security that benefit entitlements will be paid.”

This objective has been achieved. In 2020 the pension plan provided \$125.8M in pension, death, and termination benefits (\$120.2 million in 2019). The University contributions into the pension fund totaled \$45.0M in 2020 (\$40.6M in 2019).

The Plan membership at the end of 2020 was 4,628 active members (4,621 in 2019), 2,855 retirees (2,746 in 2019), and 1,702 terminated members (1,666 in 2019) with deferred pensions.

At the end of 2020, the market value of the York University Pension Fund was \$3.25B (\$2.86B at the end of 2019).

Board of Governors - Finance and Audit Committee

Actuarial Valuation Results, Assumptions, and Funded Status of the Plan

An actuarial valuation report is required by legislation to be filed with the provincial regulators at least every three years. The last filing was the actuarial valuation report at December 31, 2019, filed in September 2020. The contribution requirements as per the valuation results from 2019 currently remain in effect.

For 2020, the strong return generated by the pension fund positively impacted the going concern position of the Plan. The 2020 valuation resulted in a surplus of \$96.9M, up from a surplus of \$81.3M last year.

The funded status of the plan on a wind-up basis (which assumes the University becomes insolvent and the pension plan is wound up) improved with a surplus of \$30.7M (deficit of \$5.9M in 2019). The solvency ratio was increased to 103% (2019 - 100%). As per the regulations, if the solvency ratio is better than 85%, no special payments are required.

For more details, see the attached Funding Valuation Summary as at December 31, 2020 prepared by Aon, the Plan actuary.

Summary of Contributions

The table below shows the actual contributions that were made into the Pension Fund for 2018 and 2019, and the estimated expected contributions for 2020:

	2021 (\$ millions est.)	2020	2019
Employer:			
Money purchase contributions	\$ 36.4	\$ 36.3	\$ 34.7
Minimum guarantee contributions	9.0	8.8	5.9
Special payments to fund deficit	0.0	0.0	0.0
Employees:			
Regular contributions	\$ 36.4	35.3	33.8
Additional voluntary contributions		.5	.5
Transfers in from other plans		2.0	1.9
Total	\$ 81.8	\$82.8	\$ 76.9

Board of Governors - Finance and Audit Committee

Changes to the Plan Text and Funding Policy

There were no changes to the plan text in 2020.

Legal and Regulatory Requirements

The Pension Plan has been administered in accordance with the terms of the Plan and legislative requirements.

Pension legislation requires the Plan Administrator to provide information to individual pension plan members as well as to the regulators. The legislation specifies the documents to be provided, the specific information to be provided in the documents, and the time frame in which these are to be provided.

Each plan member must receive an annual pension statement, and a statement in the event of a termination, death, retirement, or marriage breakdown. These statements have been provided in accordance with legislative requirements and within the specified time frames.

The legislation requires that the following documents be filed with the regulators:

- Annual Information Return
- Audited financial statements
- Income tax return
- Actuarial report at least every three years
- Plan registration, plan amendments, and notice of plan termination or wind-up, as applicable

The required documents have been filed in accordance with legislative requirements, including the required information and payments, as applicable, and within the specified time frames.

Employer and employee contributions have been remitted to the custodian as required and within the specified time frames.

York University Pension Plan

Funding Valuation Summary as at December 31, 2020 and Related Developments

Background

York University arranges for annual valuations of the pension plan. While valuations are performed annually, valuations are not required to be filed with the regulators every year. The last filed valuation report was as of December 31, 2019, and that report was valid for three years.

The December 31, 2020 valuation has been completed for information purposes. York University will not file this valuation report, since the next required filing would be as of December 31, 2022.

Actual minimum contribution requirements for 2020 to 2022 are based on the filed report as at December 31, 2019 until a new valuation report is filed.

Valuation Highlights

The highlights of the December 31, 2020 actuarial valuation of the plan are as follows:

- Valuation results as at December 31, 2020 show an improvement in the going-concern funded position mainly due to a favourable fund return (15.4057% for 2020). The solvency position also strengthened as at December 31, 2020 primarily due to the same reason.
- Going concern funded status improved from a deficit of \$81.3 million at December 31, 2019 to a surplus of \$96.9 million at December 31, 2020.
- The Hypothetical Plan Wind-Up position of the plan improved from an estimated deficit of \$5.9 million at December 31, 2019 to a surplus of \$30.7 million at December 31, 2020.
- Based on the December 31, 2020 valuation results, the 2021 actuarial cost of benefits (excluding employee contributions) amount to \$43.6 million or 120.7% of employee contributions versus 124.8% of employee contributions for 2020 as per the last filed valuation as at December 31, 2019.
- The going concern assumptions as at December 31, 2020 were unchanged from the December 31, 2019 valuation. In particular, the discount rate assumption remained at 5.75%.
- The Provision for Adverse Deviations ("PfAD"), which is a required margin under Ontario funding regulations, increased to 13.3% for the December 31, 2020 valuation from 8.0% for the December 31, 2019 valuation. The calculation of the PfAD under Ontario regulations is partly based on the difference between the discount rate assumption (5.75%), and a benchmark rate based on government bond yields as of the valuation date. The increase in PfAD was due to the historically low interest rates as of December 31, 2020.

- For members who retired prior to January 1, 2015, the pensions payable were adjusted by 4.2777% effective January 1, 2021 based on a 4-year moving average of 10.5344%.
- For members retiring on or after January 1, 2015, the pensions payable were adjusted effective January 1, 2021 reflecting a 5-year moving average fund return incorporating backfill at 6% and, so, actual increases vary by cohort of retirees and beneficiaries, as shown in the following table:

Cohort	Moving Five-Year Average	Pension Adjustment at January 1, 2021
2015 Retirements	9.9328%	3.7102%
2016 Retirements	9.6123%	3.4078%
2017 Retirements	8.4246%	1.5394%
2018 Retirements	9.8380%	3.6208%
2019 Retirements	7.8177%	1.7148%

- The active membership in the plan increased from 4,621 as at December 31, 2019 to 4,628 as at December 31, 2020.
- The number of retirees receiving pension benefits from the Plan increased by 109 to 2,855.
- The Pension Benefits Guarantee Fund ("PBGF") Annual Assessment fee for 2020, payable by September 30, 2021, is estimated to be \$427,290, prior to tax. The PBGF assessment fee is based on the last filed valuation as of the December 31, 2019, and hence is unchanged from the prior year.

Financial Position on Going Concern Basis (000's)

	December 31, 2020	December 31, 2019	December 31, 2018
Market Value of Assets	\$ 3,255,200	\$ 2,861,800	\$ 2,501,900
Less: Money Purchase Accounts	<u>1,493,100</u>	<u>1,312,500</u>	<u>1,151,000</u>
Defined Benefit Assets	\$ 1,762,100	\$ 1,549,300	\$ 1,350,900
Pensioner Liability	1,581,078 ¹	1,361,645 ¹	1,246,619 ¹
Other Member Minimum Guarantee Liability	<u>84,122¹</u>	<u>106,355¹</u>	<u>152,381¹</u>
Total Accrued Liability	\$ 1,665,200	\$ 1,468,000	\$ 1,399,000
Excess/(Unfunded Liability)	\$ 96,900	\$ 81,300	\$ (48,100)

¹ Incorporates the PfAD under the revised Ontario funding rules (13.3% as at December 31, 2020, 8.3% as at December 31, 2019 and 8.6% as at December 31, 2018)

Developments

Three Ontario universities—the University of Toronto, Queen’s University and the University of Guelph—have banded together to create a University Pension Plan (UPP) with the backing of their faculty associations and unions including the United Steelworkers Union. The University Pension Plan came into effect July 1, 2021 with three founding universities as participating employers—University of Toronto, Queen’s University, and the University of Guelph. Trent University is expected to join the UPP January 1, 2022.

Appendix—Significant Actuarial Assumptions on Going Concern Basis

Interest Rate	5.75% per year (net of investment expenses only)
Salary Scale	Active Members: 4.00% per year Disabled Members: 2.00% per year Suspended Members: 0.00% per year
Increase in YMPE	3.00% per year
Increase in Maximum Pension Limits	Limits prescribed up to 2021 and indexed at 3.00% per year starting in 2022
Mortality	80% CPM2014 Public Sector Mortality Table with generational improvements using MI-2017 Scale
Retirement Age	Rates apply from ages 55 to 70 based on plan experience study performed in 2019
Termination Rate	Rates apply up to age 54 based on plan experience study performed in 2019
Conversion Basis	80% CPM2014 Public Sector Mortality Table with generational improvements using MI-2017 Scale (unisex 55% male and 45% female) with 6% interest rate
Administrative Expenses	\$1,200,000
Non-reduction Reserve	Post January 1, 1992 special non-reduction reserve contribution account plus further levy against money purchase accounts at retirement reduced by subsidized “excess interest” pension benefits
Deferred Indexing Reserve	Reflects projected future change in pension related to past returns for members who are retired
Retirement Reserve	Established to mitigate future retirement losses due to conversion basis different from valuation basis



YORK UNIVERSITY PENSION FUND

2020 Annual Report

from the

Pension Fund Board of Trustees

for the

Board of Governors

September 2021



2020 Annual Report from Pension Fund Board of Trustees to Board of Governors

Introduction

York University is both the Plan Sponsor and the Plan Administrator of the York University Pension Plan. The Board of Governors has appointed a Pension Fund Board of Trustees (BoT) to discharge the Fund investment duties. These Trustees are appointed following nominations from employee groups, the Administration, and the Board of Governors. The Trustees have delegated tasks to a Pension Fund Investment Committee (PFIC), to employees of the University, and to external professional service providers who have been retained to assist them in carrying out their duties in respect of the Fund.

Annual Report Requirements

This is the annual report from the Pension Fund Board of Trustees to the Board of Governors as per the Pension Reporting Policy that is part of the Terms of Reference for the York University Pension Plan & Fund. This report contributes to effective communication between the Pension Fund Board of Trustees and the Board of Governors.

In the Terms of Reference, the Pension Reporting Policy states that:

“Annually, the Board of Governors shall receive a written report from the Pension Fund Board of Trustees covering the following items:

- a) Achievement of the Fund objectives;
- b) Summary of approved changes to the Statement of Investment Policies and Procedures, other investment policies, and membership of the Pension Fund Board of Trustees and the PFIC made during the year, as applicable;
- c) Compliance of the Pension Fund Board of Trustees with the Trust Agreement and the Terms of Reference;
- d) The audited Financial Statements for the Pension Fund.”

Achievement of Fund Objectives

	2020	4 years	5 years	10 years
Gross Fund Return	16.0%	11.0%	10.4%	10.6%
Net Fund Return	15.4%	10.5%	9.9%	10.1%
Benchmark Return	11.7%	10.0%	8.8%	9.5%
CPI	0.7%	1.7%	1.7%	1.6%

2020 Annual Report from Pension Fund Board of Trustees to Board of Governors

The Return Considerations, as per Section V of the Statement of Investment Policies and Procedures, are as follows:

The Fund is expected to achieve over moving four to five-year periods a return, at least equal to a composite benchmark, rebalanced monthly, made of passive investments in appropriate market indices according to the Investment Policy Portfolio, plus an added value for active management where applicable.

This objective has been achieved: The Fund outperformed the benchmark return over the four-year and five-year periods ending December 31, 2020. The Fund is also one of the best performing pension funds in Canada and is ranked at the 1st percentile of the WTW database for 3, 4, 5, and 10-year periods and 3rd percentile for the 1-year period ending December 31, 2020. The Fund achieved added value of 4.3% p.a. for 2020, 1.0% p.a. for the 4-year period, and 1.6% p.a. for the 5-year period.

Pension Fund Board of Trustees

Changes to the Membership, and Compliance with the Terms of Reference

Membership

The Terms of Reference state that the term of office for Trustees shall be three years, with retiring members eligible for reappointment, to a maximum term of 9 years. In 2020 the following people became new members or were re-appointed to the Pension Fund Board of Trustees:

<u>New/Reappointed Trustee</u>	<u>Replaced</u>	<u>Nominated by</u>
Mary Catherine Masciangelo	Christine Silversides	President
Frank D'Agostino	Walter Silva	CUPE-1356
Jason Springer	Jasmin Halsband	CUPE 1356-01
Sonny Day	Reappointed	YUSA
Melanie Cao	Reappointed	YUFA

The membership of the Pension Fund Board of Trustees at the end of 2020 was as follows:

<u>Trustee</u>	<u>Nominated by:</u>
Jacques Demers, Chair	Board of Governors
Dee Patterson	Board of Governors
David Garg	Board of Governors
Mary Catherine Masciangelo	President

2020 Annual Report from Pension Fund Board of Trustees to Board of Governors

Paul Battistuzzi	President
Ran Lewin	President, CPM
Sonny Day	YUSA
Tammy Paglia	YUSA
Richard Wellen	YUFA
Melanie Cao	YUFA
Robert Wai	OHFA
Frank D'Agostino	CUPE 1356
Jason Springer	CUPE 1356-01
Sylvia Peacock	CUPE 3903
Vacant	IUOE
Bruno Bellissimo	YURA

Officers

Jacques Demers remained as Chair throughout the year.

Vice-Chair position remained vacant throughout 2020.

Leona Fields, Director, Pension Fund continued as Secretary throughout 2020.

Meetings

The Pension Fund Board of Trustees met 4 times in 2020 on March 24, June 9, September 22, and December 8. A quorum was present at all meetings. An attendance summary is below.

Minutes were recorded for all meetings and are available for viewing in the Pension Investments Office.

Trustees	Meeting Attendance	
	No.	%
Jacques Demers, Chair	4 of 4	100
Dee Patterson	4 of 4	100
David Garg	3 of 4	75
Christine Silversides	3 of 3	100
Mary Catherine Masciangelo	1 of 1	100
Paul Battistuzzi	4 of 4	100
Ran Lewin	4 of 4	100
Sonny Day	3 of 4	75
Tammy Paglia	3 of 4	75
Melanie Cao	3 of 4	75
Richard Wellen	4 of 4	100
Robert Wai	4 of 4	100
Walter Silva	2 of 2	100
Frank D'Agostino	2 of 2	100

2020 Annual Report from Pension Fund Board of Trustees to Board of Governors

Jasmin Halsband	0 of 2	0
Jason Springer	2 of 2	100
Sylvia Peacock	3 of 4	75
Bruno Bellissimo	4 of 4	100

Changes to the Membership of the Pension Fund Investment Committee (PFIC)

Dee Patterson was appointed to PFIC as of July 1, 2020. Pauline Shum-Nolan was reappointed as at January 1, 2021, Mary Condon chose not to be re-appointed at the completion of her term, and Rick Waugh resigned. At the end of the year (January 1, 2021) membership was as follows:

Guy Burry, Chair	External expert
Jacques Demers	External expert, Chair Pension Fund Board of Trustees, Board of Governors
Andy Greene	External expert
George Klar	York University Finance Professor
Barbara Miazga	External expert
Dee Patterson	External expert, Pension Trustee, Board of Governors
Pauline Shum-Nolan	York University Finance Professor
Don Walcot	External expert
Betsy Yeung	External expert

Changes to Statement of Investment Policies & Procedures (SIP&P) and Other Investment Policies

SIP&P

An updated SIP&P was approved by the BoT in November 2019, no changes were made in 2020. The Target Asset Allocation for the Fund remains at Global Equity 50%, Fixed Income 30%, Real Assets 20%.

The Statement of Investment Principles that was approved in 2014 went through a thorough review in 2020. At year-end 2020, the final updates had not yet been completed; draft changes include an expanded discussion around the Risk Management Framework, the addition of a principle for Private Equity, substantial change to the Sustainable Investing Principle to reflect the evolution of thinking and implementation in this area over the last several years, and a variety of editorial changes to the principles, rationales, and glossary to increase clarity and ensure consist use of terminology.

2020 Annual Report from Pension Fund Board of Trustees to Board of Governors

Other Approvals

Real Assets: In March 2020, the BoT approved an investment of USD\$23 million to iCON Infrastructure Partners V. In December 2020, a commitment of USD\$25 million to Oaktree Real Estate Opportunities Fund VIII was approved.

Pension Fund Financial Statements: In March 2020, the BoT approved the audited financial statements for the Pension Fund at December 31, 2019.

Signing Authority Register: In September 2020, the BoT approved the Signing Authority Register with no changes.

Manager Search Consultants: Following an RFP process, in September 2020, the BoT approved the selection of WTW and Proteus as manager search consultants.

PFIC Appointments: In June 2020, the BoT approved the appointment of Dee Patterson to the PFIC, and in December 2020, approved the reappointment of Pauline Shum-Nolan to the committee.

Pension Fund Operating Budget: In December 2020, the BoT approved the 2021 Pension Fund operating budget for investment expenses.

Monitoring

During 2020, the Pension Fund Board of Trustees met their monitoring requirements by receiving the 2019 Annual Report from PFIC for the BoT as well as quarterly reports at each BoT meeting. Actual expenses compared to budget were reported to the BoT each quarter.

Audited Financial Statements

The Financial Statements for the Pension Fund at December 31, 2020, audited by Ernst & Young, are attached.

Attachments

Statement of Investment Policies and Procedures as at December 31, 2020
Audited Financial Statements for the Pension Fund as at December 31, 2020

York University Pension Fund Signing Authority Register

June 2017

	Description	Approval Authority	Execution Signatories ¹
Payments from the Pension Fund			
Reimbursement to York University for pension expenses ²	Fees for investment management, custodial, consulting, legal, audit, and pension administration services; salaries and benefits for pension staff, annual regulatory filing fees, and other misc expenses	As per the Pension Fund Operating Budget approved annually by the Pension Fund Board of Trustees	Director, Pension Fund <u>or</u> Assistant Vice-President, Finance & CFO <u>and</u> Director, Pension Fund <u>or</u> Assistant Vice-President, Finance & CFO <u>or</u> Treasurer <u>or</u> Comptroller <u>or</u> Vice-President, Finance & Administration
Investment Instructions ³	Capital calls, rebalancing, currency hedging settlements, global markets documentation	As per the Statement of Investment Policies & Procedures and/or Manager Mandates	Director, Pension Fund <u>or</u> Assistant Vice-President, Finance & CFO <u>and</u> Director, Pension Fund <u>or</u> Assistant Vice-President, Finance & CFO <u>or</u> Treasurer <u>or</u> Comptroller <u>or</u> Vice-President, Finance & Administration
Benefit Payments ⁴	Initial pension payment, lump sum payments	As per the terms in the Pension Plan text	Associate Director, Pension & Benefits <u>or</u> Pension Administration Specialist <u>or</u> Pension & Benefits Support Specialist <u>and</u> Associate Director, Pension & Benefits <u>or</u> Pension Administration Specialist <u>or</u> Pension & Benefits Support Specialist <u>or</u> Director, Pension Fund <u>or</u> Treasurer
Documents and Agreements⁵			
Investment Policy Documents	Statement of Investment Policies and Procedures, Investment Beliefs	Pension Fund Board of Trustees	Chair, Pension Fund Board of Trustees <u>and</u> Director, Pension Fund
Pension Fund Financial Statements	Audited Financial Statements	Pension Fund Board of Trustees	Chair, Pension Fund Board of Trustees <u>and</u> Vice President, Finance & Administration
Manager Mandates	Includes investment guidelines and constraints, performance expectations, reporting requirements	Sub Committee on Investment Performance	Chair, Sub-Committee on Investment Performance <u>and</u> Director, Pension Fund

cont'd...

York University Pension Fund Signing Authority Register

June 2017

New third party agreements with York University for pension investment services, under jurisdiction of Pension Fund Board of Trustees ⁶	Investment Management Agreements, other contracts	Pension Fund Board of Trustees	Director, Pension Fund <u>or</u> Assistant Vice-President, Finance & CFO <u>and</u> Director, Pension Fund <u>or</u> Assistant Vice-President, Finance & CFO <u>or</u> Vice-President, Finance & Administration
Contracts related to investments in private Limited Partnerships	Limited Partnership Agreements, Subscription Agreements, Side Letter Agreements, other related contracts	Pension Fund Board of Trustees	Director, Pension Fund <u>or</u> Assistant Vice-President, Finance & CFO <u>and</u> Director, Pension Fund <u>or</u> Assistant Vice-President, Finance & CFO <u>or</u> Vice-President, Finance & Administration

¹ Two different signatories are required for everything

² Expenses paid out of CIBC Mellon operating account

³ Transfers between CIBC Mellon investment manager accounts

⁴ Paid from CIBC Mellon operating account

⁵ Does not involve any payments out of the Pension Fund

⁶ Pursuant to Supply of Services Agreement between York University and the Pension Fund Board of Trustees (June 2010)