York University Board of Governors

Notice of Meeting

29 November 2022 1:30 pm to 4:30 pm

5th Floor, Kaneff Tower, Keele Campus

Page

York University Board of Governors

CONSENT AGENDA

Leading Practices in University Board Governance

October 24, 2022

COUNCIL OF ONTARIO
UNIVERSITIES

Contents

Preamble

Ontario universities are committed to good governance and enhancing good governance in the sector, in order to help fulfill the unique purposes of universities and be accountable to their multiple stakeholders. This document articulates leading practices in board governance in the Ontario publicly assisted university sector as it is the board of a university that is primarily accountable to external stakeholders for the financial sustainability and effectiveness of university governance overall. This document speaks only to academic governance insofar as it addresses the role of university boards in fostering effective collegial or shared governance. This wide range of leading practices in governance are not intended to be exhaustive as many universities will have additional practices to meet their unique needs.

Given their unique history and roles in society, universities are complex institutions to govern, with multiple internal and external constituencies and stakeholders and a dispersal of power that differentiates them in critical ways from other corporations and institutions. Nevertheless, leading practices in both the private and broader public sectors inform good governance in universities. This document is grounded in research and policy on good governance in universities and the private sector (see Appendix: Sources Consulted), and reflects and supports the reality of shared governance and the academic mission specific to the university setting. It is important to also note the differentiation within the university sector: size, scale, mission and geography all may factor into the relationships universities have with their communities and the resources available to each institution.

1

Purpose of this Document

This document has been prepared by the Council of Ontario Universities (COU) with extensive input from its member universities and reviewed by university governance experts from across the country. COU members recognize that it is necessary for its stakeholders to have a high degree of confidence in the soundness and effectiveness of university governance. This document is intended to provide assurance that effective, transparent, and responsible governance is a priority for the boards and presidents (or applicable title) of Ontario's universities. It is also intended to convey to university stakeholders that, while recognizing the unique contexts and obligations of each Ontario university, all universities support the articulation of and adherence to these leading governance practices and fiduciary responsibilities.

The Unique and Complex University Governance Context

While informed by general principles of good governance, leading governance practices are established within the unique and complex context of publicly-funded universities in the Province of Ontario. Universities are created as independent not-for-profit corporate entities in support of their status as autonomous entities, independent from partisan and political influence. This independence allows them to fulfil their unique social mandate. The university mandate includes, first and foremost, their role as centres of free enquiry, which requires a safeguarding of the principle of academic freedom[1] and independence in related areas including hiring decisions, course content, academic programming, and research priorities.[2] Tied to the principle of institutional autonomy is the principle of collegial or shared governance, whereby governance responsibilities are divided between academic councils or senates – which have substantial representation from faculty and set or inform academic policy for the university – and boards of governors or boards of trustees that oversee the operational, financial and business affairs of the university.[3] Shared governance also entails, in most cases, a board membership that includes a balance of members from internal university constituencies (including academic and non-academic staff, students, and administrators), and external members. Combined these board members exercise their fiduciary duties to act in the best interest of the institution as a whole. This shared governance structure is meant to ensure that the core mission of the university (teaching, research, and knowledge dissemination) is informed by members of the academy who have an in-depth understanding of the academic enterprise, while financial, operational and business matters are overseen by those from a broader community, and bring an external and fiduciary lens to discussion and decision-making.

The unique and complex university governance context necessarily informs leading practices within the sector.

---

[1] See Universities Canada Statement on Academic Freedom.

[2] Some of the language here is taken from Universities Canada, Institutional Autonomy: Principles

[3] There is inevitably overlap in the responsibilities of Senate and Board that is dealt with differently at different institutions. This article on the Duff-Berdahl report provides some background on the history of shared governance in Canada.

Key Attributes of an Effective University Governance Board

An effective university board understands that it is primarily responsible for the effective governance of the institution. This includes ensuring and supporting the effectiveness of the model of shared governance under which the university operates, effective integration of the work of the university's governing bodies and effective relationships between them as well as ensuring the accountability of those delegated with authority and effective communication and flow of information to support decision-making throughout the governance system.

The board is aligned with the university's vision and mission, and is committed to and embodies principles of fiduciary oversight, open and transparent decision-making, and shared governance. Board members are volunteers who are oriented, educated, and supported by university staff to understand and fulfil their roles in an ethical and effective manner. They are fiduciaries who are independent-minded and able and willing to ask critical questions and ensure that their decisions are based on adequate information and deliberation. The board has the membership and committee structure to ensure that the viewpoints of key university constituencies and diverse groups and communities are considered, and that needed skills and expertise inform decision-making and ensure they are meeting their fiduciary obligations to act in the best interest of the university as a whole. Boards, in carrying out their fiduciary responsibilities, focus on strategic priorities and oversight, including overall strategy, oversight of president, fiscal integrity, risk management and financial sustainability of the university. Boards engage in transparent communications with broader members of the university and external community, and in ongoing reflection and review to ensure continuous improvement in their membership, structure, processes and leading governance practices in order to meet their fiduciary duties.

Leading Practices

Board and Committee Member Recruitment, Selection and Renewal Processes

In order to fulfil its important roles, board recruitment and renewal processes must ensure that the range of stakeholder perspectives required for shared governance is present, that there is sufficient independence amongst board members to fulfil their fiduciary oversight role, including incorporating the diverse voices and experiences of the broader community, that they have the specific expertise and experience needed to support informed decision-making in key areas of responsibility, and that there is ongoing renewal of membership to bring in new voices, perspectives, and expertise, while ensuring a core of experienced board members.

- Board membership includes key internal stakeholders, in particular academic staff, and non-academic staff, students, as well as external members who are all required to exercise their fiduciary duty to act in the best interest of the university.

- The majority of board members are external to the university and are able to exercise independent and impartial judgment (e.g., no personal or financial relationships, continuing conflicts of interest).

- A competencies matrix is maintained to ensure that the board has members with backgrounds in needed areas of expertise such as governance, finance, investments, legal, audit, risk management, senior management, strategic planning, human

3

resources, information technology/cybersecurity/digital knowledge, real property and capital planning.

- There is a process in place to ensure that diversity, including gender, race, culture, socio-economic background, and other relevant categories that reflect the university and the communities with which it has relationships, are factored into the recruitment process.

- Board members are selected recognizing key qualities necessary for them to perform their fiduciary roles, including excellent listening, communication, and persuasion skills to participate in board discussions and debates, a commitment to devoting the time, effort and energy to serve effectively as a board member, and a commitment to university goals, independence and autonomy.

- The board chair is selected by the board and is external to the university.

- Committee members are assigned based on their related expertise and ability to meaningfully contribute to the committee's mandate, and include members of diverse backgrounds.

- The audit committee comprises external members and include a sufficient number who are financially literate.

- There is a clear approach to succession planning, including a focus on closing skills gaps, ensuring a breadth of diverse individuals and experiences, and balancing experienced and new board and committee members.

Board Member Roles and Expectations

Board members are volunteers who dedicate their time to meet their significant fiduciary responsibilities. Board members need to clearly understand shared governance, the scope and the requirements of their roles, the qualities and characteristics that are expected of them in performing their roles, and expectations in terms of their time, preparation, and participation. Board members:

- Understand their fiduciary duty; that is, to make decisions in the best interest of the university as a whole, and a duty of care that would reasonably be expected of an individual based on their knowledge and experience.

- Are well-informed about the university and its purposes, and the unique nature of a university.

- Consider the impact of decisions on key stakeholders, demonstrate this through asking questions and raising issues, and treat stakeholders fairly and equitably, while acting at all time in the best interests of the university as a whole.

- Understand their relationship to the academic oversight body (senate or academic council) and the different roles for each.

- Ask informed questions of administration that will provide them with an

understanding of how any proposed plan of action aligns with fiscal sustainability and strategic goals, and alternatives to the proposed plan of action.

- Understand how to manage any conflicts of interest in decision-making (when to declare and withdraw from decisions), and level of transparency and confidentiality required in relation to board discussions and fiduciary decision-making.

- Understand the expected time commitments and preparations for board activities including the need to prepare for meetings (including reading all materials in advance), seek clarification on pending issues and seek information to enable informed decision making.

- Understand and adhere to the expectations for board attendance, board member conduct, and when a board member would be removed.

- Understand the importance of relying on the expertise of governance professionals on procedural issues.

- Understand the importance of being able to identify when they need external expertise and of engaging such experts.

Board Education

Being a board member of any organization carries significant responsibilities and liabilities. All board members require orientation and ongoing education in order to understand the specific features of the organization and their fiduciary governance role in relation to it. The university sector in particular is characterized by unique elements with which many board members may not be familiar with initially. Hence university leaders must ensure that a robust system of board education is in place to support members to perform their roles.

- A formal orientation is in place to onboard new board members, with formal onboarding materials and orientation sessions. Orientation topics include:

    o The university act or charter and associated by-laws and policies.

    o Fundamental concepts involved in the university governance structure, including fiduciary responsibility (duty of care, loyalty, good faith, confidentiality, prudence and disclosure), the institutional mission, institutional autonomy, collegial decision-making and processes, shared governance, the academic enterprise, academic freedom, and tenure.

    o The scope of the governance role and key areas of responsibility of the board and the scope of the governance and key areas of responsibility of senate or an academic council.

    o Key internal and external university stakeholders, their characteristics, issues, interests, achievements, and any areas of tension.

    o The committee structure of the board and how it supports decision-making and fiduciary oversight.

5

- o Responsibilities around regular meeting attendance and principles of effective participation.

- o Financial literacy and university annual budgeting processes including sources of revenues and expenditures.

- o The university's risk associated policies and the top risks of the institution.

- o The role of the university governance professional (university secretary and/or board secretary) as a governance leader within the university ensuring sound governance practices, policies and procedures.

- o The role of legal counsel as a fiduciary and advisory to the university.

- There are ongoing education sessions for governors that are more targeted, such as emerging university and governance issues.

- New board and committee chairs receive an orientation on mandates and procedures.

- Specific education is undertaken for board chairs.

Board and Board Committee Structures and Meetings

Board members have a broad range of responsibilities and a large amount of material to review and consider in order to fulfil their fiduciary oversight role and duty of care. As a result, it is critical that the board and committees have mechanisms in place to assure themselves that their work is appropriately focused and that meeting time is being used effectively. The board and board committees plan their work through the use of work plans or master agendas, agendas ensure that the board/committee is appropriately balanced between strategy and oversight, that materials are prepared and presented in a way that optimizes board member time, and information and analyses provided to members provides a good foundation from which they can make informed and considered decisions. Furthermore, meeting and committee structures and processes should support independence of member decision-making in order for boards to fulfil their fiduciary responsibilities. Staff support and expertise are essential to support these processes.

- The board mandate is clearly anchored in the organization's mission as set out in the respective university acts and other strategic documents, and focuses on bringing value in relation to those purposes.

- There are written role descriptions and mandates for the board and committees. These descriptions and any associated policies include the major areas of board oversight including: strategic plan; risk management; financial sustainability; selection of auditors and oversight over auditor independence; selection of president; performance management of the president; compensation framework for the president; executive succession planning; and good governance.

- Key areas of board responsibility such as progress on strategic plan initiatives and consideration of decisions in terms of fiscal integrity and risk to the university and community are addressed regularly by the board.

6

- The board and committees have a process for focusing on oversight of strategic priorities.

- Boards have a coherent committee structure that supports effective board oversight and decision-making.

- A framework is in place that guides the board's oversight of risk management.

- Issues are brought before the board throughout the decision-making process to ensure optimal board input.

- Board meeting schedules allocate sufficient time for major decisions to be considered/discussed/reviewed.

- Meeting materials are sufficiently detailed, comprehensive and succinct to support meaningful decisions by members.

- There is a standard format for recommended actions or decisions that includes clear rationale, financial implications, and risk assessment.

- The board chair takes a leadership role in the development of the agenda for approval by the board.

- Meeting materials are provided to the board in a timely fashion to allow members to make considered decisions.

- In cases where there is a board executive committee, members have a clear mandate about when they can meet and what kinds of decisions they can make without the full board, and there is transparency around their work in agendas and reports to the board.

- The board and committees have access to independent expertise as and when required to fulfill their fiduciary responsibilities.

- There is a process for mutual reporting of key information between the senate/academic council and the board to improve transparency, engagement, and understanding of the shared system of governance.

- The Board Secretary or equivalent governance position ensures that the governance processes are carried out legally and that they support independent, informed decision- making by the board.

- The Board Secretary or equivalent governance position reports to and is accountable to the board, is appointed by the board and reports administratively to the President.

Board Transparency

Universities have critical social purposes, and are funded by government, student tuition, donors, and investments. To demonstrate accountability and promote public confidence, boards have an obligation to ensure the transparency of their decision-making processes and decisions to their various university communities and stakeholders about their revenues, expenditures, and how the university is fulfilling its purposes, while still maintaining spaces for confidential discussions where appropriate such as personnel matters, employment-related matters, and information under embargo.

- The board ensures that university decision-making processes are as open and transparent as possible.

- The Chair of the Board is the official spokesperson for the university board, relating to public statements concerning matters coming before the Board, and all decisions of the Board or one of its committees.

- Minutes of board meetings conducted in open session are publicly available in a timely fashion following approval.

- There are published principled guidelines describing the conditions under which *in camera* meetings or closed sessions of the board are appropriate.

Board Evaluation and Continuous Improvement

Governance is a "human-based system"[4] and participants in governance change through membership renewal. External factors affect governance and stakeholder expectations change. As such, university governance requires regular review and evaluation in order to identify any issues that need addressing and opportunities for improvement. Boards should continually strive for excellence in governance practices within the context of their university, in order to support the university in meeting its purposes and strategic goals, demonstrate their accountabilities to internal and external stakeholders, and promote a positive university culture. Leading practice in this area includes ensuring:

- An annual assessment process for board members to confidentially assess themselves, the board chair and board committees and processes.

- A procedure exists to determine how the assessment data will be considered and used to improve governance.

- Standing committees of the board periodically review their terms of reference regarding mandate and membership to ensure that they have appropriate level of delegation from the board.

- A comprehensive governance review is undertaken periodically, which includes a review of by-laws and other board governance documents, governance practices and

---

[4] International Organization for Standardization. *Governance of Organizations – Guidance 37000:2021*, p. 1

procedures, governance culture and effectiveness, board committees and board-senate/academic council relations.

- Emergent and time sensitive governance issues are reviewed individually as the need arises.

- The board promotes effective shared governance practices

- Governance standards are compared against standards and practices at comparable universities and leading governance practices relevant to the sector.

Appendix: Sources Consulted

University Governance Reviews

Lewis, Harriet, John McCutcheon and Bonnie Patterson. 2017. [Governance Review of Wilfrid Laurier University.](#)

Office of the Auditor-General. [Preliminary Perspective on Laurentian University](#), April 2022. Special Governance Commission. 2016. [Collegial Governance at Nipissing University](#).

University of Guelph Board of Governors Working Group on Board Governance Review [Final Report](#), 2018.

Western University, 2015. [Report of the Governance Review Task Force](#)

Policy Documents

Association of Governing Boards of Universities and Colleges (AGB)

   AGB Governance Checklist: Higher Education Systems

   FAQs: Shared Governance. Statement on Board Accountability

Canadian Coalition for Good Governance, [Building High Performance Boards](#)

The Centre for Higher Education Research and Development (CHERD), 2022. Webinar. Cheryl Foy: [Is it possible to develop a set of nationally applicable university governance best practices?](#)

European Universities Association, [University Autonomy in Europe](#)

Ontario university acts—various.

Smith, J. Percy, 1966. ["The Duff-Berdahl Report on University Governance,"](#) *University Affairs.*

Universities Canada

   [Institutional Autonomy: Principles](#)

   Safeguarding University Institutional Autonomy: Working with Board Chairs and Secretaries. Summary Report, 2018.

   University Governance and Institutional Autonomy: A Summary Report of the Dec. 4-5, 2017 Workshop.

Scholarly Literature

Giroux, Dalie, Dimitrios Karmis, and Christian Rouillard. 2015. Between the Managerial and the Democratic University: Governance Structure and Academic Freedom as Sites of Political Struggle, *Studies in Social Justice*, 9(3):142-158.

Foy, Cheryl. 2021. *An Introduction to University Governance*. Toronto: Irwin Law.

Schuetze, Hans, William Bruneau and Garnt Grosjean (eds.), 2012. *University Governance and Reform: Policy, Fads, and Experience in International Perspective.* New York: Palgrave MacMillan.

Hurtubise, Denis. 2019. Thirty Years of Scholarly Literature on University Governance in Canada (1988–2016). *Canadian Journal of Educational Administration and Policy,* 191:106–117.

Johnson, Genevieve Fuji. 2020. White Power and the Politics of Demographics in the Governance of the Canadian Academy, *Canadian Journal of Political Science*, 53(3):676-694.

Jones, Glen A., Theresa Shanahan, and Paul Goyan. 2003. The Academic Senate and University Governance in Canada. *Canadian Journal of Higher Education,* 34(2).

LeBlanc, Richard (ed). 2020. *Handbook of Board Governance: A Comprehensive Guide for Public, Private, and Not-for-Profit Board Members*, 2nd Edition. Hoboken: Wiley.

MacKinnon, Peter. 2018. *University Commons Divided: Exploring Debate and Dissent on Campus*. Toronto: U of T Press.

Pennock, L., Jones, G.A., Leclerc, J.M. & Li, S.X. (2016). Challenges and opportunities for collegial governance at Canadian universities: Reflections on a survey of academic senates. *Canadian Journal of Higher Education* 46(3):73-89.

Summary of Recommendations: Auditor General's Special Report on Laurentian University

The Auditor General released her [Special Report on Laurentian University](#) on November 17, 2022. The report makes 48 recommendations, many of which mirror those in the Preliminary Perspectives Report. Recommendations are grouped into four categories--recommendations directed at Laurentian University, the Board of Laurentian University, the Ministry of Colleges and Universities (MCU), and the Office of the Integrity Commissioner. While the first two series of recommendations are directed to Laurentian and its Board, the Auditor General notes institutions and boards should review and implement recommendations where appropriate.

This attachment briefly summarizes the recommendations.

Recommendations to Laurentian University

These recommendations are directed to the University, however, "other universities in Ontario should also review and implement these recommendations where appropriate." (p. 67) Below is a summary of the key headings of the recommendations.

1. Strategic Planning – establish goals and key performance indicators; review annually.

2. Capital Planning – prepare a long-term capital plan that: aligns with the strategic plan, assesses financial sustainability of new projects, set standards for condition of buildings and ensures DM is prioritized; prioritize projects and align them with the Plan; ensure debt policies require sufficient liquidity; set debt limit ratios; comply with procurement requirements.

3. Financial Operations – prepare budgets on the same basis as consolidated statements; modernize and update reports and presentations of statements in accordance with new practices; increase digital record-keeping.

4. Restricted Funds – classify deferred contributions as current liabilities; segregate externally restricted funds into separate bank accounts.

5. Academic Program Sustainability – review and assess programs for viability.

6. Human Resources – develop business cases for new senior administration positions; use fair and transparent processes; develop guidelines on discretionary expenses; adhere to legislation on executive compensation and the BPSAA.

7. Lobbying – track lobbying activities and ensure registration; assess benefit of external GR consultants; ensure external consultants are registered.

8. Labour Relations – establish standards for the resolution of grievances related to alleged harassment or discrimination; develop criteria with unions for conditions related to financial exigency.

9. Legal Counsel – assess cost-benefit of external counsel: if external legal is required, hire using fair and transparency processes; consider hiring in-house counsel if this minimizes external legal fees.

10. External Audit – tender for external auditor every five years; share financial information proactively with university's auditor; ensure regular meetings of the auditor with the Board and Audit Committee.

11. Ministry of Colleges and Universities and the Office of the Auditor General of Ontario – gain understanding of the roles and responsibilities of MCU and OAGO.

Recommendations to Laurentian University's Board of Governors and Senate

These recommendations are directed to the Board and Senate of the University; "however, governing bodies of other universities in Ontario should also review and implement these recommendations where appropriate." (p. 71)

12. Information Provided to Board – require administration to present the annual budget for approval; require annual capital life cycle maintenance report; prior to approval of capital projects require all relevant information; require formal reporting including operational year-to-date and monthly actuals to budget, among other elements.

13. Work Plans – set clear board and committee direction.

14. Public Transparency – develop and make public guidance on appropriate use of in camera meetings; document in camera decisions; publicly post budgets, business plans and meeting minutes on a timely basis.

15. Board Performance – develop skills matrices; continuously monitor and improve; renewal terms of members within term limits based on performance; annually renew indemnification policies and Board insurance.

16. Code of Conduct and Conflict of Interest Guidelines – implement and adhere to code of conduct and keep it updated; record votes to ensure adherence to Code/Conflict guidelines.

17. Committees – ensure committees have skills and ability related to their Committee function; Audit Committee member training on financial literacy; Finance Committee to receive complete and accurate information on uses of cash; staff relations committee to have regular reports on the status of staff and faculty grievances, including financial implications.

18. Recommendation to Senate: "use strengthened financial analysis provided by the Vice-President, Administration to the Senate and regularly evaluate the long-term financial sustainability of the University's academic programming and make recommendations to the Board on changes to those programs identified as being at risk for long-term sustainability." (p. 73)

Recommendations to MCU

1. "Proactively intervene to obtain complete information to assess a university's finances when a university fails to meet financial sustainability metrics used by the Ministry and, as a condition of funding, require universities to work with the Ministry to institute a path to financial sustainability.

2. Formally evaluate for government the benefits of introducing legislation:

   a. allowing the Ministry to set limits on university deficits, borrowings and major capital expenditures;

b. allowing the Ministry to appoint a supervisor to take control of a university's operations when there are serious financial sustainability concerns; and

c. preventing universities from restructuring under the *Companies' Creditors Arrangement Act*.

3. Determine to what extent universities are spending funds as intended for specific priorities (such as the bilingualism grant for French-language services), follow up with universities to understand any reasons for discrepancies and better align funding with actual needs.

4. Develop guidelines that university boards must have in place to ensure they have fully functioning and effective governance structures, and incorporate these requirements as part of their funding agreements.

5. Hold universities accountable for accomplishing their intended activities and goals outlined in current and future funding agreements with the Ministry by making funding contingent on meeting these activities and goals.

6. Incorporate financial performance metrics, such as the debt to revenue ratio with set thresholds, and make funding contingent on meeting these thresholds, in the new performance-based funding model.

7. Institute processes to validate that funding provided to universities is used for the purposes intended and claw back funding that is not used for intended purposes.

8. Require universities to regularly report absences in Lieutenant Governor in Council appointments, monitor the absences and work to fill them in a timely manner.

9. As the Debtor-in-Possession lender and the primary funder of Laurentian, seek an expeditious process to end the CCAA proceedings within the next six months with the approval of the Chief Justice of the Superior Court through a plan of compromise and/or arrangement.

10. Work with the Board of Laurentian to ensure that strong leadership is in place as Laurentian exits the CCAA process.

11. Provide the government with thorough analysis of the impact of tuition reductions and freezes on all universities prior to their implementation to determine if universities can sustain the impacts of these policy decisions." (p. 74)

Recommendations to the Office of the Integrity Commissioner

1. "Review interactions between Laurentian staff, their external consultants and public office holders to determine compliance with the Lobbyists Registration Act, 1998 and the Broader Public Sector Accountability Act, 2010.

2. Clarify and promote requirements for universities and other broader public sector organizations under the Lobbyists Registration Act, 1998 and the Broader Public Sector Accountability Act, 2010." (p. 75)

November 17, 2022

PRESIDENT'S KUDOS REPORT

NOVEMBER 2022

Professor John E. Moores, Associate Dean, Research and Graduate Studies, Dept. of Earth and Space Science and Engineering at York University, has been named the new Science Advisor to Lisa Campbell, President of the Canadian Space Agency. Moores replaces Sarah Gallagher of Western University who was the first science advisor to the President, appointed in September 2018. He also currently serves as the Director of the Technologies for Exo-Planetary Science NSERC CREATE Program.

Lassonde School of Engineering Dean, Jane Goodyer, has been appointed to the executive committee of the Global Engineering Deans Council (GEDC) for a three-year term. Created in 2008, GEDC's mission is to serve as a global network of engineering deans and leverage the collective strengths for the advancement of engineering education and research. In her new role, Goodyer hopes to help pave the way for engineering leaders to network and increase the organization's membership to further its mission, vision and strategic priorities.

School of the Arts, Media, Performance & Design Professor Christina Petrowska Quilico has been appointed to the Order of Ontario for 2021. Petrowska Quilico, a professor of musicology and piano at York University, has opened the ears of music lovers internationally through numerous classical and contemporary performances, with an orchestra and as a soloist on more than 50 internationally acclaimed recordings. As a professor, she has received esteemed research awards. As a benefactor, she established The Christina and Louis Quilico Award at the Ontario Arts Foundation and the Canadian Opera Company. The Order of Ontario recognizes exceptional leaders from all walks of life and diverse fields of endeavour whose impact and lasting legacy have played an important role in building a stronger province, country and world.

APPOINTMENT

Oluwakemi (Kemi) Oke has been appointed as the Ombudsperson of York University, commencing December 1, 2022. As an experienced Ombudsperson, who most recently served as Associate Ombudsperson at Simon Fraser University, she has advised on procedural fairness concerns in university policy review processes, identified and resolved systemic challenges, and collaborated with different stakeholders to promote fairness and equity in the university. The university would like to thank Maureen Armstrong, who has been serving as the Interim Ombudsperson since 2020.

Osgoode Hall Law School's chief law librarian, Yemisi Dina, has been honoured as one of Canada's Top 100 Most Powerful Women by the Toronto-based Women's Executive Network (WXN). Dina was recognized for her leadership within her field. WXN is a national organization dedicated to propelling and celebrating the advancement of women of all ages, at all levels and in all sectors.

School of Politics, Faculty of Liberal Arts & Professional Studies Professor Nergis Canef, has been selected for a second consecutive year for a fellowship at the Institute of Human Sciences in Vienna, Austria – a prestigious institution of advanced study focusing on intellectual exchange across disciplines, between academia and society, and among regions that now embrace the global south and north. During her fellowship, she will focus on research examining the societal dimensions of war crimes and mass atrocities in the context of crimes against humanity, such as those witnessed by the decade-long Syrian conflict, the Russian invasion of Ukraine, the Rohingya exodus from Myanmar, and other such human-made catastrophes of the post-Cold War era.

Rami Mayer, executive director of Schulich ExecEd, an extension of York University's Schulich School of Business, was awarded the Queen's Platinum Jubilee pin by Member of Parliament for Thornhill Melissa Lantsman. This year marked Queen Elizabeth II's Platinum Jubilee, and the pin was created to commemorate her 70-year reign. Under Mayer's leadership, Schulich ExecEd has become one of the most successful and prominent professional development providers in Canada, with a vast network of consultants, facilitators, boutique company partners, and Schulich School of Business faculty. As the initiator of custom programs for organizations, Mayer systematically built and led a team that created, sold and delivered a portfolio of programs and customized solutions to B2B and B2C clients across the globe.

The Glendon School of Public and International Affairs has announced the appointment of Clare Hutchinson as the inaugural Power Corporation of Canada Distinguished Fellowship for 2022-23. The fellowship recognizes individuals who have made outstanding contributions to public policy through leadership, service, mentorship and high-impact research. From 2018-21, Hutchinson was appointed as NATO secretary-general special representative for women, peace and security, high-level focal point on children and armed conflict and head of the NATO Human Security Unit. Hutchinson is a "Women Leader for Peace" as part of the International Leadership Association, and a mentor for the Women in International Security for Eastern Partnership Program.

On November 1, 2022, the Lassonde School of Engineering celebrated its 10th anniversary with a series of events recognizing the School's many accomplishments since its inception. Over the past decade, Lassonde has established itself as a leading interdisciplinary School, a home where creators are empowered to make the world a more just and sustainable place. The all-day celebration started with Lassonde welcoming York University President and Vice-Chancellor, Rhonda Lenton; the School's Founding Donor, Pierre Lassonde; and his daughter, Julie Lassonde, for a luncheon and masterclass.

Faculty of Health Associate Professor Christine Jonas-Simpson is part of a research team recognized with the Canadian Institutes of Health Research Institute of Aging Betty Havens Prize for Knowledge Mobilization in Aging. The Team, led by KITE senior scientist Dr. Pia Kontos, created the research-based theatre production and film *Cracked: New Light on Dementia* and *Dementia in New Light: A Digital Learning Experience.* The award recognizes the outstanding achievements of an individual, team or organization who have advanced the mobilization of research in aging at a local or regional level.

The fifth annual Dean's Award for Research Excellence (DARE) winners were recognized in a special celebration by the Faculty of Liberal Arts & Professional Studies (LA&PS). Thirty-eight recipients showcased their exceptional work completed over the summer under the leadership of their professors. LA&PS launched DARE to provide opportunities for undergraduate students to engage in faculty-supervised research. Students each received $5,000 for their work over a four-month period. View the 2022 award recipients in the winner's gallery.

Nicole Arsenault, MES alumna, was a finalist for the Association for the Advancement of Sustainability in Higher Education (AASHE) Campus Sustainability Research Award for her MES Research Paper on "The Role of Universities Towards a Sustainable Future: Integrating the Sustainable Development Goals" (Supervisor: Alice Hovorka; Advisor: Jose Etcheverry). The award recognizes published and unpublished research that contributes to the advancement of higher education sustainability.

Congratulations to York Lions 2022 Women's Soccer Team on their Ontario University Athletics (OUA) silver medal. An OUA silver medal and an appearance at the U SPORTS championship will go down in the history books as the highlights of the season for the 2022 York University Lions women's soccer team, as they dropped a 4-1 decision to the UBC Thunderbirds in the U SPORTS championship's consolation semifinal. The loss ends a memorable campaign for York, who went until the OUA championship game without registering a road loss.

The new Alchemy Lecture, which aims to run annually, is hosted by LA&PS and is a multi-vocal model that brings together a constellation of three to four thinkers and practitioners from different disciplines and geographies to think together on the most pressing issues of our times. Spearheaded by the Canada Research Chair in Black Studies in the Humanities and York Professor Christina Sharpe, York University's new Alchemy Lecture debuted on November 10th. The inaugural lecture, titled "Borders, Human Itineraries and All Our Relation," brought together four alchemists:

- Dele Adeyemois (UK/Nigeria), is an architect, artist, and critical urban theorist.
- Natalie Diaz (US/MOJAVE/AKIMEL O'OTHAM), is an author, MacArthur Foundation Fellow, a Lannan Literary Fellow, and a Native Arts Council Foundation Artist Fellow
- Nadia Yala Kisukidi (FRANCE), is an Associate Professor in philosophy at Paris 8 Vincennes-Saint-Denis University.
- Rinaldo Walcott (CANADA), is a Professor in the Women and Gender Studies Institute and former Canada Research Chair of Social Justice and Cultural Studies.

York University has announced this year's recipients of the Provost's Postdoctoral Fellowships for Black and Indigenous Scholars. This important initiative supports up to four scholars annually in any field of study and provides the successful applicants with a salary of $70,000 annually for a two-year term. The 2022 recipients, where they will be housed, and their research focuses are:

- Sylvester Aboagye, PhD candidate in Electrical Engineering from Memorial University, Housed with Lassonde School of Engineering, Research focus: How humans can improve the achievable data rate, coverage and energy efficiency performances of communication technologies, with a focus on wireless communication networks.
- Landing Badji, PhD in Ecology and Ecosystem Management from Cheikh Anta Diop University, Housed with Glendon, Research focus: Self-medication, hormones and human-chimpanzee interactions.
- Leora Gansworth, PhD in Critical Human Geography, York University, Housed with Osgoode Hall Law School, Research focus: The environmental health priorities in the Algonquin territory.
- Graeme Reed, PhD candidate in rural studies at the University of Guelph, Housed with Center for Indigenous Knowledges and Languages, Research focus: Indigenous visions for self-determined climate solutions

YSpace, York's pan-University entrepreneurship hub, held one of its flagship events, the YSpace Technology Accelerator Demo Day, where the top three startups in the accelerator program were recognized. AI technology startup NLPatent secured the top prize, and the top three finalists were each awarded a portion of the $30,000 prize funds. Securing the second-place prize of $10,000 was Cola's Kitchen, a personalized, fresh food solution for dogs and their owners. The third-place prize worth $5,000 went to Sn126, a tech startup dedicated to building the future of API testing.

The Intergovernmental Panel on Climate Change (IPCC) has been declared a co-laureate of the 2022 Gulbenkian Prize for Humanity, together with the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES). Ellie Perkins served as one of the authors in the 6th Assessment Cycle and was instrumental to the IPCC's success. The Jury of the Gulbenkian Prize for Humanity, led by Dr. Angela Merkel, selected the IPCC and IPBES out of 116 nominations from 41 countries, in recognition of "...the role of science on the front line of tackling climate change and the loss of biodiversity." The prize was launched by the Calouste Gulbenkian Foundation in 2020 with the objective of distinguishing persons and organisations from around the world whose work has greatly contributed to mitigating the impacts of climate change.

On October 26, 2022, the Lassonde School of Engineering hosted the Lassonde Awards Ceremony. This annual ceremony celebrates our students' academic successes and extracurricular excellence in the 2021-2022 academic year. The ceremony welcomed many special guests including external partners, students, faculty and staff. In total, 45 awards were presented throughout the ceremony. Many of these awards and scholarships would not be available to students without the support of Lassonde's partners and donors.

Wellcome Trust, a leading charitable foundation that supports science to solve the urgent health issues facing everyone, has awarded $8.7-million to support a new initiative based at the Global Strategy Lab at York University. The initiative will bridge science and policy to support evidence-informed AMR policymaking around the world. This initiative is led by York Professors Steven J. Hoffman and Susan Rogers Van Katwyk with support from leading York University researchers Professors Mathieu Poirier, Adrian Viens, Tarra Penny and University of Ottawa Professor Patrick Fafard.
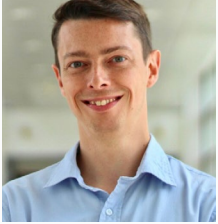
The AMR Policy Accelerator is designed to advise the world's governments, public health institutions and decision-makers on effective and equitable policies to ensure sustainable antimicrobial use for everyone. The AMR Policy Accelerator will undertake rigorous research, develop practical resources and tailor custom advisory services to comprehensively support equitable, evidence-informed policymaking on antimicrobial resistance at the national and global levels.

A team of researchers from the Dahdaleh Institute for Global Health Research and Lassonde School of Engineering have revamped their Safe Water Optimization Tool with multiple innovations that will help aid workers unlock potentially life-saving information from water-quality data regularly collected in humanitarian settings. Created in partnership with Doctors Without Borders/Médecins Sans Frontières, the free-to-use, open-source online platform has been shown to dramatically increase water safety for people living in refugee camps and has corrected major inaccuracies about proper chlorination levels that went on for decades. The team, who say these improvements are informed by real-life lessons gleaned from the field, includes:
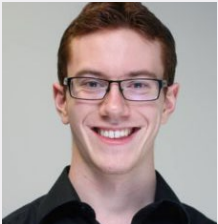
- Syed Imran Ali, team lead, research Fellow at the Dahdaleh Institute and an adjunct professor at the Lassonde School of Engineering
- Professor Usman T. Khan, machine learning lead from Lassonde's Department of Civil Engineering
- Mike De Santi, modelling graduate researcher
- Dahdaleh Institute Director Dr. James Orbinski, MD
- James Brown, field advisor

Report to the Board of Governors

at its meeting of November 29, 2022

The Academic Resources Committee met on November 18, 2022, and makes this report to the Board for information

1. Faculty Complement Renewal

The Committee received an update on the Faculty Complement Renewal Strategy from Provost & Vice-President Academic Philipps highlighting progress made on key goals and outcomes of the 2021-22 recruitment cycle. It was noted that there was consistent growth in the tenure stream complement, an increase in assistant professorships to diversify rank across the professoriate and improvements in faculty student ratios in key areas. It was also noted that York has made progress in addressing representation gaps through dedicated searches and improved processes in all searches and has enhanced international outreach to attract and recruit international candidates.

2. Full Enrolment Update

The Committee received the enrolment update as of November 1, 2022, noting that several Ontario universities, including York, experienced unusually low enrolments in Winter 2022, relative to historical fall-to-winter enrolment ratios. The lower Winter 2022 enrolments directly impacted the flow-through of continuing students into Fall 2022. In addition, delays in student visa processing and ongoing COVID challenges resulted in low international student intake for Fall 2022 relative to targets. Despite the challenging environment, domestic recruitment is faring well as York's market share of Ontario secondary school (101) enrolments is the second highest in a decade, and the second highest in the province. In terms of first year domestic 105s, although the overall intake target was not met, the University performed strongly yielding higher-than-expected FFTEs.

3. School of Medicine Governance

York University submitted a formal request to the Ministry of Colleges and Universities in the Fall for the province to provide operating funding for the York University School of Medicine (SoM). The Provost continues to meet with both internal and external stakeholders and there is overall enthusiasm and support for the project. In the event

the Province gives approval to proceed in the coming months, York needs to be poised to move forward with the next steps to ensure a smooth progression in establishing a SoM. The Committee was provided an overview of the governance process, options and approvals required at both the Senate and the Board. Committee's guidance was sought on what information and documentation is anticipated in a formal proposal to establish a School of Medicine.

4. Distinguished Fellowships in Learning and Teaching

A new teaching fellowship named the *Distinguished Fellowships in Learning and Teaching Excellence*, was established to respond to emerging opportunities in the evolving landscape of teaching and learning. Housed within the Faculty of Health, it aligns with the University Academic Plan objective around 21st Century Learning: Diversifying Whom, What, and How We Teach.

5. Update on Research Priorities and Strategic Research Projects

The Committee received an update on research priorities and projects and discussed the University's Strategic Research Plan (SRP) for 2023-2028. The updated SRP will serve as the foundation of York's research and innovation planning framework for the next five years. The SRP facilitated consultation process guided by an SRP Advisory Committee began in Fall 2022 and will continue into Spring 2023, with the objective of bringing the final SRP to Senate in Spring 2023 for approval. Initial comments received to date include:

- the need for partnered and community-based research,
- a desire to integrate the United Nations Sustainability Development Goals,
- greater focus on sustainability and climate crisis,
- advancing pathways for Indigenous and other racialized scholars,
- highlighting advancements in scientific discovery including STEM, social sciences, humanities, and arts through collaborative, large-scale initiatives, and international partnerships,
- including reference to pandemic and post-pandemic world,
- new strategy document needs to be 'rousing' and inspiring to internal folks as well as external,
- reinforcing the importance of integrating with other strategic York documents
- attention on differentiating York with a focus on the overarching mission and vision of the University.

The Committee noted a community feedback session on November 29 where Board members are encouraged to participate. Board members may also provide feedback

through an [online feedback portal](). The SRP engagement portal provides regular updates on SRP planning and consultation activities at: https://www.yorku.ca/research/strategic-research-plan-2023-2028,

Under the second round of the Catalyzing Interdisciplinary Research Clusters (CIRC) grant competition, 13 applications were received which resulted to seven applications receiving full grants and the remaining five receiving partial grants. The Social Sciences and Humanities Council (SSHRC) released the results of the Connection Grant submitted in August, where three out of the four applications York submitted were successful and received a total funding of $100,393. Under the Canada Research Chairs (CRCs) program, York welcomed the CRC in Cybersecurity and renewed a CRC in Cardiovascular Biology. Five New Organized Research Units were approved as follows:

- Centre for Artificial Intelligence & Society
- One WATER: Water management, Artificial intelligence, Technologies, Education
- and sustainability, Resource recovery & Reuse
- Institute for Technoscience and Society
- Centre for Integrative and Applied Neuroscience
- York Emergency Mitigation, Engagement, Response and Governance Institute

The vision and research plan for the Markham Campus: *The Future of Research Excellence* has been completed and a Research Services Open House (Markham Edition) is being organized at the end of November to introduce new Markham Campus Faculty members to the research services offered at the Keele Campus and the research vision established for the Campus.

Antonio Di Domenico
Chair

Board of Governors

Memorandum

To: Board of Governors

From: Antonio Di Domenico, Chair, Academic Resources Committee

Date: 29 November 2022

Subject: November 2022 Report on Appointments, Tenure and Promotion

---

Recommendation:

The Academic Resources Committee recommends that the Board of Governors approve the President's November 2022 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 May 2022 along with recent tenure and promotion decisions. The President confirms 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)
Armstrong, E (M)	Arts, Media, Performance and Design	Theatre	PhD (York)	Voice and speech for the actor
Asgary, A (M)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Newcastle)	Disaster and emergency management
Bain, A (F)	Environmental and Urban Change		PhD (Cambridge)	Urban social geography
Basu, R (F)	Environmental and Urban Change		PhD (Toronto)	Critical geographies of education; urban geographies of migration and displacement
Bird, K (F)	Liberal Arts and Professional Studies	Humanities	PhD (York)	Theatre studies, Canadian studies, and women's studies
Boran, I (F)	Liberal Arts and Professional Studies	Philosophy	PhD (Queen's)	Social and political philosophy
Brushwood Rose, C (F)	Education		PhD (York)	Visual research methods and media and art education
Cabianca, D (M)	Arts, Media, Performance and Design	Design	MFA (Cranbrook)	2D Design
Dufraimont, L (F)	Osgoode Hall Law School		JSD (Yale)	Criminal law and procedure and evidence
Durston, A (M)	Liberal Arts and Professional Studies	History	PhD (Chicago)	Latin American history

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Remmel, T (M)	Environmental and Urban Change		PhD (Toronto)	Geomatics
Steele, J (F)	Health	Psychology	PhD (Harvard)	Social personality and development
Till, C (F)	Health	Psychology	PhD (Toronto)	Clinical neuropsychology; neurotoxicology

Recommendations for Promotion to Full Professor Teaching Stream

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Audette, M (M)	Glendon College		MFA (York)	Visual art photography
Giesler, M (M)	Schulich School of Business	Marketing	PhD (Witten/Herdecke)	Marketing
Hempstead, M (M)	Science	Chemistry	PhD (York)	Chemical structure, inorganic chemistry
Mills, A (M)	Science	Biology	PhD (Toronto)	Zoology

Recommendations for Tenure to Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Devine, A (F)	Schulich School of Business		PhD (Cincinnati)	Real estate and infrastructure

Recommendations for Tenure and Promotion to Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Bandopadhyay, S (M)	Osgoode Hall Law School		SJD (Harvard)	IP Law, disaster law, environmental law, humanitarian law
Boakye-Yiadom, S (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Manitoba)	Materials processing and characterization
Caputo, C (M)	Science	Chemistry	PhD (Toronto)	Materials chemistry, inorganic and organic chemistry
Cheung, G (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (California, Berkeley)	Image and signal processing
Cyr, A (F)	Glendon College	Psychology	PhD (Toronto)	Psychology
Daftary, A (F)	Health	School of Health Policy& Management	PhD (Toronto)	Public health, social and behavioural health sciences
Douglas, C (M)	Science	Science and Technology Studies	PhD (York, UK)	Sociology of biomedicine
Elfner, E (F)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Massachusetts)	Theoretical linguistics, phonology and the syntax of phonology
Epstein, I (F)	Health	School of Nursing	Dphil (Toronto)	Disability studies; disabilities in clinical placement
Faraday, F (F)	Osgoode Hall Law School		LLB (York)	Charter rights, constitutional law, human rights and labour law
Glover Berger, K (F)	Osgoode Hall Law School		PhD (McGill)	Administrative and constitutional law
Harvey, A (F)	Glendon College	Translation	PhD (York)	Communication

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Hillier, S (M)	Health	School of Health Policy & Management	PhD (Ryerson)	Social policy
Hayhurst, L (F)	Health	Kinesiology & Health Science	PhD (Toronto)	Socio-cultural studies of sport and health
Kandilas, C (M)	Health	Kinesiology & Health Science	PhD (Indiana State)	Athletic therapy athletic training
Kennedy, E (M)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Arizona State)	Human & social dimensions of science & technology
Keough, M (M)	Health	Psychology	PhD (Concordia)	Clinical psychology addiction studies
Kikulwe, D (M)	Liberal Arts and Professional Studies	Social Work	PhD (York)	Social work
Kovinich, N (M)	Science	Biology	PhD (Carleton)	Plant molecular biology
Kwak, L (F)	Liberal Arts and Professional Studies	Social Science	PhD (Toronto)	Social justice education
Laurin-Lamothe, A (F)	Liberal Arts and Professional Studies	Social Science	PhD (Québec Montréal)	Economic sociology, sociology of the firm and economic inequality
Melenka, G (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Alberta)	Composite materials
Nadler, J (F)	Osgoode Hall Law School		SJD (Toronto)	Private law, theoretical jurisprudence and law and literature
Ong, J (M)	Arts, Media, Performance and Design	Computational Arts	PhD (Washington)	Digital arts and experimental media

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Paciocco, P (F)	Osgoode Hall Law School		SJD (Harvard)	Criminal law, criminal procedure, evidence, sentencing, ethics
Pathman, T (F)	Health	Psychology	PhD (Emory)	Cognition and development psychology
Perras, M (M)	Lassonde School of Engineering	Civil Engineering	PhD (Queen's)	Geological engineering
Pike, K (F)	Liberal Arts and Professional Studies	Human Resource Management	PhD (Cornell)	Industrial and labor relations
Tingley, J (F)	Arts, Media, Performance and Design		MFA (Concordia)	Hybrid media
Wang, C (F)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Oxford)	Computer and software engineering; teaching and research
Warkentin, T (F)	Environmental and Urban Change		PhD (York)	Environmental education, feminist environment ethics, human- animal studies and humane education
Widmer, A (F)	Liberal Arts and Professional Studies	Social Science	PhD (York)	Medical anthropology
Wojtowicz, M (F)	Health	Psychology	PhD (Dalhousie)	Clinical neuropsychology
Zeng, T (M)	Science	Chemistry	PhD (Alberta)	Physical and theoretical chemistry
Zylberberg, J (M)	Science	Physics and Astronomy	PhD (California, Berkeley)	Computational neuroscience

Recommendations for Promotion to Associate Professor Teaching Stream

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Baxter, P (M)	Liberal Arts and Professional Studies	Social Science	MA (Western)	Political science
Bernholtz, M (F)	Liberal Arts and Professional Studies	Writing	MA (York)	Institutional/organizational writing
Conder, J (F)	Health	Psychology	PhD (McMaster)	Experimental psychology, cognitive neuroscience
Harris, J (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Toronto)	Mechanical engineering
Hoeg, D (M)	Education		PhD (OISE Toronto)	Science education
Jadidi Mardkheh, M (F)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (Laval)	Geomatics engineering
Lee, A (F)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Wisconsin- Milwaukee)	English language & linguistics
Skelton, A (M)	Science	Mathematics and Statistics	PhD (Guelph)	Mathematics, cellular automata

Table 1 2022-23 Recommendations for Appointment – Full-Time Faculty Members[1] (since the meeting of May 3, 2022)

Name	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
AMPD					
Garcia, Hector Centeno	CMA, Creative Technologies (Markham)	Assistant Professor, Teaching Stream, PC1	MFA, Digital Futures (OCAD, 2016)	Mr. Garcia has held a Course Directorship position at York since 2020. He has also held teaching positions at OCAD University and George Brown College. For over 25 years, Mr. Garcia has been an independent artist, art technician and educator. He specializes in sound, visuals, generative media, electronics, and virtual and augmented reality.	Faculty Funded
Hector, Syreeta	Dance, Ballet	Assistant Professor, PC1 (professorial)	MA, Dance (York, 2016)	Ms. Hector has held contract faculty positions in the Department of Dance, York University since 2017. Ms. Hector is an Afro-Indigenous dance artist, educator and a creator and performer. This appointment was made through the CUPE Conversion program.	Faculty Funded
Martin, Denis	Music, Music Technology and Production	Assistant Professor, Teaching Stream, PC1	PhD, Sound Recording (McGill, 2020)	Dr. Martin comes to us from his position as Course Instructor at McGill University where he has taught Music courses since 2013. Dr. Martin is an audio engineer and researcher focused on the perception, operation, and design of dynamic range compressors.	Faculty Funded
Park, Siwah (1-Jan-23)	Computational Arts, Comp. Creativity and AI	Lecturer/ Assistant Professor, PC1 (professorial)	PhD, Media Arts and Technology (California-Santa Barbara, 2022)	Mr. Park expects to successfully complete his PhD by December 2022. He is currently a Graduate Researcher with AlloSphere Research Group at UC Santa Barbara. His main research investigates approaches that use data as an art material to drive audiovisual content generation based on data visualization/sonification.	Specially Funded
EDUCATION					
Jocson, Korina	Digital Futures in Education	Associate Professor with tenure (professorial)	PhD, Education (California-Berkeley, 2004)	Dr. Jocson comes to us from her Associate Professor position with the Department of Student Development: Social Justice Education at the University of Massachusetts-Amherst. Dr. Jocson's program of research focuses on youth literacies and expressive culture in schools and communities.	Specially Funded

[1] All appointments effective July 1, 2022 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	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
singh, sava	Digital Futures in Education	Assistant Professor, PC1 (professorial)	PhD, Educational Communication and Technology (New York University, 2017)	Dr. singh recently completed a Postdoctoral Fellow position with The eQuality Project at the University of Ottawa. Dr. singh's research is focused on the intersection of social media and online communities.	Faculty Funded
HEALTH					
Dolatabadi, Elham (Jan. 1, 2023)	SHPM, Digital Health, Informatics, Analytics	Assistant Professor, PC1 (professorial)	PhD, Biomedical Engineering (Toronto, 2016)	Dr. Dolatabadi comes to us from her position as Applied Machine Learning Specialist, Health Lead at the Vector Institute. She is also an Assistant Professor (status only) with the Institute of Health Policy, Management, and Evaluation at the University of Toronto. Dr. Dolatabadi's research synergizes Machine Learning innovations with health informatics, policy, and management towards mitigating health disparities. This appointment is a dedicated BIPOC scholar position.	Faculty Funded
Michaels, Jonathan (1-Jul-23)	Kinesiology, Visuomotor Neuro-physiology	Assistant Professor, PC1 (professorial)	Dr. rer. nat., Systems Neuroscience (Göttingen, 2017)	Dr. Michaels comes to us from his Postdoctoral Fellow position at the Brain and Mind Institute at the University of Western Ontario. Dr. Michael's research plan involves a combination of electrophysiological experiments using animal models, tools from artificial intelligence, and machine learning to determine how the nervous system controls movement. This is a CFREF VISTA enhanced position.	Specially Funded
Phillips, Devin	Kinesiology, Human Cardio-respiratory	Assistant Professor, PC1 (professorial)	PhD, Pulmonary Physiology (Alberta, 2020)	Dr. Phillips recently completed a Postdoctoral Fellow position with the Department of Medicine at Queen's University. Dr. Phillips' research interests involve integrated physiological underpinnings of exertional breathlessness and exercise performance across the human lifespan.	Faculty Funded
Singh, Sachil	Kinesiology, Physical Culture & Health	Assistant Professor, PC1 (professorial)	PhD, Sociology (Queen's, 2016)	Dr. Singh recently completed a Postdoctoral Research Fellow position with the Surveillance Studies Centre at Queen's University and is also an Assistant Professor (Adjunct) at Queen's University. Dr. Singh specializes in the critical socio-cultural study of health with a focus on digital	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	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
				studies/data science with expertise in studies of surveillance technologies, AI and algorithmic bias, race, and data justice.	
LA&PS					
Barzoo, Eliassi (1-Jul-23)	Director, Social Work	Full with tenure (professorial)	PhD, Social Work (Mid Sweden, 2010)	Dr. Barzoo comes to us from his position as an Associate Professor in the Department of Social Work, Linnaeus University and affiliated researcher at the Centre for Refugee Studies at York University. His areas of expertise span the field of migration and refugee studies, with a focus on statelessness, citizenship, and identity.	Faculty Funded
Beauchemin, Bianca (1-Jul-23)	GSWS, Black Feminist & Queer Studies	Assistant Professor, PC1 (professorial)	PhD, Gender Studies (California-Los Angeles, 2021)	Dr. Beauchemin successfully completed her PhD in the Fall of 2021. She comes to us as a Research Assistant at UCLA and has acquired extensive teaching experience as a guest lecturer, teaching associate, and teaching assistant across various institutions. Her areas of specialization include Black Feminist Theory, Black Diaspora Studies, Black Queer Studies, and Black Atlantic History.	Specially Funded
Bogdan, Evalyna	ADMS, Disaster and Emergency Management	Assistant Professor, PC1 (professorial)	PhD, Sociology (Alberta, 2019)	Dr. Bogdan comes to us from her position as a Postdoctoral Associate at the University of Calgary. She has also previously held two Postdoctoral Fellowships in Political Science at the University of Waterloo. Her research focuses on disaster and environmental sociology, specializing in innovative educational and engagement approaches to disaster and disaster governance.	Specially Funded
Dagne, Teshager (1-May-23)	SPPA, Tech & Governance: Digital Governance for Social Justice (Markham)	Associate Professor with tenure (professorial)	JSD (Dalhousie, 2012)	Dr. Dagne comes to us from his position as Associate Professor at the Faculty of Law, Thompson Rivers University. His research and teaching are within the field of intellectual property law, data governance, and AI-related legislation. This appointment is an Ontario Research Chair position.	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	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
Dawkins, Cedric	ADMS, Management: Business Ethics	Associate Professor with tenure (professorial)	PhD, Human Resource Management (Ohio State, 1998).	Dr. Dawkins comes to us from his position as an Associate Professor and Chair of the Management Department at Loyola University Chicago. Dr. Dawkins has extensive teaching experience in Business Ethics, Labour Relations, and Human Resource Management. His research program focuses on stakeholder engagement and politicization of the firm.	Faculty Funded
Gehl, Robert	Communications & Media Studies, Tech & Governance: Governing Artificial Intelligence (Markham)	Associate Professor with tenure (professorial)	PhD, Cultural Studies (George Mason, 2010)	Dr. Gehl comes to us from his position as the F. Jay Taylor Endowed Research Chair of Communication at Louisiana Tech University, as well as an Adjunct Associate Professor in the Department of Communication, Media and Film at the University of Calgary. Dr. Gehl's research is focused on social media alternatives and regulation of oligarchic social media. This appointment is an Ontario Research Chair position.	Specially Funded
Green, Jeremy	Humanities, Indigenous Studies, Ogwehonwe Language & Culture	Assistant Professor, PC1 (professorial)	PhD, Hawaiian and Indigenous Language and Culture Revitalization (Hawaii-Hilo, 2020)	Dr. Green comes to us from his role as Principal at the Kawenni:io/Gawęní:yo Private School, Ohsweken, Ontario. Prior to this, Dr. Green completed a Postdoctoral Fellowship at the University of Victoria, BC. Dr. Green's research focuses on teaching and learning methods for Indigenous languages, culturally relevant assessment for Indigenous Speaking Proficiency Development, strategic planning for Indigenous Language and Culture Revitalization and Language Acquisition Planning for Indigenous Language Revitalization. This appointment is a dedicated Indigenous position.	Faculty Funded
Juric, Tanya	Social Science	Assistant Professor, Teaching Stream, PC1	PhD, Religion (Toronto, 2005)	Dr. Juric has held contract faculty positions and contractually limited and long service teaching appointments in the Department of Social Science at York University since 2010. Dr. Juric's research and teaching interests are in critical social theories; social diversity and law; and politics of human rights. This appointment was made through the CUPE Conversion program.	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	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
Kar, Anirban	ADMS, First Year Experience	Assistant Professor, Teaching Stream, PC1	PhD, International Management and Organization (Victoria, 2018)	Dr. Kar comes to us from his position as a Term Lecturer and Postdoctoral Fellow in the Beedie School of Business, Simon Fraser University with 14 years of professional experience in business. Dr. Kar has made contributions to management scholarship, with a focus on retention; culture, trust, and leadership; and student teamwork.	Faculty Funded
Lamb, Vanessa (1-Jan-23)	Social Science, Business and Society	Associate with tenure (professorial)	PhD, Geography (York, 2014)	Dr. Lamb comes to us from her position as Senior Lecturer at the School of Geography, University of Melbourne, where she has been employed since 2016. Dr. Lamb's research agenda focuses on addressing transboundary environment and development problems.	Specially Funded
Mahr, Johannes (1-Jul-23)	Philosophy, Cognitive Science	Assistant Professor, PC1 (professorial)	PhD, Philosophy (Central European, 2019)	Dr. Mahr comes to us from his Postdoctoral Fellow position at Harvard University. Dr. Mahr's work takes a deeply interdisciplinary approach and has led him to collaborate with an impressive list of philosophers and cognitive scientists. His areas of specialization are the philosophy of cognitive science and psychology.	Specially Funded
Malik, Sadia	Economics, Principles of Economics	Assistant Professor, Teaching Stream, PC1	PhD, Economics (Kansas State, 2005)	Dr. Malik has previously held a position as a Sessional Assistant Professor at the Department of Economics, York University since 2011, where she was the recipient of the Social Science and Humanities Research Council of Canada Insight Development Grant. Dr. Malik has experience teaching large introductory courses, curriculum development and program design.	Faculty Funded
Malla, Pasha	English, Creative Writing Fiction	Associate Professor, PC2	MA, Creative Writing and English Literature (Concordia, 2004)	Mr. Malla comes to us from his position as a Sessional Faculty member at McMaster University and the University of Toronto and having previously held a Contractually Limited Appointment at York University. Mr. Malla is recognized as a widely published, award-winning, multi-genre author. He specializes in writing and teaching fiction.	Specially Funded
Rampersaud, Marsha	Social Science, Law & Society	Assistant Professor, PC1 (professorial)	PhD, Sociology (Queen's, 2021)	Dr. Rampersaud comes to us from her position as a Postdoctoral Fellow at the School of Social Work, Toronto Metropolitan University. Her areas	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	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
				of research include socio-legal studies, critical criminology, sociology of punishment, and youth justice.	
Steele, Carolyn	Humanities	Assistant Professor, Teaching Stream, PC1	PhD, Communication and Culture (York, 2017)	Dr. Steele has been a contract faculty member with the Department of Humanities at York since 2011. Since 1998, she has also been a Career Development Coordinator at York. Dr. Steeles' expertise is in the areas of experiential education and digital humanities. This appointment was made through the CUPE Conversion program.	Faculty Funded
Taylor, Nicholas (1-Jul-23)	Communi-cation and Media Studies, Social Media/PR (Markham)	Associate with tenure (professorial)	PhD, Language, Culture and Teaching (York, 2009)	Dr. Taylor comes to us from his position as an Associate Professor in the Department of Communication, North Carolina State University, where he is Director of the interdisciplinary PhD program in Communication, Rhetoric and Digital Media. Dr. Taylor's extensive research agenda encompasses social media and public relations in relation to the video gaming industry.	Faculty Funded
Tremblay, Jean-Thomas	Humanities, Environmental Humanities	Assistant Professor, C1 (professorial)	PhD, English Language and Literature (University of Chicago, 2018)	Dr. Tremblay comes to us from his position as an Assistant Professor in the Department of English, New Mexico State University. Dr. Tremblay's research spans environmental inequalities, settler and extractive colonialisms, climate politics, the philosophy of nature.	Specially Funded
LASSONDE					
Fokaefs, Marios	EECS, Computer Science for Software Development (Markham)	Assistant Professor, PC2 (professorial)	PhD, Software Engineering (Alberta, 2015)	Dr. Fokaefs comes to us from his position of Assistant Professor at Polytechnique Montreal. From 2015 to 2017 he held a Postdoctoral Fellow position at York University. Dr. Fokaefs' primary research interests are on DevOps, self-adaptive systems, and change management.	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	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
Gabel, Moshe	EECS, Computer Science, Theory	Assistant Professor, PC1 (professorial)	PhD, Computer Science (Technion, 2017)	Dr. Gabel comes to us from his position as Assistant Professor (CLTA), Department of Computer Science, University of Toronto. Dr. Gabel's research involves distributed systems and algorithms, data systems, edge computing, machine learning and pervasive health monitoring.	Faculty Funded
Haider, May	EECS, Computer Science for Software Development (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Computer Science (Montreal, 2008)	Dr. Haider has held an Adjunct Assistant Professor position in Computer Science and Mathematics at the Lebanese American University. Dr. Haider is currently a college professor with the Toronto Business College teaching courses in computer systems technician and software developer programs. Dr. Haider's interests are in software engineering and machine learning.	Faculty Funded
Hemmati, Hadi	EECS, Software Engineering	Associate with tenure (professorial)	PhD, Software Engineering (Oslo, 2011)	Dr. Hemmati comes to us from his position as Associate Professor in Electrical and Software Engineering at the University of Calgary. Dr. Hemmati's area of research is software engineering with the focus on automated software engineering, software testing, debugging and repair and robust and explainable AI using software engineering methods.	Faculty Funded
Kamila, Shahin	EECS, Computer Science, Theory	Assistant Professor, PC3 (professorial)	PhD, Computer Science (Waterloo, 2014)	Dr. Kamila comes to us from his Assistant Professor position in the Department of Computer Science at the University of Manitoba. He previously held a Postdoctoral Fellow position from 2015-2017 at the Massachusetts Institute of Technology. Dr. Kamila's primary research focus is on the design, analysis, and limitations of online algorithms.	Faculty Funded
Karimi, Houshang	EECS, Power Engineering	Full Professor with tenure (professorial)	PhD, Electrical Engineering (Toronto, 2007)	Dr. Karimi comes to us from his faculty position with the Department of Electrical Engineering, Polytechnique Montreal. Dr. Karimi's research interests are in power and energy systems, control systems, renewable energies, and smart grids.	Faculty Funded
Kontogiannis, Kostas	EECS, Computer Software	Full Professor with tenure (professorial)	PhD, Computer Science (McGill, 1996)	Dr. Kontogiannis comes to us from his position as Professor and Acting Department Chair in the Department of Computer Science at Western University. Dr. Kontogiannis' research interests and expertise lie in the	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	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
	Development (Markham)			intersection of DevOps, software systems modeling and analysis, and service computing.	
Opabola, Eyitayo A. (1-Jul-23)	Civil Engineering	Assistant Professor, PC1 (professorial)	PhD, Civil Engineering (Auckland, 2021)	Dr. Opabola will be nominated for a Canada Research Chair (Tier 2) in Science or Engineering in the Fall 2022. He is currently a Research Fellow in Resilience Engineering at University College London. Dr. Opabola's research focuses on multi-hazard vulnerability assessment and post-disaster recovery modeling of buildings.	Specially Funded
Pham, Hung (1-Jan-23)	EECS, Software Engineering	Assistant Professor, PC1 (professorial)	PhD, Computer Science (Waterloo, 2022)	Dr. Pham recently successfully completed his PhD at the University of Waterloo. Dr. Pham has industrial experience with Microsoft Research, Sonic Viet and Calypso Technology. Dr. Pham's research interests are software engineering, software reliability, deep learning software and deep learning software testing.	Faculty Funded
Qin, Mei Yang	EECS, Computer Software Development (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Social Robotics (Yale, 2022)	Dr. Qin has recently successfully completed her PhD at Yale University and has held a Teaching Fellow position in Artificial Intelligence at Yale University and Teaching Assistant in Software Design at the University of Toronto. She has mentored a number of undergraduate projects at Yale and has designed course materials, led tutorial and lab sessions, etc.	Faculty Funded
Salahandish, Rezieh	EECS, Biomedical Engineering	Assistant Professor, PC1 (professorial)	PhD, Electroanalytical Chemistry (Tehran, 2018)	Dr. Salahandish recently completed a Post-doctoral Research Fellowship in Mechanical and Manufacturing Engineering at the University of Calgary. Since 2018, Dr. Salahandish has been co-founder and senior scientist at Criticare DX in Calgary. Dr. Salahandish's expertise includes biosensors.	Faculty Funded
Seyyed-Kalantari, Laleh	EECS, Computer Software Development (Markham)	Assistant Professor, PC1 (professorial)	PhD, Electrical and Computer Engineering (McMaster, 2017)	Dr. Seyyed-Kalantari comes to us from her position as Associate Science at the Lunenfeld-Tanenbaum Research Institute. She was a Postdoctoral Fellow from 2019-2021 at the Vector Institute, University of Toronto. Dr. Seyyed-Kalantari's research is at the interface between computer	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	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
				science and healthcare and applies artificial intelligence (AI) in medical imaging.	
Vashisth, Pooja	EECS, Computer Software Development (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Computer Science (Delhi, 2014)	Dr. Vashisth comes to us from her position as Assistant Professor (Contract) at the University of Toronto. She has previously taught at York University and Wilfrid Laurier. Dr. Vashisth's areas of expertise and research are in pedagogy in teaching computing, software engineering, artificial intelligence, machine learning and computer architecture.	Faculty Funded
Zhuang, Kai	EECS, First Year Engineering (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Chemical Engineering (Toronto, 2012)	Dr. Zhuang is a founding partner at Brave49 since 2020 and a Renaissance Engineering Instructor with the Lassonde School of Engineering since 2016. Dr. Zhuang is a polymathic engineer, educator and educational developer drawing on his experience in engineering, ecology and leadership development.	Faculty Funded
LIBRARIES					
Coady, Cora	Teaching & Learning Librarian (Indigenous)	Assistant Librarian, PC1	Master of Information (Toronto, 2022)	Ms. Coady joins us from her position as Indigenous Outreach and Research Assistant in Metadata Services at the University of Toronto Libraries. From 2007 to 2021, she was an Independent Living Skills Specialist/Certified Vision Rehabilitation Therapist with the Canadian National Institute for the Blind. This appointment is a dedicated Indigenous position.	Faculty Funded
SCIENCE					
Fitch, Gordon (1-Jul-23)	Biology, Pollination Ecology	Assistant Professor, Teaching Stream, PC1	PhD, Ecology and Evolutionary Biology (Michigan, 2021)	Dr. Fitch comes to us as an NSF Postdoctoral Fellow at the University of Massachusetts-Amherst. His research expertise is in pollination ecology, with a focus on the drivers of pollinator foraging in agricultural and urban settings and their consequences on plant biology.	Specially Funded
Kannan, Rahul (1-Jan-23)	Physics, Computational Extragalactic	Assistant Professor, PC1 (professorial)	PhD, Astronomy (Heidelberg, 2014)	Dr. Kannan comes to us as a NASA Einstein & Harvard ITC Fellow at the Harvard & Smithsonian Centre for Astrophysics. Dr Kannan's area of research is astrophysics, with a focus on simulations of galaxy formation and the "epoch of reionization".	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	Unit, Field	Rank/Stream	Highest Degree	Research Agenda/Specialization	Funding
Monaldi, Daniela	Natural Science, Science & Technology Studies	Assistant Professor, Teaching Stream, PC1	PhD, Science and Technology (Toronto, 2005)	Dr. Monaldi has held contract faculty positions in Natural Science/STS at York University since 2015-16. Dr. Monaldi's area of research is the history of twentieth-century physics. This appointment was made through the CUPE Conversion program.	Faculty Funded
Orchard, Gloria	Physics, Physics Education (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Medical Physics (McMaster, 2011)	Dr. Orchard has held a Laboratory Technologist position in the Department of Physics and Astronomy at York University since 2017. Prior to this, Dr. Orchard was an NSERC Postdoctoral Fellow and Sessional Instructor at the University of Ontario Institute for Technology. Dr. Orchard's strong interest in laboratory work includes radiation measurement, microdosimetry, and experimental research with a wide range of equipment and approaches.	Faculty Funded
van Wijngaarden, Jennifer	Chemistry, Department Chair	Full Professor with tenure (professorial)	PhD, Chemistry (Alberta, 2002)	Dr. van Wijngaarden comes to us as a Full Professor from the Department of Chemistry at the University of Manitoba, where she has been teaching chemistry at all levels since 2006. Dr. van Wijngaarden also has extensive leadership and administrative experience, having previously served as the Associate Head and Graduate Chair in the Department of Chemistry at the University of Manitoba and as the Board of Directors of the Canadian Light Source. Dr. van Wijngaarden leads a successful research program in fundamental spectroscopy of molecular species with astrochemical and materials chemistry interest.	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 Appointments[2] (since meeting May 3, 2022)

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
AMPD					
Dowling, Katherine	Music, Classical Piano	Sessional Assistant Professor (teaching)	DMA, Piano Performance (Stony Brook, 2014)	Dr. Dowling joins us from her position as an Assistant Professor of Music at the University of Regina. Dr. Dowling has extensive training in classical piano as a soloist and collaborator, and her performances have been critically acclaimed in top-tier publications. Her teaching focus includes keyboard skills, studio, instrumental accompaniment, group and secondary piano, and chamber music.	3 years
HEALTH					
Dauncey, Melanie	Nursing, Common and Complex Challenges	Sessional Assistant Professor (teaching)	MScN, Nursing Education (Aspen, 2020)	Ms. Dauncey comes to us from her position as a Geriatric Emergency Management Nurse. She has been a course director and clinical course director at the School of Nursing, York University since 2009. Ms. Dauncey's area of specialization is in nursing education.	1 year
Khalid, Ahmad Firas	Global Health, Policy, Ethics and Law	Sessional Assistant Professor (teaching)	PhD, Health Policy (McMaster, 2019)	Dr. Khalid joins us from his positions as a Postdoctoral Fellow at the Ottawa Hospital Research Institute, adjunct professor in the Desautels Faculty of Management at McGill University, and part-time adjunct faculty in McMaster University's Faculty of Health Sciences. Dr. Khalid's expertise is in global health policy, humanitarian crisis management, and governance.	3 years
LASSONDE					
Hassan, Edris	Mechanical Engineering	Sessional Assistant Professor (teaching)	PhD, Mechanical Engineering (Dalhousie 2010)	Dr. Hassan comes to us from his position as Assistant Professor, Mechanical Engineering and Industrial Engineering at Sultan Qaboos University. He has significant experience in teaching courses in mechanical engineering and has been involved in curriculum design and development activities in mechanical engineering.	3 years
Isojeh, Bernard	Civil Engineering	Sessional Assistant Professor (teaching)	PhD, Civil and Mineral	Dr. Isojeh is a Structural Engineer at Hatch Ltd and adjunct instructor at Southern Alberta Institute of Technology. He teaches civil engineering	3 years

[2] All appointments effective July 1, 2022 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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
			Engineering (Toronto, 2017)	courses such as Statics and Fluid Mechanics, Urban Design, Surveying and GIS.	
LA&PS					
Bogle, Cornel	Humanities, Black Cultures in the Americas	Sessional Assistant Professor (teaching)	PhD, English (Alberta, 2022)	Dr. Bogle recently successfully defended his PhD at the University of Alberta. Dr. Bogle's research centers on Caribbean literatures, Black diasporic cultural production, masculinities, sexuality studies, and the use of art for social transformation.	1 year
Ludwig, Dylan	Philosophy, Cognitive	Sessional Assistant Professor (professorial)	PhD, Philosophy (York, 2022)	Dr. Ludwig recently successfully completed his PhD at York University and has taught several introductory philosophy courses at York, where he was awarded the Social Sciences and Humanities Research Council Doctoral Award. His research specializations are in the philosophy of neuroscience and the concept of consciousness.	1 year
Richards, Bradley	Philosophy, Cognitive	Sessional Assistant Professor (professorial)	PhD, Philosophy (Guelph, 2012)	Dr. Richards has taught over 50 courses at multiple institutions, most recently at York University and Toronto Metropolitan University. He specializes in the philosophy of mind and cognitive science.	1 year
Yoltar, Cagri	Anthropology, Public Anthropology	Sessional Assistant Professor (teaching)	PhD, Anthropology (Duke, 2017)	Dr. Yoltar has been a contract faculty member in the Department of Anthropology at York University since 2021 and recently held a Postdoctoral Fellowship & Project Leader position in the Department of Sociology at Koç University in Turkey. Her specializations lie at the intersection of political, economic, and public anthropology with a geographical focus on the Middle East.	1 year
Zeno, Basileus	Politics, International Security	Sessional Assistant Professor (professorial)	PhD, Political Science (Massachusetts Amherst, 2021)	Dr. Zeno joins us from his position as a Lecturer and Karl Loewenstein Fellow of Political Science at Amherst College. Dr. Zeno's research engages with international security in a critical and decolonial manner.	2 years
LIBRARIES					

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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
Carmini, Priscilla	Research and Open Scholarship	Adjunct Librarian	MI, MMST (Toronto, 2021	Ms. Carmini comes to us from her position as Library Systems Technician in the Library Learning Resources, Toronto District School Board. Her expertise is in copyright, open access and accessible publishing, institutional repositories, and program evaluation.	2 years
SCIENCE					
Radics, Balint	Physics & Astronomy	Sessional Assistant Professor (professorial)	PhD, Physics (Bonn, 2010).	Dr. Radics comes to us from his position as a Postdoctoral researcher and lecturer at the Institute for Particle Physics and Astrophysics, ETH Zurich. His area of expertise spans different fields of particle physics.	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 2021-22 Tenure and Promotion Decisions

Faculty	Promotion to Full Professor	Tenure & Promotion to Associate Professor	Tenure & Promotion to Professor, Teaching Stream	Tenure & Promotion to Associate Professor, Teaching Stream	Tenure at the Rank of Associate Professor
Arts, Media, Performance & Design	4	4			
Education	1			1	
Environmental & Urban Change	3	1			
Glendon	1	4		1	
Health	3	10	1		
Liberal Arts & Professional Studies	8	9		3	
Lassonde	2	9	1	2	
Libraries					
Osgoode	1	5			
Science		5	2	1	
Schulich	1		1		1
TOTAL	**24**	**47**	**5**	**8**	**1**

Cumulative 2021-2022 T&P Decisions

Recommendations for Promotion Full Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Alcedo, P (M)	Arts, Media, Performance and Design	Dance	PhD (California, Riverside)	Issues in dance ethnography and cultural studies
Armstrong, E (M)	Arts, Media, Performance and Design	Theatre	PhD (York)	Voice and speech for the actor
Asgary, A (M)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Newcastle)	Disaster and emergency management
Bain, A (F)	Environmental and Urban Change		PhD (Cambridge)	Urban social geography
Basu, R (F)	Environmental and Urban Change		PhD (Toronto)	Critical geographies of education; urban geographies of migration and displacement
Bell, C (M)	Schulich School of Business	Organization Studies	PhD (Duke)	Organizational justice, self & social identity leadership, negotiation, moral reasoning
Bird, K (F)	Liberal Arts and Professional Studies	Humanities	PhD (York)	Theatre studies, Canadian studies, and women's studies
Boran, I (F)	Liberal Arts and Professional Studies	Philosophy	PhD (Queen's)	Social and political philosophy
Brushwood Rose, C (F)	Education		PhD (York)	Visual research methods and media and art education
Bunting, A (F)	Liberal Arts and Professional Studies	Social Science	SJD (Toronto)	Particularity of rights, diversity of contexts; woman, international human rights and the case of early marriage
Cabianca, D (M)	Arts, Media, Performance and Design	Design	MFA (Cranbrook)	2D Design
Carbonell-Foulquie, P (F)	Liberal Arts and Professional Studies	School of Administrative Studies	PhD (Murcia)	Applied marketing management, client learning marketing

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Cecchetto, D (M)	Liberal Arts and Professional Studies	Humanites	PhD (Victoria)	English, visual arts
Dufraimont, L (F)	Osgoode Hall Law School		JSD (Yale)	Criminal law and procedure and evidence
Durston, A (M)	Liberal Arts and Professional Studies	History	PhD (Chicago)	Latin American history
Guzmán, M (F)	Glendon	Hispanic Studies	PhD (Suny)	Translation studies, Latin American intellectual history
Ho, W (F)	Liberal Arts and Professional Studies	Economics	PhD (Western)	Macroeconomics and open-economy macroeconomics
Kazimi, A (M)	Arts, Media, Performance and Design	Cinema & Media Arts	BFA (York)	Film and Video Production
Lesperance, Y (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Toronto)	Knowledge representation and reasoning and autonomous agents and multiagent system
Mills, J (F)	Health	Psychology	PhD (Toronto)	Body image and eating disorders, social comparison, perfectionism
Park, P (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Western)	Transportation engineering
Remmel, T (M)	Environmental and Urban Change		PhD (Toronto)	Geomatics
Steele, J (F)	Health	Psychology	PhD (Harvard)	Social personality and development
Till, C (F)	Health	Psychology	PhD (Toronto)	Clinical neuropsychology; neurotoxicology

Recommendations for Promotion to Full Professor Teaching Stream

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Audette, M (M)	Glendon		MFA (York)	Visual art photography
Giesler, M (M)	Schulich School of Business	Marketing	PhD (Witten/Herdecke)	Marketing
Hempstead, M (M)	Science	Chemistry	PhD (York)	Chemical structure, inorganic chemistry
Mills, A (M)	Science	Biology	PhD (Toronto)	Zoology
Wang, J (M)	Lassonde School of Engineering	Earth & Atmospheric Science	PhD (Federal Armed Forces Munich)	Geomatics engineering

Recommendations for Tenure and Promotion to Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Abdul Sater, A (M)	Health	School of Kinesiology & Health Science	PhD (California)	Immune system in health and disease
Bandopadhyay, S (M)	Osgoode Hall Law School		SJD (Harvard)	IP Law, disaster law, environmental law, humanitarian law
Bloom, M (F)	Glendon	English	PhD (Toronto)	20th-century Canadian and Quebecois literature
Boakye-Yiadom, S (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Manitoba)	Materials processing and characterization
Bunch, M (F)	Arts, Media, Performance and Design	Cinema & Media Arts	Dphil (Western)	Theory and criticism

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Caputo, C (M)	Science	Chemistry	PhD (Toronto)	Materials chemistry, inorganic and organic chemistry
Cheung, G (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (California, Berkeley)	Image and signal processing
Cyr, A (F)	Glendon	Psychology	PhD (Toronto)	Psychology
Daftary, A (F)	Health	School of Health Policy& Management	PhD (Toronto)	Public health, social and behavioural health sciences
Da Silva, C (F)	Health	School of Nursing	Dphil (Toronto)	Health & healing, client-centered care of individuals and families in child and mental health
Douglas, C (M)	Science	Science and Technology Studies	PhD (York, UK)	Sociology of biomedicine
Elfner, E (F)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Massachusetts)	Theoretical linguistics, phonology and the syntax of phonology
Epstein, I (F)	Health	School of Nursing	Dphil (Toronto)	Disability studies; disabilities in clinical placement
Faraday, F (F)	Osgoode Hall Law School		LLB (York)	Charter rights, constitutional law, human rights and labour law
Glover Berger, K (F)	Osgoode Hall Law School		PhD (McGill)	Administrative and constitutional law
Harvey, A (F)	Glendon	Translation	PhD (York)	Communication
Hillier, S (M)	Health	School of Health Policy & Management	PhD (Ryerson)	Social policy

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Hayhurst, L (F)	Health	Kinesiology & Health Science	PhD (Toronto)	Socio-cultural studies of sport and health
Kandilas, C (M)	Health	Kinesiology & Health Science	PhD (Indiana State)	Athletic therapy athletic training
Kennedy, E (M)	Liberal Arts and Professional Studies	Administrative Studies	PhD (Arizona State)	Human & social dimensions of science & technology
Keough, M (M)	Health	Psychology	PhD (Concordia)	Clinical psychology addiction studies
Khan, U (M)	Lassonde School of Engineering	Civil Engineering	PhD (Victoria)	Water resources engineering
Khazaei, H (M)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Manitoba)	Cloud computing systems
Kikulwe, D (M)	Liberal Arts and Professional Studies	Social Work	PhD (York)	Social work
Kovinich, N (M)	Science	Biology	PhD (Carleton)	Plant molecular biology
Kwak, L (F)	Liberal Arts and Professional Studies	Social Science	PhD (Toronto)	Social justice education
Laurin-Lamothe, A (F)	Liberal Arts and Professional Studies	Social Science	PhD (Québec Montréal)	Economic sociology, sociology of the firm and economic inequality
Laxer, E (F)	Glendon	Sociology	PhD (Toronto)	Citizenship & nationalism; immigration; race & ethnicity; populism & religion
Manos, P (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)
Melenka, G (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Alberta)	Composite materials
Nadler, J (F)	Osgoode Hall Law School		SJD (Toronto)	Private law, theoretical jurisprudence and law and literature
Ong, J (M)	Arts, Media, Performance and Design	Computational Arts	PhD (Washington)	Digital arts and experimental media
Paciocco, P (F)	Osgoode Hall Law School		SJD (Harvard)	Criminal law, criminal procedure, evidence, sentencing, ethics
Pathman, T (F)	Health	Psychology	PhD (Emory)	Cognition and development psychology
Perras, M (M)	Lassonde School of Engineering	Civil Engineering	PhD (Queen's)	Geological engineering
Peters, R (M)	Arts, Media, Performance and Design	Music	PhD (Indiana)	Music composition
Pike, K (F)	Liberal Arts and Professional Studies	Human Resource Management	PhD (Cornell)	Industrial and labor relations
Singh, J (M)	Liberal Arts and Professional Studies	Political Science	PhD (Toronto)	History of political thought globalization & development; critical theory & post-Marxism. neoliberalism; secularism & postsecularism; indigenous politics
Tingley, J (F)	Arts, Media, Performance and Design		MFA (Concordia)	Hybrid media
Urner, R (F)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Waterloo)	Machine learning theory
Van Viegen, S (F)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Toronto/ OISE)	Curriculum studies & teacher development

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Wang, C (F)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (Oxford)	Computer and software engineering; teaching and research
Warkentin, T (F)	Environmental and Urban Change		PhD (York)	Environmental education, feminist environment ethics, human- animal studies and humane education
Widmer, A (F)	Liberal Arts and Professional Studies	Social Science	PhD (York)	Medical anthropology
Wojtowicz, M (F)	Health	Psychology	PhD (Dalhousie)	Clinical neuropsychology
Zeng, T (M)	Science	Chemistry	PhD (Alberta)	Physical and theoretical chemistry
Zylberberg, J (M)	Science	Physics and Astronomy	PhD (California, Berkeley)	Computational neuroscience

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

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Baxter, P (M)	Liberal Arts and Professional Studies	Social Science	MA (Western)	Political science
Bernholtz, M (F)	Liberal Arts and Professional Studies	Writing	MA (York)	Institutional/organizational writing
Conder, J (F)	Health	Psychology	PhD (McMaster)	Experimental psychology, cognitive neuroscience
Harris, J (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Toronto)	Mechanical engineering

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Hoeg, D (M)	Education		PhD (OISE Toronto)	Science education
Jadidi Mardkheh, M (F)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (Laval)	Geomatics engineering
Lee, A (F)	Liberal Arts and Professional Studies	Languages, Literatures and Linguistics	PhD (Wisconsin- Milwaukee)	English language & linguistics
Skelton, A (M)	Science	Mathematics and Statistics	PhD (Guelph)	Mathematics, cellular automata

Recommendations for Tenure at the Rank of Associate Professor

Name	Faculty	Unit (If Applicable)	Highest Degree (University)	Specialization(s)
Devine, A (F)	Schulich School of Business		PhD (Cincinnati)	Real estate and infrastructure

Table 1 2022-23 Recommendations for Appointment – Full-Time Faculty Members[1] (since the meeting of May 3, 2022)

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
AMPD					
Espert, Yasmine	VA&AH, African Art & Visual Culture	Assistant Professor, PC2 (professorial)	PhD, Art History (Columbia, 2020)	Dr. Espert has recently completed a Postdoctoral Research Associate position at Columbia University. Dr. Espert's scholarship focuses on art and films of the African and Afro-Asian diasporas. This appointment is a dedicated Black scholar position.	Specially Funded
Garcia, Hector Centeno	CMA, Creative Technologies (Markham)	Assistant Professor, Teaching Stream, PC1	MFA, Digital Futures (OCAD, 2016)	Mr. Garcia has held a Course Directorship position at York since 2020. He has also held teaching positions at OCAD University and George Brown College. For over 25 years, Mr. Garcia has been an independent artist, art technician and educator. He specializes in sound, visuals, generative media, electronics, and virtual and augmented reality.	Faculty Funded
Hector, Syreeta	Dance, Ballet	Assistant Professor, PC1 (professorial)	MA, Dance (York, 2016)	Ms. Hector has held contract faculty positions in the Department of Dance, York University since 2017. Ms. Hector is an Afro-Indigenous dance artist, educator and a creator and performer. This appointment was made through the CUPE Conversion program.	Faculty Funded
Martin, Denis	Music, Music Technology and Production	Assistant Professor, Teaching Stream, PC1	PhD, Sound Recording (McGill, 2020)	Dr. Martin comes to us from his position as Course Instructor at McGill University where he has taught Music courses since 2013. Dr. Martin is an audio engineer and researcher focused on the perception, operation, and design of dynamic range compressors.	Faculty Funded
Park, Siwah (1-Jan-23)	Computational Arts, Comp. Creativity and AI	Lecturer/ Assistant Professor, PC1 (professorial)	PhD, Media Arts and Technology (California-Santa Barbara, 2022)	Mr. Park expects to successfully complete his PhD by December 2022. He is currently a Graduate Researcher with AlloSphere Research Group at UC Santa Barbara. His main research investigates approaches that use data as an art material to drive audiovisual content generation based on data visualization/sonification.	Specially Funded
EDUCATION					

[1] All appointments effective July 1, 2022 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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Jocson, Korina	Digital Futures in Education	Associate Professor with tenure (professorial)	PhD, Education (California-Berkeley, 2004)	Dr. Jocson comes to us from her Associate Professor position with the Department of Student Development: Social Justice Education at the University of Massachusetts-Amherst. Dr. Jocson's program of research focuses on youth literacies and expressive culture in schools and communities.	Specially Funded
singh, sava	Digital Futures in Education	Assistant Professor, PC1 (professorial)	PhD, Educational Communication and Technology (New York University, 2017)	Dr. singh recently completed a Postdoctoral Fellow position with The eQuality Project at the University of Ottawa. Dr. singh's research is focused on the intersection of social media and online communities.	Faculty Funded
ENVIRONMENTAL AND URBAN CHANGE					
Gebresselassie, Mahtot	Planning: Mobilities and Critical Infrastructure	Assistant Professor, PC1 (professorial)	PhD, Planning, Governance, and Globalization (Virginia Tech, 2021)	Dr. Gebresselassie recently completed a Postdoctoral Research Associate position at Carnegie Mellon University. Dr. Gebresselassie's expertise covers a range of focal points: design, disability and transportation, and skills training (qualitative research, visual data analysis). This appointment is a dedicated Black scholar position.	Faculty Funded
Olusola, Adeyemi	Physical Geography: Climate Change Science	Assistant Professor, PC1 (professorial)	PhD, Geography (Ibadan, 2019)	Dr. Olusola recently held a Postdoctoral Fellow in the Department of Geography at the University of the Free State, South Africa. Dr. Olusola's areas of specialization cover fluvial geomorphology, ecohydrology, and remote sensing. This appointment is a dedicated Black scholar position.	Specially Funded
Thienpont, Joshua	Physical Geography: Climate Change Science	Assistant Professor, PC1 (professorial)	PhD, Biology (Queen's, 2013)	Since receiving his PhD in 2013, Dr. Thienpont has held back-to-back Postdoctoral Fellowship positions at the University of Ottawa and Brock University. Dr. Thienpont currently holds a contractually limited appointment in the Faculty of Environmental and Urban Change at York with expertise in paleolimnology, the study of environmental change using lake sediments as natural archives.	Specially Funded
HEALTH					

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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Biondi, Mia (1-Jan-22)	Nursing, Primary Healthcare Across the Lifespan	Assistant Professor, PC1 (professorial)	PhD, Microbiology and Immunology (McGill, 2013)	In addition to her PhD, Dr. Biondi also has a BScN and a Certificate, Nurse Practitioner in Primary Health Care from Western University. She has three years clinical experience as a Nurse Practitioner while collaborating in various research projects and part time teaching at McMaster's School of Nursing. Dr. Biondi's research is focused on HIV and viral hepatitis.	Faculty Funded
Brown Jr., Donald	Psychology, Historical, Theoretical	Lecturer/ Assistant Professor, PC1 (professorial)	PhD, Critical Social Psychology (CUNY, 2022)	Mr. Brown Jr. expects to successfully complete his PhD by December 2022. Mr. Brown recently held an adjunct lecturer position at The John Jay College of Criminal Justice. His work seeks to develop and hone psychological theory/theoretical contributions challenging construction and circulation of social identify categories routinely deployed by social psychology. This appointment is a dedicated Black scholar position.	Faculty Funded
Campbell, Karen	Nursing, Critical, Inclusive Nursing	Assistant Professor, PC1 (professorial)	PhD, Nursing (McMaster, 2020)	Dr. Campbell comes to us from her position as a Postdoctoral Fellowship, Ontario Women's Health, Western University. Dr. Campbell's program of research applies a critical lens to public health nursing issues, specifically health equity and social justice interventions for priority populations.	Faculty Funded
Dolatabadi, Elham (Jan. 1, 2023)	SHPM, Digital Health, Informatics, Analytics	Assistant Professor, PC1 (professorial)	PhD, Biomedical Engineering (Toronto, 2016)	Dr. Dolatabadi comes to us from her position as Applied Machine Learning Specialist, Health Lead at the Vector Institute. She is also an Assistant Professor (status only) with the Institute of Health Policy, Management, and Evaluation at the University of Toronto. Dr. Dolatabadi's research synergizes Machine Learning innovations with health informatics, policy, and management towards mitigating health disparities. This appointment is a dedicated BIPOC scholar position.	Faculty Funded
Hoben, Matthias	School of Health Policy and Management	Associate, C1 (professorial)		Dr. Hoben comes to us from his position as Assistant Professor since 2018 at the University of Alberta. Faculty of Nursing. Dr. Hoben has a strong research program focusing on improving the health and well-being of older adults living with dementia. He will serve as the inaugural Helen Carswell Research Chair in Dementia Care for an initial five-year term.	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Michaels, Jonathan (1-Jul-23)	Kinesiology, Visuomotor Neuro-physiology	Assistant Professor, PC1 (professorial)	Dr. rer. nat., Systems Neuroscience (Göttingen, 2017)	Dr. Michaels comes to us from his Postdoctoral Fellow position at the Brain and Mind Institute at the University of Western Ontario. Dr. Michael's research plan involves a combination of electrophysiological experiments using animal models, tools from artificial intelligence, and machine learning to determine how the nervous system controls movement. This is a CFREF VISTA enhanced position.	Specially Funded
Muir, Nicole (1-Jan-22)	Psychology, Clinical Development Indigenous Mental Health	Assistant Professor, PC1 (professorial)	PhD, Forensic Psychology (Simon Fraser, 2020)	Dr. Muir recently completed a Provost's Postdoctoral Fellowship in the Dalla Lana School of Public Health at the University of Toronto. Dr. Muir's area of expertise is Indigenous mental health, including Indigenous health access equity, trauma, foster care involvement, justice system involvement, and violence risk assessment. This appointment is a dedicated Indigenous position.	Faculty Funded
Phillips, Devin	Kinesiology, Human Cardio-respiratory	Assistant Professor, PC1 (professorial)	PhD, Pulmonary Physiology (Alberta, 2020)	Dr. Phillips recently completed a Postdoctoral Fellow position with the Department of Medicine at Queen's University. Dr. Phillips' research interests involve integrated physiological underpinnings of exertional breathlessness and exercise performance across the human lifespan.	Faculty Funded
Singh, Sachil	Kinesiology, Physical Culture & Health	Assistant Professor, PC1 (professorial)	PhD, Sociology (Queen's, 2016)	Dr. Singh recently completed a Postdoctoral Research Fellow position with the Surveillance Studies Centre at Queen's University and is also an Assistant Professor (Adjunct) at Queen's University. Dr. Singh specializes in the critical socio-cultural study of health with a focus on digital studies/data science with expertise in studies of surveillance technologies, AI and algorithmic bias, race, and data justice.	Specially Funded
LA&PS					
Barzoo, Eliassi (1-Jul-23)	Director, Social Work	Full with tenure (professorial)	PhD, Social Work (Mid Sweden, 2010)	Dr. Barzoo comes to us from his position as an Associate Professor in the Department of Social Work, Linnaeus University and affiliated researcher at the Centre for Refugee Studies at York University. His areas of expertise span the field of migration and refugee studies, with a focus on statelessness, citizenship, and identity.	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Beauchemin, Bianca (1-Jul-23)	GSWS, Black Feminist & Queer Studies	Assistant Professor, PC1 (professorial)	PhD, Gender Studies (California-Los Angeles, 2021)	Dr. Beauchemin successfully completed her PhD in the Fall of 2021. She comes to us as a Research Assistant at UCLA and has acquired extensive teaching experience as a guest lecturer, teaching associate, and teaching assistant across various institutions. Her areas of specialization include Black Feminist Theory, Black Diaspora Studies, Black Queer Studies, and Black Atlantic History.	Specially Funded
Bogdan, Evalyna	ADMS, Disaster and Emergency Management	Assistant Professor, PC1 (professorial)	PhD, Sociology (Alberta, 2019)	Dr. Bogdan comes to us from her position as a Postdoctoral Associate at the University of Calgary. She has also previously held two Postdoctoral Fellowships in Political Science at the University of Waterloo. Her research focuses on disaster and environmental sociology, specializing in innovative educational and engagement approaches to disaster and disaster governance.	Specially Funded
Bucemi, Matthew	Writing, Book Publishing	Assistant Professor, Teaching Stream, PC1	PhD, English Language and Literature (Cornell, 2013)	Dr. Bucemi comes to us from his position as Head Editor and Associate Publisher at Sutherland House Books. He has taught university and college courses in literature, writing, and creative practice. Dr. Bucemi's wealth of experience, in all aspects of book publishing, having worked in three Canadian presses, brings the requisite mix of practice knowledge and theoretical perspectives.	Faculty Funded
Dagne, Teshager (1-May-23)	SPPA, Tech & Governance: Digital Governance for Social Justice (Markham)	Associate Professor with tenure (professorial)	JSD (Dalhousie, 2012)	Dr. Dagne comes to us from his position as Associate Professor at the Faculty of Law, Thompson Rivers University. His research and teaching are within the field of intellectual property law, data governance, and AI-related legislation. This appointment is an Ontario Research Chair position.	Specially Funded
Daniel, Victoria	Administrative Studies, Management:	Assistant Professor, PC1 (professorial)	PhD, Management (Wilfrid Laurier, 2022)	Dr. Daniel successfully completed her PhD in September 2022. She has teaching experience in the Lazaridis School of Business and Economics, Wilfrid Laurier University. Ms. Daniel's research program focuses on how	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
	Organization Behaviour			people navigate the work-nonwork interface as well as advancing diversity, equity, and inclusion in the workplace.	
Dawkins, Cedric	ADMS, Management: Business Ethics	Associate Professor with tenure (professorial)	PhD, Human Resource Management (Ohio State, 1998).	Dr. Dawkins comes to us from his position as an Associate Professor and Chair of the Management Department at Loyola University Chicago. Dr. Dawkins has extensive teaching experience in Business Ethics, Labour Relations, and Human Resource Management. His research program focuses on stakeholder engagement and politicization of the firm.	Faculty Funded
Gehl, Robert	Communications & Media Studies, Tech & Governance: Governing Artificial Intelligence (Markham)	Associate Professor with tenure (professorial)	PhD, Cultural Studies (George Mason, 2010)	Dr. Gehl comes to us from his position as the F. Jay Taylor Endowed Research Chair of Communication at Louisiana Tech University, as well as an Adjunct Associate Professor in the Department of Communication, Media and Film at the University of Calgary. Dr. Gehl's research is focused on social media alternatives and regulation of oligarchic social media. This appointment is an Ontario Research Chair position.	Specially Funded
Green, Jeremy	Humanities, Indigenous Studies, Ogwehonwe Language & Culture	Assistant Professor, PC1 (professorial)	PhD, Hawaiian and Indigenous Language and Culture Revitalization (Hawaii-Hilo, 2020)	Dr. Green comes to us from his role as Principal at the Kawenni:io/Gawęní:yo Private School, Ohsweken, Ontario. Prior to this, Dr. Green completed a Postdoctoral Fellowship at the University of Victoria, BC. Dr. Green's research focuses on teaching and learning methods for Indigenous languages, culturally relevant assessment for Indigenous Speaking Proficiency Development, strategic planning for Indigenous Language and Culture Revitalization and Language Acquisition Planning for Indigenous Language Revitalization. This appointment is a dedicated Indigenous position.	Faculty Funded
Henry, Natasha	History, African Canadian History	Lecturer/ Assistant Professor, PC1 (professorial)	PhD, History (York, 2022)	Ms. Henry expects to successfully complete her PhD by December 2022 and has recently held a course director position in the Department of History at York University. Ms. Henry's research explores the histories of people of African descent in what is now Canada in the global processes of the African diaspora.	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Jean-Pierre, Johanne	Sociology, Engaged Research with Black Communities	Assistant Professor, PC3 (professorial)	PhD, Sociology (McMaster, 2016)	Dr. Jean-Pierre has previously been an Assistant Professor since 2017 in the School of Child and Youth Care, Faculty of Community Services, Toronto Metropolitan University. Dr. Jean-Pierre's research is in the fields of sociology of education children and youth studies, and sociology of race and ethnicity.	Specially Funded
Johnston, Hannah	HRM, Industrial Relations	Assistant Professor, PC1 (professorial)	PhD, Geography & Planning (Queen's, 2020)	Dr. Johnston comes to us from her position as researcher with the Fairwork project at Oxford's Internet Institute and sessional teaching position at McMaster University. Dr. Johnston's research centers on how workers and organizations adopt digital labour platforms, how technologies affect individuals and work, and interventions that might improve work quality.	Faculty Funded
Juric, Tanya	Social Science	Assistant Professor, Teaching Stream, PC1	PhD, Religion (Toronto, 2005)	Dr. Juric has held contract faculty positions and contractually limited and long service teaching appointments in the Department of Social Science at York University since 2010. Dr. Juric's research and teaching interests are in critical social theories; social diversity and law; and politics of human rights. This appointment was made through the CUPE Conversion program.	Faculty Funded
Kar, Anirban	ADMS, First Year Experience	Assistant Professor, Teaching Stream, PC1	PhD, International Management and Organization (Victoria, 2018)	Dr. Kar comes to us from his position as a Term Lecturer and Postdoctoral Fellow in the Beedie School of Business, Simon Fraser University with 14 years of professional experience in business. Dr. Kar has made contributions to management scholarship, with a focus on retention; culture, trust, and leadership; and student teamwork.	Faculty Funded
Lamb, Vanessa (1-Jan-23)	Social Science, Business and Society	Associate with tenure (professorial)	PhD, Geography (York, 2014)	Dr. Lamb comes to us from her position as Senior Lecturer at the School of Geography, University of Melbourne, where she has been employed since 2016. Dr. Lamb's research agenda focuses on addressing transboundary environment and development problems.	Specially Funded
Mahr, Johannes (1-Jul-23)	Philosophy, Cognitive Science	Assistant Professor, PC1 (professorial)	PhD, Philosophy (Central European, 2019)	Dr. Mahr comes to us from his Postdoctoral Fellow position at Harvard University. Dr. Mahr's work takes a deeply interdisciplinary approach and has led him to collaborate with an impressive list of philosophers and	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				cognitive scientists. His areas of specialization are the philosophy of cognitive science and psychology.	
Malik, Sadia	Economics, Principles of Economics	Assistant Professor, Teaching Stream, PC1	PhD, Economics (Kansas State, 2005)	Dr. Malik has previously held a position as a Sessional Assistant Professor at the Department of Economics, York University since 2011, where she was the recipient of the Social Science and Humanities Research Council of Canada Insight Development Grant. Dr. Malik has experience teaching large introductory courses, curriculum development and program design.	Faculty Funded
Malla, Pasha	English, Creative Writing Fiction	Associate Professor, PC2	MA, Creative Writing and English Literature (Concordia, 2004)	Mr. Malla comes to us from his position as a Sessional Faculty member at McMaster University and the University of Toronto and having previously held a Contractually Limited Appointment at York University. Mr. Malla is recognized as a widely published, award-winning, multi-genre author. He specializes in writing and teaching fiction.	Specially Funded
Morris, Christopher	Writing, Technical Communication	Assistant Professor, PC1 (professorial)	PhD, Rhetoric, Composition and Literacy (Ohio State, 2021)	Dr. Morris comes to us from his position as Instructor in the Department of Writing, Literature, and Philosophy at the Columbus College of Art and Design. Dr. Morris' background is in both rhetoric and composition as well as creative writing. He is an active publishing poet.	Faculty Funded
Omer, Ayesha (1-Jul-23)	Anthropology, Ethnography of Digital Futures	Assistant Professor, PC1 (professorial)	PhD, Media, Culture and Communication (New York University, 2020)	Dr. Omer recently completed a Postdoctoral Fellow at the Centre for Advance Research in Global Communication at the University of Pennsylvania. Dr. Omer's research brings together media anthropology, feminist STS, environmental humanities, and global studies with case studies focusing on Pakistan and China.	Specially Funded
Rampersaud, Marsha	Social Science, Law & Society	Assistant Professor, PC1 (professorial)	PhD, Sociology (Queen's, 2021)	Dr. Rampersaud comes to us from her position as a Postdoctoral Fellow at the School of Social Work, Toronto Metropolitan University. Her areas of research include socio-legal studies, critical criminology, sociology of punishment, and youth justice.	Specially Funded
Sarta, Andrew	Administrative Studies,	Assistant Professor, PC1 (professorial)	PhD, Strategy (Western, 2021)	Dr. Sarta recently held a Research Fellow position in the School of Management at University College London. Dr. Sarta's research focus lies at the intersection of behavioural strategy and evolutionary theory with an	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
	Management: Strategy			emphasis on the early adaption of organizations to social or technological changes in the environment.	
Sevel, Romi-Lee	Administrative Studies, Professional Accounting	Assistant Professor, Teaching Stream, PC1	MA, Financial Accountability (York, 2017)	Ms. Sevel recently held the position of Course Director and Instructor at Toronto Metropolitan University and at York University. She held a limited term Assistant Professor position at Toronto Metropolitan from 2017 to 2021. Ms. Sevel's teaching embodies her commitment to high-impact pedagogical practices to support student success.	Faculty Funded
Steele, Carolyn	Humanities	Assistant Professor, Teaching Stream, PC1	PhD, Communication and Culture (York, 2017)	Dr. Steele has been a contract faculty member with the Department of Humanities at York since 2011. Since 1998, she has also been a Career Development Coordinator at York. Dr. Steeles' expertise is in the areas of experiential education and digital humanities. This appointment was made through the CUPE Conversion program.	Faculty Funded
Taylor, Nicholas (1-Jul-23)	Communi-cation and Media Studies, Social Media/PR (Markham)	Associate with tenure (professorial)	PhD, Language, Culture and Teaching (York, 2009)	Dr. Taylor comes to us from his position as an Associate Professor in the Department of Communication, North Carolina State University, where he is Director of the interdisciplinary PhD program in Communication, Rhetoric and Digital Media. Dr. Taylor's extensive research agenda encompasses social media and public relations in relation to the video gaming industry.	Faculty Funded
Tremblay, Jean-Thomas	Humanities, Environmental Humanities	Assistant Professor, C1 (professorial)	PhD, English Language and Literature (University of Chicago, 2018)	Dr. Tremblay comes to us from his position as an Assistant Professor in the Department of English, New Mexico State University. Dr. Tremblay's research spans environmental inequalities, settler and extractive colonialisms, climate politics, the philosophy of nature.	Specially Funded
Vig, Julie (1-Jan-22)	Humanities, South Asian Cultures	Assistant Professor, PC1 (professorial)	PhD, Asian Studies (British Columbia, 2020)	Dr. Vig has held a contractually limited appointment in the Department for the Study of Religion at University of Toronto from 2018 to 2022. She brings expertise in both the textual history of Sikhism in the pluralist religious milieu of Punjab and contemporary ethnography of Sikh women in Montreal and Queer Sikhs in Toronto.	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Zeng, Yishu	Economics, Applied Micro-economics	Assistant Professor, PC1 (professorial)	PhD, Math (Singapore, 2016)	Dr. Zeng expects to successfully complete her second PhD in Economics at the University of Michigan by December 2022. Dr. Zeng's research expands different subfields of microeconomics with a focus on information economics and game theory.	Faculty Funded
Zhao, Jun	Economics, Empirical Micro-economics	Assistant Professor, PC1 (professorial)	PhD, Economics (Vanderbilt, 2021)	Dr. Zhao recently held an Assistant Professor position in the Department of Economics at the University of Alabama. Dr. Zhao's work is in empirical industrial organization, political economy, and econometrics.	Specially Funded
LASSONDE					
Burjons, Elizabet	EECS, Computer Science, Theory	Assistant Professor, PC1 (professorial)	PhD, Computer Science (ETH Zurich, 2019)	Dr. Burjons comes to us from her postdoctoral position at RWTH Aachen, Germany. Dr. Burjons' primary research and teaching interests are in parameterized complexity and algorithmics in general.	Faculty Funded
Fokaefs, Marios	EECS, Computer Science for Software Development (Markham)	Assistant Professor, PC2 (professorial)	PhD, Software Engineering (Alberta, 2015)	Dr. Fokaefs comes to us from his position of Assistant Professor at Polytechnique Montreal. From 2015 to 2017 he held a Postdoctoral Fellow position at York University. Dr. Fokaefs' primary research interests are on DevOps, self-adaptive systems, and change management.	Faculty Funded
Gabel, Moshe	EECS, Computer Science, Theory	Assistant Professor, PC1 (professorial)	PhD, Computer Science (Technion, 2017)	Dr. Gabel comes to us from his position as Assistant Professor (CLTA), Department of Computer Science, University of Toronto. Dr. Gabel's research involves distributed systems and algorithms, data systems, edge computing, machine learning and pervasive health monitoring.	Faculty Funded
Haider, May	EECS, Computer Science for Software Development (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Computer Science (Montreal, 2008)	Dr. Haider has held an Adjunct Assistant Professor position in Computer Science and Mathematics at the Lebanese American University. Dr. Haider is currently a college professor with the Toronto Business College teaching courses in computer systems technician and software developer programs. Dr. Haider's interests are in software engineering and machine learning.	Faculty Funded
Hemmati, Hadi	EECS, Software Engineering	Associate with tenure (professorial)	PhD, Software Engineering (Oslo, 2011)	Dr. Hemmati comes to us from his position as Associate Professor in Electrical and Software Engineering at the University of Calgary. Dr. Hemmati's area of research is software engineering with the focus on	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				automated software engineering, software testing, debugging and repair and robust and explainable AI using software engineering methods.	
Kamila, Shahin	EECS, Computer Science, Theory	Assistant Professor, PC3 (professorial)	PhD, Computer Science (Waterloo, 2014)	Dr. Kamila comes to us from his Assistant Professor position in the Department of Computer Science at the University of Manitoba. He previously held a Postdoctoral Fellow position from 2015-2017 at the Massachusetts Institute of Technology. Dr. Kamila's primary research focus is on the design, analysis, and limitations of online algorithms.	Faculty Funded
Karimi, Houshang	EECS, Power Engineering	Full Professor with tenure (professorial)	PhD, Electrical Engineering (Toronto, 2007)	Dr. Karimi comes to us from his faculty position with the Department of Electrical Engineering, Polytechnique Montreal. Dr. Karimi's research interests are in power and energy systems, control systems, renewable energies, and smart grids.	Faculty Funded
Kontogiannis, Kostas	EECS, Computer Software Development (Markham)	Full Professor with tenure (professorial)	PhD, Computer Science (McGill, 1996)	Dr. Kontogiannis comes to us from his position as Professor and Acting Department Chair in the Department of Computer Science at Western University. Dr. Kontogiannis' research interests and expertise lie in the intersection of DevOps, software systems modeling and analysis, and service computing.	Faculty Funded
Maqsood, Sana	EECS, Interactive Systems	Assistant Professor, PC1 (professorial)	PhD, Computer Science (Carleton, 2020)	Dr. Maqsood recently held a postdoctoral researcher position at Carleton University and is also served as an Instructor at Carleton teaching several computer science courses. Dr. Maqsood worked as a web developer, UX designer, and systems analyst for the Government of Canada for over 10 years. Dr. Maqsood's research focuses on the design and evaluation of digital learning tools.	Faculty Funded
Opabola, Eyitayo A. (1-Jul-23)	Civil Engineering	Assistant Professor, PC1 (professorial)	PhD, Civil Engineering (Auckland, 2021)	Dr. Opabola will be nominated for a Canada Research Chair (Tier 2) in Science or Engineering in the Fall 2022. He is currently a Research Fellow in Resilience Engineering at University College London. Dr. Opabola's research focuses on multi-hazard vulnerability assessment and post-disaster recovery modeling of buildings.	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Pham, Hung (1-Jan-23)	EECS, Software Engineering	Assistant Professor, PC1 (professorial)	PhD, Computer Science (Waterloo, 2022)	Dr. Pham recently successfully completed his PhD at the University of Waterloo. Dr. Pham has industrial experience with Microsoft Research, Sonic Viet and Calypso Technology. Dr. Pham's research interests are software engineering, software reliability, deep learning software and deep learning software testing.	Faculty Funded
Potukuchi, Aditya	EECS, Computer Science	Assistant Professor, PC1 (professorial)	PhD, Computer Science (Rutgers, 2020)	Dr. Potukuchi recently completed a Postdoctoral Fellow position in the Department of Mathematics, Statistics and Computer Science at the University of Illinois. Dr. Potukuchi's research interests lie in theoretical computer science especially in combinatorial problems that arise in the context of theoretical computer science, coding theory, and the foundations of data science.	Faculty Funded
Qin, Mei Yang	EECS, Computer Software Development (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Social Robotics (Yale, 2022)	Dr. Qin has recently successfully completed her PhD at Yale University and has held a Teaching Fellow position in Artificial Intelligence at Yale University and Teaching Assistant in Software Design at the University of Toronto. She has mentored a number of undergraduate projects at Yale and has designed course materials, led tutorial and lab sessions, etc.	Faculty Funded
Salahandish, Rezieh	EECS, Biomedical Engineering	Assistant Professor, PC1 (professorial)	PhD, Electroanalytical Chemistry (Tehran, 2018)	Dr. Salahandish recently completed a Post-doctoral Research Fellowship in Mechanical and Manufacturing Engineering at the University of Calgary. Since 2018, Dr. Salahandish has been co-founder and senior scientist at Criticare DX in Calgary. Dr. Salahandish's expertise includes biosensors.	Faculty Funded
Seyyed-Kalantari, Laleh	EECS, Computer Software Development (Markham)	Assistant Professor, PC1 (professorial)	PhD, Electrical and Computer Engineering (McMaster, 2017)	Dr. Seyyed-Kalantari comes to us from her position as Associate Science at the Lunenfeld-Tanenbaum Research Institute. She was a Postdoctoral Fellow from 2019-2021 at the Vector Institute, University of Toronto. Dr. Seyyed-Kalantari's research is at the interface between computer science and healthcare and applies artificial intelligence (AI) in medical imaging.	Faculty Funded
Shahin, Kamila	EECS, Computer Science	Assistant Professor, PC3 (professorial)	PhD, Computer Science (Waterloo, 2014)	Dr. Shahin has held an Assistant Professor position since 2017 in the Department of Computer Science at the University of Manitoba. Dr. Shahin's	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				research primarily focuses on the design, analysis, and limitations of online algorithms.	
Szlichta, Jarek	EECS, Computer Science	Associate with tenure (professorial)	PhD, Computer Science (York, 2013)	Dr. Szlichta comes to us from his Associate Professor position in the Department of Computer Science at Ontario Tech University. Dr. Szlichta is an Adjunct Professor with the Faculty of Engineering at Waterloo. Dr. Szlichta's research and teaching interests are in data science, data analytics, data mining, big data systems and machine learning.	Faculty Funded
Vashisth, Pooja	EECS, Computer Software Development (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Computer Science (Delhi, 2014)	Dr. Vashisth comes to us from her position as Assistant Professor (Contract) at the University of Toronto. She has previously taught at York University and Wilfrid Laurier. Dr. Vashisth's areas of expertise and research are in pedagogy in teaching computing, software engineering, artificial intelligence, machine learning and computer architecture.	Faculty Funded
Zhuang, Kai	EECS, First Year Engineering (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Chemical Engineering (Toronto, 2012)	Dr. Zhuang is a founding partner at Brave49 since 2020 and a Renaissance Engineering Instructor with the Lassonde School of Engineering since 2016. Dr. Zhuang is a polymathic engineer, educator and educational developer drawing on his experience in engineering, ecology and leadership development.	Faculty Funded
LIBRARIES					
Coady, Cora	Teaching & Learning Librarian (Indigenous)	Assistant Librarian, PC1	Master of Information (Toronto, 2022)	Ms. Coady joins us from her position as Indigenous Outreach and Research Assistant in Metadata Services at the University of Toronto Libraries. From 2007 to 2021, she was an Independent Living Skills Specialist/Certified Vision Rehabilitation Therapist with the Canadian National Institute for the Blind. This appointment is a dedicated Indigenous position.	Faculty Funded
Hook, Sheryl (16-May-22)	Associate Dean, Teaching & Learning	Associate with tenure	PhD, Information Studies (Toronto, 2022)	Ms. Hook expects to successfully complete her PhD in 2022. She has two Masters in English and in Library Science. Ms. Hook comes to us from her position as Chief Librarian in the John M. Kelly Library & Archives at the University of St. Michael's College, University of Toronto. Ms. Hook is	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
				appointed as Associate Dean, Teaching & Learning for a three-year term renewable upon mutual agreement.	
Sigurdson, Victoria (1-Feb-22)	Collections Development Analysis	Assistant Librarian, PC1	MA, Library and Information Studies (Dalhousie, 2004)	Ms. Sigurdson comes to us from her position as Head of Visual Resources & Special Collections at the Dorothy H. Hoover Library at OCAD University. Ms. Sigurdson has substantial collections management experience including the acquisition, evaluation, development, and maintenance of library media resources.	Faculty Funded
OSGOODE					
Chiodo, Suzanne	Dispute Resolution	Assistant Professor, PC1 (professorial)	DPhil, Class Actions (Oxford, 2021)	Dr. Chiodo comes to us from her Assistant Professor position in the Faculty of Law at Western University. Prior to that, she was a Stipendiary Lecturer of Law at the University of Oxford and an Adjunct Faculty Member at Osgoode. Dr. Chiodo's research interests are interdisciplinary and engage civil procedure, access to justice and class actions.	Faculty Funded
McMahan, Patricia	Dispute Resolution	Assistant Professor, PC1 (professorial)	JSD (Yale, 2015)	In addition to her JSD, Dr. McMahon has a PhD (1999) in Canadian History from the University of Toronto. Dr. McMahon comes to us from Torys LLP where she has been a Senior Associate in the Litigation Department since 2016. Dr. McMahan's primary research interests relate to civil procedure, equity, and legal history.	Faculty Funded
SCIENCE					
Fitch, Gordon (1-Jul-23)	Biology, Pollination Ecology	Assistant Professor, Teaching Stream, PC1	PhD, Ecology and Evolutionary Biology (Michigan, 2021)	Dr. Fitch comes to us as an NSF Postdoctoral Fellow at the University of Massachusetts-Amherst. His research expertise is in pollination ecology, with a focus on the drivers of pollinator foraging in agricultural and urban settings and their consequences on plant biology.	Specially Funded
Kannan, Rahul (1-Jan-23)	Physics, Computational Extragalactic	Assistant Professor, PC1 (professorial)	PhD, Astronomy (Heidelberg, 2014)	Dr. Kannan comes to us as a NASA Einstein & Harvard ITC Fellow at the Harvard & Smithsonian Centre for Astrophysics. Dr Kannan's area of research is astrophysics, with a focus on simulations of galaxy formation and the "epoch of reionization".	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Funding
Lumley, Allysa	Math (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Mathematics (York, 2019)	Dr. Lumley held an NSERC Postdoctoral Fellow position at the Centre de Recherches Mathematiques at the University of Montreal and Lecturer at Concordia and McGill Universities. Dr. Lumley has substantial teaching experience in a wide variety of mathematics topics.	Faculty Funded
Monaldi, Daniela	Natural Science, Science & Technology Studies	Assistant Professor, Teaching Stream, PC1	PhD, Science and Technology (Toronto, 2005)	Dr. Monaldi has held contract faculty positions in Natural Science/STS at York University since 2015-16. Dr. Monaldi's area of research is the history of twentieth-century physics. This appointment was made through the CUPE Conversion program.	Faculty Funded
Orchard, Gloria	Physics, Physics Education (Markham)	Assistant Professor, Teaching Stream, PC1	PhD, Medical Physics (McMaster, 2011)	Dr. Orchard has held a Laboratory Technologist position in the Department of Physics and Astronomy at York University since 2017. Prior to this, Dr. Orchard was an NSERC Postdoctoral Fellow and Sessional Instructor at the University of Ontario Institute for Technology. Dr. Orchard's strong interest in laboratory work includes radiation measurement, microdosimetry, and experimental research with a wide range of equipment and approaches.	Faculty Funded
Ramsay, Kelly	Math, Statistics	Assistant Professor, PC1 (professorial)	PhD, Statistics (Waterloo, 2022)	Dr. Ramsay recently successfully completed her PhD at the University of Waterloo. Dr. Ramsay's research includes data privacy, nonparametric analysis, robust statistics, multivariate analysis, and functional data.	Faculty Funded
van Wijngaarden, Jennifer	Chemistry, Department Chair	Full Professor with tenure (professorial)	PhD, Chemistry (Alberta, 2002)	Dr. van Wijngaarden comes to us as a Full Professor from the Department of Chemistry at the University of Manitoba, where she has been teaching chemistry at all levels since 2006. Dr. van Wijngaarden also has extensive leadership and administrative experience, having previously served as the Associate Head and Graduate Chair in the Department of Chemistry at the University of Manitoba and as the Board of Directors of the Canadian Light Source. Dr. van Wijngaarden leads a successful research program in fundamental spectroscopy of molecular species with astrochemical and materials chemistry interest.	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 Contractually Limited Appointments[2] (since meeting September 28, 2021)

Name	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
AMPD					
Dowling, Katherine	Music, Classical Piano	Sessional Assistant Professor (teaching)	DMA, Piano Performance (Stony Brook, 2014)	Dr. Dowling joins us from her position as an Assistant Professor of Music at the University of Regina. Dr. Dowling has extensive training in classical piano as a soloist and collaborator, and her performances have been critically acclaimed in top-tier publications. Her teaching focus includes keyboard skills, studio, instrumental accompaniment, group and secondary piano, and chamber music.	3 years
HEALTH					
Dauncey, Melanie	Nursing, Common and Complex Challenges	Sessional Assistant Professor (teaching)	MScN, Nursing Education (Aspen, 2020)	Ms. Dauncey comes to us from her position as a Geriatric Emergency Management Nurse. She has been a course director and clinical course director at the School of Nursing, York University since 2009. Ms. Dauncey's area of specialization is in nursing education.	1 year
Khalid, Ahmad Firas	Global Health, Policy, Ethics and Law	Sessional Assistant Professor (teaching)	PhD, Health Policy (McMaster, 2019)	Dr. Khalid joins us from his positions as a Postdoctoral Fellow at the Ottawa Hospital Research Institute, adjunct professor in the Desautels Faculty of Management at McGill University, and part-time adjunct faculty in McMaster University's Faculty of Health Sciences. Dr. Khalid's expertise is in global health policy, humanitarian crisis management, and governance.	3 years
Rabi, Rachel	Psychology	Sessional Assistant Professor (teaching)	PhD, Cognitive Psychology (Western Ontario, 2016)	Dr. Rabi recently held the position of Scientific Associate at the Rotman Research Institute. She has been a sessional instructor in York's Psychology Department since 2019. Dr. Rabi's teaching specializations are in Cognition Psychology, Research Methods, and Statistics.	1 year
LASSONDE					
Hassan, Edris	Mechanical Engineering	Sessional Assistant Professor (teaching)	PhD, Mechanical Engineering (Dalhousie 2010)	Dr. Hassan comes to us from his position as Assistant Professor, Mechanical Engineering and Industrial Engineering at Sultan Qaboos University. He has significant experience in teaching courses in mechanical engineering and	3 years

[2] All appointments effective July 1, 2022 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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
				has been involved in curriculum design and development activities in mechanical engineering.	
Isojeh, Bernard	Civil Engineering	Sessional Assistant Professor (teaching)	PhD, Civil and Mineral Engineering (Toronto, 2017)	Dr. Isojeh is a Structural Engineer at Hatch Ltd and adjunct instructor at Southern Alberta Institute of Technology. He teaches civil engineering courses such as Statics and Fluid Mechanics, Urban Design, Surveying and GIS.	3 years
LA&PS					
Bogle, Cornel	Humanities, Black Cultures in the Americas	Sessional Assistant Professor (teaching)	PhD, English (Alberta, 2022)	Dr. Bogle recently successfully defended his PhD at the University of Alberta. Dr. Bogle's research centers on Caribbean literatures, Black diasporic cultural production, masculinities, sexuality studies, and the use of art for social transformation.	1 year
Blacker, Sarah	Social Science, Health & Society	Sessional Assistant Professor (teaching)	PhD, English and Cultural Studies (Alberta, 2015)	Dr. Blacker recently held the position of Research Associate at the Robarts Centre for Canadian Studies, York University and recently completed a Social Sciences and Humanities Research Council Postdoctoral Fellowship at York's Department of Anthropology. Dr. Blacker's teaching expertise is in critical interdisciplinary health studies, the social determinants of health, race-based health inequities, and Indigenous health.	1 year
Hooper, Tom (1-Sep-21)	Equity Studies, Critical Human Rights	Sessional Assistant Professor (teaching)	PhD, History (York, 2016)	Dr. Hooper has held course directorships as a contract faculty member at York University since 2015. Dr. Hooper's expertise is in critical human rights and practice. He displays well-grounded pedagogic skills and is committed to social justice with demonstrated commitment to linking community organizations and with social justice concerns.	2 years
Ludwig, Dylan	Philosophy, Cognitive	Sessional Assistant Professor (professorial)	PhD, Philosophy (York, 2022)	Dr. Ludwig recently successfully completed his PhD at York University and has taught several introductory philosophy courses at York, where he was awarded the Social Sciences and Humanities Research Council Doctoral Award. His research specializations are in the philosophy of neuroscience and the concept of consciousness.	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	Unit, Field	Rank, Stream	Highest Degree	Research Agenda/Specialization	Term
Richards, Bradley	Philosophy, Cognitive	Sessional Assistant Professor (professorial)	PhD, Philosophy (Guelph, 2012)	Dr. Richards has taught over 50 courses at multiple institutions, most recently at York University and Toronto Metropolitan University. He specializes in the philosophy of mind and cognitive science.	1 year
Yoltar, Cagri	Anthropology, Public Anthropology	Sessional Assistant Professor (teaching)	PhD, Anthropology (Duke, 2017)	Dr. Yoltar has been a contract faculty member in the Department of Anthropology at York University since 2021 and recently held a Postdoctoral Fellowship & Project Leader position in the Department of Sociology at Koç University in Turkey. Her specializations lie at the intersection of political, economic, and public anthropology with a geographical focus on the Middle East.	1 year
Zeno, Basileus	Politics, International Security	Sessional Assistant Professor (professorial)	PhD, Political Science (Massachusetts Amherst, 2021)	Dr. Zeno joins us from his position as a Lecturer and Karl Loewenstein Fellow of Political Science at Amherst College. Dr. Zeno's research engages with international security in a critical and decolonial manner.	2 years
LIBRARIES					
Carmini, Priscilla	Research and Open Scholarship	Adjunct Librarian	MI, MMST (Toronto, 2021	Ms. Carmini comes to us from her position as Library Systems Technician in the Library Learning Resources, Toronto District School Board. Her expertise is in copyright, open access and accessible publishing, institutional repositories, and program evaluation.	2 years
SCIENCE					
de Araujo, Charlotte	Biology, Molecular	Sessional Assistant Professor (teaching)	PhD, Cell & Systems Biology (Toronto, 2013)	Dr. de Araujo recently held the position of Instructor and Course Coordinator at the University of Guelph College of Biological Science. Dr. de Araujo's teaching interests are in molecular biology, microbiology, biochemistry, cell biology, and protein structure and function.	3 years
Radics, Balint	Physics & Astronomy	Sessional Assistant Professor (professorial)	PhD, Physics (Bonn, 2010).	Dr. Radics comes to us from his position as a Postdoctoral researcher and lecturer at the Institute for Particle Physics and Astrophysics, ETH Zurich. His area of expertise spans different fields of particle physics.	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.

Report to the Board of Governors

at its meeting of November 29, 2022

The External Relations Committee met on November 18, 2022, and makes this report to the Board for information

1. **Advancement, Communications and Public Affairs, Government and Community Relations & Protocol - Updates**

The Committee received an update on Advancement initiatives noting progress on the Impact Campaign extension concept, opportunities inventory, and goals to move to fundraising and alumni engagement to the next stage. Other activity currently in progress includes regional strategies, assessment of goals, KPIs, and reporting strategies and the realignment of the team. The Committee also received the Alumni Survey, which outlined alumni sentiments about the University and perceptions on York's brand and reputation. Opportunities to further engage alumni was discussed and includes developing more career resources and networking events, creating a network for entrepreneurs, continuing to build a regional engagement plan, and improving social media presence.

Under the Communications and Public Affairs portfolio, the Committee received an update on four key reputation enhancing communication opportunities executed this fall, namely the launch of the Sustainability Action Commitment, human interest stories celebrated at the recent Fall Convocation, the announcement of York's fourteenth Chancellor and the brand reinforcement at the York University Markham Campus Hoarding Unveiling. Three powerful Points of Pride were highlighted in the package, including York University's rise in the 2023 Macleans University Rankings.

The proposed Stakeholder Relations Strategic Plan was presented to Committee. The Plan is for a two-year pilot and will shape the University's effort in creating a strategic approach to stakeholder engagement and build a shared understanding and coordinated approach throughout the university. To achieve this, models from peer institutions were reviewed and a one-stop service is proposed to support stakeholder engagement with the University. Committee members provided insights and advice on how to move the Plan forward.

It was also noted that York is a presenting sponsor at the upcoming Ontario Economic Summit, organized by the Ontario Chamber of Commerce, which gives York an opportunity to engage with corporate stakeholders on partnership opportunities. At the recently concluded municipal elections, 8 Ontario Mayors and 7 City of Toronto Councilors elected were York University alumni.

Julie Lassonde
Chair

Points of Pride

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

1 YORK UNIVERSITY ANNOUNCED AMBITIOUS NEW SUSTAINABILITY GOALS, EXPANSION OF SUSTAINABILITY OFFICE, AND A TARGETED PLAN TO ACHIEVE NET-ZERO, SOONER.

President Lenton announced bold new actions that will see York become one of the most sustainable universities in Canada. The announcement includes a first of its kind open access micro lecture series and badge in Sustainability, pledge to expand York's Office of Sustainability, hire a Chief Sustainability Officer, establish a new $1 million fund for Sustainability Innovation and a new goal of reducing direct and indirect emissions by 45% by 2030.

2 YORK ADVANCES TO TOP FIVE SPOT ON MACLEAN'S ANNUAL NATIONAL COMPREHENSIVE UNIVERSITY RANKING

The 2023 Maclean's University Rankings are out and York is up. York now ranks fifth in Canada, moving up one spot from last year. Over the last ten years, York has also advanced an impressive 19 spots on the national reputation ranking, this year moving up one spot to 17 in Canada.

3 YORK UNIVERSITY ANNOUNCES APPOINTMENT OF NEW CHANCELLOR

We proudly announced Kathleen Taylor as York's 14th Chancellor to a three-year term, effective January 1, 2023. Throughout her career Ms. Taylor has consistently demonstrated an impressive ability to deliver positive change, striving to clear a path and break down barriers for all who follow. In this important role she will serve as a connector, inspiring leader, and respected member of the community.

FINANCE AND AUDIT COMMITTEE

Report to the Board of Governors

at its meeting of November 29, 2022

The Finance and Audit Committee met on November 14, 2022, and makes this report to the Board for information.

1. Subcommittee on Digital Transformation

The Subcommittee on Digital Transformation received an update on the Student Systems Renewal Program (SSRP) and noted that the project and budget continue to track as scheduled to meet milestones. The Committee also reviewed the program execution risks, mitigation strategies, and progress of the various SSRP projects noting the program risk that requires active management. An overview of the resource planning post SSRP was also presented and the forecasted operational SSRP costs for both licensing and operating resources are tracking close to original estimates.

2. Enrolment Update

The Committee received the enrolment update as of November 1, 2022, noting that several Ontario universities, including York, experienced unusually low enrolments in Winter 2022, relative to historical fall-to-winter enrolment ratios. The lower Winter 2022 enrolments directly impacted the flow-through of continuing students into Fall 2022. In addition, delays in student visa processing and ongoing COVID challenges resulted in low international student intake for Fall 2022 relative to targets. Despite the challenging environment, domestic recruitment is doing well as York's market share of Ontario secondary school (101) enrolments are exceeding intake targets and is the second highest in a decade, and the second highest in the province. In terms of first year domestic 105s, although the overall intake target was not met, the University performed strongly yielding higher-than-expected FFTEs. It was noted that domestic 105s is an important growing demographic.

3. Report of the Internal Auditor

The Committee received a comprehensive Internal Audit Status Report covering the period of September 1, 2022 – October 31, 2022. During that time, the department undertook eight audit engagements, three of which have been completed. The department is also continuing its work on the development and implementation of the Enterprise Risk Management Initiative.

Bobbi-Jean White, Chair

Board of Governors

Memorandum

To: Board of Governors

From: Bobbi-Jean White, Chair, Finance and Audit Committee

Date: 29 November 2022

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

---

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve an increase to the President's signing authority for capital projects, and goods and services procured for capital projects, from under $5M to under $10M.

Background and Rationale:

The York University (University) [Signing Authority and Execution of Documents Guideline](#) (SAR) provides authority as to 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. The SAR should be read in conjunction with the associated policy and procedure found in the Secretariat section of the York website.

Approval authority of capital projects and the acquisition of goods and services for capital projects are detailed in the following SAR articles:

- Article 3: Capital Projects (Article 3)
- Article 10: Procurement of Goods & Services (Article 10)

This document recommends amendments to SAR Article 3: Capital Projects and SAR Article 10: Procurement of Goods and Services, to increase the President's signing

authority for capital projects and goods and services purchased for capital projects, from under $5M to under $10M. 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.

In October 2021, the Board, through a recommendation from this Committee, approved an increase in the President's signing authority for Article 3 and Article 10 from under $2M to under $5M.   An additional increase is being sought in alignment with a recommendation to the Land and Property Committee (November 2022), to approve a revised policy on capital projects which includes a change in the definition of a major capital project (as defined in the Policy) from budgeted costs of $2M or more, to budgeted costs of $10M or more. The recommendation to the Land and Property Committee is pending approval of the recommendation to this Committee (November 2022).

The increase is being proposed to reduce administrative burden, expedite approval for capital projects and purchases for capital projects under $10M and align with practice of other universities. Ontario universities typically provide Presidential authority starting at $5M, with similar sized universities as York having a $10M limit. 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	University of Toronto	Western	McGill	Queens	Toronto Metropolitan University	McMaster	University of Ottawa
Board of Governors Signing Authority Limit	>5m	>10m	>7.5m	>6m	>5m	>10m	>10m	>10m

Board of Governors

Memorandum

To: Board of Governors

From: Bobbi-Jean White, Chair, Finance and Audit Committee

Date: 29 November 2022

Subject: Meal Plan Rates

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the 2023-24 mandatory Meal Plan rates listed below.

Mandatory Meal Plans – Proposed Rate Changes	2022/2023	2023/2024
Bronze: increase of 6%	**$ 4250**	**$ 4500**
Silver: increase of 5%	**$ 4750**	**$ 5000**
Gold: increase of 5%	**$ 5250**	**$ 5500**
Platinum: increase of 4%	**$ 5750**	**$ 6000**
Convenience: increase of 3% (optional plan for students living in suite-style accommodations)	**$ 2900**	**$ 3000**

Background and Rationale:

Undergraduate students living in traditional residence rooms are required to purchase a meal plan, which is exempt from HST. Students living in suite-style accommodations with kitchens, the York Apartments, or off-campus, may optionally choose to purchase a meal plan to enjoy the tax savings that the plans provide.

Board of Governors

To offer students the HST exemption when meals are purchased, the University and its participating food operators must comply with the relevant provisions of the Excise Tax Act and related rulings issued by Canada Revenue Agency, which define the minimum pricing of plans, eligible purchases, and other conditions.

York University operates a "declining balance" meal plan, in which funds are loaded onto a student's YU-card in designated accounts. As food is purchased at eateries, the retail purchase price of the meal is deducted from the account. Declining balance meal plans are offered at several Ontario universities, while some offer "board" plans that provide unlimited access to dining halls for a single all-inclusive price.

Meal plan programs exist not only to ensure that students have a reasonable budget set aside for food during the year, but also to contribute to the social fabric of residence life. They also underpin an institution's foodservice infrastructure. While it is common at other institutions to limit meal-plan use to a specific cafeteria, York has to date enabled meal plans to be accepted widely at eateries across the Keele and Glendon campuses.

The pandemic has highlighted operational and financial challenges posed by the highly decentralized nature of the current meal plan program and food service operations at the University. While some institutions altered their meal plan programs in response to the pandemic (including reduced residence occupancy and stringent public health measures affecting food services), York's meal plan has largely retained the same format, despite Food Services having to modify contractual and operational arrangements with its service providers to ensure continuity of service for students, provide support for students who fall ill, and mitigate risk.

York's meal plan prices remain among the lowest in the province (see Appendix A). This continues to cause a disconnect between the purchasing power of York's meal plans and student perceptions of value, and in combination with the highly distributed and retail-oriented nature of the meal plan program, challenges the University to deliver a consistently high-quality dining experience for residence students. Further, as compared to an all-inclusive meal plan model, the current model can induce students to make price-based choices for their meals to fit the amount of funds available in their meal plan rather than those that meet their dietary needs or preferences.

As has been widely reported, food costs have been rising significantly throughout 2022. While food cost inflation is expected to temper in 2023, there are continued pressures on supply chains and operating costs from higher fuel prices, climate

effects, labour shortages in the hospitality sector and other factors. In the absence of an increase in Meal Plan rates, purchasing power will erode and contribute to further misalignment between plan prices and student/parent/guardian expectations of value, as well as inducement of unhealthy meal choices.

To maintain the purchasing power of the meal plans in 2023-24, and as a continued transitionary step toward a new model for meal plans and Food Services that is planned for 2024-25 (described further below), the meal plan packages for 2023-24 (proposed) and 2022-23 (current) are as follows:

Proposed Meal Plan Packages 2023-2024

Meal Plan	Total Cost	Food Services Eateries (20 locations)	All Campus Eateries (59 locations)
Bronze	$4500	$2650	$1600
Silver	$5000	$2650	$2100
Gold	$5500	$2650	$2600
Platinum	$6000	$2650	$3100
Convenience	$3000		$2875
Unspent Funds Carry Forward		No	Yes

Current Meal Plan Packages 2022-2023

Meal Plan	Total Cost	Food Services Eateries (20 locations)	All Campus Eateries (59 locations)
Bronze	$4250	$2400	$1600
Silver	$4750	$2400	$2100
Gold	$5250	$2400	$2600
Platinum	$5750	$2400	$3100
Convenience	$2900		$2775
Unspent Funds Carry Forward		No	Yes

Based on the proposed changes for 2022-23, York's minimum meal plan will remain at the low end of the spectrum in the GTA and Ontario.

Future Plans

Given persistent complaints by students about their residence dining experience, the University has undertaken several external reviews of its meal plan program and food service landscape with a view to enhancing the student experience. This included focus groups and a survey of undergraduate residence students on the Keele and Glendon campuses which indicated an overwhelming preference (90%) for an unlimited access, all-inclusive meal plan.

The all-inclusive model has seen a resurgence and has recently been implemented at several universities in Canada, each of which has reported significantly improved food quality and student satisfaction. The all-inclusive model provides students with many benefits, including unlimited access to dining halls with extended hours of operation; marche-style made-to-order cooking; more variety and healthier options; more culturally and life-choice diverse options; and high-quality venues that provide opportunities for social and academic programming and engagement.

Based on the results of the studies and the experience elsewhere, the implementation of an all-inclusive "Anytime Dining" model for meal plans is being pursued with an anticipated timeline of September 2024. Implementation of this model will require significant upgrades to the existing dining halls, along with new all-inclusive meal plans that are anticipated to start at approximately $5400 per year. While this will require a larger increase in the base meal plan price, the new model will provide students with unlimited access to higher quality dining that is aligned with the input that was received in surveys and focus groups.

An architectural feasibility study of the related dining facilities was completed to inform capital plans and costs. Further assessment of this model, including financial projections and space requirements, are being conducted during the fall term and will be presented in due course.

Appendix A

Minimum Mandatory Meal Plan Rates at Other Ontario Institutions

Institution	2021-22	2022-23
Ryerson University	$5949	$6262
Western University	$6150	$6250
Wilfrid Laurier	$5721	$5948
University of Waterloo	$5200	$5530
University of Windsor	$5100	$5350
Brock University	$4900	$5250
University of Toronto – St. George**	$4587-$5930	$5027-$6315
McMaster University	$4545	$4875
Trent University	$4700	$4850
University of Guelph	$4380	$4600
York University	**$4000**	**$4250**
University of Toronto – Mississauga	$3900	$4125

**Minimum mandatory plans at University of Toronto's St. George campus vary by college/residence, e.g., the minimum plan for University College is $5027 while the minimum plan for Trinity College is $6315.

Board of Governors

Memorandum

To: Board of Governors

From: Bobbi-Jean White, Chair, Finance and Audit Committee

Date: 29 November 2022

Subject: Undergraduate Residence Rates

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the increase in the 2023-24 undergraduate residence rates listed below:

Room Type	% Increase
Double rooms in dormitory-style residences	**3.7%**
Single rooms in dormitory-style residences (excluding bedsitters in Atkinson residence)	**3.7%**
Suite-style rooms (with kitchens) – Keele campus	**3.7%**
Suite-style rooms (without kitchens) – Glendon campus	**3.7%**

All rates include unlimited internet service.

Background and Rationale:

York's undergraduate dormitory room rates range from $7,154 to $9,712, depending on room type, and remain below the median in comparison with other universities. In 2012 the Board approved a 10 year, $70M York University Housing Capital Renewal Strategy (the Housing Strategy). At the time, an average annual rate increase of 3.7%

for the duration of the 10-year strategy was presented as necessary to the financing of a capital renewal plan for all undergraduate residences and York apartments. As such, rate increase proposals are based on that guidance while considering the overall mix of units, supply and demand, the financial impact to students, operating and capital requirements, and comparator rates at other institutions. During the initial years following the adoption of the strategy, annual rate increases were 3.7%. Since 2017-18 rate increases have ranged from 2.5% to 5.0% depending on the room type.

A comparison of 2022-23 rates for traditional double rooms, traditional single rooms, and two-person suites is shown in Appendix A in Tables 1, 2 and 3, respectively. Table 4 provides a comparison of similar room and meal plan packages with equivalent offerings at the University of Toronto St. George campus, which publishes combined rates. With this year's proposed increases, York's undergraduate residence rates will continue to be at the lower to median range in comparison to other institutions, without accounting for increases for 2023-24 that those other institutions may apply.

The rate increases proposed for 2023-24 will allow for the continued funding of building renewal and maintenance projects, and reflect increased operating costs for cleaning and sanitation programs that will persist because of the pandemic. The rate freeze for bedsitters in Atkinson residence is proposed to establish a pricing differential between these two residences and the other buildings, due to differences in available amenities.

As of October 2022, over $70M has been spent within the Housing Strategy on major improvement projects across all undergraduate residence and apartment buildings. This included, most recently, significant renovations to Hilliard and Wood residences at Glendon College. These upgrades are in addition to annual maintenance and renovation projects that are undertaken in buildings as units turn over and systems require repairs or upgrades. Project budgets are now carrying a higher annual cost escalation due to rising material and labour costs.

With the conclusion of the approved 10-year Housing Strategy planning horizon, the University has been undertaking the development of a new long-term strategic residence renewal plan. The results from the study are being reviewed by senior administration and will inform a new long-term housing capital renewal plan and future rates.

Appendix A
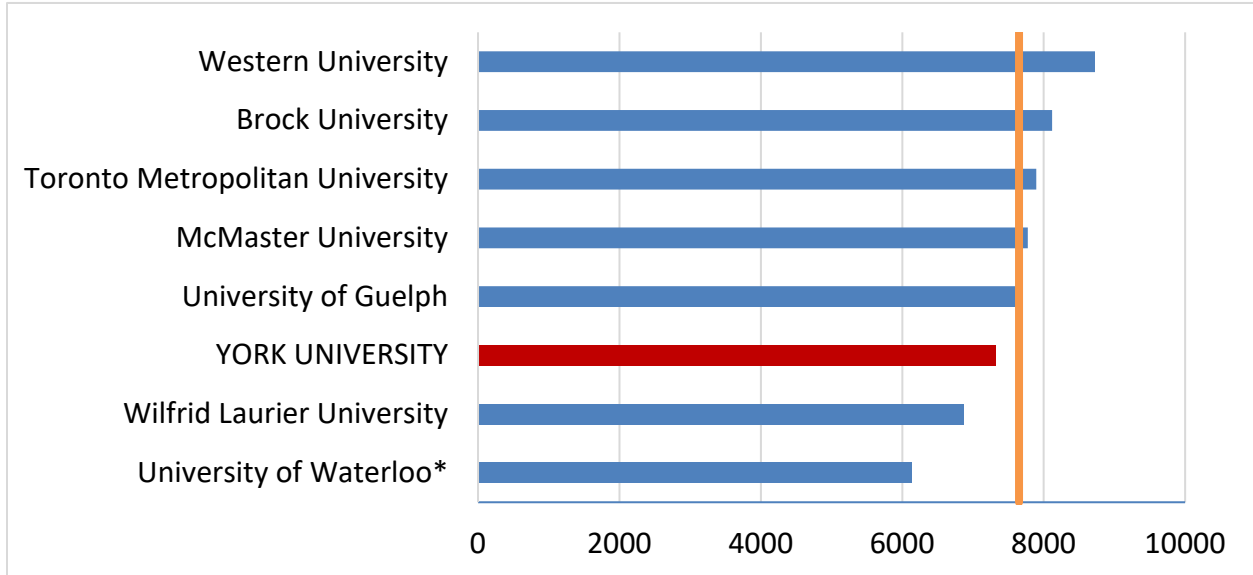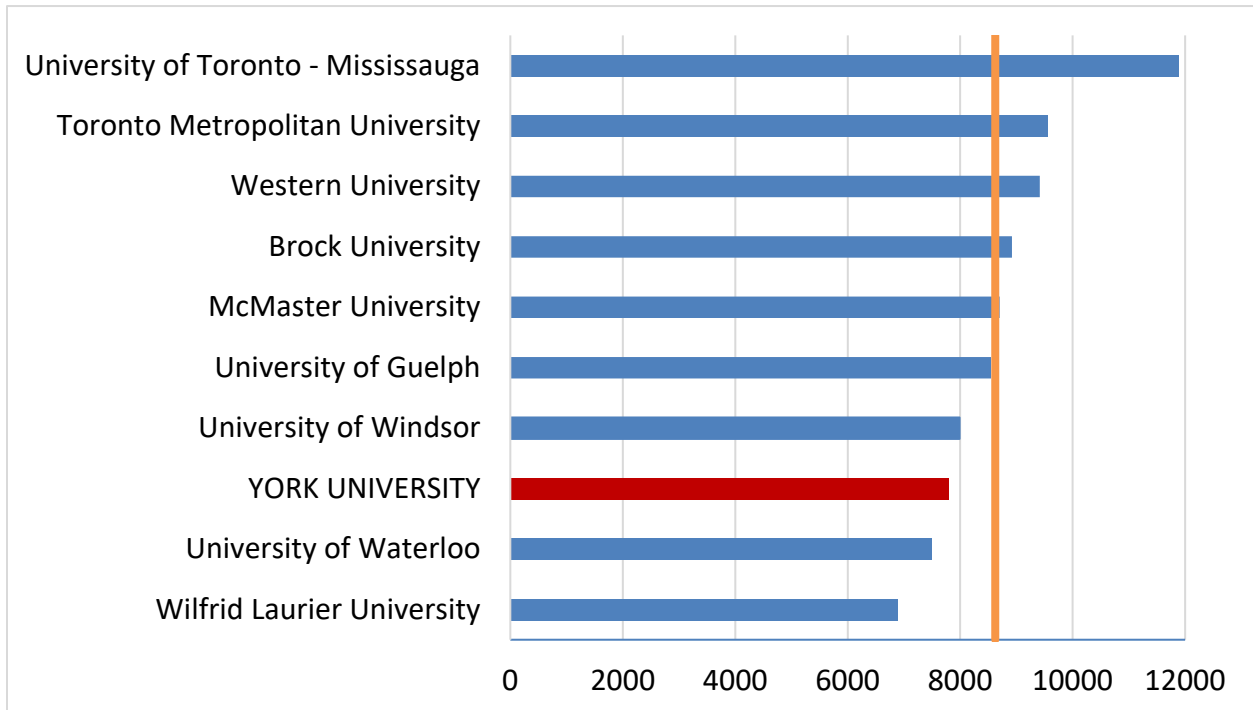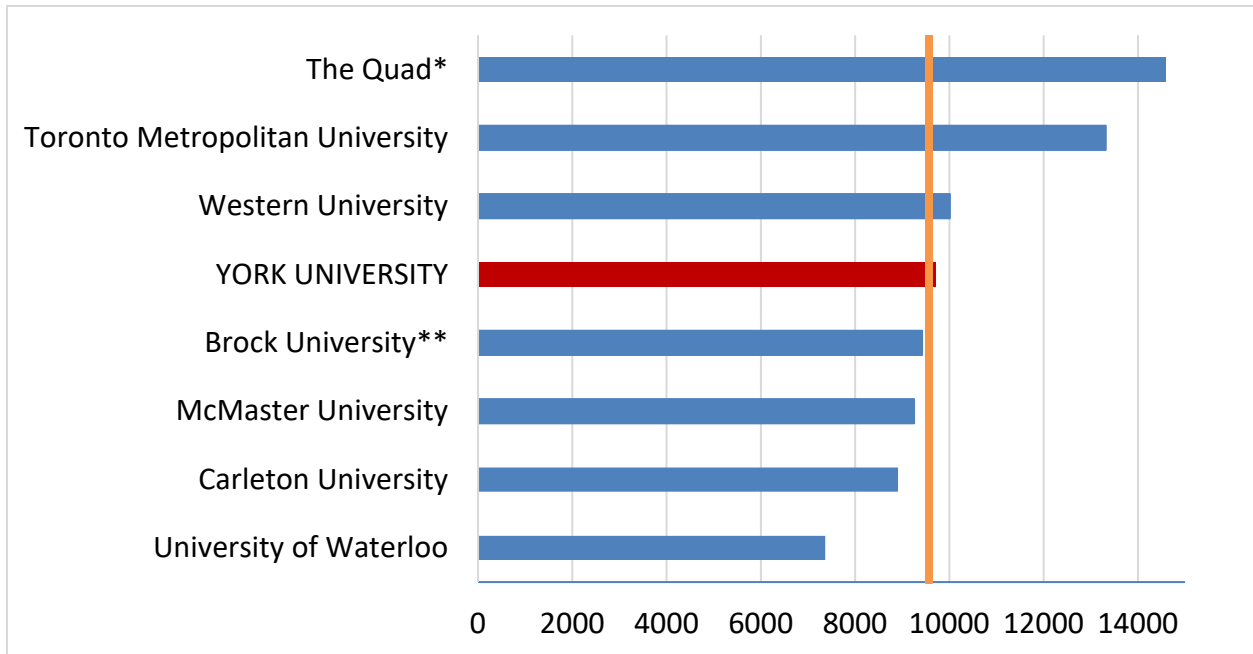
Table 1 – Traditional Double Room Rates Comparison 2022-23

Table 2 – Traditional Single Room Rates Comparison 2022-23

Table 3 – Two-Person Suite Single Room Rates Comparison 2022-23

*Twelve-month lease agreement
** Does not have kitchens

Table 4 - University of Toronto St. George Campus, Minimum Residence and Meal Plan Rates Compared to Similar Packages at York (single bedrooms)

University of Toronto College	Meal Plan	Combined Residence and Meal Plan Rate	York Comparator
Innis College	Optional	$11,567	$9,712
Woodsworth College	Optional	$11,803	$9,712
Victoria University	Included	$15,741	$12,040
University College	Included	$15,446	$12,040
St. Michaels College	Included	$16,922	$12,040
New College	Included	$16,610	$12,040
Trinity College	Included	$17,460	$12,040
Chestnut Residence	Included	$21,432	$12,040

Board of Governors

Memorandum

To: Board of Governors

From: Bobbi-Jean White, Chair, Finance and Audit Committee

Date: 28 November 2022

Subject: York Apartments - Rental Rates

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the 2023-2024 York Apartments rental rate increases, listed below:

- **2.5% increase for all units with continuing leases, to reflect the allowable increase established by the Ontario Rent Increase Guidelines (ORIG) for January 2023.**

- **3.7% increase for all units with new leases effective May 1, 2023.**

Background and Rationale:

York Apartments monthly lease rates range from $1,057 to $1,909 (inclusive of all utilities and internet service) per month depending on the unit type and remain below the median in comparison to the surrounding market, reflecting the commitment to provide affordable options for students. Tables 1, 2 and 3 in Appendix A, show the available options and corresponding comparator rates for bachelor apartment, one-bedroom and two-bedroom units, respectively. Most off-campus comparators do not include electricity or internet service.

The York Apartments have been subject to the Residential Tenancies Act which governs leases, including the allowable rent increase for continuing leases. The ORIG regulates rate increases for continuing leases; it does not set limits on increases for

vacant/new-lease units. This results in differential rates being charged for similar units depending on the status of the lease. Since the ORIG has ranged from 0-3.1% over the last 10 years, the increase for new leases has typically been higher each year to "catch up" for both capital and operating cost increases on a blended basis.

In 2012 the Board approved a 10-year, $70M York University Housing Capital Renewal Strategy (the Housing Strategy). At the time, an average annual rate increase of 3.7% for the duration of the 10-year strategy was presented as necessary for the financing of a capital renewal plan for all undergraduate residences and York Apartments. As such, rate increase proposals have been based on that guidance while considering the overall mix of units, supply and demand, the financial impact on students, operating and capital requirements, and comparator rates.

In comparison to the double-digit rate increases being experienced in the private rental market, the rate increases proposed for 2023-24 are a measured approach in the face of inflationary pressures, including higher utility costs, that will allow for the continued funding of building renewal and maintenance projects as well as enhanced cleaning and sanitation practices that will persist because of the Pandemic.

As of October 2022, the Housing Strategy has spent over $70M on major improvement projects across all undergraduate residences and the apartment buildings, including enhanced wireless internet service, fire protection systems, and mechanical system upgrades in the York Apartments. These upgrades are in addition to annual building and mechanical system maintenance and improvements, and renovations that are undertaken as units turn over, and include replacement of kitchens, washrooms, furnishings, and flooring. Project budgets are now carrying higher annual escalations due to rising material and labour costs.

With the conclusion of the approved 10-year Housing Strategy planning horizon, the University has been undertaking the development of a new long-term strategic residence renewal plan. The results from the study are being reviewed by senior administration and will inform a new long-term housing capital renewal plan.

GOVERNANCE AND HUMAN RESOURCES COMMITTEE
Report to the Board of Governors
at its meeting of November 29, 2022

The Governance and Human Resources Committee met on November 14, 2022 and makes this report to the Board for information.

1. Return to Campus

Vice-President McAulay provided the Committee an update on new, expanded, and ongoing measures the university continues to provide to the community in response to the COVID-19 pandemic. A broad suite of measures being implemented were outlined and include public health programming, testing, case and contact management, community updates, free rapid antigen test packages, vaccine clinics offering the bivalent vaccine and flu vaccine at Keele and Glendon campuses and screening and case management tools.

It was also noted that on November 14, 2022, Ontario's Chief Medical Officer strongly recommended wearing masks in all indoor public settings, including in schools and in childcare settings. York will continue to take steps to protect its community and consult with peer institutions to align its approach with the Ontario University Sector.

2. Updates from the Division of Equity, People and Culture

The Committee received an update from Vice President of Equity, People and Culture Cote-Meek regarding developments in the Division. She highlighted the work being done on York's Decolonization, Equity, Diversity and Inclusion (DEDI) Strategy, and noted that revisions to the strategy continue with a goal of launching in January-February 2023. Discussion ensued on understanding decolonization and its implications to universities.

Other notable updates include work on the implementation of the recommendations made in the Anti-Black Racism Framework and the Black Inclusion Action Plan being undertaken by the Advisory Council on Black Inclusion; and a review of the Indigenous Framework started in collaboration with Indigenous Council to update the Community on accomplishments and future direction.

3. Labour Relations

The Committee was informed on the state of labour relations at York.

Helen Polatajko, Acting Chair

LAND AND PROPERTY COMMITTEE

Report to the Board of Governors

at its meeting of November 29, 2022

The Land and Property Committee met on November 14, 2022 and makes this report to the Board for information.

1. Capital Construction Report

Keele Campus Update

The Committee received updates on Board-approved capital construction projects as of October 31, 2022. Supply chain and staffing challenges continue to impact both the construction cost and schedule with the primary driver being supply chain dynamics. Challenges also extend to planning and project approvals. Projects where significant construction tendering has not taken place include the Neuroscience Facility at Sherman Health Science Research Centre (Budget of $43M, 90% tendered), and the Vari Hall Addition (Budget of $31.3M). Project managers are working with consultants to manage and mitigate risks going forward.

In total, York has set aside $259M for Board-approved ($234M) and VPFA-approved ($25M) capital projects. Ongoing Board-approved projects include: the School of Continuing Studies building ($72.7M); the Neuroscience Facility at Sherman Science Research Centre ($48.5M), Research Space to Support Faculty Complement Renewal ($9.6M), Washroom Renewal Program ($3.5M), Classroom Renewal Program at both the Keele and Glendon campuses ($20M), Central Utilities Building ($2.35M), Goldfarb Gallery ($12.5M), additions to the south wing of Vari Hall ($31.3M) and Faculty of Education Building Renovations ($7.46M). A list of 24 VPFA-approved projects was also provided.

Markham Campus Update

The Markham Campus project continues to track well against its budget of $260.5M and completion date of April 2024. Key risk areas that remain include: the potential impact of the pandemic on the availability of skilled trades and supply chain disruptions, trade labour disruptions, shortages in concrete delivery drivers and cement powder, and the potential impact of the war in Ukraine on the global supply chain and availability of raw materials. With respect to Social Procurement targets for the Markham Campus project, the committee received an update that, as of October 2022, 16 equity-deserving apprentices have been hired (up from 14 from the initial report) and $4.3M in construction spending has occurred within York Region.

Mary Traversy, Chair

Board of Governors

Memorandum

To: Board of Governors

From: Mary Traversy, Chair, Land and Property Committee

Date: 29 November 2022

Subject: Capital Projects Policy

Recommendation:

The Land and Property Committee recommends that the Board of Governors approve a revised Policy on Capital Projects, attached at Appendix B.

Background and Rationale:

The existing policy on capital projects (Appendix A) has been fully incorporated in the revised policy (Appendix B), with revisions highlighted. The notable change to the revised policy is in the definition of a major capital project – a change from budgeted cost of $2M***** or more, to budgeted cost of $10M or more. This proposed change is in alignment with a recommendation to the Finance & Audit Committee (November 2022), to increase the President's signing authority threshold on capital projects, and associated goods and services per the [Signing Authority Policy](#) the [Signing Authority: Approval and Execution of Documents Guideline.](#)

*At its September 2021 meeting, the Finance & Audit Committee approved a recommendation from administration to increase the President's signing authority for capital projects, and goods and services from under $2M to under $5M; subsequently, the Board approved the recommendation. At the time, the capital projects policy was not updated to reflect the change.

The recommendation to this Committee is pending approval of the above noted recommendation being presented to the Finance & Audit Committee at it's November 14th meeting. Furthermore, pending approval of the revised policy on capital projects, the vice-president finance and administration will undertake review and approval of the capital projects procedure and any like related documents, to implement the policy.

York University's policy on capital projects was approved by the Board in January 1994 and was last update in June 2012. As such, the policy has been updated and is being brought forward for approval consideration by this Committee and subsequently, the Board.

Attachments:

- Appendix A: Existing Policy on Capital Project
- Appendix B: Revised Policy on Capital Project

Capital Projects (Policy)

Legislative History:

Approved by UEC: 1994/01/31; Approved by BPC: 1994/02/15; Approved by the Board of Governors: 1995/01/23; Date Effective: 1995/01/23; Amended by the Board Finance, Property and Staff Resources Committee: 1999/09/13; Approved by the Board of Governors: 1999/10/01; Date Effective 1995/01/23; Amended 2006/12/04; 2012/06/25

Approval Authority: Board of Governors

Description: Specifies the principles and people involved in authorizing capital projects; Has associated procedure.

Definitions

For the purposes of this Policy:

"Academic and Related Projects" shall mean facilities used or intended primarily to be used by the University for teaching, research or administration or which are built to serve the needs of and support the activities of faculty, staff or students.

"Major" facilities or renovations shall mean ones which are budgeted to cost $2,000,000 or more. (revised 3.1.iii)

"Non-Academic Projects" shall mean facilities intended to be used primarily by parties other than the University or by the University for other than academic or support purposes.

"Property" shall mean real property as defined in the York Act and shall include leased property.

Policy

The University shall permit or undertake the construction of major new facilities on its property or permit or undertake major renovations to existing facilities only with the approval of the Board of Governors after due consideration by and the recommendation of:

1. the President for all Academic and Related Projects
2. jointly by the University's President and the Chair of the Board of Directors of the York University Development Corporation, for Non-Academic Projects.

In considering requests for such approval the Board of Governors shall consider, among other things, the following:

1. demonstrated need for the facility or project
2. source and availability for funds
3. the University Master Plan
4. the York University Secondary Plan and other governmental requirements
5. the impact of the project on the aesthetics, amenity, convenience and environment of the campus(s)
6. the compatibility of the project with existing programs and facilities
7. the relationship of the project to the University's academic needs and strategies.

The Vice-President Finance and Administration shall prepare and promulgate such guidelines, procedures and administrative protocols as may be necessary or desirable from time to time to implement this policy.

University Policy
Capital Projects, Policy on

Topic:	University Grounds and Physical Facilities
Approval Authority:	Board of Governors
Approval Date:	
Effective Date:	
Last Revised:	June 25, 2012

1. Purpose

The purpose of this policy is to set forth the principles and the people involved in authorizing capital projects.

2. Scope and Application

This policy is applicable to all York University capital projects.

3. Definitions

3.1 For the purposes of this Policy:

i. "Capital Project" shall mean a project embarked on to construct, improve, replace, or maintain a capital asset which includes buildings, roads, infrastructure and land.

ii. "Academic and Related Projects" shall mean facilities used or intended primarily to be used by the University for teaching, research or administration or which are built to serve the needs of and support the activities of faculty, researchers, staff or students.

iii. "Major" new construction and/or renovations shall mean construction or renovations, including related goods and services, which are budgeted to cost $10,000,000 or more.

iv. "Non-Academic Projects" shall mean facilities intended to be used primarily by parties other than the University or by the University for other than academic or support purposes.

v. "Property" shall mean real property as defined in the York Act and shall include leased property.

4. Policy

4.1 The University shall permit or undertake the construction of major new facilities on its property or permit or undertake major renovations to existing facilities, including leased facilities, only with the approval of the Board of Governors after due consideration by and the recommendation of:

i. the President - for all academic and related projects
ii. jointly by the President and the Chair of the board of directors of the York University Development Corporation - for non-academic projects

4.2 In considering requests for such approval the Board of Governors shall consider, among other things, the following:

i. demonstrated need for the facility or project
ii. source and availability for funds
iii. the University Master Plan and the Campus Vision Plan
iv. the York University Secondary Plan and other governmental requirements
v. the impact of the project on the aesthetics, amenity, convenience, and environment of the campus(s)
vi. the compatibility of the project with existing programs and facilities
vii. the relationship of the project to the University's academic needs and strategies

5. Roles and Responsibilities

The Vice-President Finance and Administration shall prepare and promulgate such guidelines, procedures and administrative protocols as may be necessary or desirable, from time to time, to implement this policy.

6. Review

This policy shall be reviewed every five years.

Legislative history:	Approved by UEC: 1994/01/31; Approved by BPC: 1994/02/15; Approved by the Board of Governors: 1995/01/23; Date Effective: 1995/01/23; Amended by the Board Finance, Property and Staff Resources Committee: 1999/09/13; Approved by the Board of Governors: 1999/10/01; Date Effective 1995/01/23; Amended 2006/12/04; 2012/06/25
Date of next review:	
Policies superseded by this policy:	
Related policies, procedures and guidelines:	Capital Projects, Procedure Signing Authority Policy Signing Authority Register (SAR) Signing Authority: Approval and Execution of Documents Procurement of Goods and Services, Policy

York University Board of Governors
Minutes

Meeting: Open Session, 3 October 2022, videoconference

Present:	Regrets:	Others:
Paul Tsaparis, Chair Francesca Accinelli Marie-Hélène Budworth Joanie Cameron Pritchett Stefanie Lamonaca Caputo Antonio Di Domenico Jose Etcheverry David Garg Konata Lake Loretta Lam Julie Lassonde Rhonda Lenton Sham Madhok Ariana Mah Carole Malo Helen Polatajko Eugene Roman Ken Silver Nar Singh Mary Traversy Bobbi White Pascal Robichaud, Secretary	Jacques Demers Dee Patterson David Semaan Nadine Spencer	Amir Asif Gary Brewer Sheila Cote-Meek Susana Gajic-Bruyea Vinitha Gengatharan Jacqueline Janelle Barbara Joy Margaret Kierylo Ran Lewin Weiling Li Lyndon Martin Ijade Maxwell Rodrigues Carol McAulay JJ McMurtry Wendy Miller Alice Pitt Nona Robinson Robert Savage Christine Silversides Susan Webb Cheryl Underhill, Senior Assistant Secretary Amanda Wassermuhl, Assistant Secretary Leikha Bisera, Assistant Secretary Elaine MacRae, Governance Coordinator Michelle Roseman, Administrative Assistant

II.   Open Session

1.   Chair's Items

Governors and community members were welcomed to the 476th meeting of the Board of Governors of York University and reminded members that the next Board of Governors meeting, scheduled on November 29, 2022, will be in-person.

York University Board of Governors - Minutes

    a. Report on Items decided during the closed session

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

- Appointment of Kathleen Taylor to succeed the Honourable Gregory Sorbara as York's fourteenth Chancellor, for a 3-year term beginning January 1, 2023.

- The re-appointment of Carol McAulay as Vice President, Finance and Administration for an additional five-year term commencing October 4, 2022 and ending October 4, 2027. Pension Fund Board of Trustees

    b. Consent Agenda Approval

The Board approved by consent:

- Minutes of the Meeting of June 28, 2022.

- Pension Fund Board of Trustees Appointment

- Amendment to the Banking Resolution to reflect changes in the Finance and Audit Division for signing officers on University bank accounts

The Board received the York University Pension Plan and Pension Fund annual report for information.

2. Executive Committee

Mr. Tsaparis reported that, in addition to the appointment of the Chancellor and the re-appointment of the Vice President Finance and Audit, the Committee received a briefing from President Lenton on York's progress on its plan to create a School of Medicine and was informed of York's intent to proceed with the enactment of a new Policy on Electronic Monitoring as required under provincial statute.

    a. Actions Taken on Behalf of the Board

Referring to the written report circulated with the agenda, the decisions taken by the Executive Committee on time-sensitive matters were noted.

York University Board of Governors - Minutes

3. President's Items

President Lenton welcomed members and looks forward to an in-person gathering in November. The President provided a brief perspective on the academic plan for the upcoming year and reiterated the York vision: to provide a broad sociodemographic of students with access to high-quality education in a research-intensive university that is committed to enhancing the well-being of the communities we serve. The President outlined the processes, strategies, and highlighted the progress made towards reaching the vision through the six University Academic Plan (UAP) priorities, and the need to maintain the momentum as the University recovers from the pandemic.

President Lenton spoke on the President/Vice-Presidents Group's 2022-2023 Integrated Resource Plan (IRP), and how resources align and support the UAP. Highlights include the turnover of the Markham campus in 2024; research priorities; the proposed University Sustainability Framework; the School of Medicine in the Vaughan Healthcare Centre Precinct, the Decolonization Equity Diversity and Inclusion Strategy and plans for revenue diversification.

In closing, President Lenton requested members to consider and propose nominees for Honorary Doctorates. The presentation is filed with these minutes.

a. Kudos Report

The report as distributed was noted.

4. Academic Resources Committee

Mr. Di Domenico spoke to the Committee's written report highlighting key items of business, including the receipt of reports from Provost & Vice-President Academic and Vice-President Research & Innovation. The report outlined several University initiatives meant to protect the health and well-being of members of the Community, as staff and students return to campus; the new phase of the University's internationalization and global engagement with a new *Global Engagement Plan* titled *Engaging the Worl;,* and an update on York's priorities to strengthen Interdisciplinary Research in areas of strategic importance.

5. External Relations Committee

Noting the Committee report included with the agenda, Ms Lassonde stressed the importance consistent branding plays across the University. She also underscored the

that the team's powerful and creative approaches have been recognized externally and has earned six global awards.

   a. Points of Pride

The Points of Pride was noted, in particular York's standing in QS World University Rankings and has moved up two spots to be 61st in North America.

6. Finance and Audit Committee

Ms. White highlighted key items outlined in the Committee's report, in particular noting the impact delays in processing student visas have had on international enrollments and the challenges in the current funding environment.

7. Governance and Human Resources Committee

Mr. Lake reported the key items of business discussed by the Committee and pointed out the work that has been done on the development of York's Equity, Diversity and Inclusion (EDI) Strategy and the successful labour relations negotiations over the summer. He also called on members to explore their networks and identify potential members that can bring in the right skills for the growing needs of the Board.

8. Investment Committee

In the absence of Mr. Demers, Mary Traversy reported on key items of business reviewed by the Committee, which covered the performance of the endowment fund, the University Pension Fund, and a proposal to change the asset allocation of the operating fund.

9. Land and Property Committee

Ms Traversy spoke to the Committee's report to the Board and provided an update on the Deferred Maintenance on the University's Keele and Glendon campuses including plans for the next five years; the approved capital projects for the Keele and Glendon campuses, the status of the Markham campus, as well as developments in student housing, and negotiations for the Vaughan Health Care Precinct and School of Medicine.

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   _____

Pascal Robichaud, Secretary_____

Board of Governors

Memorandum

To: Board of Governors

From: Bobbi-Jean White, Chair, Finance and Audit Committee

Date: 29 November 2022

Subject: Banking Resolution Update

Recommendation:

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

GROUP A

Chair, Board of Governors	**Paul Tsaparis**
President	**Rhonda Lenton**
Provost & Vice-President Academic	**Lisa Philipps**
Vice-President Finance and Administration	**Carol McAulay**
Secretary of the University	**Pascal Robichaud**

GROUP B

AVP Finance and CFO	**Wendy Miller**
Comptroller	**Darus Suharto**
Assistant Comptroller	**Judy Wu**
AVP Budgets and Asset Management	**Ran Lewin**
Director of Procurement Services	**Dexter King**
Treasurer	**Arijit Banik**
Director of Finance Services, University Services Centre	**Smita Shah**

GROUP C

Director People Services, University Services Centre	**Diane Irvine**
Associate Director Payroll & Records, University Services Centre	**Gillian Cameron**

GROUP D
Manager General Accounting, University Services Centre   Firas Hajo
Manager Finance Services Projects, University Services Centre Paula Perri

GROUP E*
Director Student Financial Services,
  Office of the University Register   Victoria Chu
Director Business Operations,
  Osgoode Professional Development   TBD (Vacant)
Executive Director of Operations and Administration,
  School of Continuing Studies   Tom Nicolopoulos

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

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

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

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

Rationale:

The Banking Resolution has been updated to reflect the establishment of the University Services Centre (USC) and the resulting transfer of accounts payable and payroll functions to the USC; to reduce duplication of effort, and to align approval with

risk and areas of expertise. Following are the proposed changes to the Banking Resolution:

- ➢ Addition of Director of Finance Services, USC (Group B)

- ➢ Addition of Groups C, D, and E

- ➢ Inclusion of payroll and payroll government remittances