



York University Board of Governors

Notice of Meeting

27 November 2023 1:30 pm to 4:30 pm

5th Floor, Kaneff Tower, Keele Campus

Page

I. CLOSED SESSION

II. OPEN SESSION – 1:40 pm

1. Chair’s Items (P. Tsaparis) *1:40 pm*
 - a. Report on Items Decided in the Closed Session
 - b. Consent Agenda Approval
2. Executive Committee (P. Tsaparis) *1:45 pm*
3. President’s Items (R. Lenton) *1:50 pm (40 minutes)*
 - a. Provincial Updates
 - b. University Budget Consultation
 - c. Update on Rankings

Break Period – 10 minutes: 2:30 pm to 2:40 pm

4. Academic Resources Committee (A. Di Domenico) *2:40 pm*1
 - a. President’s November 2023 Report on Appointments, Tenure and Promotion (For approval) 4
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York University Board of Governors

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ACADEMIC RESOURCES COMMITTEE

Report to the Board of Governors

at its meeting of November 27, 2023

The Academic Resources Committee met on November 17, 2023, and makes this report to the Board for information.

1. Provost's Items

Enrolment Update

The Committee received an Enrolment Update from Provost & Vice President Academic Lisa Philipps who outlined domestic and international projections and noted the heightened level of competition for international students, both from other countries and other GTA universities. Data and an update on progress and timeline towards meeting international student targets, and progress towards diversifying source countries were discussed. It was noted that York grew steadily prior to the pandemic, almost reaching the institutional target of 20-25%, but plateaued in the last 2-3 years. Strategic Enrolment Management efforts are being revisited and this includes activities to raise York's profile and reputation, generate interest among qualified applicants, convert students who accept offers into enrolled students, and then support and retain them through to graduation.

Faculty Complement

The Committee received an update on the Faculty Complement from Provost Philipps highlighting progress made in the recent recruitment cycle. It was noted that there was steady growth in the number of tenure-stream faculty, especially in assistant professorships in both professorial and teaching streams. It was also noted that the University has been successful in diversifying the complement with regards to equity demographics and attracting highly qualified faculty from outside Canada.

Task Force on the Future of Pedagogy Preliminary Recommendations

The Committee received an update on the Task Force on the Future of Pedagogy, and provided feedback on the preliminary set of five recommendations:

1. Expand and enhance blended learning at the University.

2. Acknowledge that York's instructors engage in lifelong learning of pedagogy, which requires ongoing professional development and dedicated supports;
3. Establish formal linkages between assessments of students and learning outcomes at the course and program levels;
4. Accelerate the expansion of community-based EE and WIL opportunities; and,
5. Support AI literacy among instructors, and staff.

2. Vice-President Research and Innovation Items

The Committee received an update on research priorities and strategic research projects from Vice President Research & Innovation Amir Asif. Vice President Asif highlighted research grant successes noting that York has enjoyed one of its most successful years in research and innovation with record levels of federal tri-council research income. Research funding from the Federal Tri-councils is the most recognized component of university research revenues and are highly competitive. York's share of this funding determines York's access to multiple other federally supported research funding resources including Canada Research Chairs, graduate studentships, research infrastructure funding and indirect research cost support. Vice President Asif spoke to recent research successes under the Natural Sciences and Engineering Research Council of Canada (NSERC) and the Canadian Institutes of Health Research and Canada Research Chair appointments.

Strategic Research Plan (SRP)

The committee also received updates on the Strategic Research Plan (SRP) Implementation Plan which includes recommendations to strengthen the delivery of the strategy as well as performance indicators to help focus the further development of research going forward. Vice President Asif outlined the guiding principles of the SRP Implementation and spoke to the Research and Innovation priorities:

- Research intensification
- Research partnerships
- Research security
- Commercialization and entrepreneurship
- Knowledge mobilization
- Research service excellence
- Research communications
- Research internationalization excellence
- Research digitization
- EDI practices
- Sustainability strategy

Antonio Di Domenico, Chair

Board of Governors

Memorandum

To: Board of Governors

From: Antonio Di Domenico, Chair, Academic Resources Committee

Date: 27 November 2023

Subject: November 2023 Report on Appointments, Tenure and Promotion

Recommendation:

That the Board of Governors approve the President's November 2023 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 2023 along with recent tenure and promotion decisions. The President confirmed that tenure and promotion decisions followed due process and that the advice of the appropriate bodies was considered. Appointments have been made in support of existing activities and strengths, and to further strategic objectives.

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

As is customary 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) |
|---------------------|---------------------------------------|---|------------------------------------|---|
| Aubin, M-C (F) | Glendon | School of Translation | PhD (Manitoba) | Translation and French literature |
| Golemi-Kotra, D (F) | Science | Biology | PhD (Wayne State) | Biological chemistry |
| Larochelle, M-H (F) | Glendon | French Studies | PhD (Montréal) | Lettres modernes |
| Steigerwald, J (F) | Liberal Arts and Professional Studies | Humanities | PhD (King's College) | Interdisciplinary study of the history of science, philosophy and romanticism |
| Toplak, M (F) | Health | Psychology | PhD (OISE Toronto) | Clinical developmental psychology; cognitive science |
| Tsasis, P (M) | Health | School of Health Policy & Management | PhD (Toronto) | Health policy, management and evaluation |
| Wang, P (F) | Lassonde School of Engineering | Earth and Space Science and Engineering | PhD (Waterloo) | Wireless Communications and Networking, Cloud |

Recommendations for Tenure and Promotion to Associate Professor

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|--------------------------|---------------------------------------|--------------------------------------|-----------------------------|--|
| Becker, M (M) | Arts, Media, Performance and Design | Cinema & Media Arts | PhD (York) | Communication & culture |
| Berthelot-Raffard, A (F) | Health | School of Health Policy & Management | PhD (Montréal) | Critical disability studies |
| Butler, L (M) | Lassonde School of Engineering | Civil Engineering | PhD (Waterloo) | Structural engineering |
| Chowhan, J (M) | Liberal Arts and Professional Studies | School of Human Resource Management | PhD (McMaster) | Management of organizational behaviour and human resources |
| Clare, E (F) | Science | Biology | PhD (Guelph) | Integrative biology |
| Cormier, A-A (F) | Glendon | Philosophy | PhD (Montréal) | Political philosophy |
| Dao, N (F) | Liberal Arts and Professional Studies | Social Science | PhD (York) | Political ecology, resource management, political economy |
| Djogbenou, A (F) | Liberal Arts and Professional Studies | Economics | PhD (Montréal) | Econometrics and financial economics |
| Fanelli, C (M) | Liberal Arts and Professional Studies | Social Science | Dphil (Carleton) | Sociology and political economy |
| Gingerich, K (M) | Lassonde School of Engineering | Civil Engineering | PhD (Windsor) | Transportation engineering |
| Hepburn, S (F) | Liberal Arts and Professional Studies | School of Social Work | PhD (OISE) | Social justice education |

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|------------------|---------------------------------------|---|------------------------------------|--|
| Hynes, L (F) | Health | School of Kinesiology and Health Science | PhD (Guelph) | Concussion assessment and management; athletic therapy |
| Josse, A (F) | Health | School of Kinesiology and Health Science | PhD (McMaster) | Exercise physiology and nutrition |
| Lim, H (M) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (Toronto) | Marketing |
| Maharaj, G (M) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (York) | Accounting |
| Prince, E (M) | Liberal Arts and Professional Studies | School of Information Technology | PhD (British Columbia) | Information visualization and human-computer interaction |
| Rizvi, R (M) | Lassonde School of Engineering | Mechanical Engineering | PhD (Toronto) | Materials and manufacturing |
| Scott, S (F) | Liberal Arts and Professional Studies | Social Science | PhD (York) | Social and political thought |
| Srikantha, P (F) | Lassonde School of Engineering | Electrical Engineering & Computer Science | PhD (Toronto) | Cyber-security, machine learning, optimization and control in the power grid |
| Ufodike, A (F) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (Calgary) | Accounting |
| Weitzner, D (M) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (York) | Business policy and strategy |
| Wu, C (M) | Liberal Arts and Professional Studies | Sociology | PhD (British Columbia) | Political sociology, social inequality, and population studies |

Recommendations for Promotion to Associate Professor Teaching Stream

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|-----------------|---------------------------------------|----------------------------------|-----------------------------|--|
| Berbecel, D (M) | Glendon | Political Science | PhD (Princeton) | Comparative Politics / Latin American Politics |
| Evans, S (F) | Health | Nursing | EdD (D'Youville) | Common and complex health challenges |
| Fleming, J (M) | Liberal Arts and Professional Studies | School of Administrative Studies | M.ACC (Waterloo) | Accounting and taxation |
| Neill, N (F) | Liberal Arts and Professional Studies | English | PhD (York) | Nineteenth-century British literature |
| Veninger, I (F) | Arts, Media, Performance and Design | Cinema & Media Arts | MFA (York) | Film and video |

Table a1 2023-24 Recommendations for Appointment – Full-Time Faculty Members¹ (since the meeting of June 2, 2023)

| Name | Unit, Field | Rank, Stream | Highest Degree | Research Agenda/Specialization | Funding |
|--------------------|--|---|--|--|----------------|
| EDUCATION | | | | | |
| Fearon, Stephanie | Black Thriving and Education | Assistant Professor, PC1 (Professorial) | PhD, Philosophy, Educational Leadership and Policy (Toronto, 2020) | Dr. Fearon comes to us from her position as Program Coordinator for the Equity, Anti-Racism & Anti-Oppression Team and Model Schools for Inner Cities Department at the Toronto District School Board. Her doctoral and current research draws on Black mother work and Black feminist theories and uses Black storytelling traditions to explain how Black mothers advocate for their children in schools and other sites of education. This position was dedicated to a Black scholar. | Faculty Funded |
| Schwarz, Lorin | Education | Assistant Professor, PC3 (Teaching) | PhD, Education (York, 2009) | Since 2008, Dr. Schwarz has been a course director with the Faculty of Education at York. Dr. Schwarz's knowledge, education, and professional background enable him to teach in the Faculty of Education's Bachelor of Arts in Educational Studies, Bachelor of Education, and graduate programs. This appointment was made through the CUPE Conversion Program. | Faculty Funded |
| GLENDON | | | | | |
| Florentin, Valerie | Translation/ Multidisciplinary Studies | Assistant Professor, PC3 (Teaching) | PhD, Translation (Montréal, 2016) | Dr. Florentin has been a course director at York University, Université Laval, Toronto Metropolitan University, and Université of Montréal. Her expertise in computer-assisted translation and other aspects of language technology, combined with her collaborative nature and enthusiastic personality, make her a valued colleague and a crucial element in the delivery of the undergraduate curriculum. This appointment was made through the CUPE Conversion Program. | Faculty Funded |
| HEALTH | | | | | |

¹ All appointments effective July 1, 2023 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 |
|------------------------------|--|---|---|--|----------------|
| Kalu, Michael | School of Kinesiology and Health Science, Rehabilitation Therapist | Assistant Professor, PC1 (Professorial) | PhD, Rehabilitation Science (McMaster, 2022) | Dr. Kalu has taught courses at McMaster and Queen's universities. His research underscores the importance of physical functioning in predicting hospital readmissions. Dr. Kalu's independent approach makes him a strong fit for related research teams. He is also a physiotherapist with a BMR(PT) certification. This position was dedicated to a Black scholar. | Faculty Funded |
| Mago, Vijay | SHPM, Health Informatics and Analytics | Associate Professor, Tenured (Professorial) | PhD, Computer Science (Panjab, 2010) | Dr. Mago comes to us from his position as Associate Professor, Computer Science at Lakehead University. He has a clearly articulated program of research and specialization in healthcare analytics, machine learning, big data linkage and analysis and demonstrated success working with health professionals and at the intersection between health data and health equity. | Faculty Funded |
| Weobong, Benedict (1-Jan-24) | School of Global Health, Global Mental Health | Assistant Professor, PC2 (Professorial) | PhD, Public Health and Epidemiology (London, 2012) | Dr. Weobong comes to us from his position as Senior Lecturer, School of Public Health, University of Ghana. His research focuses on the design, implementation, and evaluation of layperson-provided psychological treatments for common mental illness, including a culturally adapted brief behavioural activation program implemented in India, Uganda, Nepal, and Ghana. He teaches relevant courses, including Health Psychology, Theories and Models of Health Promotion, and Cultural Epidemiology. This position was dedicated to a Black scholar. | Faculty Funded |
| Zannella, Lesley | Psychology, Writing in Psychology & Critical Thinking | Assistant Professor, PC1 (Teaching) | PhD, Psychological Science (Toronto Metropolitan, 2020) | Dr. Zannella comes to us from her position as Assistant Professor, School of Social and Behavioural Sciences at Arizona State University. She previously held the position of Academic Associate of Forensic Psychology, Ontario Tech University. Dr. Zannella's teaching philosophy prioritizes Universal Design for Learning principles through the pillars of flexibility, collaboration, and reflection. | Faculty Funded |
| LA&PS | | | | | |

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*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 |
|--------------------|---|---|--|--|------------------|
| Arian, Hamid | Administrative Studies, Writing in Psychology & Critical Thinking | Assistant Professor, PC1 (Professorial) | PhD, Financial Mathematics (Toronto, 2009) | Dr. Arian comes to us from his position of Assistant Professor of Finance at Sharif University of Technology. Dr. Arian has expertise in Fintech, derivative securities, machine learning, financial AI, and risk management. With over a decade in academia and finance, he excels in teaching derivatives, financial risk management, and pioneering Fintech courses. | Faculty Funded |
| Hamann, Steffi | Social Science, Critical Development Studies | Assistant Professor, PC1 (Professorial) | PhD, Political Science and IDS (Guelph, 2017) | Dr. Hamann currently completed a contractually limited appointment at the University of Guelph. She specializes in agrarian transformation processes and focuses on food security and socio-economic impacts of resource extraction projects in sub-Saharan Africa. She earned the 2019 Teaching Award for Early Career Faculty at the University of Guelph. | Faculty Funded |
| Hooper, Tom | Equity Studies, Critical Human Rights | Assistant Professor, PC1 (Professorial) | PhD, History (York, 2016) | Dr. Hooper has held a contractually limited appointment in Equity Studies at York since 2021. His research engages with critical theoretical approaches to human rights by drawing on queer theory and postcolonial theory to explore the history of 2SLGBTQ+ rights and homo-nationalism in Canada. His scholarship is interdisciplinary in nature, incorporating the disciplines of history and sociology, as well as the interdisciplinary field of gender and women's studies. | Faculty Funded |
| John, Tamanisha | Politics, Black Politics in Canada | Assistant Professor, PC1 (Professorial) | PhD, International Relations (Florida International, 2021) | Dr. John comes to us from her position as Assistant Professor of International Political Economy at Clark Atlanta University. Dr. John's research is on the role of Canadian banks, the Canadian military and Canadian development aid in the English-speaking Caribbean. This position was dedicated to a Black scholar. | Faculty Funded |
| Laywine, Nathaniel | CMDS, Critical Approaches to Public Relations | Assistant Professor, PC1 (Professorial) | PhD, Communication Studies (McGill, 2018) | Dr. Laywine comes to us from his position as a Limited Term Assistant Professor in Communication Studies at Concordia University. His research interests are in Media and Communication Theory & Criticism, Cultural Studies, Humanitarian Communication and Critical Pedagogy. | Specially Funded |

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| Name | Unit, Field | Rank, Stream | Highest Degree | Research Agenda/Specialization | Funding |
|---------------------|---|---|---|--|------------------|
| Li, Jinyue | Economics, First Year Experience | Assistant Professor, PC1 (Teaching) | PhD, Economics (Minnesota, 2015) | Dr. Li comes to us from her position as a Limited Term Assistant Professor in Economics at the University of Windsor. She demonstrates a diversity of experience in teaching economics courses, pedagogical insight, and excellent organizational skills, which are essential to teaching large first year level course sections. | Faculty Funded |
| Lim, Elisha | Humanities, Technologies Humanities and Critical Practice | Assistant Professor, PC1 (Professorial) | PhD, Media, Technology, and Culture (Toronto, 2022) | Dr. Lim comes to us from his position as Provost Postdoctoral Fellow at the University of Pennsylvania. Dr. Lim's research focuses on social media platforms, advertising interfaces, and advertising datasets through the lens of Afropessimism, anti-colonial critique, queer theory and religious sociology. Dr. Lim is also an award-winning claymation filmmaker, and their queer and transgender films, comic strips, and graphic novel. | Specially Funded |
| Ng, Eddy (1-Jan-24) | HRM, Human Resources Management | Professor, Tenured (Professorial) | PhD, Human Resource and Management (McMaster, 2005) | Dr. Ng has been the Smith Professor in Equity and Inclusion in the Smith School of Business at Queens University. Dr. Ng is an exceptional scholar, a leader in his field, with 79 peer reviewed academic articles and dozens more book chapters and other academic contributions. His area of research expertise, including in equity, diversity, and inclusivity, complement and expand upon the research areas of existing SHRM faculty. | Specially Funded |
| Pateman, Joe | Politics, Black Politics | Assistant Professor, PC1 (Professorial) | PhD, Politics (Nottingham, 2021) | Dr. Pateman comes to us from his position as Teaching Associate in Politics and International Relations at the University of Sheffield. His area of expertise is the critical study of Black Politics, specifically with a focus on the intersection of Marxism and Black Politics. Dr. Pateman has a strong record of teaching excellence including experience with mentoring MA students. This position was dedicated to a Black scholar. | Faculty Funded |
| Reid, Kael | Humanities, Theories of Childhood and Youth | Assistant Professor, PC1 (Teaching) | PhD, Curriculum, Teaching and Learning (OISE, 2020) | Dr. Reid has recently held a postdoctoral fellow at York University. Their teaching spans diverse levels at York, the University of British Columbia, and the Santa Fe University of Art and Design, backed by strong evaluations and service contributions. Leading the Children, Childhood and Couth anti-racist/decolonizing working group underscores their commitment. | Faculty Funded |

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| Name | Unit, Field | Rank, Stream | Highest Degree | Research Agenda/Specialization | Funding |
|---------------------------|---|---|---|--|----------------|
| Sarkar, Saikat | Administrative Studies, Finance | Assistant Professor, PC1 (Teaching) | PhD, Economics (Finland, 2008) | Dr. Sarkar comes to us from his position as Assistant Professor position at Mount Allison University. Dr. Sarkar has extensive teaching experience at the undergraduate level and taught a Schulich MBA course, together with accomplishments in experiential education and teaching innovations. Dr. Sarkar has the ability to integrate the theoretical and practical aspects of teaching using case studies, taught a wide range of finance courses at various levels, has experience with curriculum development, and has a strong commitment to pedagogy and student success. | Faculty Funded |
| Tirmizey, Kasim | Equity Studies, Human Rights and Technology | Assistant Professor, PC1 (Teaching) | PhD, Environmental Studies (Toronto, 2018) | Dr. Tirmizey comes to us from his position as a Limited Term Assistant Professor in Technology and Society at Concordia University. He shows a clear record of service and teaching based research in AI and human rights as well as the implications in policing. Apart from global perspectives of technology, decolonization and issues of development, he explores modern technology and human rights violation, as well as the issues of democracy, freedom, and people's privacy in Canada and within indigenous or immigrant communities as well. | Faculty Funded |
| Vargas Roncancio, Ivan D. | Social Science, Law and Society | Assistant Professor, PC1 (Professorial) | PhD, Natural Resource Sciences (McGill, 2021) | Dr. Vargas Roncancio has recently held positions of Associate Director, Center for Indigenous Conservation and Development Alternatives and Postdoctoral Fellow at McGill University. He is one of a small number of scholars who are opening the emerging area of "Earth Law", an approach to law and ecological governance that is likely to become central to socio-legal inquiry in the coming years. His interdisciplinary approach draws on anthropology, social theory, socio-legal studies, and the environmental sciences. | Faculty Funded |
| Zhang, Tracy | CMDS, Politics, Policy and Work-Integrated Learning | Assistant Professor, PC1 (Professorial) | PhD, Communication and Cultural Studies | Dr. Zhang recently held a contractually limited appointment in the Department of Communication and Media Studies at York University. Previously, Dr. Zhang held postdoctoral fellowships at Concordia University, Queen's University, and Université de Montréal. Dr. Zhang's work on feminist political economy and transnational labour practices is a significant | Faculty Funded |

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| Name | Unit, Field | Rank, Stream | Highest Degree | Research Agenda/Specialization | Funding |
|----------------------------------|----------------------------------|--|--|--|----------------|
| | | | (Simon Fraser, 2010) | intervention in the field of communication policy and political economy. Dr. Zhang also demonstrates excellence in creative work, including documentary filmmaking, and has shown the ability to produce publicly engaged scholarship. | |
| LASSONDE | | | | | |
| Allin, Sonya (1-Jan-24) | EECS, Computer Science | Assistant Professor, PC1 (Teaching) | PhD, Human Computer Interaction (Carnegie Mellon, 2007) | Dr. Allin comes to us from the University of Toronto Mississauga where she has held a contractually limited appointment in the teaching stream. Prior to her current position, she was a Research Associate in the Department of Physical Therapy at the University of Toronto. At UTM, Dr. Allin has taught and coordinated introductory first- and second-year courses and teaches introductory courses in Machine Learning. | Faculty Funded |
| Al Omari, Ruba | EECS, Computer Science, Security | Assistant Professor, PC1 (Teaching) | PhD, Computer Science (Ontario Tech, 2018) | Dr. Al Omari received her PhD in Computer Science at Ontario Tech University in 2018. Dr. Al Omari has several years of experience teaching in AI and Cybersecurity programs and has taught a variety of security-related courses. She is also the program coordinator of the Artificial Intelligence stream programs and an Adjunct Professor at the Faculty of Business and IT at Ontario Tech University. | Faculty Funded |
| Bazzocchi, Michael (1-Jan-24) | ESSE, Space Engineering | Assistant Professor, PC3 (Professorial) | PhD, Aerospace Science and Engineering (Toronto, 2018) | Dr. Bazzocchi comes to us from his position as Assistant Professor in Mechanical and Aerospace Engineering at Clarkson University. His research focuses on asteroid science and engineering, orbital dynamics and control, mission and systems design, space robotics, and spacecraft formations. He is currently supervising several PhD and master's students. Dr. Bazzocchi has been very successful at securing research funding from the National Science Foundation, NASA, and the U.S. Space Force. | Faculty Funded |
| Uddin, Gias | EECS, Software Engineering | Assistant Professor, PC3 (Professorial) | PhD, Software Engineering (McGill, 2018) | Dr. Uddin comes to us from his position as Assistant Professor in Electrical and Software Engineering at the University of Calgary. His research area focuses on software recommender systems, specifically quality software | Faculty Funded |

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

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| Name | Unit, Field | Rank, Stream | Highest Degree | Research Agenda/Specialization | Funding |
|--------------------|--|---|--|---|------------------|
| | | | | reuse and software quality maintenance. Dr. Uddin has 10+ years of full-time working experience in five companies in Canada since 2008, three in private sector (e.g., IBM) and two in public sector (e.g., Bank of Canada). | |
| LIBRARIES | | | | | |
| Belke, Ted | Digital Engagement Librarian | Assistant Librarian, PC1 | MLIS (Western Ontario, 2003) | Mr. Belke comes to us from his position as Senior Services Specialist, Innovation at the Toronto Public Library. His expertise in developing innovative services in digitally enabled spaces aligns with Markham library's offerings, including a media creation lab, gaming lab, makerspace, and digital visualization wall. | Specially Funded |
| Stidwill, Jenna | Teaching & Learning – Experiential Education | Assistant Librarian, PC1 | PhD, Cultural Mediations (Carleton University, 2018) | Dr. Stidwill recently completed her MLIS at Western Ontario. She comes to us from her position as Cataloging and Access Services Coordinator at Carleton University. Dr. Stidwill has 10 years of teaching experience, demonstrates a great passion for instructional design in both online and in-person learning environments. She has made a point of incorporating digital literacy in her teaching, integrating hands-on experiential learning opportunities for her students with digital authorship platforms. | Faculty Funded |
| SCHULICH | | | | | |
| Rolheiser, Lindsey | Real Estate & Infrastructure | Assistant Professor, PC2 (Professorial) | PhD, Urban Economics (MIT, 2017) | Dr. Rolheiser comes to us from her position as Assistant Professor of Research at the Center for Real Estate and Urban Economic Studies at the University of Connecticut School of Business. Her research interest is at the intersection of urban economics, real estate economics and urban planning. | Faculty Funded |
| SCIENCE | | | | | |
| Couchman, Miles | Mathematics and Statistics, Mathematical Modelling | Assistant Professor, PC1 (Professorial) | PhD, Mathematics (MIT, 2020) | Dr. Couchman has recently held a Postdoctoral Research Associate position at University of Cambridge (Trinity College). His current research uses a combination of machine learning techniques, observational measurements, and massive-scale direct numerical simulations to characterize turbulent mixing processes within stratified fluids, a central problem in a variety of geophysical and industrial settings. | 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 |
|----------------------------|---|---|--|---|---------------------|
| Feng, Yuqing (1-Jan-24) | Biology, Immunology | Assistant Professor, PC1 (Professorial) | PhD, Microbiology and Immunology (Saskatchewan, 2017) | Dr. Feng is currently completing a Postdoctoral Fellowship in the laboratory of Dr. Alberto Martin at the University of Toronto. Her research interests include two areas: mutagenic mechanisms that create genetic diversity in the vertebrate immune system, and mechanisms of mutation in cancer. | Faculty Funded |
| McFarlane, Eryn S. | Biology, Genetics | Assistant Professor, PC1 (Professorial) | PhD, Animal Ecology (Uppsala, Sweden, 2017) | Dr. McFarlane comes to us from her postdoctoral researcher position in the Department of Botany at the University of Wyoming. McFarlane has 25 peer reviewed publications plus several pre-prints and 4 book chapters/ magazine articles. Dr. McFarlane delivered an excellent seminar on biodiversity and hybridization, providing a clear plan of project for future research and the development of graduate and undergraduate student projects. | Faculty Funded |
| Puentes Jácome, Luz A. | Biology, Biotechnology | Assistant Professor, PC1 (Teaching) | PhD, Chemical Engineering (Toronto, 2019) | Dr. Puentes Jácome comes to us from her NSERC postdoctoral fellow in the Department of Biotechnology at Delft University of Technology in the Netherlands. Dr. Puentes Jácome has research experience with links with Canadian Biotech industry both at the graduate and postdoctoral levels. She demonstrated many pedagogically sound approaches to learning (active learning, peer feedback, EDI etc.) as well as industry-linked teaching. | Specially Funded |
| Scholz, Paul | Physics and Astronomy, Observational Extragalactic Astrophysics | Assistant Professor, PC1 (Professorial) | PhD, Physics (McGill, 2017) | Dr. Scholz has recently held a Dunlap Postdoctoral Fellow with the Dunlap Institute for Astronomy and Astrophysics at the University of Toronto. His research is in the field of Fast Radio Bursts (FRBs), which are thought to arise from the strong magnetic fields of neutron stars. He has given many invited conference talks, seminars, and colloquia as well as public outreach talks. Dr. Scholz has been the principal investigator or co-investigator on numerous telescope proposals, and he has mentoring experience for several graduate and undergraduate students. | Specially Funded |

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*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 Appointments² (since meeting June 2, 2023)

| Name | Unit, Field | Rank, Stream | Highest Degree | Research Agenda/Specialization | Term |
|-----------------------|--|--|-------------------------------------|---|-------------|
| AMPD | | | | | |
| Thompson, Matthew | Cinema and Media Arts, Cinema & Media | Sessional Assistant Professor, Teaching Stream | PhD, Cinema Studies (Toronto, 2020) | Dr. Thompson has been a Sessional Lecturer at the University of Toronto Mississauga, Toronto Metropolitan University and Brock University since 2017. He is well-suited to teaching a wide range of courses in cinema and media studies. Although a teaching position, Thompson's research area and expertise at the intersection of ecocinema and environmentalism is of particular relevance to students and will help to stabilize the program and attract new students to film studies. | 2 years |
| White, Emilia | Department of Computational Arts, Integrated Arts | Sessional Assistant Professor, Teaching Stream | MFA, Studio Art (Michigan, 2012) | Ms. White comes to us from her Lecturer II position with the University of Michigan Stamps School of Art & Design. She has significant teaching and administrative experience, along with an interdisciplinary approach to pedagogy. Ms. White's work incorporates anti-oppression and anti-racist pedagogy that is particularly significant to the Integrative Arts program's explicit focus on equity in collaborative creation. | 3 years |
| HEALTH | | | | | |
| Lam, Elene | School of Health Policy & Management, Health Policy and Equity | Sessional Assistant Professor, Teaching Stream | MA, Social Work (York, 2014) | Ms. Lam is currently a PhD candidate in Social Work at McMaster University. Ms. Lam has extensive experience as a Sessional Faculty member at McMaster University and has been an invited Guest Lecturer since 2014 at York University, McMaster, U of T, Wilfrid Laurier and several other universities and colleges. She has also been supervising master's students at various institutions since 2016. | 2 years |
| Lin, Sandy (1-Aug-23) | School of Nursing, Child | Sessional Assistant Professor, Teaching Stream | MA, Nursing (Toronto) | Ms. Lin is a Registered Nurse in Emergency Medicine for The Hospital for Sick Children. The candidate demonstrates excellent alignment with the | |

² All appointments effective July 1, 2023 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 |
|-----------------------------------|-------------------------------|--|---|---|-------------|
| | and Adolescent Health | | Metropolitan, (2017) | position, bringing over 16 years of diverse nursing experience in relation to pediatric and adolescent health care. | 1 year |
| Mostarac, Ivona (1-Aug-23) | School of Nursing, Acute Care | Sessional Assistant Professor, Teaching Stream | MA, Public Health (Lakehead, 2012) | Ms. Mostarac has recently begun working on her PhD in Clinical Epidemiology at the University of Toronto. She is a Registered Nurse in the Emergency Department at Oakville Trafalgar Memorial Hospital and has been a clinical course director at York since 2013. | 1 year |
| Nabaretti, Larnes Joy (1-Sept-23) | School of Nursing, Acute Care | Sessional Assistant Professor, Teaching Stream | MA, Nursing (York, 2020) | Ms. Nabaretti is currently enrolled in York's PhD Nursing program. She is a Registered Nursing in the Critical Care Unit at Cortellucci Vaughan Hospital. She demonstrates expertise in evidence-based acute care nursing of adults with high acuity needs in diverse acute care settings. | 1 year |
| SCIENCE | | | | | |
| Hiscock, Lana | Chemistry, Organic Chemistry | Sessional Assistant Professor, Teaching Stream | PhD, Philosophy, Chemical and Biological Sciences (Wilfrid Laurier, 2023) | Dr. Hiscock recently completed her PhD in Chemical and Biological Sciences at Wilfrid Laurier. Dr. Hiscock has taught courses at Wilfrid Laurier since 2017. She submitted a strong teaching dossier emphasizing EDI and the 'pedagogy of care'. She presented a mock lecture that showcased her depth of knowledge and enthusiasm for the material. Her versatile background will enrich multiple Chemistry courses, and she expressed eagerness for student interaction and outreach. | 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 2022-2023 T&P Decisions

Recommendations for Promotion to Full Professor

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|------------------|---------------------------------------|-------------------------|--|---|
| Aubin, M-C (F) | Glendon | School of Translation | PhD (Manitoba) | Translation and French literature |
| Bayfield, M (M) | Science | Biology | PhD (Brown) | Molecular biology and biochemistry |
| Birch, K (M) | Environmental and Urban Change | | PhD (Oxford Brookes) | Economic geography, science and technology studies and economic sociology |
| Canefe, N (F) | Liberal Arts and Professional Studies | Political Science | PhD (York) | Critical human rights, forced migration studies; state criminality |
| Choi, T (F) | Liberal Arts and Professional Studies | English | PhD (California, Berkley) | 2010-century British literature and science |
| Czekanski, A (M) | Lassonde School of Engineering | Mechanical Engineering | PhD (Toronto) | Computational Solid mechanics, optimization and computer simulations |
| Davis, A (F) | Liberal Arts and Professional Studies | Humanities | PhD (York) | Black cultures of the Americas |
| El Morr, C (M) | Health | School of Health Policy | PhD (Université de Technologie de Compiègne) | Biomedical engineering |
| Flora, D (M) | Health | Psychology | PhD (North Carolina, Chapel Hill) | Quantitative methodology |
| Goldstein, D (M) | Liberal Arts and Professional Studies | English | PhD (Stanford) | Early modern literature; creative writing; poetry |

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|---------------------|---------------------------------------|---|------------------------------------|---|
| Golemi-Kotra, D (F) | Science | Biology | PhD (Wayne State) | Biological chemistry |
| Khanlou, N (F) | Health | School of Nursing | DPhil (McMaster) | Nursing; women's health; community based mental health promotion |
| Kipfer, S (M) | Environmental and Urban Change | | PhD (York) | Comparative urban politics and social theory |
| Kuk, J (F) | Health | School of Kinesiology & Health Science | PhD (Queen's) | Epidemiology |
| Larochelle, M-H (F) | Glendon | French Studies | PhD (Montréal) | Lettres modernes |
| Saxton, G (M) | Schulich School of Business | Accounting Area | PhD (York) | Accounting |
| Steigerwald, J (F) | Liberal Arts and Professional Studies | Humanities | PhD (King's College) | Interdisciplinary study of the history of science, philosophy and romanticism |
| Toplak, M (F) | Health | Psychology | PhD (OISE Toronto) | Clinical developmental psychology; cognitive science |
| Tsasis, P (M) | Health | School of Health Policy & Management | PhD (Toronto) | Health policy, management and evaluation |
| Wahab, A (M) | Liberal Arts and Professional Studies | Gender, Sexuality and Women's Studies | PhD (Toronto) | Gender, sexuality |
| Wang, P (F) | Lassonde School of Engineering | Earth and Space Science and Engineering | PhD (Waterloo) | Wireless Communications and Networking, Cloud |
| Winton, S (F) | Education | | (OISE Toronto) | Educational leadership & policy |

Recommendations for Tenure and Promotion to Associate Professor

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|--------------------------|---------------------------------------|--------------------------------------|-----------------------------|---|
| Adam, S (M) | Health | School of Nursing | DPhil (Toronto) | Critical mental health and critical theory and qualitative methodology. |
| Appel, L (F) | Health | School of Health Policy & Management | PhD (Rutgers) | Health informatics |
| Atefi-Monfared, K (F) | Lassonde School of Engineering | Civil Engineering | PhD (Waterloo) | Geotechnical engineering |
| Becker, M (M) | Arts, Media, Performance and Design | Cinema & Media Arts | PhD (York) | Communication & culture |
| Berthelot-Raffard, A (F) | Health | School of Health Policy & Management | PhD (Montréal) | Critical disability studies |
| Brubaker, M (M) | Lassonde School of Engineering | Electrical Engineering & | PhD (Toronto) | Computer vision and machine learning |
| Butler, L (M) | Lassonde School of Engineering | Civil Engineering | PhD (Waterloo) | Structural engineering |
| Cheng, J (M) | Health | Psychology | PhD (British Columbia) | Social psychology |
| Chowhan, J (M) | Liberal Arts and Professional Studies | School of Human Resource Management | PhD (McMaster) | Management of organizational behaviour and human resources |
| Chung, J (F) | Liberal Arts and Professional Studies | Philosophy | PhD (Yale) | Epistemology and philosophy of language |
| Clare, E (F) | Science | Biology | PhD (Guelph) | Integrative biology |

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|------------------|---------------------------------------|--|------------------------------------|---|
| Cooper, T (M) | Lassonde School of Engineering | Mechanical Engineering | PhD (ETH Zurich) | Renewal energy |
| Cormier, A-A (F) | Glendon | Philosophy | PhD (Montréal) | Political philosophy |
| Dao, N (F) | Liberal Arts and Professional Studies | Social Science | PhD (York) | Political ecology, resource management, political economy |
| Djogbenou, A (F) | Liberal Arts and Professional Studies | Economics | PhD (Montréal) | Econometrics and financial economics |
| Ebrahimi, S (F) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (McMaster) | Business administration, management information |
| Fanelli, C (M) | Liberal Arts and Professional Studies | Social Science | Dphil (Carleton) | Sociology and political economy |
| Freud, E (M) | Health | Psychology | PhD (Ben-Gurion) | Neuroimaging; visual perception |
| Gingerich, K (M) | Lassonde School of Engineering | Civil Engineering | PhD (Windsor) | Transportation engineering |
| Hanson, R (M) | Lassonde School of Engineering | Mechanical Engineering | PhD (Toronto) | Fluid dynamics |
| Hepburn, S (F) | Liberal Arts and Professional Studies | School of Social Work | PhD (OISE) | Social justice education |
| Hynes, L (F) | Health | School of Kinesiology and Health Science | PhD (Guelph) | Concussion assessment and management; athletic therapy |
| Jian, C (F) | Lassonde School of Engineering | Mechanical Engineering | PhD (Alberta) | Mechanical engineering |

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|---------------------|---------------------------------------|--|------------------------------------|--|
| Josse, A (F) | Health | School of Kinesiology and Health Science | PhD (McMaster) | Exercise physiology and nutrition |
| Lim, H (M) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (Toronto) | Marketing |
| Maharaj, G (M) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (York) | Accounting |
| Moyles, I (M) | Science | Mathematics and Statistics | PhD (British Columbia) | Applied mathematics, modelling |
| Nielsen, E (F) | Liberal Arts and Professional Studies | Social Science | PhD (British Columbia) | Gender, race, sexuality and social justice |
| Petronijevic, U (M) | Liberal Arts and Professional Studies | Economics | PhD (Toronto) | Public economics, economics of education |
| Podolsky, M (M) | Liberal Arts and Professional Studies | School of Human Resource Management | PhD (McMaster) | Human resource & organizational behavior |
| Prasad, G (F) | Education | | PhD (OISE Toronto) | Language and literacy education |
| Prince, E (M) | Liberal Arts and Professional Studies | School of Information Technology | PhD (British Columbia) | Information visualization and human-computer interaction |
| Ricci, A (F) | Glendon | History | PhD (McGill) | Canadian immigration, social movements, women history |
| Richards, D (M) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (The Open University) | Finance |
| Rizvi, R (M) | Lassonde School of Engineering | Mechanical Engineering | PhD (Toronto) | Materials and manufacturing |

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|------------------|---------------------------------------|---|------------------------------------|---|
| Roudier, E (F) | Health | School of Kinesiology & Health Science | PhD (Université Joseph Fourier) | Biology and biomedical sciences |
| Scott, S (F) | Liberal Arts and Professional Studies | Social Science | PhD (York) | Social and political thought |
| Srikantha, P (F) | Lassonde School of Engineering | Electrical Engineering & Computer Science | PhD (Toronto) | Cyber-security, machine learning, optimization and control in the power grid |
| Stiegman, M (F) | Environmental and Urban Change | | PhD (Dalhousie) | Indigenous rights and knowledge systems, food sovereignty and justice movements |
| Tabassum, H (F) | Lassonde School of Engineering | Electrical Engineering & Computer Science | PhD (King Abdullah) | Wireless communications; communication networks |
| Tandon, N (M) | Lassonde School of Engineering | Earth and Space Science & Engineering | PhD (Columbia) | Applied Physics & applied mathematics |
| Tusikov, N (F) | Liberal Arts and Professional Studies | Social Science | PhD (Australian National) | Sociology, regulation and global governance |
| Ufodike, A (F) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (Calgary) | Accounting |
| Weitzner, D (M) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (York) | Business policy and strategy |
| Wu, C (M) | Liberal Arts and Professional Studies | Sociology | PhD (British Columbia) | Political sociology, social inequality, and population studies |

Recommendations for Promotion to Associate Professor Teaching Stream

| Name | Faculty | Unit (If Applicable) | Highest Degree (University) | Specialization(s) |
|------------------|---------------------------------------|--|------------------------------|---|
| Berbecel, D (M) | Glendon | Political Science | PhD (Princeton) | Comparative Politics / Latin American Politics |
| Cauthery, B (F) | Arts, Media, Performance and Design | Dance | PhD (Surrey) | Dance Studies |
| Challal, S (F) | Glendon | Mathematics | PhD (Metz University-France) | Partial differential equation |
| El-Sheikh, T (M) | Arts, Media, Performance and Design | Visual Arts & Art History | PhD (McGill) | Islamic/middle eastern studies |
| Evans, S (F) | Health | Nursing | EdD (D'Youville) | Common and complex health challenges |
| Fleming, J (M) | Liberal Arts and Professional Studies | School of Administrative Studies | M.ACC (Waterloo) | Accounting and taxation |
| Iacobelli, S (F) | Liberal Arts and Professional Studies | School of Administrative Studies | PhD (York) | Business law and tax policy |
| Kwan, A (F) | Liberal Arts and Professional Studies | School of Administrative Studies | MMPA (Toronto) | Management Accounting |
| Lamaison, C (F) | Glendon | Language Training Centre for Studies in French | PhD (Toronto/OISE) | The Francophone black; Atlantic, francophone cultural studies |
| Neill, N (F) | Liberal Arts and Professional Studies | English | PhD (York) | Nineteenth-century British literature |
| Valencia, M (M) | Glendon | English | PhD (Toronto/OISE) | Language and literacies education |
| Veninger, I (F) | Arts, Media, Performance and Design | Cinema & Media Arts | MFA (York) | Film and video |

Table 1 2023-24 Recommendations for Appointment – Full-Time Faculty Members¹ (since the meeting of November 18, 2022)

| Name | Unit, Field | Rank, Stream | Highest Degree | Research Agenda/Specialization | Funding |
|-------------------|--|---|--|---|------------------|
| AMPD | | | | | |
| Campbell, Jessica | VA&AH, Expanded Drawing | Assistant Professor, PC1 (professorial) | MFA, Painting and Drawing (School of the Art Institute of Chicago, 2014) | Ms. Campbell comes to York with a thriving studio practice and an impressive exhibition record. Her expansive drawing practice includes illustration, abstract and conceptual work, as well as sequential drawing, animation and graphic narrative. She also has extensive university-level teaching experience in drawing. | Faculty Funded |
| Chau, Jackie | Theatre & Performance, Design for Performance | Assistant Professor, PC1 (professorial) | MFA, Theatre (Northwestern, 2004) | Ms. Chau came to York with over 20 years of professional experience as a leading costume and scene designer for stage and film in Canada. She recently held the position of instructor at the University of Toronto. | Faculty Funded |
| Davis, Melissa | Music, Vocal Performance | Assistant Professor, PC1 (professorial) | DMA, Vocal Performance and Literature (Illinois at Urbana-Champaign, 2013) | Dr. Davis comes to us from her position as Assistant Professor and Director of the Music Program at Tyndale University. She brought with her extensive experience as a concert soloist, opera singer, choral conductor and vocal teacher, as well as experience in developing curriculum. This position was dedicated to a Black scholar. | Faculty Funded |
| Johnson, Sue | Cinema and Media Arts, Film Production | Assistant Professor, PC1 (professorial) | MFA, Documentary Media (Toronto Metropolitan University, 2010) | Ms. Johnson comes to us from Toronto Metropolitan University, where she had been a lecturer since 2017. She is an accomplished filmmaker with a wide-ranging list of projects, including fiction, documentary, and experimental works and participation on leading Canadian films. | Specially Funded |
| Montanari, Fabio | Cinema and Media Arts, Screenwriting & Transmedia Storytelling | Assistant Professor, PC1 (professorial) | MFA, Film (Columbia, 2016) | Mr. Montanari has been a Fulbright scholar and has taught screenwriting and other courses at Columbia University, Barnard College and the Academia Internacional de Cinema in Brazil. He has worked as a creator and showrunner on his own television series, as well as a top-level screenwriter in the TV and film industry. | Faculty Funded |

¹ All appointments effective July 1, 2023 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.

| EDUCATION | | | | | |
|--------------------|--|---|--|--|----------------|
| Fearon, Stephanie | Black Thriving and Education | Assistant Professor, PC1 (Professorial) | PhD, Philosophy, Educational Leadership and Policy (Toronto, 2020) | Dr. Fearon comes to us from her position as Program Coordinator for the Equity, Anti-Racism & Anti-Oppression Team and Model Schools for Inner Cities Department at the Toronto District School Board. Her doctoral and current research draws on Black mother work and Black feminist theories and uses Black storytelling traditions to explain how Black mothers advocate for their children in schools and other sites of education. This position was dedicated to a Black scholar. | Faculty Funded |
| Hupfield, John | Indigenous Education | Assistant Professor, PC1 (professorial) | PhD, Education (York, 2023) | Dr. Hupfield has played a significant in the development of the Waaban Indigenous Teacher Education program within York's Faculty of Education. He has a well-articulated research program focused on examining connections between Indigenous movement as a means of recentring Anishinaabeg pedagogies and praxis towards Land, place, language, and embodied knowledge. This position was dedicated to an Indigenous scholar. | Faculty Funded |
| Ott, Mary | Literacy in Early Childhood Education | Assistant Professor, PC1 (professorial) | PhD, Education (Western, 2020) | Dr. Ott comes to us from Western University, where she held the position of Assistant Professor (limited duties), as well as a collaborator on a SSHRC Insight Grant. Dr. Ott has 12 years of experience as an elementary teacher, in addition to being an experienced teacher educator and teaching courses in language and literacies. Her research focuses on contemporary pedagogies in elementary education and multiliteracies. | Faculty Funded |
| Schwarz, Lorin | Education | Assistant Professor, PC3 (Teaching) | PhD, Education (York, 2009) | Since 2008, Dr. Schwarz has been a course director with the Faculty of Education at York. Dr. Schwarz's knowledge, education, and professional background enable him to teach in the Faculty of Education's Bachelor of Arts in Educational Studies, Bachelor of Education, and graduate programs. This appointment was made through the CUPE Conversion Program. | Faculty Funded |
| GLENDON | | | | | |
| Florentin, Valerie | Translation/ Multidisciplinary Studies | Assistant Professor, | PhD, Translation (Montréal, 2016) | Dr. Florentin has been a course director at York University, Université Laval, Toronto Metropolitan University, and Université of Montréal. Her expertise in computer-assisted translation and other aspects of language technology, | 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.

| | | | | | |
|---------------------------|--|---|---|---|----------------|
| | | PC3 (Teaching) | | combined with her collaborative nature and enthusiastic personality, make her a valued colleague and a crucial element in the delivery of the undergraduate curriculum. This appointment was made through the CUPE Conversion Program. | |
| HEALTH | | | | | |
| Aitken, Madison | Psychology, Child and Youth Mental Health Intervention | Assistant Professor, PC1 (professorial) | PhD, School and Clinical Child Psychology (Toronto, 2016) | Dr. Aitken has been a Scientist at the Cundill Centre for Child and Youth Depression, CAMH and has held a status only appointment as an Assistant Professor in the Department of Psychiatry at the University of Toronto. Dr. Aitken's research profile involves transdiagnostic approaches to studying youth pathology, interventions for children and youth, and ways to improve outcomes of therapy. | Faculty Funded |
| Amis, Faith | Nursing, Maternal Newborn Health | Assistant Professor, Teaching Stream, PC1 | MPH (Liverpool, 2020) | Ms. Amis earned her Master of Public Health from Liverpool University, where she focused on Nursing Best Practice Guidelines. Her intention is to complete a Master of Nursing in 2024 followed by a PhD. She recently held a sessional instructor position in the Collaborative BScN Program at McMaster University and over the last three years has taught courses such as Social Determinants of Health, Community Nursing, Global Health, and Health Research Methodology. | Faculty Funded |
| Coatsworth-Puspoky, Robin | Psychology, Health Aging | Assistant Professor, PC1 (professorial) | PhD, Nursing (Alberta, 2022) | Dr. Coatsworth-Puspoky has taught at the School of Health, Community Services and Creative Design at Lambton College. Her extensive clinical expertise and experience in geriatric and geriatric mental health settings, including her role as a Geriatric Mental Health CNS, informs her program of research in the area of older adults and aging and geriatric mental health. | Faculty Funded |
| Haghiri-Vijeh, Roya | Nursing, Community Health Nursing | Assistant Professor, PC1 (professorial) | PhD, Nursing (Victoria, 2022) | Dr. Haghiri-Vijeh comes to us as a professor in the Collaborative Nursing Degree Program at Centennial College. She is building a clear program of research on 2SLGBTQI migrant populations, with a particular focus on this population's interactions within the Canadian health care system and identifying gaps in care and areas of intervention. | 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.

| | | | | | |
|--------------------|--|---|---|---|------------------|
| Kalu, Michael | School of Kinesiology and Health Science, Rehabilitation Therapist | Assistant Professor, PC1 (Professorial) | PhD, Rehabilitation Science (McMaster, 2022) | Dr. Kalu has taught courses at McMaster and Queen's universities. His research underscores the importance of physical functioning in predicting hospital readmissions. Dr. Kalu's independent approach makes him a strong fit for related research teams. He is also a physiotherapist with a BMR(PT) certification. This position was dedicated to a Black scholar. | Faculty Funded |
| Killackey, Tieghan | Nursing, Acute Complex Care | Assistant Professor, PC1 (professorial) | PhD, Nursing (Toronto, 2020) | Dr. Killackey comes to us from her position of Postdoctoral Research Fellow at The Hospital for Sick Children. Dr. Killackey's research approaches include critical qualitative approaches, patient-oriented research, SPOR, family engaged research and relational inquiry examining autonomy in decision making. | Faculty Funded |
| Mago, Vijay | SHPM, Health Informatics and Analytics | Associate Professor, Tenured (Professorial) | PhD, Computer Science (Panjab, 2010) | Dr. Mago comes to us from his position as Associate Professor, Computer Science at Lakehead University. He has a clearly articulated program of research and specialization in healthcare analytics, machine learning, big data linkage and analysis and demonstrated success working with health professionals and at the intersection between health data and health equity. | Faculty Funded |
| Paris, Michael | Kinesiology, Rehabilitation and Human Muscle Performance | Assistant Professor, PC1 (professorial) | PhD, Kinesiology (Waterloo, 2021) | Dr. Paris comes to us from his position of Postdoctoral Fellow at the University of Western Ontario in the Faculty of Health Sciences. Dr. Paris' research focuses on understanding the neuromuscular determinants of muscle function in sarcopenic older adults, particularly in the context of neuromuscular adaptations following exercise rehabilitation interventions to improve mobility. | Faculty Funded |
| Rodrigo, Achala | Psychology, Clinical Neuroscience and Neuropsychology | Assistant Professor, PC1 (professorial) | PhD, Clinical Psychology (Toronto, 2022) | Dr. Rodrigo recently supervised practice as a clinical and clinical neuropsychology fellow having completed a clinical neuropsychology fellowship at St. Joseph's Healthcare in Hamilton. Dr. Rodrigo's program of research investigates the interaction of executive functioning and social cognition using behavioural and neuroimaging methods. | Specially Funded |
| Ventura, Nicole | Kinesiology, Human Anatomy | Assistant Professor, | PhD, Anatomy and Cell Biology (Queen's, 2015) | Dr. Ventura has held various contract faculty positions since 2015 and most recently held a limited term contract teaching position at McGill University. She has extensive experience teaching human anatomy to both health | 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.

| | | | | | |
|------------------------------|---|---|---|--|------------------|
| | and Physiology Discipline | Teaching Stream, PC3 | | science and health professional students. Dr. Ventura shows a strong commitment to pedagogy, including incorporation of multiple technologies and strategies to enhance student understanding. | |
| Weobong, Benedict (1-Jan-24) | School of Global Health, Global Mental Health | Assistant Professor, PC2 (Professorial) | PhD, Public Health and Epidemiology (London, 2012) | Dr. Weobong comes to us from his position as Senior Lecturer, School of Public Health, University of Ghana. His research focuses on the design, implementation, and evaluation of layperson-provided psychological treatments for common mental illness, including a culturally adapted brief behavioural activation program implemented in India, Uganda, Nepal, and Ghana. He teaches relevant courses, including Health Psychology, Theories and Models of Health Promotion, and Cultural Epidemiology. This position was dedicated to a Black scholar. | Faculty Funded |
| Zannella, Lesley | Psychology, Writing in Psychology & Critical Thinking | Assistant Professor, PC1 (Teaching) | PhD, Psychological Science (Toronto Metropolitan, 2020) | Dr. Zannella comes to us from her position as Assistant Professor, School of Social and Behavioural Sciences at Arizona State University. She previously held the position of Academic Associate of Forensic Psychology, Ontario Tech University. Dr. Zannella's teaching philosophy prioritizes Universal Design for Learning principles through the pillars of flexibility, collaboration, and reflection. | Faculty Funded |
| LA&PS | | | | | |
| Archakov, Ilya | Economics, Econometrics | Assistant Professor, PC1 (professorial) | PhD, Economics (European University Institute, 2016) | Dr. Archakov recently held a Postdoctoral Research position in the Department of Statistics and Operations Research at the University of Vienna. His areas of research are in multivariate and high dimensional econometrics. The central element in his current research develops a new approach for calculating a high dimensional correlation matrix in econometrics. | Specially Funded |
| Arian, Hamid | Administrative Studies, Writing in Psychology & Critical Thinking | Assistant Professor, PC1 (Professorial) | PhD, Financial Mathematics (Toronto, 2009) | Dr. Arian comes to us from his position of Assistant Professor of Finance at Sharif University of Technology. Dr. Arian has expertise in Fintech, derivative securities, machine learning, financial AI, and risk management. With over a decade in academia and finance, he excels in teaching derivatives, financial risk management, and pioneering Fintech courses. | Faculty Funded |

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*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.

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|------------------------------|---|---|--|--|------------------|
| Barua, Rukmini | History, South Asia in the 19 th /20 th Centuries | Assistant Professor, PC1 (professorial) | PhD, History (Göttingen, 2016) | Dr. Barua recently held a postdoctoral researcher at the Max Planck Institute for Human Development in Berlin. Dr. Barua studies the shaping of working-class experience and agency through the intersections of religion, caste, and gender. Her work builds on and contributes to three methodological fields: urban exclusion and the production of space, oral history, and the history of emotions. | Faculty Funded |
| Bhat, Sheetala | English, World Drama | Assistant Professor, PC1 (professorial) | PhD, English (Western, 2022) | Dr. Bhat comes to us from the University of Ottawa where she recently held a Postdoctoral Fellowship. She specializes in contemporary South Asian drama, diaspora theatre studies, feminist and queer performance in India, and Indigenous theatre in Canada. | Faculty Funded |
| Dadawala, Vikrant (1-Jul-24) | English, Literatures of the Global South | Assistant Professor, PC1 (professorial) | PhD, English Literature (Pennsylvania, 2021) | Dr. Dadawala currently holds the position of postdoctoral lecturer in History and Literature at Harvard University. He specializes in post-colonial studies, South Asian literature and cinema, the global Cold War, and migration and diaspora studies. | Faculty Funded |
| El Nabolsy, Zeyad | Philosophy, Africana Philosophy | Assistant Professor, PC1 (professorial) | PhD, Africana Studies (Cornell, 2023) | Dr. El Nabolsy recently completed his PhD in Africana Studies in July 2023. His research foci include Modern African Philosophy, History and Philosophy of Race, History and Philosophy of Science, Classical German Philosophy (especially Kant and Hegel), and Philosophy of Culture (especially theories of modernity). | Faculty Funded |
| Feltes, Emma | Anthropology, Public Anthropology | Assistant Professor, PC1 (professorial) | PhD, Socio-Cultural Anthropology (UBC, 2021) | Dr. Feltes recently held a postdoctoral fellowship at Cornell University. Dr. Feltes is a legal, political, and public anthropologist specializing in human and constitutional rights, decolonization, and climate change. Dr. Feltes is committed to pursuing research that serves anticolonial and environmental struggle, and producing work that provides a critical perspective on Aboriginal law, international law, and climate policy. | Faculty Funded |
| Guo, Yanran | Economics, Macroeconomics | Assistant Professor, PC1 (professorial) | PhD, Economics (North Carolina, 2023) | Dr. Guo recently completed her PhD in Economics in Summer 2023. Dr. Guo works in the area of macroeconomics of inequality, with a special focus on income taxation on the top income earners. | 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.

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| Hamann, Steffi | Social Science, Critical Development Studies | Assistant Professor, PC1 (Professorial) | PhD, Political Science and IDS (Guelph, 2017) | Dr. Hamann currently completed a contractually limited appointment at the University of Guelph. She specializes in agrarian transformation processes and focuses on food security and socio-economic impacts of resource extraction projects in sub-Saharan Africa. She earned the 2019 Teaching Award for Early Career Faculty at the University of Guelph. | Faculty Funded |
| Hasan, Nadia | Gender, Sexuality & Women's Studies, Gender and Islamophobia | Assistant Professor, PC1 (professorial) | PhD, Political Science (York, 2015) | Dr. Hasan had held the position of Chief Operating Officer of the National Council of Canadian Muslims since 2017. Her research focuses on systemic racism and Islamophobia in legal, administrative, and discursive regimes and its relation to Muslim life. | Faculty Funded |
| Hooper, Tom | Equity Studies, Critical Human Rights | Assistant Professor, PC1 (Professorial) | PhD, History (York, 2016) | Dr. Hooper has held a contractually limited appointment in Equity Studies at York since 2021. His research engages with critical theoretical approaches to human rights by drawing on queer theory and postcolonial theory to explore the history of 2SLGBTQ+ rights and homo-nationalism in Canada. His scholarship is interdisciplinary in nature, incorporating the disciplines of history and sociology, as well as the interdisciplinary field of gender and women's studies. | Faculty Funded |
| Javdan, Mohsen | Administrative Studies, Management Information Systems | Assistant Professor, PC1 (professorial) | PhD, Information Systems (McMaster University, 2023) | Dr. Javdan recently completed his PhD in Information Systems in Summer 2023. His research interests include technology adoption, digital transformation, and social analytics with his doctoral dissertation examining the implementation of big data analytics in SMEs from the perspectives of managers and data analysts. | Specially Funded |
| John, Tamanisha | Politics, Black Politics in Canada | Assistant Professor, PC1 (Professorial) | PhD, International Relations (Florida International, 2021) | Dr. John comes to us from her position as Assistant Professor of International Political Economy at Clark Atlanta University. Dr. John's research is on the role of Canadian banks, the Canadian military and Canadian development aid in the English-speaking Caribbean. This position was dedicated to a Black scholar. | Faculty Funded |
| Kaul, Kate | Writing, Critical Disability & Writing | Assistant Professor, Teaching Stream, PC1 | PhD, Social and Political Thought (York, 2023) | Ms. Kaul expects to receive her PhD in Social and Political Thought in Spring 2024. Ms. Kaul's research combines critical disability theory, disability rhetoric, and accessible teaching and learning. She is the Accessibility | 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.

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| | | | | Specialist in the LA&PS Writing Centre where she works individually with students with accommodation on their writing. | |
| Kettig, Thomas | Linguistics | Assistant Professor, PC1 (professorial) | PhD, Linguistics (Hawai'i at Manoa, 2021) | Dr. Kettig recently held a postdoctoral research associate position at the University of York. He has a strong record in sociolinguistic research and teaching in quantitative methods and analysis. Dr. Kettig's dissertation work on the phonetics and acoustics of Hawai'ian fills a significant gap in our understanding of Polynesian and Austronesian languages while his current postdoctoral work has forensic linguistics implications. | Specially Funded |
| Lalé, Étienne | Economics, Macroeconomics | Associate Professor with tenure (professorial) | PhD, Economics (Sciences Po Paris, 2013) | Dr. Lalé comes to us from his Associate Professor position at the Université du Québec à Montréal. Dr. Lalé works in the area of labour economics, within the field of macroeconomics. He uses micro-level data on labor market outcomes, empirical estimation, and structural labor-search models to obtain answers to the questions he studies. | Specially Funded |
| Laywine, Nathaniel | CMDS, Critical Approaches to Public Relations | Assistant Professor, PC1 (Professorial) | PhD, Communication Studies (McGill, 2018) | Dr. Laywine comes to us from his position as a Limited Term Assistant Professor in Communication Studies at Concordia University. His research interests are in Media and Communication Theory & Criticism, Cultural Studies, Humanitarian Communication and Critical Pedagogy. | Specially Funded |
| Li, Jinyue | Economics, First Year Experience | Assistant Professor, PC1 (Teaching) | PhD, Economics (Minnesota, 2015) | Dr. Li comes to us from her position as a Limited Term Assistant Professor in Economics at the University of Windsor. She demonstrates a diversity of experience in teaching economics courses, pedagogical insight, and excellent organizational skills, which are essential to teaching large first year level course sections. | Faculty Funded |
| Lim, Elisha | Humanities, Technologies Humanities and Critical Practice | Assistant Professor, PC1 (Professorial) | PhD, Media, Technology, and Culture (Toronto, 2022) | Dr. Lim comes to us from his position as Provost Postdoctoral Fellow at the University of Pennsylvania. Dr. Lim's research focuses on social media platforms, advertising interfaces, and advertising datasets through the lens of Afropessimism, anti-colonial critique, queer theory and religious sociology. Dr. Lim is also an award-winning claymation filmmaker, and their queer and transgender films, comic strips, and graphic novel. | Specially Funded |
| Nagy, Jeff (1-Jul-24) | Communication and Media | Assistant Professor, | PhD, Communication (Stanford, 2022) | Dr. Nagy recently held a Postdoctoral Research Fellow position at the Digital Studies Institute at the University of Michigan. He has an extensive research | 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.

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| | Studies, Artificial Intelligence and Critical Data Studies | PC1 (professorial) | | agenda encompassing both the current and historical impact of AI both in the context of Communication and Media Studies, and across the social sciences more broadly. | |
| Ng, Eddy (1-Jan-24) | HRM, Human Resources Management | Professor, Tenured (Professorial) | PhD, Human Resource and Management (McMaster, 2005) | Dr. Ng has been the Smith Professor in Equity and Inclusion in the Smith School of Business at Queens University. Dr. Ng is an exceptional scholar, a leader in his field, with 79 peer reviewed academic articles and dozens more book chapters and other academic contributions. His area of research expertise, including in equity, diversity, and inclusivity, complement and expand upon the research areas of existing SHRM faculty. | Specially Funded |
| Pateman, Joe | Politics, Black Politics | Assistant Professor, PC1 (Professorial) | PhD, Politics (Nottingham, 2021) | Dr. Pateman comes to us from his position as Teaching Associate in Politics and International Relations at the University of Sheffield. His area of expertise is the critical study of Black Politics, specifically with a focus on the intersection of Marxism and Black Politics. Dr. Pateman has a strong record of teaching excellence including experience with mentoring MA students. This position was dedicated to a Black scholar. | Faculty Funded |
| Reid, Kael | Humanities, Theories of Childhood and Youth | Assistant Professor, PC1 (Teaching) | PhD, Curriculum, Teaching and Learning (OISE, 2020) | Dr. Reid has recently held a postdoctoral fellow at York University. Their teaching spans diverse levels at York, the University of British Columbia, and the Santa Fe University of Art and Design, backed by strong evaluations and service contributions. Leading the Children, Childhood and Couth anti-racist/decolonizing working group underscores their commitment. | Faculty Funded |
| Rochelle, Safiyah | Social Science, Race, Racialization & Crime | Assistant Professor, PC1 (professorial) | PhD, Legal Studies (Carleton, 2020) | Dr. Rochelle comes to us from Carleton University, where she was an instructor in Law and Legal Studies. Her research lies at the intersection of critical race theory, state violence, visual studies, and the criminalization of racialized and religious bodies. Her PhD research on racialized Guantanamo Bay detainees was awarded the Senate Medal for Outstanding Academic Achievement. This position was dedicated to a Black scholar. | Faculty Funded |
| Rosales, Antulio | Social Science, Business & | Assistant Professor, | PhD, Global Governance (Waterloo, 2017) | Dr. Rosales comes to us from his position as Assistant Professor of Comparative Environmental Politics at the University of New Brunswick. Previously he completed a three-year post-doctoral fellowship at Oslo's | Specially Funded |

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*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.

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| | Environment or Social Economy | PC3 (professorial) | | Centre for Development and the Environment. His research program is cryptocurrency expansion in the Global South and crypto-authoritarianism, and he is looking to expand this internationally to Russia, Ukraine, Belarus, and China. | |
| Rostamkalaei, Anoosheh | Administrative Studies, Entrepreneurship & Innovation | Assistant Professor, PC2 (professorial) | PhD, Management (Lancaster University Management School, 2017) | Dr. Rostamkalaei comes to us from his position as Assistant Professor position at the Kent Business School, University of Kent. Dr. Rostamkalaei engages in a wide range of research projects relevant to entrepreneurship, including financial knowledge, venture capital, motivation, immigrant entrepreneurs, and more. | Specially Funded |
| Sarkar, Saikat | Administrative Studies, Finance | Assistant Professor, PC1 (Teaching) | PhD, Economics (Finland, 2008) | Dr. Sarkar comes to us from his position as Assistant Professor position at Mount Allison University. Dr. Sarkar has extensive teaching experience at the undergraduate level and taught a Schulich MBA course, together with accomplishments in experiential education and teaching innovations. Dr. Sarkar has the ability to integrate the theoretical and practical aspects of teaching using case studies, taught a wide range of finance courses at various levels, has experience with curriculum development, and has a strong commitment to pedagogy and student success. | Faculty Funded |
| Soter, Laura (1-Jul-24) | Philosophy, Cognitive Science | Assistant Professor, PC1 (professorial) | PhD, Philosophy and Psychology (Michigan-Ann Arbor, 2022) | Dr. Soter currently holds a Postdoctoral Research Associate position at the Department of Philosophy at Duke University. Dr. Soter's research in moral psychology focuses on questions of cognitive self-control and the similarities and differences between emotion regulation and cognitive state regulation, with implications for interpersonal relationships and cultural schemas. This research has won awards from the Society for Philosophy and Psychology and the American Sociological Association. | Specially Funded |
| Tirmizey, Kasim | Equity Studies, Human Rights and Technology | Assistant Professor, PC1 (Teaching) | PhD, Environmental Studies (Toronto, 2018) | Dr. Tirmizey comes to us from his position as a Limited Term Assistant Professor in Technology and Society at Concordia University. He shows a clear record of service and teaching based research in AI and human rights as well as the implications in policing. Apart from global perspectives of technology, decolonization and issues of development, he explores modern technology and human rights violation, as well as the issues of democracy, | 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.

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| | | | | freedom, and people’s privacy in Canada and within indigenous or immigrant communities as well. | |
| van Beinum, Amanda | Sociology, Environmental Sociology and/or Sociology of Health | Assistant Professor, PC1 (professorial) | PhD, Sociology (Carleton, 2021) | Dr. van Beinum recently held a Social Science and Humanities Research Council Postdoctoral Fellow at the University of Ottawa Centre for Health Law, Policy, and Ethics and an Adjunct Research Professorship in the Department of Sociology and Anthropology at Carleton University. Her main interest is in questions of health justice for Black women. This position was dedicated to a Black scholar. | Faculty Funded |
| Vargas Roncancio, Ivan D. | Social Science, Law and Society | Assistant Professor, PC1 (Professorial) | PhD, Natural Resource Sciences (McGill, 2021) | Dr. Vargas Roncancio has recently held positions of Associate Director, Center for Indigenous Conservation and Development Alternatives and Postdoctoral Fellow at McGill University. He is one of a small number of scholars who are opening the emerging area of “Earth Law”, an approach to law and ecological governance that is likely to become central to socio-legal inquiry in the coming years. His interdisciplinary approach draws on anthropology, social theory, socio-legal studies, and the environmental sciences. | Faculty Funded |
| Vij, Asmita Bhutani | Social Science, Platform Labour and the Digital Workplace | Lecture/ Assistant Professor, PC1 (professorial) | PhD, Adult Education and Community Development (Toronto, 2023) | Dr. Vij recently completed her PhD in Adult Education and Community Development from the Ontario Institute of Studies in Education at the University of Toronto in Fall 2023. Her research focuses on the experiences of precarious digital workers and contributes to the underdeveloped field of digital colonialism. | Specially Funded |
| Virtue, Bobbi-Joe | Public Policy & Administration, Indigenous Governance in Canada | Assistant Professor, PC1 (professorial) | MPA (Queen’s, 2014) | Ms. Virtue holds a Master of Public Administration from Queen’s University and brings over ten years of professional experience at a senior level with the Ontario government. She is an active member in the Indigenous community, having supported the independent commission to investigate and report on the systemic causes of violence against Indigenous women girls, contributing to substantive policy recommendations for Canada and the world. This position was dedicated to an Indigenous scholar. | Faculty Funded |

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*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.

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| Zhang, Tracy | CMDS, Politics, Policy and Work-Integrated Learning | Assistant Professor, PC1 (Professorial) | PhD, Communication and Cultural Studies (Simon Fraser, 2010) | Dr. Zhang recently held a contractually limited appointment in the Department of Communication and Media Studies at York University. Previously, Dr. Zhang held postdoctoral fellowships at Concordia University, Queen’s University, and Université de Montréal. Dr. Zhang’s work on feminist political economy and transnational labour practices is a significant intervention in the field of communication policy and political economy. Dr. Zhang also demonstrates excellence in creative work, including documentary filmmaking, and has shown the ability to produce publicly engaged scholarship. | Faculty Funded |
| LASSONDE | | | | | |
| Allin, Sonya (1-Jan-24) | EECS, Computer Science | Assistant Professor, PC1 (Teaching) | PhD, Human Computer Interaction (Carnegie Mellon, 2007) | Dr. Allin comes to us from the University of Toronto Mississauga where she has held a contractually limited appointment in the teaching stream. Prior to her current position, she was a Research Associate in the Department of Physical Therapy at the University of Toronto. At UTM, Dr. Allin has taught and coordinated introductory first- and second-year courses and teaches introductory courses in Machine Learning. | Faculty Funded |
| Al Omari, Ruba | EECS, Computer Science, Security | Assistant Professor, PC1 (Teaching) | PhD, Computer Science (Ontario Tech, 2018) | Dr. Al Omari received her PhD in Computer Science at Ontario Tech University in 2018. Dr. Al Omari has several years of experience teaching in AI and Cybersecurity programs and has taught a variety of security-related courses. She is also the program coordinator of the Artificial Intelligence stream programs and an Adjunct Professor at the Faculty of Business and IT at Ontario Tech University. | Faculty Funded |
| Bazzocchi, Michael (1-Jan-24) | ESSE, Space Engineering | Assistant Professor, PC3 (Professorial) | PhD, Aerospace Science and Engineering (Toronto, 2018) | Dr. Bazzocchi comes to us from his position as Assistant Professor in Mechanical and Aerospace Engineering at Clarkson University. His research focuses on asteroid science and engineering, orbital dynamics and control, mission and systems design, space robotics, and spacecraft formations. He is currently supervising several PhD and master's students. Dr. Bazzocchi has been very successful at securing research funding from the National Science Foundation, NASA, and the U.S. Space Force. | 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.

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| Uddin, Gias | EECS, Software Engineering | Assistant Professor, PC3 (Professorial) | PhD, Software Engineering (McGill, 2018) | Dr. Uddin comes to us from his position as Assistant Professor in Electrical and Software Engineering at the University of Calgary. His research area focuses on software recommender systems, specifically quality software reuse and software quality maintenance. Dr. Uddin has 10+ years of full-time working experience in five companies in Canada since 2008, three in private sector (e.g., IBM) and two in public sector (e.g., Bank of Canada). | Faculty Funded |
| LIBRARIES | | | | | |
| Belke, Ted | Digital Engagement Librarian | Assistant Librarian, PC1 | MLIS (Western Ontario, 2003) | Mr. Belke comes to us from his position as Senior Services Specialist, Innovation at the Toronto Public Library. His expertise in developing innovative services in digitally enabled spaces aligns with Markham library's offerings, including a media creation lab, gaming lab, makerspace, and digital visualization wall. | Specially Funded |
| Stidwill, Jenna | Teaching & Learning – Experiential Education | Assistant Librarian, PC1 | PhD, Cultural Mediations (Carleton University, 2018) | Dr. Stidwill recently completed her MLIS at Western Ontario. She comes to us from her position as Cataloging and Access Services Coordinator at Carleton University. Dr. Stidwill has 10 years of teaching experience, demonstrates a great passion for instructional design in both online and in-person learning environments. She has made a point of incorporating digital literacy in her teaching, integrating hands-on experiential learning opportunities for her students with digital authorship platforms. | Faculty Funded |
| SCHULICH | | | | | |
| Abdul-Rahaman, Abu Shiraz | Accounting | Full Professor with tenure (professorial) | PhD, Accounting (Waikato, 1998) | Dr. Rahaman comes to us from his position as Full Professor, Haskayne School of Business at the University of Calgary. His research involves the use of both quantitative and qualitative methods to explore contemporary accounting issues such as corruption, health care, electric power utilities, water privatization, and accounting professionalization. Within these subject matters, Dr. Rahaman focuses both on technical accounting issues as well as ethical implications of these accounting practices. | Faculty Funded |
| Su, Xijiang | Accounting | Assistant Professor, PC1 (professorial) | PhD, Accounting (Toronto, 2023) | Dr. Su recently completed her PhD in Accounting in Summer 2023. During her doctoral studies, Dr. Su served as a sole instructor for Intermediate Financial Accounting II, and a Teaching Assistant for 7 other courses at 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.

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| | | | | Rotman School of Management. Her research interests include institutional investors, sustainable investing, and asset management. | |
| Rolheiser, Lindsey | Real Estate & Infrastructure | Assistant Professor, PC2 (Professorial) | PhD, Urban Economics (MIT, 2017) | Dr. Rolheiser comes to us from her position as Assistant Professor of Research at the Center for Real Estate and Urban Economic Studies at the University of Connecticut School of Business. Her research interest is at the intersection of urban economics, real estate economics and urban planning. | Faculty Funded |
| Weber, Olaf | Sustainability, CIBC Chair in Sustainable Finance | Full Professor with tenure (professorial) | PhD, Artificial Intelligence (University of Bielefeld, 1997) | Dr. Weber comes to us from the University of Waterloo, where held the position of Full Professor and the Research Chair in Sustainable Finance. Dr. Weber's research focus is on the political, regulatory and governance challenges of a sustainable financial system including supervision and reporting, climate finance as a tool to achieve a low carbon economy, the validity of sustainability ratings as well as impact investing and social banking. | Faculty Funded |
| SCIENCE | | | | | |
| Blinov, Nikita | Physics and Astronomy, Theoretical Physics | Assistant Professor, PC1 (professorial) | PhD, Physics (UBC, 2015) | Dr. Blinov comes to us from the University of Victoria where he was a postdoctoral fellow. Prior to that, he held positions at the SLAC National Accelerator Lab, the University of Chicago and Fermilab. Dr. Blinov's research is largely centered at the interface of astroparticle physics and accelerator-based experiments. | Faculty Funded |
| Boukaré, Charles-Edouard | Physics and Astronomy, Physics, Biophysics, or Astrophysics | Assistant Professor, PC1 (professorial) | PhD, Geophysics & Planetary Sciences (Université Claude Bernard Lyon, 2015) | Dr. Boukaré recently held a postdoctoral researcher position at the Institut de Physique du Globe de Paris and a Visiting Scientist in the Department of Earth and Planetary Sciences at McGill University. Dr. Boukaré's research is in the area of geophysics. This position was dedicated to a Black scholar. | Faculty Funded |
| Couchman, Miles | Mathematics and Statistics, Mathematical Modelling | Assistant Professor, PC1 (Professorial) | PhD, Mathematics (MIT, 2020) | Dr. Couchman has recently held a Postdoctoral Research Associate position at University of Cambridge (Trinity College). His current research uses a combination of machine learning techniques, observational measurements, and massive-scale direct numerical simulations to characterize turbulent mixing processes within stratified fluids, a central problem in a variety of geophysical and industrial settings. | Specially Funded |

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

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|----------------------------|---|--|--|---|-------------------|
| Feng, Yuqing (1-Jan-24) | Biology, Immunology | Assistant Professor, PC1 (Professorial) | PhD, Microbiology and Immunology (Saskatchewan, 2017) | Dr. Feng is currently completing a Postdoctoral Fellowship in the laboratory of Dr. Alberto Martin at the University of Toronto. Her research interests include two areas: mutagenic mechanisms that create genetic diversity in the vertebrate immune system, and mechanisms of mutation in cancer. | Faculty Funded |
| Kim, Yongjoo Bill | Chemistry, Biological Chemistry | Assistant Professor, PC1 (professorial) | PhD, Chemistry (Harvard, 2018) | Dr. Kim comes to us from his position as senior scientist and director of the mammalian cell facility at Pairwise Plants LLC in Durham, North Carolina. Dr. Kim spent his postdoctoral years at Pairwise developing novel gene editing tools where he is the lead inventor on 10 patents. His potential was recognized early through an NSERC CGS-D during his tenure at Harvard. | Faculty Funded |
| Li, Dongchen | Mathematics and Statistics, Actuarial Science | Associate Professor, PC2 (professorial) | PhD, Actuarial Sciences (Waterloo, 2016) | Dr. Li comes to us from his position as Assistant Professor in Mathematics & Statistics at Brock University. Dr. Li's research interests are in stochastic optimal control in insurance and finance, optimal (re)insurance design, retirement planning, and data science in finance and insurance. | Faculty Funded |
| Mangerel, Alexander | Mathematics and Statistics, Pure Mathematics | Assistant Professor, PC1 (professorial) | PhD, Mathematics (Toronto, 2018) | Dr. Mangerel comes to us from his position as Assistant Professor in the Department of Mathematical Sciences at Durham University. Prior to this, he was a CRM-ISM Postdoctoral Fellow at the Université de Montreal and then a Junior Fellow with the Institut Mittag-Leffler, Royal Swedish Academy of Sciences. Dr. Mangerel's research interests include multiplicative number theory, probability theory, combinatorics, ergodic theory and dynamical systems. | Faculty Funded |
| McFarlane, Eryn S. | Biology, Genetics | Assistant Professor, PC1 (Professorial) | PhD, Animal Ecology (Uppsala, Sweden, 2017) | Dr. McFarlane comes to us from her postdoctoral researcher position in the Department of Botany at the University of Wyoming. McFarlane has 25 peer reviewed publications plus several pre-prints and 4 book chapters/ magazine articles. Dr. McFarlane delivered an excellent seminar on biodiversity and hybridization, providing a clear plan of project for future research and the development of graduate and undergraduate student projects. | Faculty Funded |
| Omar, Mohamed | Mathematics and Statistics, Pure or | Associate Professor | PhD, Mathematics (UC Davis, 2011) | Dr. Omar recently held the position of Associate Professor, Joseph B. Platt Endowed Chair and Associate Chair in the Department of Mathematics at Harvey Mudd College. Previously, he was a Harry Bateman Research | 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.

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|------------------------|---|---|---|---|------------------|
| | Applied Mathematics | with tenure (professorial) | | Instructor in the Department of Mathematics at Cal Tech. His research interests encompass the application of algebra to discrete mathematics, enumerative combinatorics, graph theory, and discrete/convex geometry. This position was dedicated to a Black scholar. | |
| Puentes Jácome, Luz A. | Biology, Biotechnology | Assistant Professor, PC1 (Teaching) | PhD, Chemical Engineering (Toronto, 2019) | Dr. Puentes Jácome comes to us from her NSERC postdoctoral fellow in the Department of Biotechnology at Delft University of Technology in the Netherlands. Dr. Puentes Jácome has research experience with links with Canadian Biotech industry both at the graduate and postdoctoral levels. She demonstrated many pedagogically sound approaches to learning (active learning, peer feedback, EDI etc.) as well as industry-linked teaching. | Specially Funded |
| Scholz, Paul | Physics and Astronomy, Observational Extragalactic Astrophysics | Assistant Professor, PC1 (Professorial) | PhD, Physics (McGill, 2017) | Dr. Scholz has recently held a Dunlap Postdoctoral Fellow with the Dunlap Institute for Astronomy and Astrophysics at the University of Toronto. His research is in the field of Fast Radio Bursts (FRBs), which are thought to arise from the strong magnetic fields of neutron stars. He has given many invited conference talks, seminars, and colloquia as well as public outreach talks. Dr. Scholz has been the principal investigator or co-investigator on numerous telescope proposals, and he has mentoring experience for several graduate and undergraduate students. | Specially Funded |
| Webb, Jeremy | Natural Science, Astrobiology | Assistant Professor, Teaching Stream, PC1 | PhD, Astronomy (McMaster, 2015) | Dr. Webb recently held a contractually limited term appointment at the University of Toronto in the Department of Astronomy and Astrophysics where he taught astronomy and astrobiology courses since 2019. Dr. Webb's current research interests pertain to gravitational dynamics in both exoplanetary and stellar systems. | Faculty Funded |
| Zhao, Kaiqiong | Mathematics and Statistics, Biostatistics (Health/Medical Data) | Assistant Professor, PC1 (professorial) | PhD, Biostatistics (McGill, 2021) | Dr. Zhao recently held a CANSSI Distinguished Postdoctoral Fellow at the University of Alberta and University of Toronto. Dr. Zhao's work focuses on flexible, interpretable and scalable statistical learning methods for complex, large-scale epigenetics data. | 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.

Table 2 Recommendations for Appointment – New Contractually Limited Appointments² (since meeting November 18, 2022)

| Name | Unit, Field | Rank, Stream | Highest Degree | Research Agenda/Specialization | Term |
|---------------------------|---|--|---|---|-------------|
| AMPD | | | | | |
| Ch'ng Lancaster, Courtney | Theatre, Acting/ Performance for Stage & Media | Sessional Assistant Professor, Teaching Stream | MBA, Social Enterprise and Entrepreneurship (Memorial University, 2023) | Ms. Ch'ng Lancaster recently completed her MBA in Social Enterprise and Entrepreneurship in Fall 2023. She has considerable teaching experience having worked as an instructor at Sheridan College and Toronto Metropolitan University, as well as a director for acting students at York University and Sheridan College. Ms. Ch'ng Lancaster also demonstrates digital and podcast expertise and professional expertise in directing. | 3 years |
| Thompson, Matthew | Cinema and Media Arts, Cinema & Media | Sessional Assistant Professor, Teaching Stream | PhD, Cinema Studies (Toronto, 2020) | Dr. Thompson has been a Sessional Lecturer at the University of Toronto Mississauga, Toronto Metropolitan University and Brock University since 2017. He is well-suited to teaching a wide range of courses in cinema and media studies. Although a teaching position, Thompson's research area and expertise at the intersection of ecocinema and environmentalism is of particular relevance to students and will help to stabilize the program and attract new students to film studies. | 2 years |
| White, Emilia | Department of Computational Arts, Integrated Arts | Sessional Assistant Professor, Teaching Stream | MFA, Studio Art (Michigan, 2012) | Ms. White comes to us from her Lecturer II position with the University of Michigan Stamps School of Art & Design. She has significant teaching and administrative experience, along with an interdisciplinary approach to pedagogy. Ms. White's work incorporates anti-oppression and anti-racist pedagogy that is particularly significant to the Integrative Arts program's explicit focus on equity in collaborative creation. | 3 years |
| GLENDON | | | | | |
| Harb, Hassan | Mathematics | Sessional Assistant Professor, Teaching Stream | PhD, Mathematics (Concordia, 2020) | Dr. Harb is completing a Diploma in Applied Data Science at MIT. He has extensive teaching experience, having taught courses in Mathematics at Concordia University, Heritage College and Saint Anne College. In addition, from 2016 to 2019 he held a Graduate Doctoral Fellowship at Concordia. | 1 year |

² All appointments effective July 1, 2023 except where indicated in the Name column.

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*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 |
|-----------------------------------|---|--|--|--|---------|
| HEALTH | | | | | |
| George, Tammy | Kinesiology, Socio-Cultural and Policy Studies in Sport and Physical Activity | Sessional Assistant Professor, Teaching Stream | PhD, Sociology and Equity Studies in Education (Toronto, 2016) | Dr. George has been an instructor in the School of Kinesiology at York University where she taught seven courses within the sociocultural stream. She has been the recipient of two teaching awards from the Kinesiology and Health Science Student Organization. Her research interests lie at the intersection of critical military studies, racial violence and mental health in the post 9/11 era. | 3 years |
| Lam, Elene | School of Health Policy & Management, Health Policy and Equity | Sessional Assistant Professor, Teaching Stream | MA, Social Work York, 2014) | Ms. Lam is currently a PhD candidate in Social Work at McMaster University. Ms. Lam has extensive experience as a Sessional Faculty member at McMaster University and has been an invited Guest Lecturer since 2014 at York University, McMaster, U of T, Wilfrid Laurier and several other universities and colleges. She has also been supervising master's students at various institutions since 2016. | 2 years |
| Lin, Sandy (1-Aug-23) | School of Nursing, Child and Adolescent Health | Sessional Assistant Professor, Teaching Stream | MA, Nursing (Toronto Metropolitan, 2017) | Ms. Lin is a Registered Nurse in Emergency Medicine for The Hospital for Sick Children. The candidate demonstrates excellent alignment with the position, bringing over 16 years of diverse nursing experience in relation to pediatric and adolescent health care. | 1 year |
| Mostarac, Ivona (1-Aug-23) | School of Nursing, Acute Care | Sessional Assistant Professor, Teaching Stream | MA, Public Health (Lakehead, 2012) | Ms. Mostarac has recently begun working on her PhD in Clinical Epidemiology at the University of Toronto. She is a Registered Nurse in the Emergency Department at Oakville Trafalgar Memorial Hospital and has been a clinical course director at York since 2013. | 1 year |
| Nabaretti, Larnes Joy (1-Sept-23) | School of Nursing, Acute Care | Sessional Assistant Professor, Teaching Stream | MA, Nursing (York, 2020) | Ms. Nabaretti is currently enrolled in York's PhD Nursing program. She is a Registered Nursing in the Critical Care Unit at Cortellucci Vaughan Hospital. She demonstrates expertise in evidence-based acute care nursing of adults with high acuity needs in diverse acute care settings. | 1 year |
| 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 |
|----------------|--|--|---|---|-------------|
| Ren, Lily Yuxi | Libraries, Scholarly Communications and Metrics Literary Librarian | Adjunct Librarian | MLIS, Library and Information Science (Toronto, 2017) | Ms. Ren has significant medical librarian experience, most recently at Stanford University where she held the title Research Communications Librarian. In this role, she worked with the medical faculty and students on research impact metrics literacy and related scholarly communications topics. | 2 years |
| OSGOODE | | | | | |
| Tadros, Maggie | Law Library, Digital Scholarship Librarian | Adjunct Librarian | MLIS, Library and Information Science (Toronto, 2022) | Ms. Tadros recently held the position as Research Librarian at the Ontario Legislative Library and has also worked as a Graduate Student Librarian Assistant at the Engineering and Computer Science Library at the University of Toronto. | 2 years |
| SCIENCE | | | | | |
| Hiscock, Lana | Chemistry, Organic Chemistry | Sessional Assistant Professor, Teaching Stream | PhD, Philosophy, Chemical and Biological Sciences (Wilfrid Laurier, 2023) | Dr. Hiscock recently completed her PhD in Chemical and Biological Sciences at Wilfrid Laurier. Dr. Hiscock has taught courses at Wilfrid Laurier since 2017. She submitted a strong teaching dossier emphasizing EDI and the 'pedagogy of care'. She presented a mock lecture that showcased her depth of knowledge and enthusiasm for the material. Her versatile background will enrich multiple Chemistry courses, and she expressed eagerness for student interaction and outreach. | 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.

EXTERNAL RELATIONS COMMITTEE

Report to the Board of Governors

at its meeting of November 27, 2023

The External Relations Committee met on November 17, 2023, and makes this report to the Board for information.

1. Path to Campaign Completion

Vice-President Advancement Susana Gajic-Bruyea provided a presentation on advancement efforts as it relates to progress towards the University's Impact Campaign. Phase 1 of the campaign has been completed and reached its goal of \$500 million. Preparations for Phase 2 has been progressing with the launch planned within the next few months. Preparatory work for Phase 2 involved a SWOT analysis of the priorities in Phase 1, consultation with deans and the faculties, a review and analysis of data to support the goal and projections and developing and establishing financial models to support the goals.

The Committee believes that with the right infrastructure in staff and resources, as indicated by Vice President Gajic-Bruyea, the University will achieve the campaign goal of \$1 billion. The longer-term plan is to grow the Advancement division to align with the growth of the University and raise an average of \$75 million per year in philanthropic funds.

2. Others

The Committee received for information updates from the Division of Advancement.

Francesca Accinelli
Chair

Board of Governors

Memorandum

To: Board of Governors

From: Francesca Accinelli, Chair, External Relations Committee

Date: 27 November 2023

Subject: Gift and Sponsorship Acceptance Policy

Recommendation:

The External Relations Committee recommends that the Board of Governors approve:

- **The Gift and Sponsorship Acceptance Policy (Appendix A);**
- **The rescission of the Acceptance of Gifts Policy (Appendix B);**

Background, Rationale and Proposed Changes:

In consultation between the University's General Counsel and the Vice-President Advancement and key staff, a comprehensive review of the University's Advancement Department's Policies, Procedures, Guidelines and related Gift Agreement Templates was undertaken.

The Policy on the Acceptance of Gifts to the University has not been updated since 2018. The policy needs to be amended to ensure that it reflects our current practices with respect to gifts, and to add into the existing policy, the University's practices with respect to sponsorships.

An extensive review of our practices, as well as the policies and practices of other universities was undertaken, and the policy has been amended to ensure that the key principles that are to be followed with respect to donations to the University are in

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alignment with industry standards, the requirements of the Canada Revenue Agency and Income Tax Act Guidelines.

The updated policy clarifies the University’s position on accepting gifts and sponsorships by expanding on the principles and values of the University that guide acceptance of certain types of gifts and sponsorships. This expansion ensures that our organization can better leverage these valuable assets in line with our objectives.

The intent of the updated policy is to serve a dual function of providing guidance and consistency to the University units who typically solicit and accept gifts and sponsorships on behalf of the University and helping to manage the expectations of donors and sponsors with respect to the University’s practices by making them more transparent and accessible. Through this updated policy, we aim to maintain the integrity of our partnerships and ensure that our supporters are better informed of the implications of their gifts and sponsorships. A high-level overview of the revisions to the current policy is summarized in the following table:

| Current Policy | New Policy | Revisions |
|------------------------|---|---|
| 1. Purpose and Summary | 1. Purpose 1.1 Overview 1.2 Professional Standards | Consolidation of key Policy sections. Addition of sponsorships. |
| 2. Scope | 2. Scope and Application 2.1 Authorization 2.2 Scope 2.3 Application | Consolidation of key Policy sections. Addition of sponsorships and requirement to consult with Division of Advancement prior to preliminary discussions with potential donors. |
| 3. Definitions | 3. Definitions | Substantial expansion of definitions to cover additional Policy terms and types of giving. |
| 4. Principles | 4. Policy 4.1 Acceptance of Gifts and Sponsorship 4.2 Gifts 4.3 Sponsorships 4.4 Receipting and Acknowledgement 4.5 Declining and Returning Gifts / Sponsorship 4.6 Cause-Related Marketing 4.7 Donor Recognition | Section includes expansion of statement of principles of acceptance, extensive list of gift types (addition of specific reference to private securities and RRSPs/RRIFs, as well as expansion on principles of acceptance for each type of gift), expansion on principles |

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| | | |
|----------------------------------|--|---|
| | 4.8 Investment and Disbursement | for receipting and acknowledgement. Includes new sections on Sponsorships; donations for research, donations of services, space rentals and loans; Cause-Related Marketing; and Donor Recognition. |
| 5. Gift Acceptance | Now part of section 4. Policy | n/a |
| 6. Relationship with Donors | Now part of section 1. Purpose / 1.2 Professional Standards and section 4.1 Acceptance of Gifts and Sponsorships | n/a |
| 7. Gift Valuation and Receipting | Now part of section 4. Policy / 4.2 Gifts and 4.4 Receipting and Acknowledgement | n/a |
| 8. Authorization | Now part of section 2. Scope and Application and 5. Roles and Responsibilities | New section 5 outlining responsibilities of the Vice-President Advancement – building on Section 8. Authorization of former policy. |
| | 6. Review | New section on timeline and responsibility for review and revisions to the Policy. |

The updated policy seeks to provide guidance to University units and set expectations of donors and sponsors with respect to the following considerations:

- Principles for accepting or declining a gift or sponsorship
- Types of gifts or sponsorships that will or will not be accepted
- Requirements for accepting gifts (such as cash gifts, gifts-in-kind, gifts of cultural property, real estate, life insurance, publicly listed and private securities, bequests, registered retirement plans and other planned gifts) or sponsorships
- Processing of gifts and sponsorships including appraisals and valuations
- Receipting and acknowledgement of gifts and sponsorships
- Recognition of donors.

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Section 2.1 (Authorization) and Section 5 (Roles and Responsibilities) of the updated policy gives responsibility for oversight of the University's gift and sponsorship acceptance process and establishment of procedures and guidelines to the Vice-President Advancement.

Guidelines and procedures will be developed to provide further guidance and direction to University units regarding how the updated policy is to be implemented in order to ensure a consistent approach across the University.

Although the policy is not subject to mandatory review or update requirements, the policy has been amended to require its review every five years at a minimum (Section 6) to ensure the University's gift and sponsorship acceptance process is effective and adheres to best practices.

The effective date of the policy, submitted for approval on November 27, is January 1, 2024, to provide time for its dissemination within the University community prior to coming into force.

The updated policy may be found at Appendix A and the current policy at Appendix B.

Appendix A



University Policy

Gift and Sponsorship Acceptance Policy

| | |
|----------------------------|--------------------------|
| Topic: | Financial and Operations |
| Approval Authority: | Board of Governors |
| Approval Date: | November 27, 2023 |
| Effective Date: | January 1, 2024 |
| Last Revised: | May 1, 2018 |

1. Purpose

1.1. Overview

- a. This Policy is intended to guide the acceptance of Gifts and Sponsorships made to the University, including how Gifts and Sponsorships are valued and receipted.
- b. The University recognizes that its ability to fulfill its Charitable Purposes requires raising Gifts and Sponsorships from a variety of sources. In accepting contributions from these sources, the University will maintain the integrity of its values and freedom of action and will not compromise its mission, vision, values, or its ability to act independently in the fulfilment of its Charitable Purposes.

1.2. Professional Standards

- a. No Gift or Sponsorship shall, in any way, compromise the University's Mission and Vision Statement, constrain academic freedom on campus as described in the University's Free Speech Statement of Policy, contravene any policy of the University, or reflect negatively on the University's public

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image.

- b. University representatives engaged in Fundraising will conduct themselves in accordance with accepted professional standards and requirements of the CRA. They will inform, serve, guide, and otherwise assist donors or sponsors who wish to support the University's activities but will not pressure or unduly persuade donors or sponsors.
- c. All University representatives engaged in Fundraising are required to declare to the Division of Advancement any potential conflict of interest, real or perceived, they may have in engaging in Fundraising activities with a specific donor or sponsor or group of donors or sponsors.

2. Scope and Application

2.1. Authorization

- a. As delegated by the President, the Vice-President Advancement, is responsible for ensuring that the University's Gift and Sponsorship acceptance process is compliant with this Policy and that the highest standards of professionalism are followed in the solicitation, review, acceptance, administration, and stewardship of Gifts and/ or Sponsorships, and in working with donors and sponsors.
- b. The Division of Advancement is the only department authorized by the University that can issue an Official Donation Receipt, following CRA guidelines.
- c. The Division of Advancement, and other units or individuals designated by the Vice-President Advancement, are responsible for the identification, cultivation, solicitation and negotiation of Gifts and Sponsorships and the creation of Gift or Sponsorship agreements with prospective donors and sponsors.
- d. The Division of Advancement must be consulted by faculty, staff, students, alumni, volunteers, and other representatives wishing to fundraise for the University prior to preliminary discussions with potential donors.
- e. The process for valuation, receipting and documentation of Gifts and Sponsorships will be determined in accordance with guidelines and procedures established from time to time by the Vice-President

Advancement.

2.2. Scope

- a. The University accepts Gifts and Sponsorships in support of its Charitable Purposes pursuant to the powers granted to it under the *York University Act, 1965*. The University has established this Policy to cover all charitable Gifts and Sponsorships received.
- b. Decisions under this Policy are independent of appointment, admission, curriculum, and other academic and business decisions.
- c. This Policy is not intended to be either comprehensive or exhaustive. In situations where the application of this Policy to a particular Gift or Sponsorship is not clear, the staff of the University may review the application of this Policy with the Division of Advancement and University legal and financial advisors where necessary.

2.3. Application

- a. This Policy applies to the solicitation and acceptance of Gifts and Sponsorships on behalf of the University, and all other Fundraising activities, and applies to every person, including students, authorized to solicit Gifts and Sponsorships on behalf of the University.
- b. Where specified, certain sections of this Policy apply only to Gifts and certain sections apply only to Sponsorships. Where not specified, the balance applies to both Gifts and Sponsorships.
- c. For greater certainty, this Policy does not apply to Advertising.
- d. In the event of a conflict between the terms of this Policy and the terms of any Gift agreement, Sponsorship agreement or other document creating a Restricted Gift or Sponsorship in effect as of the Effective Date of this Policy, the applicable terms of the Gift agreement, Sponsorship agreement or other document creating a Restricted Gift or Sponsorship shall override the corresponding terms of this Policy, provided that the balance of the Policy that is not in conflict shall continue to be in effect, where applicable.

3. Definitions

When used in this Policy, the following terms shall have the following meanings:

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Advertising: the sale or lease of advertising or signage space on University-owned property.

Board: the University's Board of Governors.

Cause-related Marketing: a Fundraising activity in which the University works with a for-profit collaborator to promote the sale of the for-profit collaborator's items or services on the basis that a portion of the revenues will go to the University.

Charitable Purposes: the objects and purposes of the University under Section 4 of the *York University Act, 1965*, as amended from time to time.

CRA: the Canada Revenue Agency.

Cultural Property: artistic, historic, or scientific objects that may fall into a number of categories as determined by the Canadian Cultural Property Export Review Board (CCPERB).

Fair Market Value: generally, the highest price expressed in dollars that a property would bring in an open and unrestricted market, between a willing buyer and a willing seller, both of whom are knowledgeable, informed, and prudent, and who are acting independently of each other.

Fundraising: solicitation of Gifts and Sponsorships from the public or private sector.

Gift: a voluntary transfer of property without valuable consideration to the donor, and includes the following:

Bequest: a provision in a will, directing a Gift of property from an estate to be donated to the University.

Cash Gift: a Gift of cash or near-cash including cheque, money order, and credit card.

Gift-in-Kind: a gift of property other than a Cash Gift. Examples of Gifts-in-Kind include capital property, including real property, depreciable property, personal-use property, a leasehold interest, a residual interest, a right of any kind, a license, securities (such as stocks), a chose in action, and the inventory of a business. A Gift-in-Kind does not include a gift of services.

Expendable Gift: a Gift to be spent in its entirety over a period of time, in accordance with an established schedule or at the University's discretion.

Endowed Gift: a Gift to be held permanently and invested to produce income to be used for the Charitable Purposes of the University as restricted by the Donor.

Restricted Gift: a Gift that a donor makes to the University for specific purposes

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consistent with the University's Charitable Purposes and which restrictions are determined to be acceptable by the University.

Unrestricted Gift: a Gift made by a donor for uses to be determined by the University consistent with its Charitable Purposes.

ITA: the *Income Tax Act* (Canada), as amended from time to time.

Official Donation Receipt: a receipt that qualifies for charitable tax credits under the ITA.

Pledge: a commitment by a donor to donate a Gift or Sponsorship according to a fixed time schedule.

Policy: this Gift and Sponsorship Acceptance Policy.

Qualified Donee: has the meaning given to such term in the ITA, namely, organizations that can (i) issue Official donation Receipts as appropriate for Gifts they receive from individuals and corporations including but not limited to a registered charity, a registered Canadian amateur athletic association, and a registered Canadian municipality; and (ii) receive gifts from registered charities.

Sponsorship: a mutually beneficial or desirable arrangement in which an external party, whether for profit or otherwise, provides cash and/or in-kind contributions of property or services to the University, and in return may receive public acknowledgement or commercial marketing and/or promotional benefits such as publicity, promotional consideration, and merchandising opportunities. Sponsorships may be provided by way of cash or in-kind contributions.

University: York University, which is a non-share capital corporation under the *York University Act, 1965*.

4. Policy

4.1. Acceptance of Gifts and Sponsorships

a. Statement of Principles of Acceptance

- i. The University welcomes Gifts and Sponsorships from individuals, organizations, corporations, foundations, and governments to help it achieve its academic mission, to enhance its programs and support its students. In considering whether to accept a Gift or Sponsorship, the University will consider the donor's or sponsor's intent and direction and whether these are consistent with University objectives and priorities. The University values and will protect its integrity, autonomy, and

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academic freedom. It will not accept Gifts or Sponsorships when a condition of such acceptance would result in an abridgement of its academic freedom or its integrity. The University will also be guided by the following non-exhaustive set of principles:

- a) it must be consistent with the University's Charitable Purposes, academic vision, freedom, mission and core values;
 - b) it must not present a risk to the University or to its reputation;
 - c) it must be reasonable for the University to administer or manage;
 - d) it must not put the University in a conflict of interest;
 - e) it must not have come from illegal activities;
 - f) it cannot have terms that may require the University to violate the Ontario Human Rights Code;
 - g) it cannot give the donor or the donor's representatives the right to designate a specific or intended person to be the recipient of a donation including an award, lectureship, professorship, chair, or other honourific;
 - h) it must not inhibit the University from seeking Gifts or Sponsorships from other donors or sponsors or potential donors or sponsors, unless agreed upon by the donor or sponsor and the University; and
 - i) it must be designed and administered in a manner consistent with legal and accounting requirements.
- ii. Acceptance of Gifts and Sponsorships will be done in a manner that respects the responsibility of the Board of Governors for the financial affairs of the University and the responsibility of Senate for academic policy matters including establishing academic programs and awarding scholarships. A Gift or Sponsorship may be subject to review by the Board, Senate or designate, President and/or the Vice-President Advancement or designate prior to acceptance.
- b. **Determination of Costs of the University**

Proposed Gifts and Sponsorships will be evaluated to determine whether the costs to the University associated with receiving or managing the Gift or Sponsorship can be accommodated prudently.
 - c. **Pass Through or Directed Gifts**

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- i. The University does not accept Gifts where the Gift is expressly or implicitly conditional on the University making a gift to another person, club, society, association or organization other than a Qualified Donee.
 - ii. A donor may not direct that funds be given to specific individuals who are not Qualified Donees, except when the University's mandate specifically contemplates the type of Fundraising that would benefit those individuals.
 - iii. The University will not accept Gifts where a donor wishes to direct the funds to a specified person or family member.
- d. **Pledges**
- i. All Pledges of Gifts or Sponsorship must have written documentation that contains the following:
 - a) a clearly specified amount of the Pledge; or a clearly specified identification of the property Pledged;
 - b) a clearly defined payment/donation schedule; and
 - c) there must be no contingencies or conditions for fulfilment of the Pledge.
 - ii. The University may require documentation from the donor or sponsor evidencing that the donor or sponsor intends to fulfill the Pledge.
 - iii. A Pledge by a donor to donate a Gift is not in itself a Gift until the Pledged property is received by the University. Only fulfilled instalment payment of Pledges of Gifts may be receipted by the University. Unfulfilled instalment Pledge payments do not qualify for an Official Donation Receipt.
 - iv. If, for any reason, a Pledge of a Gift is not completely realized and it is not possible to come to a new arrangement with the donor, the Division of Advancement must be consulted. The Division of Advancement will notify donors concerning any unfulfilled payments/Pledges of Gifts, where possible. The University will have the authority to redirect any partial funds received towards such other purposes as are, in the University's discretion, consistent with the original purpose of the Pledge.
- e. **Anti-Money Laundering and Anti-Terrorism Issues**
- The University does not accept Gifts or Sponsorships from donors or sponsors who are involved or appear to be involved in terrorist activities,

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terrorist groups, or financing or facilitating terrorist activities or terrorist groups. All donors, sponsors, Gifts and Sponsorships shall be subject to review under the University's applicable policies, procedures, or guidelines in place, as they exist from time to time.

f. **Confidentiality**

The University will keep all information, data, or other communications with donors and sponsors strictly confidential in accordance with its privacy policy in place from time to time. The University reserves the right to disclose such information where it is required to do so by law.

g. **No Persuasion or Pressure**

The University does not permit any employee, volunteer, or person representing the University to use pressure on a donor or sponsor in securing any Gift or Sponsorship. The University honours donors' and prospective donors' or sponsors' requests to limit the frequency of solicitations, not be solicited by telephone or other technology, and receive printed material concerning the University.

h. **No Advice to Donors or Sponsors**

The University does not provide any legal, accounting, tax, or financial advice to donors or sponsors. Donors and sponsors are encouraged to seek independent legal, accounting, tax, or financial advice and are responsible for all costs incurred in relation to obtaining such advice.

i. **Legal Advice to the University**

The University reserves the right to seek legal advice in relation to the negotiation, acceptance, receipting, and management of Gifts or Sponsorships where necessary.

j. **No Compensation**

The University does not, directly or indirectly, pay finder's fees, commissions, or percentage compensation based on contributions.

k. **Decolonization, Equity, Diversity and Inclusion (DEDI)**

The University will raise funds in accordance with its [DEDI strategy](#), which upholds the fundamental belief that everyone should be treated fairly and equitably, with respect and dignity.

l. Use of Name, Logo and Emblems

Any use of the University's name, logo and emblems by donors or sponsors will require prior written approval of the University.

4.2. Gifts

a. Compliance with Governing Principles

Before accepting a Gift, the University may undertake such due diligence steps as it determines necessary, in keeping with the principles outlined in Section 4.1(a)(i) of this Policy.

b. Unrestricted Gifts

A Gift that is not subject to donor restrictions will be held by the University to be applied towards the Charitable Purposes of the University in the sole discretion of the University.

c. Gifts Subject to Donor Restrictions

- i. Restricted Gifts - All restrictions that a donor desires to be imposed on a Restricted Gift must be set out in a Gift agreement where applicable and approved by the University. A donor can choose to make their donation by way of an Expendable Gift or Endowed Gift; provided that for the establishment of a new Endowed Gift, the donation must meet the University's minimum threshold amount for an endowment, as set by the University from time to time, based on market conditions.
- ii. Donor-Advised Funds - A donor who wishes to provide non-binding advice to the University with respect to a Gift will be required to establish the Gift as a donor-advised fund and to enter into a Gift agreement with the University to set out the terms of the Gift and how advice may be provided to the University by the donor from time to time.
- iii. Fund Name - Funds may be "named" by the donor, provided that the name is acceptable to the University. Such naming shall be subject to the applicable University recognition policy in place from time to time.
- iv. Anonymous Donors - The University will respect and observe the wish of a donor to remain anonymous with respect to Gifts made to the University. The University reserves the right to disclose the identity of the donor and the type and value of the Gift where it is required to do so by law.

d. **Where Gift Agreement Required**

In accordance with applicable University policies, procedures, or guidelines as they exist from time to time, the University will request donors to enter into Gift agreements with the University to evidence the Gift and set out the terms of any restrictions on the Gift. Gift agreements will typically be required with respect to Restricted Gifts, Endowed Gifts, large Gifts and Gifts of real estate.

e. **Execution of Gift Agreements**

All Gift agreements must receive the appropriate internal approvals and shall be signed according to the University's Signing Authority Register, unless otherwise directed in accordance with the [Policy on Signing Authority](#).

f. **Cash**

The following terms apply to acceptance of Cash Gifts:

- i. A Gift by credit card is considered to have been made on the date the donor authorized the charge to the credit card.
- ii. Gifts received after the end of the year may not be added to the previous year's donations unless the Gift was postmarked in the previous year.

g. **Gifts-in-Kind**

The following terms apply to acceptance of Gifts-in-Kind, as applicable:

- i. The University accepts, at its discretion, Gifts-in-Kind that are in reasonable condition and meet other criteria set out in this Policy. The University reserves the right to display or store the gifted property, use the property for Fundraising purposes, or sell it and apply the proceeds towards the Charitable Purposes of the University.
- ii. Costs such as legal fees and appraisals will be the responsibility of the donor, unless otherwise agreed to by the University.
- iii. The acceptance of works of art is governed by the University's Art Acquisition Guidelines, as it exists from time to time.

h. **Gifts of Cultural Property**

York University may accept gifts of Cultural Property and shall follow the procedures for application, valuation and receipting as prescribed by Heritage Canada, the CCPERB and CRA as they may exist from time to

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time.

i. **Real Estate**

The following terms apply to acceptance of Gifts of real estate:

- i. All Gifts of real estate shall be evaluated in light of the need for an environmental audit whose cost shall be borne by the donor.
- ii. All Gifts of real estate shall require independent appraisal.
- iii. The University reserves the right to inspect the property from time to time to assure that its interest is properly safeguarded and will be allowed access to the property upon reasonable notice when requested.
- iv. Costs such as title searches, legal fees, appraisals, and real estate fees will be the responsibility of the donor, unless otherwise agreed to by the University.
- v. The University reserves the right to retain the property or sell it and apply the proceeds towards the Charitable Purpose of the University.
- vi. The Division of Advancement must be consulted prior to the acceptance of any Gifts of real estate.

j. **Life Insurance**

The following terms apply to acceptance of Gifts of life insurance:

- i. When a life insurance policy on which premiums remain to be paid is irrevocably assigned to the University, the acceptance of the assigned policy shall be conditional upon the University not having any liability to the insurance company or to the donor with respect to the payment of future premiums, unless otherwise agreed to by the University in advance. The University shall require assurance from the donor that the donor will continue to make donations towards paying future premiums, unless otherwise agreed to by the University in advance.
- ii. The University will only accept Gifts of whole life insurance policies or term to 100 life insurance policies.
- iii. The Division of Advancement must be consulted prior to the acceptance of any Gifts of life insurance.

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k. **Publicly Listed Securities**

The following terms apply to acceptance of Gifts of publicly listed securities:

- i. Donors shall bear transfer costs when transferring securities to the University. A Gift of publicly listed securities must be received by the University no later than ten (10) business days before the end of the calendar year to be eligible for an Official Donation Receipt within that calendar year.
- ii. The Division of Advancement must be consulted prior to the acceptance of any Gifts of publicly listed securities.

l. **Private Securities**

The following terms apply to acceptance of Gifts of private securities:

- i. Donors may give shares of closely held corporate securities to the University in the same manner as publicly traded securities, subject to the following:
 - a) The University assumes no liability in accepting these Gifts;
 - b) The Fair Market Value of the Gifts must be able to be easily determined by an independent appraisal carried out in accordance with this Policy;
 - c) The Gifts must not be subject to a volatile market;
 - d) The Gifts must be readily converted into cash within a reasonable period of time after having received them and there is no agreement or other obligation in place that may prevent the University from doing so; and
 - e) The donor deals at arm's length with both the University and any of the members of the University's Board of Governors.
- ii. Donors shall bear the transfer costs when transferring closely held securities to the University.
- iii. The University does not accept Gifts of "non-qualifying securities" (i.e., private company shares of a donor who controls the company and Gifts of debts in respect of a donor's corporation) where the donor does not deal at arm's length with the University or with each director of the University.
- iv. The University does not accept Gifts of business interests such as

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partnership interests or units in a limited partnership.

- v. The Division of Advancement must be consulted prior to the acceptance of any Gifts of private securities.

m. **Bequests**

The following terms apply to acceptance of Bequests:

- i. Sample Bequest language will be made available to donors and their lawyers to ensure that the Bequest is appropriately documented in the donor's will.
- ii. The University does not provide any legal, accounting, tax, or financial advice to donors in the preparation of their will or become involved in the execution or witnessing of a will in which the University is named as beneficiary. Neither University staff nor the University may be named as executor in a donor's estate. The University recommends that donors consult legal and tax professional advisors before completing a will.
- iii. Donors are invited and encouraged to provide information to the University about their Bequest and, if they so choose, to send to the University a copy of the relevant section of their will. The University encourages donors to disclose their Bequest intentions to the University ahead of time in writing to ensure that the University can carry out their wishes and that the intended Gifts conform to the principles stated in this Policy.
- iv. The University may decline the Bequest if, in the discretion of the University, the legal, accounting, or other professional fees associated with administration of the estate exceeds the amount of Bequest. The University may also decline a Bequest involving an estate that has not been properly administered, and its trustees not having received appropriate compensation.
- v. If there is a Gift from the estate of a deceased donor that does not meet the principles of this Policy, that decision will be communicated to the legal representative of the estate. Attempts will be made to achieve mutually acceptable terms for the use of the Gift by the University where possible.
- vi. Any legal, accounting, or other professional fees borne by the University in receiving the Bequest from the estate of the donor will be deducted from the Gift received.

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- vii. The Division of Advancement must be consulted prior to the acceptance of any Bequests and during the post-death administration of any Bequests.

- n. **Registered Retirement Plans**

The University accepts donations of registered retirement plans, subject to the following terms:

- i. An Official Donation Receipt based on the value of the registered retirement savings plan (RRSP) or registered retirement income fund (RRIF) on the day the transfer will be issued. Should there be tax withheld by the financial institution holding the RRIF or RRSP, an Official Donation Receipt may be issued for the net amount of the donation made to the University.
- ii. RRIFs or RRSPs cannot be transferred to a registered charity during the lifetime of the donor and be eligible for Official Donation Receipts.
- iii. The Division of Advancement must be consulted prior to the acceptance of any Gifts of registered retirement plans.

- o. **Other Planned Gifts**

The University accepts Gifts through other planned gift vehicles such as charitable gift annuities, charitable remainder trusts and gifts of residual interest.

The following terms apply to acceptance of such planned gifts:

- i. It is not the practice of the University to manage charitable gift annuities, but rather to purchase reinsured gift annuities from life insurance companies.
- ii. The University will not serve as trustee of charitable remainder trusts.
- iii. The Division of Advancement must be consulted prior to the acceptance of any planned gifts.

- p. **Gifts from other Qualified Donees**

Before any Gifts are accepted from other Qualified Donees, the donor charity will be required to advise the University whether the Gift is a Restricted Gift, and if so, to provide the University with full particulars of the restrictions. A Gift agreement may need to be entered into with the donor charity.

4.3. Sponsorships

a. **Compliance with Governing Principles**

Before accepting a Sponsorship, the University may undertake such due diligence steps as it determines necessary, in keeping with the principles outlined in Section 4.1(a)(i) of this Policy.

b. **Where Sponsorship Agreements Required**

All Sponsorships shall be documented in writing. In general, Sponsorship over \$10,000 will require sponsors to enter into Sponsorship agreements with the University to evidence the Sponsorship and set out the terms of any restrictions on the Sponsorship. Sponsorships under \$10,000 will be documented in a letter or invoice with terms and benefits clearly defined.

All Sponsorship agreements must be arranged for a fixed term. All Sponsorship agreements shall be consistent with the size, complexity, and scope of the Sponsorship.

c. **Execution of Sponsorship Agreements**

Unless otherwise set out in the University's Signing Authority Register or as directed by the Board, all Sponsorship agreements shall be signed by the Vice-President Advancement of the University and respective Faculty or Department representative, as appropriate, on behalf of the University.

d. **Business Expense Deduction**

The University does not provide any legal, accounting, tax, or financial advice to sponsors with respect to the deductibility of a Sponsorship as a business expense. Sponsors are advised to seek their own independent legal, accounting, tax, or financial advice.

e. **Sponsorship Criteria and Restrictions**

- i. Unrestricted Sponsorship - A Sponsorship that is not subject to sponsor restrictions will be held by the University to be applied towards the corporate objects of the University at the sole discretion of the University.
- ii. Restrictions in Writing - All restrictions that a sponsor desires to be imposed on a Sponsorship must be set out in writing and approved by the University before the Sponsorship is accepted.
- iii. No Personal Benefit - The Sponsorship must not confer a personal benefit, directly or indirectly, to any particular University employee or

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official.

- iv. The University's Obligations - The Sponsorship must not create an ongoing financial obligation for the University beyond the term set out in the Sponsorship agreement or otherwise as agreed to in writing by the University. The Sponsorship must not interfere with existing contractual obligations of the University.
- v. Benefits to the Sponsors - Benefits to the sponsors are limited to those expressly stated in the Sponsorship agreement or otherwise as agreed to in writing by the University. Benefits to the sponsor are to be commensurate with the size and scope of the Sponsorship. The Sponsorship must not result in, or be perceived to result in any competitive advantage, benefit, or preferential treatment for the sponsor outside of the Sponsorship agreement.
- vi. Comply with Law - Sponsorships shall conform to all applicable federal and provincial statutes, and to all applicable University by-laws, policies, and practices.
- vii. Sponsored Property - The Sponsorship must not unduly detract from the character, integrity, aesthetic quality, or safety of the sponsored property or unreasonably interfere with its enjoyment or use.
- viii. No Endorsement - The University does not endorse or sanction the products, services, or ideas of any sponsor. There shall be no actual or implied obligation to purchase the product or services of the sponsor. Sponsors may not imply that their products, services, or ideas are endorsed or sanctioned by the University.
- ix. No Access to Personal Information - Sponsors may not have access to personal information about an identifiable individual held by the University.
- x. Naming - Naming of a program/event, physical space, etc. may be associated with Sponsorships, provided that the name is acceptable to the University. Such naming shall be subject to naming requirements set out in this Policy or the applicable University recognition policy.

4.4. Receipting and Acknowledgment

a. Issuance and Management of Charitable Receipting

Only the Division of Advancement is authorized to issue Official Donation Receipts. Management of Official Donation Receipting rests with the Gift Processing team within the Advancement Services and Operations unit of the Division of Advancement.

Official Donation Receipts shall be issued and managed by the University in accordance with the requirements of the ITA and the CRA, as well as any applicable University policies, procedures, or guidelines, as they exist from time to time.

b. Inquiry

The University reserves the right to inquire of its donors concerning circumstances surrounding the Gifts that may be relevant for the purpose of the issuance of Official Donation Receipts and in determining the correct eligible amount for the Gift.

c. Cash Gifts

Official Donation Receipts will be issued for Cash Gifts based on the amount received. Year-end Cash Gifts will qualify for receipts in the year in which they are post marked.

d. Gifts-in-Kind: Fair Market Value

- i. An Official Donation Receipt will be issued for the eligible amount of the Gift-in-Kind on the date of donation based on the Fair Market Value of the property. The Fair Market Value of a Gift-in-Kind as of the date of the donation must be determined before an amount can be recorded on an Official Donation Receipt. If the Fair Market Value of an item cannot be reasonably determined, an Official Donation Receipt will not be issued. In some circumstances, Fair Market Value will be “deemed” in accordance with the ITA.
- ii. Where the Fair Market Value of a gifted/sponsored property (e.g., Gifts-in-Kind) must be determined, generally an independent third-party appraiser will be engaged. A staff member of the University may be engaged to conduct the appraisal in certain circumstances.
- iii. The appraiser will be required to provide an appraisal report to the University. A conditions report may also be required where the Gift is a

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work of art of Canadian Cultural Property. The report must include an estimate of the Fair Market Value of the property as of the date of donation.

- iv. All appraisals (and conditions reports for CCPERB) shall be at the cost of the donor or sponsor, unless otherwise agreed to by the University. The University reserves the right to obtain, at its expense, its own appraisal in addition to the donor's or sponsor's appraisal.

- e. **Split-Receipting Rules**

The University is required to comply with applicable requirements under the ITA and the [administrative requirements of the CRA](#) in relation to split-receipting in issuing Official Donation Receipts to donors. Non-compliance with these requirements may jeopardize the University's charitable status.

- f. **Minimum Amount**

An Official Donation Receipt will only be issued where the eligible amount of the Gift exceeds twenty dollars (\$20.00).

- g. **No Official Donation Receipt to Qualified Donees**

Official Donation Receipts will not be issued for Gifts received from other Qualified Donees, e.g., charitable foundations that are Qualified Donees. However, the Gift may be acknowledged by way of a letter or written acknowledgement that states that it is not an Official Donation Receipt for income tax purposes.

- h. **Donations for Research**

Depending on the circumstances surrounding the donation, a donation for research purposes may take the form of a Gift. An Official Donation Receipt may be issued to a donor if the donation meets the criteria of the ITA and CRA. Where the donation is not eligible for an Official Donation Receipt, the donation may be acknowledged by way of a letter or written acknowledgement that states that it is not an Official Donation Receipt for income tax purposes.

- i. **Donations of Services, Space rentals, and Loans**

Gifts of services, as well as space rentals, and loans do not qualify for an Official Donation Receipt. However, an Official Donation Receipt can be issued for Gifts of services under certain conditions as permitted by the

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CRA. The Division of Advancement must be consulted for all space rentals, loans and for Gifts of services.

j. **Publicly-listed securities**

Official Donation Receipts will be issued for Gifts of publicly traded securities for the eligible amount of the Gift based on the Fair Market Value of the securities, in accordance with the requirements of the ITA and the CRA.

It is the University's general practice to sell securities immediately upon receipt. The University reserves the right, on a case-by-case basis, to sell securities over a period of days, weeks, or months when it is determined that the regular trading volume is not sufficient to absorb the securities without significantly and adversely affecting their value.

The University also reserves the right to refuse to accept a gift of securities that has negligible value in normal and active market trading.

k. **Planned Gifts**

Gifts such as life insurance policies, gifts of residual interests, charitable remainder trusts, charitable gift annuities, gifts of retirement benefits, and other planned gift vehicles will be valued and receipted using the formulas employed by recognized bodies such as the Canadian Association of Gift Planners and approved by CRA as they may from time to time change and in accordance with any requirements of the ITA and the CRA.

l. **Anonymous Gifts**

The University may issue Official Donation Receipts for anonymous Gifts if the donor establishes an agency or trust agreement to make the anonymous Gift to the University.

m. **Sponsorship**

Sponsorship constitutes an advantage to the sponsor. Consequently, a Sponsorship is not a Gift and does not qualify for an Official Donation Receipt.

n. **Part Gift and Part Sponsorship**

Where a contribution consists partly of a Gift and partly of a Sponsorship, the portion of the contribution that constitutes a Sponsorship will not be eligible for an Official Donation Receipt. The portion of the contribution

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that constitutes a Gift will be treated as a Gift, and an Official Donation Receipt may be issued for such portion in accordance with ITA and CRA criteria. In practice, it is difficult to calculate the value of the advantage for Sponsorship. If the value cannot be calculated, the University cannot determine the eligible amount of the Gift, and accordingly cannot issue the business an Official Donation Receipt for a contribution that consists partly of a Gift and partly of a Sponsorship.

o. Gift/Sponsorship Acknowledgements

The University will provide an acknowledgement letter for all Gifts and Sponsorships made to and accepted by the University. Where appropriate, Gift acknowledgements may be accompanied by an Official Donation Receipt.

4.5. Declining and Returning Gifts / Sponsorship

a. Declining Gifts or Sponsorship

The University reserves the right to decline a Gift or Sponsorship, as applicable, in any circumstance.

b. Returning a Gift or Sponsorship

In general, once a Gift has been received by the University, the property becomes the University's asset and cannot be returned to the donor. Unspent or uncommitted Sponsorship funds can be returned to the sponsor in accordance with the terms of the Sponsorship agreement.

4.6. Cause-Related Marketing

a. Principles for Entering into Cause-related Marketing Arrangements

- i. All Cause-related Marketing arrangements will require review and approval by the Vice-President Advancement or designate prior to acceptance and will require a written agreement.
- ii. The University will not issue an Official Donation Receipt for a donation made as a result of Cause-related Marketing if the value of the advantage the for-profit partner receives is more than 80% of the amount Gifted to the University, or if the value of any advantage the donor received as a result of the Cause-related Marketing cannot be calculated.

4.7. Donor Recognition

a. General

The University has a donor-centered approach to its Fundraising programs. It is the University's policy to provide appropriate public recognition for all Gifts and Sponsorships contributed to the University where appropriate.

b. Recognition Principles

- i. Recognition is based on Gift and Sponsorship levels set by the Division of Advancement. Specific recognition requirements requested by a donor or sponsor will be assessed on an individual basis and will be subject to the CRA requirements and the University recognition policy as it exists from time to time.
- ii. Public recognition in printed materials or in public space outside of the University will be mutually agreed upon between the donor or sponsor and the University.
- iii. In all matters involving recognition, the interest and integrity of the University must take priority. The University reserves the right to revoke any recognition or naming rights if, in the reasonable opinion of the University, the recognition or naming right may cause prejudice, impair the image or reputation of the University or embarrassment to the University or as otherwise provided in the University recognition policy as it exists from time to time.

c. Naming Principles

The University welcomes the opportunity to honour those who have rendered outstanding service to the University or to honour individuals who have made generous Gifts to the University through naming in accordance with the applicable University policies, subject to donor anonymity requests as set out in Section 4.2(c)(iv) of this Policy. Where applicable, such naming may be addressed in the Gift or Sponsorship agreement provided that it shall be subject to the applicable University policies in place from time to time.

4.8. Investments and Disbursement

a. Investment

The investment and management of each fund and its income from time to time, if any, will be in accordance with the University's applicable policies, procedures and/or guidelines, as they exist from time to time.

5. Roles and Responsibilities

The **Vice-President Advancement** is responsible for:

- a. the implementation of this Policy and may establish procedures, and guidelines pursuant hereto from time-to-time regarding accepting or declining a gift or sponsorships, receipting and acknowledgement of gifts and sponsorships, recognition of donors, conflicts of interest, and any other matters set out in this Policy;
- b. ensuring that the University's gift and sponsorship acceptance process is compliant with this Policy and that the highest standards of professionalism are followed in the solicitation, review, acceptance, administration, and stewardship of gifts and/or sponsorships, and in working with donors and sponsors;
- c. issuing Official Donation Receipts, in accordance with the requirements of the ITA and the CRA, as well as any applicable University policies, procedures or guidelines, as they exist from time to time;
- d. advice on the application of this Policy to a particular Gift or Sponsorship, in consultation with University legal and financial advisors where necessary;
- e. the identification, cultivation, solicitation and negotiation of Gifts and Sponsorships and the creation of Gift or Sponsorship agreements with prospective donors and sponsors;
- f. advising faculty, staff, students, alumni, volunteers, and other representatives wishing to fundraise for the University prior to preliminary discussions with potential donors;
- g. receiving declarations from all University representatives engaged in Fundraising of any potential conflict of interest, real or perceived, they may have in engaging in Fundraising activities with a specific donor or sponsor or group of donors or sponsors;
- h. advice on the acceptance of any Gifts of Cultural Property, real estate, life

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insurance, bequests, publicly listed securities, private securities, and registered retirement plans, space rentals, loans and other gifts of services;

- i. advice on Pledges of a Gift when it is not possible to come to a new arrangement with the donor, and notifying donors concerning any unfulfilled payments/Pledges of Gifts;
- j. setting of Gift and Sponsorship levels and advising on recognition requirements requested by a donor or sponsor, advising on Gifts and Sponsorships, and approval of all Gift and Sponsorship agreements unless otherwise set out in the University’s Signing Authority Register or as directed by the Board; and
- k. advice and approval of all Cause-related Marketing arrangements prior to acceptance.

6. Review

The Vice-President Advancement is responsible for the review of this policy every five years at a minimum.

| | |
|---|---|
| Legislative history: | Approved by the Board of Governors: 1995/06/26; Date Effective: 1995/06/26, Amended: 2006/12/04, Amended: 2018/05/01 |
| Date of next review: | |
| Policies superseded by this policy: | |
| Related policies, procedures and guidelines: | Establishment and Designation of Research and Teaching Chairs, Professorships and Distinguished Fellowships (Policy) Externally Funded Regular Named Chairs Policy on Signing Authority Recognition: Naming of University Buildings, Facilities and Space (Policy) |

Appendix B

Acceptance of Gifts Policy

Legislative History:

Approved by the Board of Governors: 1995/06/26; Date Effective: 1995/06/26,
Amended: 2006/12/04, Amended: 2018/05/01

Approval Authority: Board of Governors

1. Purpose and Summary

This policy is intended to guide the acceptance of gifts made to York University including how gifts are valued and receipted.

2. Scope

This policy applies to all persons, including students, involved in any aspect of fundraising on behalf of York University. It applies to all gifts from donors.

3. Definitions

Gift: a gift of money or other property irrevocably given to the University without any expectation of advantage to the donor or any third party designated by the donor.

Expendable Gift: a gift which will be spent in its entirety over a period of time, in accordance with an established schedule or at the University's discretion.

Endowed Gift: a gift to be invested permanently to produce an income either for the general benefit of the University or for a specific purpose. Only income generated from the gift is spent, not the original funds provided by the donor.

Restricted Gift: a gift for which the donor has identified a specific purpose for its use.

Unrestricted Gift: a gift for which the donor intends the University to decide how to use the funds.

4. Principles

York University welcomes gifts from individuals, organizations, corporations, foundations and governments to help us achieve our academic mission, to enhance our programs and support our students.

The University values and will protect its integrity, autonomy and academic freedom. It will not accept gifts when a condition of such acceptance would result in an abridgement of its academic freedom or its integrity.

Acceptance of gifts will be done in a manner that respects the responsibility of the Board of Governors for the financial affairs of the University and the responsibility of Senate for academic policy matters including establishing academic programs and awarding scholarships.

5. Gift Acceptance

The University may receive the following types of gifts consistent with requirements of the Canada Revenue Agency and the laws of the Province of Ontario:

- a. Cash and cash equivalents
- b. Personal or real property
- c. Bequests
- d. Publicly traded securities
- e. Gifts-in-kind
- f. Gifts of life insurance
- g. Charitable gift annuities
- h. Charitable trusts
- i. Gifts of residual interest

The University may accept or decline to accept any gift or donation and will make its decision to do so on the basis of what is in the best interest of the University in the circumstances.

Unless subject to an agreement to use the gift for a specific purpose (i.e. restricted), gifts are received unconditionally and may be used for such purposes as the University determines are most appropriate (i.e. unrestricted).

It is not the practice of the University to manage gift annuities, but rather to purchase reinsured gift annuities from life insurance companies.

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The University will not serve as a trustee of charitable remainder trusts.

All financial assets held by the University are invested in accordance with policies established and approved by the Board.

All donors may choose to have their gift fully expended or, if the gift is \$25,000 or more, to have it endowed. All donors may direct their gift to a specific faculty/department or approved project.

Ownership of all gifts vests in York University whether or not they are for the benefit of the University generally or for some specific purpose in it.

In appropriate circumstances, the University may involve a donor in providing advice on the program or project being funded where such involvement is consistent with the principles identified in section 4 of this policy.

6. Relationship With Donors

All University representatives engaged in fundraising will conduct themselves in accordance with accepted professional standards. They will inform, serve, guide and otherwise assist donors who wish to support York's activities but will not pressure or unduly persuade donors.

All University representatives are required to declare any potential conflict of interest, real or perceived, they may have in engaging in fundraising activities with a specific donor or group of donors. The Vice-President, Advancement or delegate will consider the potential conflict of interest and determine what action, if any, should be taken.

The University does not provide any legal, accounting, tax or financial advice to donors with respect to gifts to the University. Donors are encouraged to seek independent legal, accounting, tax or financial advice from professionals and are responsible for all costs incurred in relation to obtaining such advice.

7. Gift Valuation and Receipting

In all cases, the University will value and receipt gifts in a fair and equitable manner and based on Canada Revenue Agency guidelines.

Cash Gifts

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Receipts will be issued for gifts of cash based on the amount received. Year-end gifts will qualify for current tax year receipts if they are post marked in the current year or officially received at York in the current year.

Gifts of Publicly Traded Securities

Receipts for gifts of publicly traded securities which are electronically transferred from a donor's broker to the University's broker will be issued based on the closing value of the security on the day it is received in the University's brokerage account.

Under exceptional circumstances, such as a gift of illiquid securities, the University reserves the right to assess the fair market value of the securities and issue a receipt that best reflects the true value of the securities under normal and active market trading, as provided for by Canada Revenue Agency guidelines.

It is the University's general practice to sell securities immediately upon receipt. The University reserves the right, on a case by case basis, to sell securities over a period of days, weeks or months when it is determined that the regular trading volume is not sufficient to absorb the securities without significantly and adversely affecting their value.

The University also reserves the right to refuse to accept a gift of securities that has negligible value in normal and active market trading.

Gifts-in-Kind

Non-cash gifts will be valued and receipted based on appraisals obtained by the donor and the University. It is the University's practice to have the donor pay for appraisals. The University reserves the right to obtain, at its expense, its own appraisal in addition to the donor's appraisal.

For gifts-in-kind or gifts-in-purchase-discount of a company's products or services, it is the University's practice to value such gifts based on the difference between the actual amount paid (if any) and the lower of the public sector discounted price and retail price.

Corporate Sponsorships

Receipts for cash sponsorships will be issued based on the amount received. For sponsorships of products and services and other in-kind support, valuation will be in

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accordance with the “Gifts-in-Kind” section of this policy. The University issues business receipts, not official charitable tax receipts, for corporate sponsorships.

Gifts of Cultural Property

York University will accept gifts of cultural property and shall follow the procedures for application, valuation and receipting as prescribed by Heritage Canada, the Canadian Cultural Property Export Review Board and Canada Revenue Agency as they may from time to time change.

Planned Gifts

Gifts such as life insurance policies, gifts of residual interests, charitable remainder trusts, charitable gift annuities, gifts of retirement benefits, and other planned gift vehicles will be valued and receipted using the formulas employed by recognized bodies such as the Canadian Association of Gift Planners and approved by Canada Revenue Agency as they may from time to time change.

8. Authorization

As delegated by the President, the Vice-President (Advancement) is responsible for ensuring that York University’s gift acceptance process is compliant with this policy and that the highest standards of professionalism are followed in the solicitation of gifts and in working with donors. The Vice-President (Advancement) may authorize staff within the Office of the Vice-President (Advancement) or in other areas of the university to negotiate gifts and prepare gift agreements with prospective donors.

All gift agreements must receive the appropriate internal approvals, consistent with the York University Signing Authority Register. The Vice-President (Advancement) will be responsible for ensuring the proper approval and execution of each gift agreement is completed and will attest to this by signing every gift agreement.

Only the Office of the Vice-President (Advancement) is authorized to issue charitable receipts and will do so in accordance with the requirements of the Canada Revenue Agency.

The Vice-President (Advancement) or his/her designate will develop guidelines for documentation of gifts and their designation to ensure that the donor’s wishes are articulated and met.

FINANCE AND AUDIT COMMITTEE

Report to the Board of Governors

at its meeting of November 27, 2023

The Finance and Audit Committee met on November 13, 2023 and makes this report to the Board for information.

1. External Audit Plan

The Committee received an overview of the proposed External Audit Plan prepared by the University's external auditor, Ernst & Young (EY). The audit approach will be consistent with prior years. Areas of audit emphasis include: revenue recognition; risk of management override of controls; pension and other retirement and post-employment benefits; significant contracts and agreements; and legal matters.

2. Budget Update

The Committee received an update to the budget for 2023-24 through 2025-26 from Provost & Vice President Academic Lisa Philipps and Vice President Finance and Administration, Carol McAulay. Provost Philipps outlined developments and challenges in postsecondary education impacting the financial sustainability of the sector including limited funding in operating grants, tuition cuts and the tuition freeze for the past four years, the impact of Bill 124 and wage reopeners.

The sector is experiencing increased competition in international student recruitment and this has impacted York's enrolment targets. This has been compounded by delays in visa application processing. Though York is on target to exceed its domestic enrolment target for FY2023-24, the projected international enrolment shortfall exceeds the budgeted enrolment contingency and increases the projected deficit for 2023/24.

Vice President McAulay spoke to the implications of lower enrolment as well as the potential effects of a wage reopener, tuition increment assumptions and cost containment measures. In response to the budget challenges, York continues to work on strengthening enrolment, identifying, and implementing new revenue opportunities and gaining cost efficiencies to achieve both a balanced budget and its long-term strategic goals.

The Committee also noted the ongoing uncertainties in the sector including the results of the Blue-Ribbon Panel, Bill 124, the School of Medicine, current domestic and

international political environment, and the impact of the artificial intelligence and automation.

3. Second Quarter Operating Results

The Committee received for information the Q2 Operating Results which noted that:

- Actual expenditures for the first six months of 2023/24 were 48% of the 2023/24 budget with major expense items in line with the Budget, and
- Compensating for the shortfall in student fee revenue are better than expected investment income and better net revenue in both School of Continuing Studies and Ancillary operations.

4. Report of the Internal Auditor

The Committee received a comprehensive Internal Audit Status report covering the period September 1, 2023 – October 31, 2023. During the period, the department undertook eight audit engagements, of which two have been completed, and work continued with the development and implementation of the Enterprise Risk Management Initiative.

5. Others

The Committee received the Annual Update on Conflict of Interest in Procurement, the Annual Report on Insurance and Risk Management, the summary of Insurance Coverage Applicable to the Board of Governors, a Banking Resolution Update, and the report of the Subcommittee on Digital Transformation (SDT) information report as consent items.

Bobbi-Jean White
Chair

Board of Governors

Memorandum

To: Board of Governors

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

Date: 27 November 2023

Subject: Meal Plan Rates

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the 2024-25 mandatory Meal Plan rates listed below.

| Mandatory Meal Plans – Proposed Rate Changes | 2023/2024 | 2024/2025 | Increase |
|--|-----------------|-----------------|--------------|
| Bronze: increase of 8% | \$ 4,500 | \$ 4,850 | \$350 |
| Silver: increase of 8% | \$ 5,000 | \$ 5,400 | \$400 |
| Gold: increase of 8% | \$ 5,500 | \$ 5,950 | \$450 |
| Platinum: increase of 8% | \$ 6,000 | \$ 6,500 | \$500 |
| Convenience: increase of 8% (optional plan for students living in suite-style accommodations) | \$ 3,000 | \$ 3,250 | \$250 |

Background and Rationale:

Undergraduate students residing in traditional dormitory-style rooms are obligated to purchase a meal plan, and these plans are exempt from the Harmonized Sales Tax (HST). Conversely, students living in suite-style accommodations with kitchens, those

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in the York Apartments, or those living off-campus have the option to purchase a meal plan voluntarily, thus benefiting from the tax exemptions associated with these plans.

To ensure that students can benefit from the HST exemption when purchasing meals, both the University and its affiliated food service providers must adhere to the pertinent regulations outlined in the Excise Tax Act and associated guidelines issued by the Canada Revenue Agency. These regulations specify the minimum pricing of meal plans, eligible purchases, and other stipulations.

York University operates a "declining balance" meal plan, wherein funds are loaded onto a student's YU-card into designated accounts. As students make food purchases at dining establishments, the retail cost of the meal is subtracted from these accounts. It's worth noting that declining balance meal plans are offered at various universities in Ontario, whereas some institutions provide "board" plans that offer unlimited access to dining halls for a single, all-inclusive price.

Meal plan programs serve multiple purposes. They not only help students allocate a reasonable budget for food expenses throughout the academic year but also contribute to fostering a sense of community within the residence life and support the infrastructure of the university's food services. While it is common at other institutions to restrict meal plan usage to specific cafeterias, York University has, up to this point, allowed meal plans to be widely accepted at eateries across the Keele and Glendon campuses.

The meal plan prices at York University remain among the most affordable in the province (please refer to Appendix A for specific details). While this affordability has positive aspects, it has created a disconnection between the purchasing power of York's meal plans and student perceptions of value. Additionally, when coupled with the widely dispersed and retail-focused nature of the meal plan program, it presents challenges for the University in delivering a consistently high-quality dining experience for students residing on campus.

Furthermore, when compared to an all-inclusive meal plan model, the current approach can lead students to make meal choices based on price considerations to align with the available funds in their meal plan rather than selecting options that best cater to their dietary needs or preferences.

As widely reported, food prices have seen a significant increase over the course of 2023. According to the Canada's Food Price Report for 2023, it is noted that the inflation in food costs has not only continued but has surpassed initial forecasts, reaching an unexpected 10.3%, which greatly exceeds the earlier estimate of 5%-7%. Furthermore, the pressure on supply chains and operational expenses endures due to factors such as rising fuel costs, the influence of climate-related challenges, labor

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shortages in the hospitality sector, unusual wage hikes, and various other contributing factors.

Without a strategic increase in Meal Plan rates, there is a genuine concern regarding the erosion of purchasing power, potentially resulting in an expanding gap between meal plan prices and the anticipated value from the perspective of students, parents, and guardians. Furthermore, this scenario might inadvertently promote the selection of less nutritious meal options.

Additionally, as part of our ongoing effort to improve the overall campus dining experience, we have implemented rate adjustments aimed at bringing York University more in line with neighbouring post-secondary educational institutions. These adjustments are instrumental in enhancing the overall value provided to our students. To this end, strategic increases have been implemented this year and in recent years to gradually bring York's meal plan rates into closer alignment with those of other institutions.

To maintain the purchasing power of the meal plans for the forthcoming academic year 2024-25, to address increases in operational expenses, and to facilitate a seamless transition toward a new meal plan and Food Services model set to be introduced in 2025-26 (described further below), we present the proposed meal plan packages for 2024-25 alongside the existing packages for 2023-24 as follows:

Proposed Meal Plan Packages 2024-2025

| Meal Plan | Total Cost | Food Services Eateries (20 locations) | All Campus Eateries (59 locations) |
|-----------------------------|-------------------|--|---|
| Bronze | \$4,850 | \$2,800 | \$1,800 |
| Silver | \$5,400 | \$2,800 | \$2,350 |
| Gold | \$5,950 | \$2,800 | \$2,900 |
| Platinum | \$6,500 | \$2,800 | \$3,450 |
| Convenience | \$3,250 | | \$3,000 |
| Unspent Funds Carry Forward | | No | Yes |

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Current Meal Plan Packages 2023-2024

| Meal Plan | Total Cost | Food Services Eateries (20 locations) | All Campus Eateries (59 locations) |
|-----------------------------|-------------------|--|---|
| Bronze | \$4,500 | \$2,650 | \$1,600 |
| Silver | \$5,000 | \$2,650 | \$2,100 |
| Gold | \$5,500 | \$2,650 | \$2,600 |
| Platinum | \$6,500 | \$2,650 | \$3,100 |
| Convenience | \$3,000 | | \$2,875 |
| Unspent Funds Carry Forward | | No | Yes |

Future Plans

In response to continuous concerns voiced by students regarding their residential dining experience, the University has initiated multiple external evaluations of its meal plan program and overall food service environment. The primary goal of these evaluations has been to elevate the quality of the student experience. These efforts encompassed the organization of focus groups and the administration of a survey among undergraduate residence students on both the Keele and Glendon campuses.

The survey results clearly indicated a substantial preference, with 90% of respondents expressing a strong desire for an all-inclusive, unlimited access meal plan.

The all-inclusive meal plan model has experienced a revival and has been recently adopted by several universities across Canada. This shift reflects a response to various concerns, including the need to offer students added value in the face of escalating food costs. These institutions have reported remarkable enhancements in food quality and a considerable surge in student satisfaction. The all-inclusive model offers numerous advantages to students, including unrestricted access to dining facilities with extended operating hours, a marché-style approach with made-to-order cooking, an expanded array of diverse and healthier menu options, catering to various cultural and lifestyle choices, and the provision of high-quality dining venues that facilitate social and academic events and engagement opportunities.

Based on the findings of the conducted studies and the successful experiences observed elsewhere, the pursuit of implementing an all-inclusive "Anytime Dining"

Board of Governors

model for meal plans remains a primary focus, albeit with a slightly adjusted timeline, now expected to launch in September 2025. The introduction of this model will necessitate significant upgrades to the existing dining facilities, as well as the creation of new all-inclusive meal plans, which are projected to commence at an estimated cost of around \$5,400 per year. Although this entails a more substantial increase in the base meal plan price, the new model is designed to grant students unrestricted access to higher-quality dining that aligns with the feedback received from surveys and focus groups.

Furthermore, an architectural feasibility study has been conducted for the relevant dining facilities to inform capital planning and associated costs. In 2022, a partnership was established with Compass Group Canada, who emerged as the successful bidder in a rigorous Request for Proposal (RFP) process. This partnership is centered on the effective execution of the "Anytime" dining model, coupled with a comprehensive approach to wellness and affordability for the broader university community. Comprehensive assessments of this model, including financial projections and space requirements, are currently in the finalization stage and will be presented in due course.

Board of Governors

Appendix A

Minimum Mandatory Meal Plan Rates at Other Ontario Institutions

| Institution | 2022-23 | 2023-24 |
|--------------------------------------|----------------|----------------|
| Western University | \$6,250 | \$6,650 |
| Wilfrid Laurier | \$5,948 | \$6,300 |
| University of Waterloo | \$5,530 | \$5,850 |
| University of Windsor | \$5,350 | \$5,650 |
| Brock University* | \$5,250 | \$5,410 |
| Trent University | \$4,850 | \$5,300 |
| University of Toronto – St. George** | \$5027-\$6315 | \$5278 -\$6726 |
| McMaster University | \$4,875 | \$5,120 |
| University of Guelph | \$4,600 | \$4,980 |
| Toronto Metropolitan University*** | \$6,262 | \$4,865 |
| York University | \$4,250 | \$4,500 |
| University of Toronto – Mississauga | \$4,125 | \$4,400 |

*5-day All-Access Meal Plan is indicated for Brock University, 7-day All-Access Meal Plan rates for 2023-24 is \$5754 for the academic year.

**Minimum mandatory plans at University of Toronto’s St. George campus vary by college/residence, e.g., the minimum plan for University College is \$5278 while the minimum plan for Trinity College is \$6726.

***5-day All-Access Meal Plan is indicated for Toronto Metropolitan University, 7-day All-Access Meal Plan rates for 2023-24 is \$6606 for the academic year.

Board of Governors

Memorandum

To: Board of Governors

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

Date: 27 November 2023

Subject: Undergraduate Residences – Residence Rates

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the rates of the undergraduate residences for the following averaged values:

| Residence Style – per bed | Rate (8 Months) 2023-2024 | Rate (8 Months) 2024-2025 |
|----------------------------------|--------------------------------------|--------------------------------------|
| Traditional double | \$ 7,602 | \$ 8,362 |
| Two-person suite – Pond | \$ 10,070 | \$ 12,588 |
| Suite | \$ 9,544 | \$ 10,498 |
| Traditional single | \$ 8,129 | \$ 10,161 |

Board of Governors - Finance and Audit Committee

On average, the increase across the board in 2024-25 for the undergraduate residences rates is listed below:

| Room Type | % Increase |
|--|-------------------|
| Double rooms | 10% |
| Single rooms in dormitory-style residences | 25% |
| Suite-style rooms (with kitchen) – Keele campus – Excluding Pond | 10% |
| Suite-style rooms (with kitchen) – Keele campus – Pond only | 25% |
| Suite-style rooms (without kitchen) – Glendon campus | 10% |

Background and Rationale:

York's undergraduate residences current room rates range from \$7,418 to \$10,070, depending on room type. These rates are below the median in comparison with other neighbouring universities (See Appendix A Tables 1-3).

The rate increases proposed for 2024-25 are a response to increased operating and maintenance costs as well as the need for ongoing annual renewal and future growth of the existing housing stock. The current replacement value (CRV) for the residence buildings at Keele and Glendon campuses is estimated at \$601.1M (excluding Calumet and Passy residences)¹. Industry norms suggest that institutions should expend annually 1.5%-2.5% of the CRV of their assets on deferred maintenance, above and beyond operating costs. For York's Housing & Conference Services unit this translates to between \$9.0M to \$15.0M annually. Currently, an average of \$3.0M is spent annually on maintenance.

These increases will help close the gap in annual renewal funding and bring York's housing rates into closer alignment with those of other institutions, in particular Toronto Metropolitan University. The proposed rates will place York just below the median with its comparator institutions and increase the gap between the single and less desirable double occupancy units. Towards this end, a higher rate increase is recommended for single dormitory rooms and Pond Residence, as compared with

¹ Source: SLAM CAP, Facilities Management software recording all parts of our university buildings with an estimated replacement year and costs.

Board of Governors - Finance and Audit Committee

double dormitory rooms and other suite-style rooms which offer an affordable option to students.

York collects a residence application fee of \$150, which is below the median when compared to other institutions (See Appendix A Table 4). The proposed increase to \$250 will contribute the efficiency of the offer process. Students who have been waitlisted and choose to cancel their application by the deadline date will receive a partial refund of \$150.

These adjustments are important to both maintain and enhance the housing experience provided to our students. At the same time the availability of good quality housing stock plays an important role in the recruitment and retention of students.

Board of Governors - Finance and Audit Committee

Appendix A

Tables 1, 2 and 3 below, provide a comparison of 2023-24 rates and the median rate for traditional double rooms, traditional single rooms, and two-person suites.

Table 1 – Traditional Dormitory Double Room Rates Comparison 2023-24 (eight-month contract, excludes dining plan)

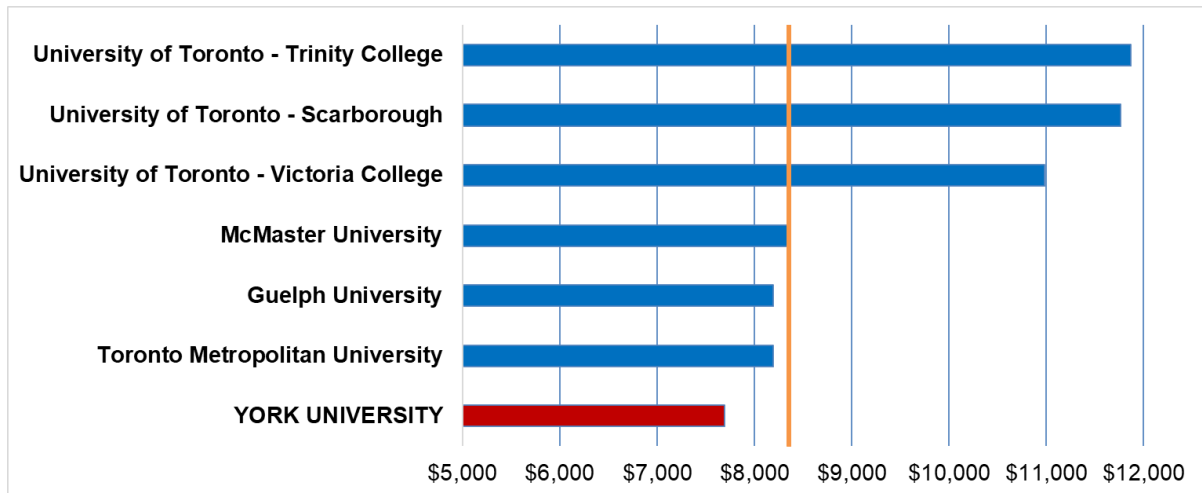
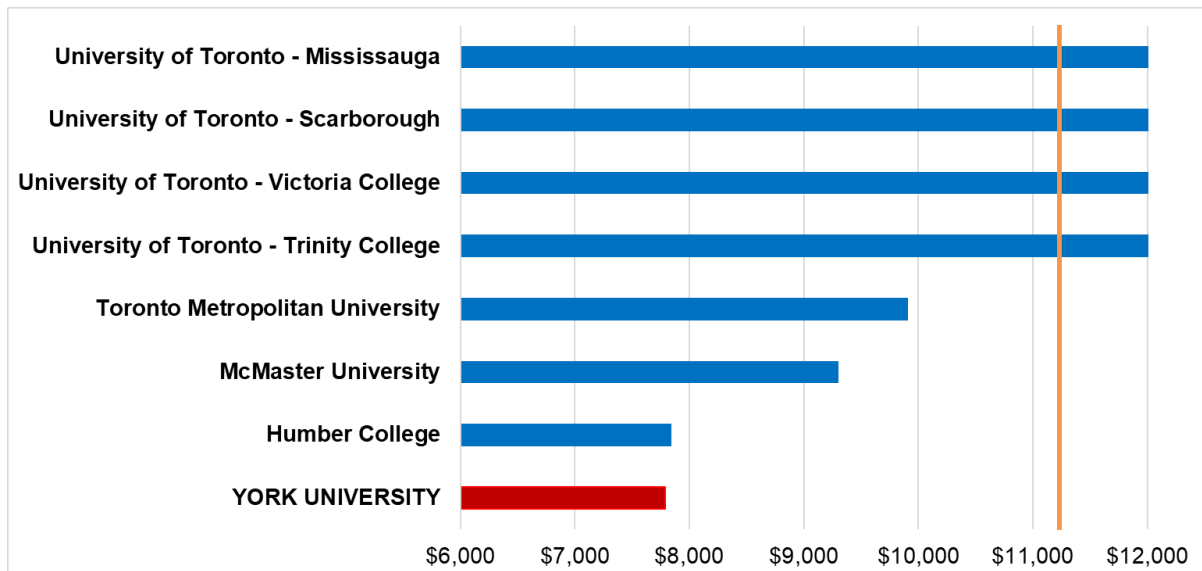
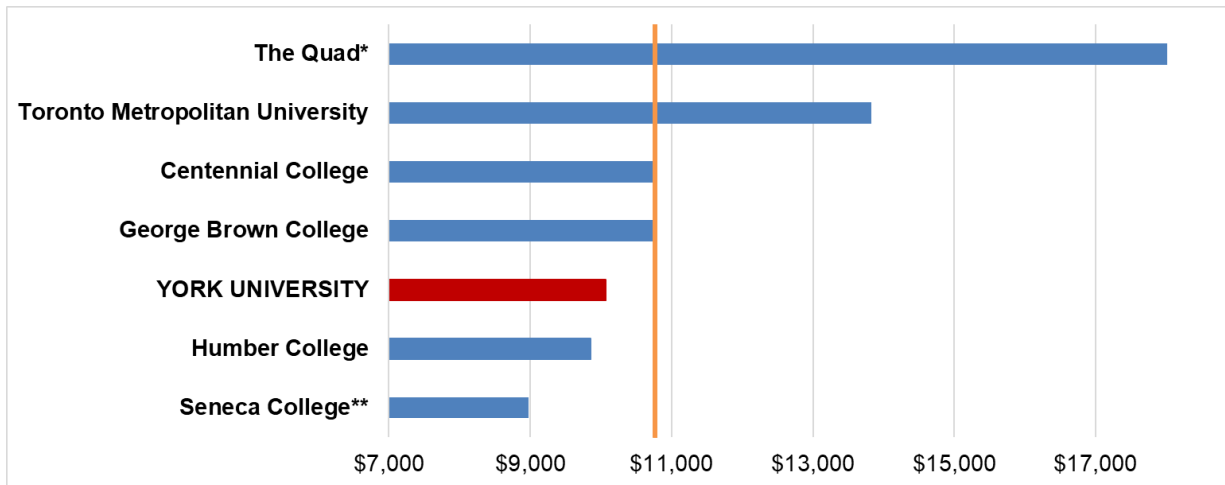


Table 2 – Traditional Dormitory Single Room Rates Comparison 2023-24 (eight-month contract, excludes dining plan)



Board of Governors - Finance and Audit Committee

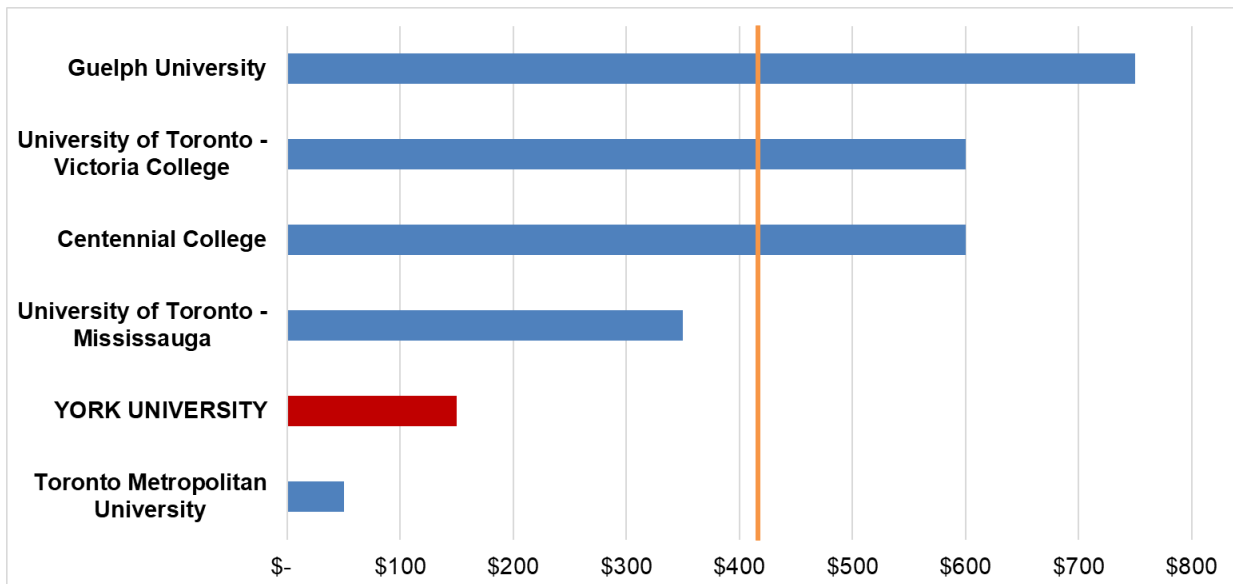
Table 3 – Two-Person Suite Single Room Rates Comparison 2023-24 (eight-month contract, excludes dining plan)



*Twelve-month lease agreements; do not include utilities.

**Contract is two weeks shorter than York

Table 4 – Application Fees - Due at Time of Application Comparison 2023-24





Board of Governors

Memorandum

To: Board of Governors

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

Date: 13 November 2023

Subject: York Apartments – Residence Rates

Recommendation:

The Finance and Audit Committee recommends that the Board of Governors approve the 2024-25 York Apartments rental average costs across the board on new leases:

| Apartment Type | Average Price Per Month 2023-2024 | Average Price Per Month 2024-2025 |
|----------------|--------------------------------------|--------------------------------------|
| Bachelor | \$ 1,175 | \$ 1,410 |
| 1-Bedroom | \$ 1,402 | \$ 1,682 |
| 2-Bedroom | \$ 1,753 | \$ 2,104 |

The 2024-25 York Apartments rental average across the board rate increases are:

- 2.5% increase for all units with continuing leases, to reflect the allowable increase established by the Ontario Rent Increase Guidelines (ORIG) for January 2024.
- 20% increase on average for all units with new leases effective May 1, 2024.

Background and Rationale:

The current York Apartments' lease rates range from \$1,096 to \$1,979 per month. These rates include the monthly cost of utilities and internet services. Currently these rates are below the median when compared to the surrounding market and other institutions (See Appendix A). The largest differences in monthly rent are found in 1-

Board of Governors - Finance and Audit Committee

bedroom and 2-bedroom units. Also, most off-campus comparators do not include, in their lease rates, furniture or the costs of utilities or internet services.

The rate increases proposed for 2024-25 are a response to increased operating and maintenance costs as well as the need for ongoing annual renewal and future growth of the existing housing stock. The current replacement value (CRV) for the residence buildings at Keele and Glendon campuses is estimated at \$601.1M (excluding Calumet and Passy residences)¹. Industry norms suggest that institutions should expend annually 1.5%-2.5% of the CRV of their assets on deferred maintenance, above and beyond operating costs. For York's Housing & Conference Services unit this translates to between \$9.0M to \$15.0M annually. Currently, an average of \$3.0M is spent annually on maintenance. These increases will help close the gap in annual renewal funding and place York just below or above the median with its comparators.

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

These increases are important to both maintain and enhance the housing experience provided to our students. At the same time the availability of good quality housing stock plays an important role in the recruitment and retention of students.

¹ Source: SLAM CAP, Facilities Management software recording all parts of our university buildings with an estimated replacement year and costs.

Board of Governors - Finance and Audit Committee

Appendix A

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

Table 1– Bachelor Apartment Rates Comparison 2023

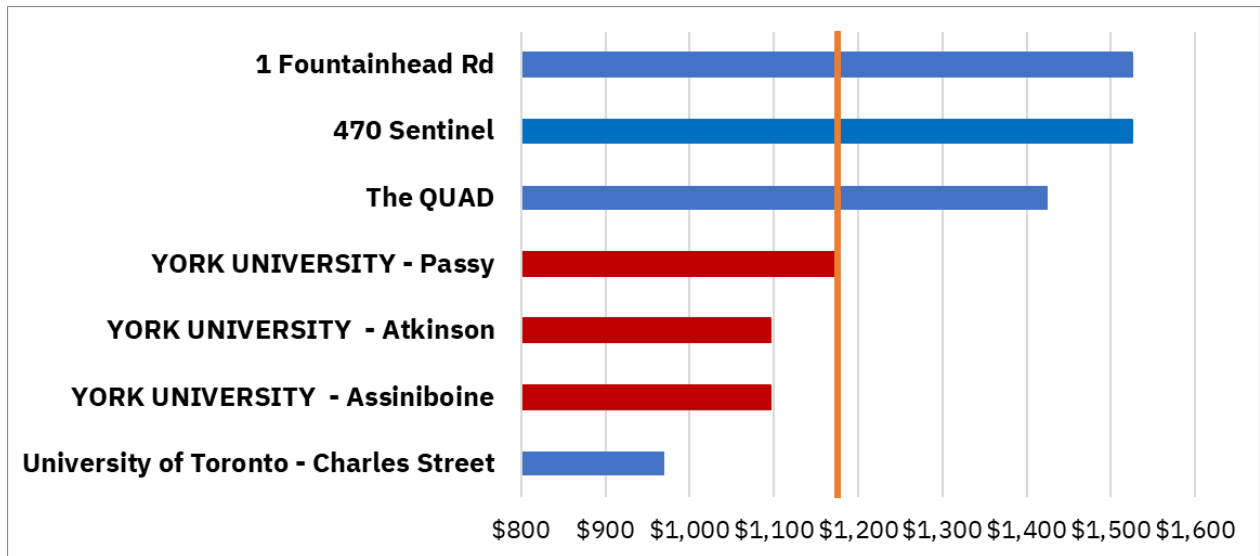
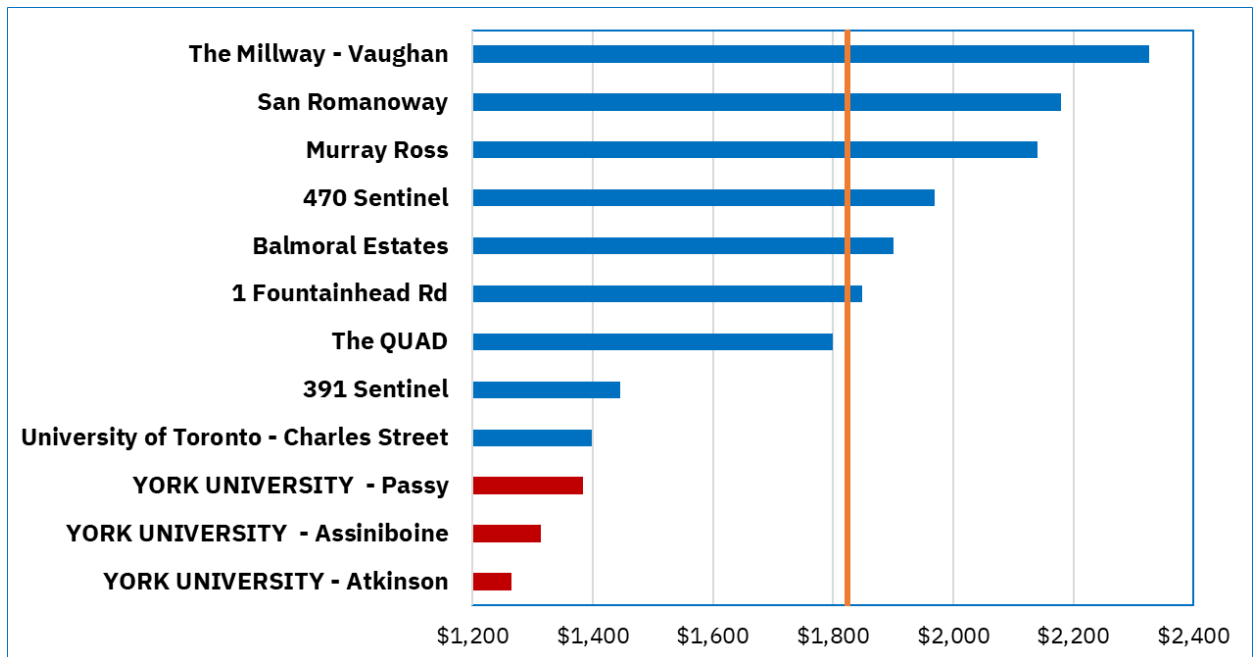
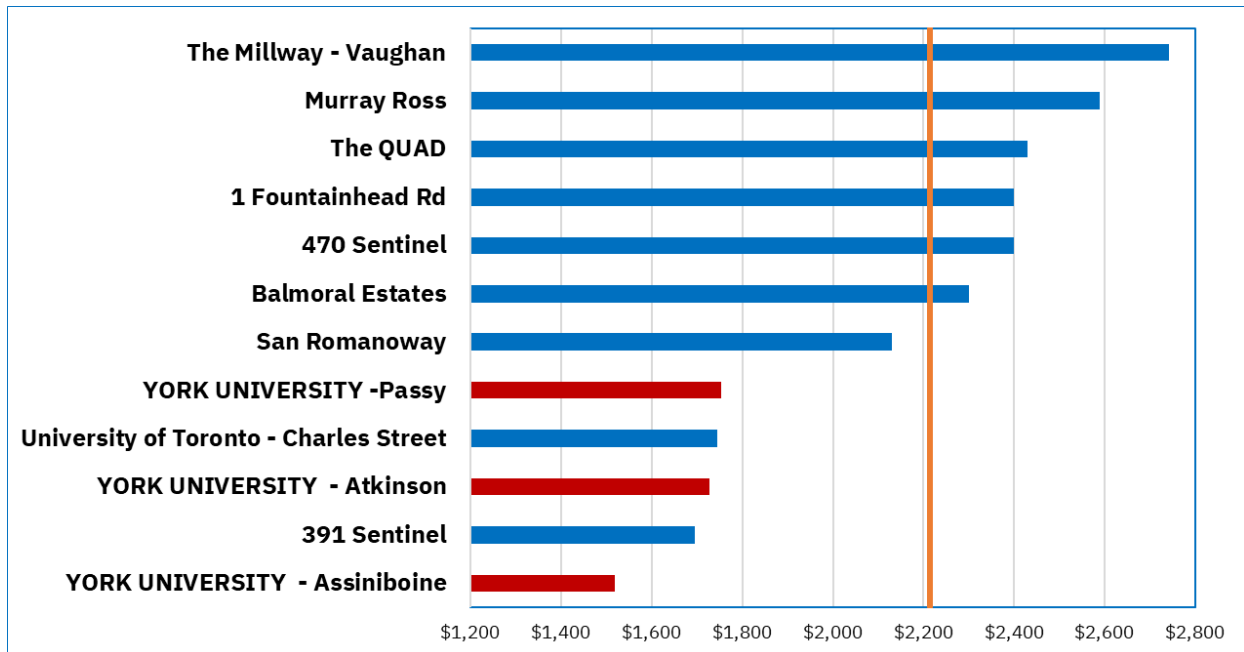


Table 2 – One-Bedroom Apartment Rates Comparison 2023



Board of Governors - Finance and Audit Committee

Table 3 – Two-Bedroom Apartment Rates Comparison 2023



GOVERNANCE AND HUMAN RESOURCES COMMITTEE

Report to the Board of Governors

at its meeting of November 27, 2023

The Governance and Human Resources Committee met on November 13, 2023, and makes this report to the Board for information.

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

The Committee received updates from the Division of Equity, People and Culture which highlighted multiple events in recognition and commemoration of the National Day for Truth and Reconciliation and the launch of the first phase of the Decolonization, Equity, Diversity, and Inclusion (DEDI) toolkit. The toolkit, scheduled to be launched on November 16, 2023, was developed and designed by the Centre for Human Rights, Equity, and Inclusion. Work continues on the Six-Year Review of Indigenous Framework as well as on the Indigenous Belonging Verification Policy for York University.

The Centre for Human Rights, Equity, and Inclusion (CHREI) launched its fall Race Equity Decolonizing Diversity and Inclusion (REDDI) sessions, including 2 sessions in French for the Glendon community. CHREI continues to work with Faculties to support the development and implementation of faculty indicatives in response to the Anti-Black Racism Framework Action Plan and the DEDI Strategy.

The Committee heard York was awarded *Greenest Employer* for the 10th consecutive year. York was also in the running for *Canada's Top 100 Employer* and was shortlisted for second year in a row but was not selected as a recipient of the award.

The Committee also received an update on the state of labour relations.

2. Governance

The Committee received the results of the 2022-23 Annual Board Survey which highlighted that generally Board and committee members agree that the Board is fulfilling its mandate and responsibilities, are aware of the distinct role of the Board and management and are informed of significant university issues. The survey also noted areas for improvement have been consistently raised in previous surveys namely: the length and volume of board packages and the need for more strategic and executive level information; the timeliness of board packages; more time needed to

engage in fuller discussions at meetings to leverage the expertise of members, and less time for presentations; and to strengthen the Board orientation process by providing more background information to new members.

The Committee noted that the fall Board Education session was recently held on November 10, 2023, and was well attended. In preparation for the next education session scheduled for March 2024, the committee reviewed potential topics identified through board and committee feedback and recommendations by the University administration. *Developments in the Ontario University Landscape* was recommended in light of external developments in the sector.

The Committee received an update on recruitment efforts and reviewed an updated list of potential candidates resulting from an expanded outreach while keeping in mind the priority areas of need: land and property management, technology and cybersecurity, government and donor relations, investments, and governance.

The Committee also received for future consideration a first draft of a *Protocol on the recruitment of members of the Board of Governors*.

3. Other

The Committee received as consent the WSIB Quarterly Report (April 2023 - June 2023) and the Health and Safety Report (Q3: July to September 2023).

Konata Lake
Chair

LAND AND PROPERTY COMMITTEE

Report to the Board of Governors

at its meeting of November 27, 2023

The Land and Property Committee met on November 13, 2023 and makes this report to the Board for information.

1. Capital Construction Report

a. Keele and Glendon Campuses

The Committee received an updated report on approved capital projects as of October 31, 2023 which detailed milestone dates and the status of financial commitments and expenditures. Carol McAulay, Vice-President Finance & Administration noted the progress of active projects and the impact of inflation and supply chain deliveries on the delivery of construction projects.

A summary of approved capital projects include:

| Project | Approved Budget |
|--|-----------------|
| Neuroscience Facility at Sherman Science Research Centre | \$54.50 M |
| Washroom Renewal Program | \$13.5 M |
| Classroom Renewal Program at both the Keele and Glendon campuses | \$20.00 M |
| Central Utilities Building | \$2.35 M |
| Goldfarb Gallery | \$13.50 M |
| Building Addition - Vari Hall – <i>project paused</i> | \$31.30 M |

b. Markham Campus

The project continues to move forward, and work is progressing on schedule with an expected turn over date of Spring 2024. A detailed third-party schedule analysis of the project has been completed. As previously noted, the construction industry was heavily impacted by the Covid pandemic and conditions have not rebounded putting pressure on the project budget. Challenges in the construction market related to skilled-trades labour shortages, increased materials cost and supply-chain delays have

affected all University capital projects. The University continues to actively assess and develop mitigation strategies for a variety of construction risks and where possible, mitigate escalation costs. As the project progresses, the University continues to proactively identify and address emerging issues, but a further escalation of costs seems likely.

In terms of social procurement, the committee noted that 18 equity-deserving apprentices have been hired (over the original target of 10-apprentices); and in terms of social procurement spending, the construction manager and its subtrades is now at \$7.0 M of spending within York Region, exceeding the \$3M target. Although targets have been achieved, work continues with existing and new subcontractors to encourage and support the hiring of trained apprentices, and sourcing services and materials from the local, diversly owned, and social enterprise businesses.

2. Glendon Campus Space Audit

The Committee received for information the Glendon Space Audit Report which examined current academic and administrative space use in the Glendon campus, its utilization in the context of current and future needs and identified potential improvements. The report also compared the existing space inventory with targets set in the Council of Ontario Universities (COU) Space Standards; with space allocations at Keele campus, and reviewed against teaching and research space room utilization, among others.

The report noted that Glendon is currently operating with fewer student compared to 2015, points to low space utilization yet observes that all spaces are assigned and used, leading to inefficiencies in operations. When evaluated against the current COU standards, the report finds shortages and surpluses in space categories. Several short- and medium-term space use modifications are recommended to improve efficiencies and operations. The University will explore options to improve space utilization with Glendon leadership and colleagues over the coming months.

Ken Silver
Chair

Board of Governors

Memorandum

To: Board of Governors

From: Ken Silver, Chair, Land and Property Committee

Date: 27 November 2023

Subject: York University Markham Campus – Student Housing

Recommendation

The Land and Property Committee recommends that the Board of Governors approve the use of the south portion of the Option Lands, which form part of the Markham Campus lands granted by the City of Markham to York University, for the development of an academic supports and student housing project.

Background

On behalf of York University, York University Development Corporation (YUDC) initiated and managed a Request for Services (RFS) process from summer 2021 until it was closed in May 2023. The RFS sought proposals from private-sector developers to design, build, finance, and operate a 500-bed purpose-built academic supports and student housing project in the vicinity of the Markham Campus. Submissions were received from two developer teams and a Preferred Respondent was confirmed in August 2022 after completing a rigorous evaluation of the proposals.

The Preferred Respondent's proposal required the purchase of a 1.5-acre parcel of City of Markham-owned land that the developer was prepared to acquire at full market value. After multiple requests, the city ultimately refused to sell the desired parcel. Furthermore, the unsuccessful respondent's proposal was deemed unacceptable since it required the University provide significant financial guarantees and assume other untenable risk transfers. After a thorough analysis of options, the decision was

Board of Governors

reached to close the RFS process, and the two respondents were notified of that in writing on May 30, 2023. Since York's procurement policies do not permit direct re-engagement with either of the two bidders to the closed RFS process, a new request to the market is required.

Markham Campus Academic Supports and Student Housing – permanent solution

Notwithstanding the inability to secure a project on privately held lands through the recent RFS process, the University remains committed to ensuring appropriate academic supports and housing is available to Markham Campus students at the earliest opportunity after it opens in 2024. The best scenario for success is to pursue a project on university-controlled land. As such, the York University Markham Steering Committee confirmed that the south portion the Markham Campus Option Lands would be an appropriate location for a purpose-built project, based on the following.

YUDC conducted planning and legal analyses to determine what, if any constraints might preclude placing the contemplated project on the Option Lands. Legal review confirmed that terms of the Option Lands Lease, which governs York's subsequent use of the lands, requires York to notify the City of Markham of its intention to develop a new building on the lands. The University President and Vice-President Finance and Administration recently discussed taking this approach with the Markham Mayor who indicated his general support. The Mayor also expressed a strong preference that the subsequent request to the private sector should allow developers with their own site to also respond.

YUDC also had a design analysis and site layout test-fit completed to assess the feasibility of locating a project on the Option Lands without encumbering future campus academic expansion. Appendix A contains a site plan and building massing for a potential concept project in the south portion of the Option Lands. The illustrations confirm that the remainder of the Option Lands is large enough to accommodate approximately 600,000 square feet of additional academic expansion, thus bringing the total campus academic building area to the contemplated 1 million square foot target. The Option Lands location would create a fully integrated self-contained campus footprint that can significantly transform the student experience.

York is focused on delivering a solution exclusively for first-year students because the success of this cohort drives student retention, strengthens enrolment demand, and

Board of Governors

enhances campus reputation which are all contributors to long-term campus success and municipal acceptance.

Next Steps

If use of the Option Lands is approved, YUDC would subsequently identify and manage an appropriate procurement process for a development partner that best meets the University's goal of establishing a purpose-built student accommodation project for the Markham Campus in the shortest possible timeframe. A process would solicit submissions from respondents who either have lands under control or are prepared to deliver a project on the Option Lands. The project would be similar to the original offering – to develop a 500-bed residence facility, food services, and some amount of academic related space.

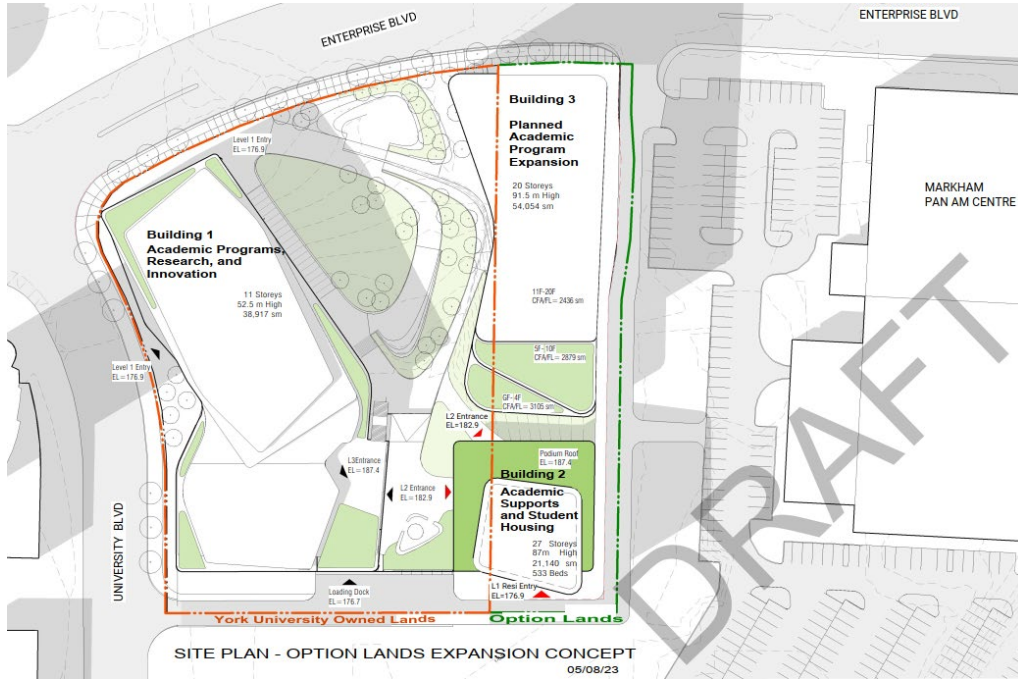
Meeting Short-term Student Housing needs for the Markham and Keele campuses

In addition to realizing permanent housing for Markham Campus students, there is also an urgent need for a short-term housing solution that provides accommodation in the interim, until a permanent residence is delivered through the process described above. YUDC has committed to assist the University in finding an appropriate solution by managing a Request for Proposal (RFP) process that will be issued to the hospitality sector. The RFP would be seeking either an entire facility or blocks of rooms, or some combination thereof for approximately 500-beds to be accessed at about 100-beds per year over the five (5) year period it is expected to take to deliver a permanent housing project.

There is also a significant number of mature and graduate students, many of whom are visa-students, seeking apartment style accommodation on/close to the Keele Campus. YUDC has committed to work with York to identify potential real estate options to address this need and will manage an appropriate procurement process to secure proposals for the University to consider.

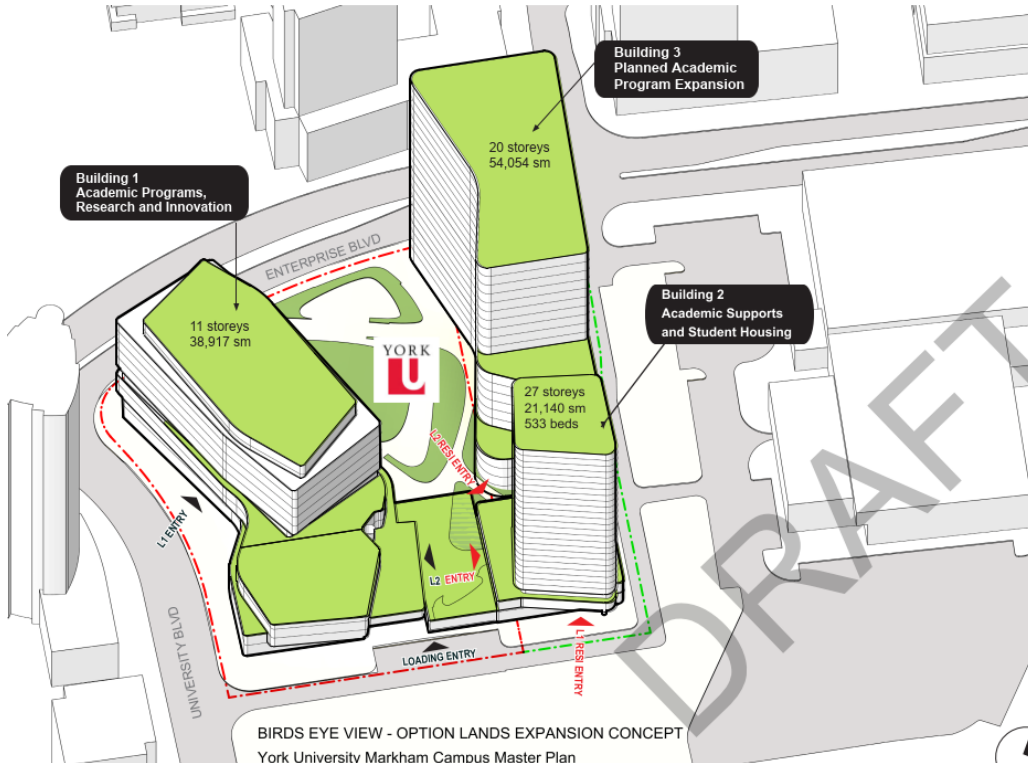
Appendix A

Figure 1: Markham Campus -Academic Supports and Student Housing



*Further detailed planning and financial analysis is underway

Figure 2: Markham Campus



York University Board of Governors Minutes

Meeting: Open Session, 3 October 2023

via videoconference

| Present: | Regrets: | Others: |
|---|---|--|
| Paul Tsaparis, Chair Francesca Accinelli Sheraz Arshad Marie-Hélène Budworth Stefanie Lamonaca Caputo Antonio Di Domenico David Garg Ruth Green Konata Lake Loretta Lam Rhonda Lenton Carole Malo Kimberly Murray Dee Patterson Eugene Roman Ken Silver Nar Singh Nadine Spencer Mary Traversy Bobbi White <i>Pascal Robichaud, Secretary</i> <i>Leikha M. Bisera, Assistant Secretary</i> | Joanie Cameron Pritchett Sham Madhok Ariana Mah Helen Polatajko Kathleen Taylor | Amir Asif Anthony Barbisan Darren Fernandez Susana Gajic-Bruyea Vinitha Gengatharan Ruth Green Barbara Joy Julie Lafford Mike Layton Ran Lewin Weiling Li Mary Catherine Masciangelo Ijade Maxwell Rodrigues Carol McAulay JJ McMurtry Oluwakemi Oke Sonia Pettinella Lisa Philipps Alice Pitt Nona Robinson Christine Silversides Darus Suharto Susan Webb Elaine MacRae, Governance Coordinator Michelle Roseman, Admin Assistant Alexander Munin, IT |

II. Open Session

1. Chair's Items

The Chair welcomed Governors and community members to the 481st meeting of the Board of Governors of York University and read the Land Acknowledgement.

The Chair began by reminding members that the next board meeting will be held in person on November 27 followed by an annual Holiday reception. The Chair acknowledged the recent passing of former Board member Randall Oliphant and congratulated Ariana Mah for receiving the Robert J. Tiffin Student Leadership Award, which recognizes students whose leadership has contributed to the growth, development, and vitality of the University as well as the Robert

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Everett Exceptional Leadership in Student Governance Award that celebrates students who have made a valuable and significant contribution to the governance of York University.

The Chair also congratulated Kimberly Murray for being recognized with a Doctor of Laws, honoris causa from the Toronto Metropolitan University and from the University of Guelph for her significant and extraordinary contributions and service to society.

a. Report on Items decided during the closed session.

There were no items to report.

b) Consent Agenda Approval

The Board approved the following items under consent:

- Minutes of the Meeting of June 27, 2023,
- Pension Fund Board of Trustees Reappointment, and,
- Amendments to the Banking Resolution.

2. Executive Committee

The Chair reported that the Committee received an update from the President regarding the Value-for-Money audit by the Auditor General of Ontario and reviewed key issues from this Board cycle's meeting.

a. Action Taken on Behalf of the Board

The Chair reported that since the last meeting of the Board of Governors, the Executive Committee approved two items of business in accordance with the terms of Article VI, 4(c) of the By-laws related to the appointment of the Dean, Osgoode Hall Law School, and Labour Relations.

b. Amendments to the Sustainability Policy

York is leader in sustainability and has demonstrated a commitment to advancing solutions to ecological and social challenges locally and globally. The Sustainability Policy was last updated on June 27, 2023, following which amendments were proposed to include language that acknowledges that Scope 3 emissions are complex and are outside the control of the University. In addition, a second amendment was proposed related to commitments to net zero for Scope 1 and 2 emissions that are within the University's control and a clear commitment to reduce Scope 3 emissions through advocacy and collaboration with a wide range of partners and interested parties.

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It was noted that the policy referred to the term “stakeholder” – and administration agreed to replace it with a suitable term going forward.

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

3. President’s Items

President Lenton welcomed members and provided an overview of the 2023-2024 Goals and Priorities and spoke to developments in the post-secondary education landscape and its implications for York. The President also provided an update on provincial developments as it relates to the Auditor General of Ontario’s Value for Money audit which is expected to be tabled with the Ontario legislature in November and the Blue-Ribbon panel recommendations also expected in November. President Lenton spoke to challenges related to international student enrolments, the ongoing tuition freeze, inflation, Bill 124, and global disruptions and how this is affecting the budget.

To meet the UAP priorities, the President noted four areas of focus: enhancing global reputation, increasing enrolment, diversifying revenue streams, and delivering curriculum innovation. With respect to international engagement, the President provided an update on her recent trip to India and Australia to build and develop relationships with international partners. The President concluded by encouraging members to read the 2023 President’s Annual Report which features compelling stories and features as it relates to York’s success towards achieving the UAP.

a. Kudos Report

The report as distributed was *noted*.

4. Academic Resources Committee

Antonio Di Domenico spoke to the Committee’s written report which provided preliminary enrolment updates and outlined the objectives for the Academic Division as well as that of the Research and Innovation Division. Mr. Di Domenico also provided updates on strategic research projects, notably Connected Minds, the Strategic Research Plan, and its implementation as well as steps to better harmonize the innovation, commercialization, and entrepreneurship activities.

5. External Relations Committee

Francesca Accinelli provided the committee update and referred to the Committee report included with the agenda, which outlined the priorities for the Division of Advancement, Communications and Public Affairs and Government and Community Relations & Protocol. Ms.

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Accinelli encouraged members to participate at the upcoming Board Education session on University Advancement.

a. Points of Pride

Points of Pride document dated September 2023 was noted.

6. Finance and Audit Committee

Bobbi-Jean White provided highlights of key items in the Committee's report including the Student Associations Financial Statements, the Budget Update, the Q1 Operating Results, and the Internal audit Status report.

a. Request for Tuition Fee Modification

Referring to the documentation distributed with the agenda, Ms. White spoke to the request for tuition fee modification noting that the request was being made to align international fees with domestic fees, which was lower than what was originally applied.

It was duly *agreed* that the Board of Governors approve the reduction in tuition fees for international students in the Master of Health Industry Administration (MHIA) program offered through the Schulich School of Business:

1. Master of Health Industry Administration:

a. Proposal to reduce International full-time tuition fees for 2023-24: \$20,319.79 per full-time term (\$60,959.37 for the program - 3 terms) effective Fall 2023 (excludes centrally collected ancillary fees and student referenda fees).

7. Governance and Human Resources Committee

Konta Lake reported on the key items of business discussed by the Committee which included governance matters: a review of Board and Committee complement, the priority areas of need and spoke to a multi-pronged approach to the recruitment process. Mr. Lake also provided an update on initiatives undertaken by the Division of Equity, People and Culture, noting updates on the Decolonization, Equity, Diversity, and Inclusion (DEDI) toolkit and that the Centre for Human Rights, Equity, and Inclusion (CHREI) education team are the recipients of the 2022 Excellence in Decolonization, Equity, Diversity, and Inclusion President's Staff Award.

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8. Investment Committee

Mary Traversy spoke to the Committee's report which noted the results of the 2022 Investment Survey from the Canadian Association of University Business Officers (CAUBO), and an update on Sustainable Investing.

a. Endowment Fund Strategic Asset Mix Recommendation

Ms. Traversy spoke to the rationale of the proposed recommendation to change the asset mix, noting that the proposed strategy was the best going forward given the risk and return.

It was duly *agreed* that the Board of Governors approve a revised Target Asset Policy Mix as outlined in the Asset Mix Review study and summarized below:

| | | |
|---------------------------------------|------------|------------|
| Total Equities | | 50% |
| Global Equities, All Countries | 40% | |
| Private Equity | 10% | |
| Total Fixed Income | | 30% |
| Unconstrained Fixed Income | 20% | |
| Private Debt / Credit | 10% | |
| Total Real Assets | | 20% |
| Real Estate | 10% | |
| Infrastructure | 10% | |

Where global equities, all countries will be reduced from 50% to 40% to accommodate private equity allocation of 10%, and global high yield fixed income will be reduced from 10% to 0% to accommodate private debt allocation of 10%.

b. Revisions to the Endowment Fund Statement of Investment Policies and Procedures (SIPP)

Ms. Traversy spoke to the proposed revisions to the Statement of Investment Policies and Procedures (SIPP) as a result of the recommended change in the Asset Mix.

It was duly *agreed* that the Board of Governors approve the revised Statement of Investment Policies and Procedures (SIPP) due to the change in Target Asset Policy Mix as outlined in the Asset Mix Review study which was completed this year.

9. Land and Property Committee

Ken Silver spoke to the Committee's report to the Board and highlighted the implementation guide for the Campus Vision and Strategy. Mr. Silver noted that the administration and executives of the York University Development Corporation (YUDC) hosted a tour of the Keele Campus Visions lands for committee members. Other items to note were the Deferred Maintenance Planning at both the Keele and Glendon campuses, updates on capital

York University Board of Governors - Minutes

construction at the Keele and Markham campuses and that the committee received an internal audit report of the Markham campus.

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: Bobb-Jean White, Chair, Finance and Audit Committee

Date: 27 November 2023

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 | Darus Suharto |
| Comptroller | Ali Malik |
| Assistant Comptroller | Susan Sidiropoulos |
| Director of Procurement Services | Dexter King |
| Treasurer | Arijit Banik |
| AVP University Services Centre | Anthony Barbisan |
| 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 |

Board of Governors

GROUP D

Manager Accounts Payable, University Services Centre
 Manager General Accounting, University Services Centre

Rohit Kumar
 Paula Perri

GROUP E*

Director Student Financial Services,
 Office of the University Register
 Director Business Operations,
 Osgoode Professional Development
 Executive Director of Operations and Administration,
 School of Continuing Studies

Victoria Chu
 David Tersigni
 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 are authorized for the following payments/amounts:

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

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

Rationale:

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

- Appointments of Ali Malik as Comptroller effective December 4, 2023 (Group B) and Rohit Kumar as Manager, Accounts Payable, University Services Centre effective October 2, 2023 (Group D).
- Title change of Paula Perri from Manager Finance Services Projects to Manager, General Accounting, University Services Centre (Group D).
- Removal of Firas Hajo, Manager General Accounting, University Services Centre (Group D).

NOVEMBER 2023

Points of Pride



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

1 YORK REACHES HIGHEST RANKING TO DATE WITH TOP-FIVE SPOT IN MACLEAN'S ANNUAL RANKINGS

In the comprehensive category, York has advanced one spot to fourth place overall in Maclean's 2024 university rankings: a go-to source of information for prospective Canadian students and their parents. York's upward momentum in global rankings continues, including moving up in the 2024 Times Higher Education (THE) [World University Rankings](#), the 2024 Quacquarelli Symonds (QS [World University Rankings](#)) and the THE Impact Rankings [global top 40](#) result.

2 NEW MOU WILL STRENGTHEN HEALTH RESEARCH AND MEDICAL EDUCATION COLLABORATION

The MOU, signed October 16, 2023, will allow York and Waypoint Centre for Mental Health – a specialty mental health hospital located in Penetanguishene, ON – to work together in health and wellness; clinical placements; medical education; as well as research collaborations on topics such as mental health, data analytics, machine learning and artificial intelligence.

3 YORK RECEIVES CANADA'S FIRST, BEST UNIVERSITY FOR COMMUTERS RECOGNITION

York is the first in Canada to be designated as the Best University for Commuters in Canada by Best Workplaces for Commuters (BWC) for transportation solutions for community members. The BWC program launched in Canada earlier this year but has been around in the United States since 2002. York joins an impressive list of already certified universities in the U.S. that strive to improve the transportation experience including Yale, Stanford, Princeton and Harvard University.



Board of Governors

Memorandum

To: Board of Governors

From: Konata Lake, Chair, Governance and Human Resources Committee

Date: 27 November 2023

Subject: Board Evaluation Survey Results and Board Education

The results of the Annual Board Evaluation Survey is provided to Board members for information.

Background

Annually Board members are asked to provide feedback on Board and Board committee performance through a Board and Board committee survey which is distributed to all members of the Board in June. The survey looks at various components of Board performance such as the conduct of meeting, quality of documentation, effectiveness of the Chair, relations with administration and educational opportunities. Committee members are also surveyed on the appropriateness of the committee's terms, on the effectiveness of the committee chair, the adequateness of the committee's complement, the conduct of meetings and overall satisfaction that the committee is working effectively. Full survey results are available upon request.

Response rate

As in previous years, the evaluation survey was administered electronically, and members were provided the opportunity to complete the survey during the June Board and committee meetings. All survey links were included in the board and committee agenda and members were encouraged to complete the survey in advance of board and committee meetings. A final reminder to complete the survey was sent to members at the end of August, and the survey remained open until September 1, 2023.

Board of Governors

The overall response rate for the full was Board for 2022-2023 is significantly lower from previous years with only 38% completing the survey compared to 77% from the previous year (See table 1). The response rate for Board committees fared better with committee response rates either comparable or higher than previous years.

Table 1. Board and Board Committee Response Rate from 2019/20 to 2022/23

| Board / Committee | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|---|------------------|------------------|------------------|------------------|
| Board | 20/27 74% | 21/26 81% | 20/26 77% | 10/26 38% |
| Academic Resources | 6/11 | 4/10 | 5/10 | 8/10 |
| Executive | 4/9 | 7/9 | 3/8 | 2/8 |
| External Relations | 4/9 | 5/10 | 3/11 | 8/10 |
| Finance & Audit | 5/9 | 5/9 | 6/8 | 4/9 |
| Governance & Human Resources | 6/7 | 5/7 | 5/9 | 4/9 |
| Investment | 6/11 | 6/11 | 2/10 | 5/10 |
| Land & Property | 6/11 | 5/11 | 3/8 | 3/6 |
| Total - Committees | 37 | 37 | 27 | 34 |

Board Survey Result Highlights

In general, members agreed or strongly agreed on the Board’s ability to carry out its fiduciary duties. The feedback suggests that the Board is properly informed, and clearly understands the roles of Board officers and University officials. Consistent with responses received from the previous year, results are slightly lower when considering the size of the Board, the right mix of experience and competence required to achieve goals, the Board’s complement in reflecting the diversity of the community and in understanding the financial framework of the university. With respect to board composition, members noted that they would like to have a better understanding of the role of the various internal members.

Board of Governors

Overall, members felt free to partake in discussions, members are engaged on the topics at hand and knew where to seek resources if needed. However, with respect to the Board orientation process, members indicated that there is a need to provide more background information to support new Governors. Another area that is a consistent observation from previous years is the volume of board packages, that board packages should be “*reduced to have more strategic and executive level information,*” and the timeliness of receiving board packages. Members also noted that given the length of board reports, there is a need for strong executive summaries for all board and committee materials. Members found the committee information reports provided to the full Board helpful for non-committee members.

When members were asked to identify opportunities for improvement, the following was provided:

- Continue education sessions to raise understanding of complex operations of the University
- Shorter and timely board packages
- Reduce size of board

Members were also asked to indicate topics about which they would like to learn more or to see highlighted:

- Campus Vision
- Internationalization strategy
- Glendon review
- Impact of Canadian economic conditions on enrolment

Committee Survey Results

The level of satisfaction with Committee operations is quite high. On a plurality of questions, all respondents are either in agreement or in strong agreement with a positive statement about committee operations.

Similar to past results, from some committees, there is a slightly less positive response to statements regarding the timely delivery of documents and the need for additional time to review committee materials. For some committees, members have expressed a need for more time to engage in fulsome discussions and leverage the expertise of members.

Board of Governors

Governance and Human Resources Survey result highlights

In general, committee members felt that the Committee provides for open dialogue during meetings which is conducive to full discussion of issues. Members agree or strongly agree that the Committee:

- Has clear and appropriate terms of reference,
- Meets all aspects of its mandate,
- Handles routine matters and forwards matters of significance to the Board with a recommendation,
- Has full and productive discussions at its meetings,
- Is the right size for effective discussion and action,
- Has members with the right level and balance of expertise for effective discussion and decision-making,
- Maintains the appropriate number and length of meetings for its needs.

Most respondents also agree or strongly agree that:

- They are encouraged to actively contribute to Committee discussions,
- They are comfortable asking questions and contributing to the discussion during Committee meetings,
- The Committee Chair provides effective leadership to the Committee,
- The Committee Chair runs our meetings effectively,
- The Committee Chair encourages participation and discussion,
- Overall, the Committee is working effectively.

Gov-HR members were asked to identify opportunities for improvements:

- Strengthen processes to recruit external members of the Board and,
- Documenting processes.

Summary of Recurring Themes

While Board and committee members are generally in agreement that the Board is fulfilling its mandate and responsibilities, are aware of the distinct role of the Board and management and are informed of significant university issues, the following areas for improvement have been consistently raised:

- Length and volume of board packages and the need for more strategic and executive level information.
- Timeliness of receiving board packages to allow time for review.

Board of Governors

- Need more time to engage in fuller discussions at meetings to leverage the expertise of members, with less time devoted to presentations; and
- Strengthen the Board orientation process by providing more background information to new members.