

**BOARD OF GOVERNORS
November 28, 2024
2:00 p.m. to 4:00 p.m.
Video and Teleconference**

Livestream Link: <https://youtube.com/live/pNkzx3CkVS0?feature=share>

Time	Item	Presenter(s)	Action
2:00	1. IN-CAMERA DISCUSSION (Board Members Only)	Tony Staffieri	Information
2:15	2. IN-CAMERA DISCUSSION (Executive Group Invited)		Information
END OF IN-CAMERA SESSION			
3:00	3. INTRODUCTION	Tony Staffieri	
3.1	Welcome		
3.1.1	Land Acknowledgement		
3.1.2	<u>Chair's Remarks</u>		
3.2	CONSENT AGENDA	Tony Staffieri	
3.2.1	Approval of the November 28, 2024 Agenda		Approval
3.2.2	Declaration of Conflicts of Interest		Information
3.2.3	<u>Approval of the October 1, 2024 Minutes</u>		Approval
4.	REPORT FROM THE PRESIDENT	Mohamed Lachemi	Information
5.	REPORT FROM THE SECRETARY	Wendy Lawrence	Information
6.	<u>REPORT FROM THE PROVOST AND VICE-PRESIDENT ACADEMIC</u>	Roberta Iannacito-Provenzano	Information
7.	<u>DISCUSSION ITEMS</u>		
7.1	2023-2024 Sexual Violence Policy Report	Tanya De Mello Roberta Iannacito-Provenzano	Information

Saeed Zolfaghari

7.2 **Update on Strategic Research Plan 2025-2030** **Steven Liss** Information

7.3 **REPORT FROM THE CHAIR OF THE FINANCE COMMITTEE** **David Porter**

7.3.1 2024-25 Enrolment Update **Kimberley McCausland** Information

7.3.2 Financial Statements (unaudited) - Period ending October 31, 2024 **Joanne McKee** **Approval**

8. FOR INFORMATION

8.1 Periodic Program Review Summary and Implementation Plan Reports approved in 2023-2024 **Roberta Iannacito-Provenzano** Information

8.2 National Survey of Student Engagement 2023 **Kimberley McCausland** Information

4:00 9. ADJOURNMENT

NEXT MEETING: January 30, 2025

MISSION STATEMENT

The special mission of Toronto Metropolitan University is the advancement of applied knowledge and research to address societal need, and the provision of programs of study that provide a balance between theory and application and that prepare students for careers in professional and quasi-professional fields.

As a leading centre for applied education, Toronto Metropolitan University is recognized for the excellence of its teaching, the relevance of its curriculum, the success of its students in achieving their academic and career objectives, the quality of its scholarship, research and creative activity, and its commitment to accessibility, lifelong learning, and involvement in the broader community.

By-Law No. 1 Being the General By-Laws of Toronto Metropolitan University

ARTICLE 9

CONFIDENTIALITY AT BOARD MEETINGS HELD IN CAMERA

“Attendees are reminded that discussions entered into and the decisions made during this *in camera* session are carried out in confidence and are not to be repeated or discussed outside the room in which the Board is meeting except with others who are in attendance at this *in camera* session and who agree to abide by these conditions or as otherwise provided in these conditions.

Any written material provided for this *in camera* session will be retained in confidence afterwards, or at my discretion be required to be returned to the Secretary at the end of the meeting.

Decisions reached during this *in camera* session which are to be announced after the meeting will be made public by the Chair or such other individual as is designated by the Chair, by official announcement or press release only and such publication does not free members of the obligation to hold in confidence the discussions which took place in this *in camera* session or the material involved.

Any person present who does not agree to abide by these conditions is asked to leave the meeting room at this time. The continued presence of a member or others in the room during the discussion at this *in camera* session shall indicate acceptance of these conditions.”

REMEMBERING MURRAY SINCLAIR – The TMU community mourns the Honourable Murray Sinclair (honorary DLaws '13), who passed away on November 6. Mr. Sinclair made a profound impact on Canada as a lawyer, a judge, a senator, an educator, and from 2009 to 2015, the chair of the Indian Residential Schools Truth and Reconciliation Commission. His work overseeing the commission inspired our own Standing Strong Task Force. We are truly fortunate that he shared his invaluable knowledge and perspective with the task force, whose report led to our name change and has galvanized our efforts to advance reconciliation. In his keynote address to our faculty conference in 2016, Mr. Sinclair spoke about the importance of building trust and a “new relationship” of “mutual respect.” To honour his legacy, we reaffirm our commitment to building trust and respect, in service of a more just, equitable, and caring society.

CONGRATULATIONS

Professors *Owais Khan* (Electrical, Computer & Biomedical Engineering) and *Mojca Mattiazzi Usaj* (Chemistry and Biology) have together been awarded a total of \$173,000 by the Canada Foundation for Innovation’s John R. Evans Fund to support their innovative research. Through his project “Cardiovascular Biomechanics Measurement Facility for Blood Flow and Biomechanical Testing,” Owais is developing tools that integrate engineering principles with medicine, facilitating non-invasive, personalized treatment of cardiovascular diseases. Through her project “Studying Phenotypic Heterogeneity and Aging in Budding Yeast with Fluorescence-Activated Cell Sorting,” *Mojca* is examining how environmental and other non-genetic sources contribute to diversity in cell populations with shared genetic makeup, in order to help develop strategies for therapeutic intervention and personalized medicine.

Ruth Panofsky, professor of English, has received the Royal Society of Canada’s Lorne Pierce Medal. This biennial prize is awarded for “an achievement in critical or imaginative literature.” Her citation calls her “a leading authority on the history of Canadian publishing and authorship and Canadian Jewish literature” whose scholarship “has deepened our understanding of women’s literary lives.”

The School of Medicine (SoM) has received a \$1-million donation from entrepreneur Surjit Babra, chairman and CEO of SkyLink Capital Corp., and his wife, Remy Babra. The gift comes with the Babras’ recognition that it will contribute to addressing the shortage of primary care physicians in Ontario. TMU is acknowledging the generosity of this gift by naming the SoM’s largest classroom the “Surjit and Remy Babra Classroom.” This 125-seat Active Learning Classroom will be designed to foster innovative, engaging, and interactive learning experiences.

TMU researchers have together been awarded \$2.7 million in funding from the Social Sciences and Humanities Research Council (SSHRC). Eleven researchers from six faculties have received Insight Grants

for multi-year projects to advance knowledge and understanding across various topics. Eighteen researchers across seven faculties have secured Insight Development Grants to support their early-stage, short-term research. In addition, two researchers have received SSHRC Knowledge Synthesis Grants to examine the fusion of culture and digital technologies under the theme “Evolving Narratives of Cultures and Histories.”

EVENTS & INITIATIVES

DMZ ADVISORY COUNCIL – On September 17, the DMZ announced its new advisory council, a group of 16 influential business leaders who are tasked with guiding its strategic direction and enhancing its global presence. The DMZ’s inaugural advisory council was launched in September 2016 with 18 members, who played a pivotal role in making DMZ the national benchmark for incubating tech startups and in expanding operations globally. Four of these members are returning, while 12 are new. Together, they represent diverse industry backgrounds, including entrepreneurship, entertainment, financial services, the non-profit sector, philanthropy, and sports. The council members were selected, after an open invitation, by the management consulting firm Arlington Partners, which specializes in board advisory services.

MEDICAL SCHOOL ACCREDITATION – On September 27, the SoM’s MD program marked a significant milestone, receiving preliminary accreditation from the Committee on Accreditation of Canadian Medical Schools. The SoM is now the 18th accredited medical school in Canada. On October 9, it began recruiting prospective students for its first cohort through the Ontario Medical School Application Service. The four-year program will offer 94 seats, and admissions will run on a different timeline from other Canadian medical schools, offering a later application deadline (December 2, 2024) for the same September 2025 entry. Recognizing that many groups face barriers in both applying and being admitted to medical school, the SoM has created three dedicated admissions pathways in addition to the general admissions stream: the Black, Equity-Deserving, and Indigenous admissions pathways. The curriculum will foreground active, inquiry-based learning that is rooted in community-driven care and cultural respect and safety, and into which equity, diversity, inclusion, decolonization, and reconciliation have been woven throughout. It will train innovative, well-rounded physicians who are responsive to societal and community needs.

ORANGE SHIRT DAY – On September 30, the National Day for Truth and Reconciliation and Orange Shirt Day, TMU hosted events to honour and commemorate the survivors of residential schools and remember the children who did not return home from them. The day began with an online presentation about truth and reconciliation, hosted by the Woodland Cultural Centre, and ended with a memorial walk. There were also hands-on crafting sessions at the Student Learning Centre and an event introducing the Yellowhead Institute’s online course Land Back. Throughout, community members wore orange to show solidarity and respect to survivors and their families. The events were organized by a collective of Indigenous and non-Indigenous colleagues, led by Crystal Osawamick, manager of Indigenous events and special projects.

CIRCULAR ECONOMY MONTH – Throughout October, TMU participated in Circular Economy Month (an annual Canada-wide event launched by the Circular Innovation Council) through events organized by the Sustainability Office. A donation drive on October 10 encouraged community members to give gently

used electronics, household items, office supplies, and small furniture to the Free Store, for reuse by students, who were able to visit the store on October 24 and take home up to three items each. On October 23, in collaboration with Custodial and Groundskeeping Services, Plant Futures, the Urban Farm, and other campus supporters, the Sustainability Office hosted the installation of the Native Plant Pollinator Garden on Nelson Mandela Walk. Through this initiative, designed to regenerate nature and preserve biodiversity, community members grouped together to convert an existing monoculture lawn into an ecologically rich habitat for pollinators such as bees and butterflies. On October 30, at the Fabrication Area in the Student Learning Centre, the Sustainability Office, in collaboration with TMU Libraries' Digital Media Experience Lab, hosted students, faculty, and staff for a repair workshop, at which participants gained hands-on experience working with repairing common items such as electronics, clothing, jewelry, and books.

U.S. AMBASSADOR ON CAMPUS – On October 9, the Dais welcomed United States ambassador to Canada David Cohen to campus for the Democracy Forum event “Democracy Has Its Day in America.” Cohen was interviewed onstage by Dais senior fellow Martin Regg Cohn and took questions from the audience. With the U.S. election on the horizon, Cohen offered his perspective on the relationship between the U.S. and Canada and on topics that concern both countries, including immigration, polarization, the role of the media in influencing political opinions, the role of money in elections, and diversity, equity, inclusion, and antiracism (DEIA), which he called “a core value of the United States” and said, “it happens to be shared by Canada.” Cohen also affirmed his unshakeable belief in the resilience of American democracy.

FALL CONVOCATION – On October 16 and 17, three ceremonies at the Mattamy Athletic Centre celebrated the achievements of 2,167 graduands. TMU awarded 1,096 undergraduate degrees and certificates, 730 graduate degrees and certificates, 333 continuing education certificates, and 8 juris doctor diplomas. During the first ceremony, Donette Chin-Loy Chang was installed as TMU's new chancellor; during the third, we celebrated Janice Fukakusa, chancellor emerita, with an honorary doctorate of laws. Philanthropist Mark Bonham received an honorary doctorate of laws during the second ceremony.

SCITHUB GROUND-BREAKING – On October 22, at 136 Dundas St East, TMU held a ground-breaking event for what will be the world's first fully digitally enabled building: the Smart Campus Integration and Testing Hub (SCITHub). The building will feature an integrated and diverse range of building systems technology (HVAC, lighting, building envelope, security, IT, and communications) that users will be able to control using apps in a secure environment. It has been designed to facilitate advanced research on how humans and buildings can interact; develop technology to improve comfort, satisfaction, health, and productivity in smart campuses, cities, homes, and workplaces; and serve as a model of sustainable construction with net-zero carbon over the building's life cycle. The project is being led by architectural science professor Jenn McArthur, who is working with collaborators from TMU, the University of New Brunswick, and the University of Victoria. SCITHub is slated to open in Fall 2025.

BLACK STUDENT SUCCESS AND ENGAGEMENT WEBSITE – On October 25, TMU announced the launch of the Black Student Success and Engagement website, an online hub for Black students providing vital information about programs, services, and opportunities. The site includes information about community engagement and cultural events, mental health and wellness programs, financial assistance

(in terms of awards, bursaries, and scholarships), and academic support. The site was developed by the Student Communications unit in the Office of the Vice-Provost, Students, in response to student recommendation #6 in the Anti-Black Racism Campus Climate Review Report, as a virtual counterpart to the Black Student Lounge. The site can be found at <https://www.torontomu.ca/black-student-success>.

MAYOR CHOW AND MARSHALL GANZ AT TMU – On October 25, the Dais’s Democracy Forum welcomed Mayor Olivia Chow to campus, along with her mentor, political organizer and author Marshall Ganz, senior lecturer in leadership, organizing, and civil society at the Harvard Kennedy School. They spoke with moderator and Dais senior fellow Martin Regg Cohn about how Mayor Chow was influenced by Ganz’s emphasis on the power of narrative to establish connections with prospective supporters, the evolution of her “empathetic” relationship with Premier Doug Ford, her strategy for tackling the issue of homelessness in Toronto, and issues arising from Ganz’s new book, *People, Power, Change: Organizing for Democratic Renewal*—including the opposition between transactional and transformational politics and leadership.

from the President’s Calendar

September 6, 2024: With Chief of Staff and Senior Director Government Relations Matt Baker; Founding Dean, School of Medicine and Vice-President, Medical Affairs Teresa Chan; Daphne Cockwell School of Nursing Director Maher M. El-Masri; Assistant Vice-President, University Advancement Rivi Frankle; Provost and Vice-President, Academic Roberta Iannacito-Provenzano; and Vice-President, University Advancement and Alumni Relations Krishan Mehta, I met with Schroeder Foundation Co-Founder Walter Schroeder and a team from the foundation to discuss the continued development of TMU’s collaboration with the foundation in the areas of healthcare education and nursing.

September 8 to 14, 2024: Vice-President, Administration & Operations Saeed Zolfaghari and I travelled to Australia and New Zealand to explore potential partnerships for the development of new affordable student residences. We toured student housing at Australian National University (Canberra), the University of Melbourne, and the University of Canterbury (Christchurch). During our trip, we were hosted by Canadian businessman John McCall MacBain, whose company Cedar Pacific has developed housing for all three institutions; we discussed the potential for partnership with TMU.

September 24, 2024: I met online with Julia Hanigsberg, President and CEO of Holland Bloorview Kids Rehabilitation Hospital and former TMU vice-president, administration and finance, to exchange ideas about healthcare education.

September 24, 2024: Over lunch, I met with Shannon Fuller, Cabinet Office deputy minister, policy and delivery, to update her on our progress with the SoM.

September 25, 2024: Assistant Vice-President, International Cory Searcy and I met online with Lalith Gamage, vice-chancellor of the Sri Lanka Institute of Information Technology, to discuss the possibility of establishing collaborative programs between our institutions.

September 25, 2024: I was pleased to deliver congratulatory remarks at Gdoo-maawnjidimi Mompri Indigenous Student Services’ (GMISS) 30th Anniversary Celebration. I spoke about the importance of having a place on campus where Indigenous students can embrace their heritage, and I thanked Monica McKay and Elder and Senior Advisor, Indigenous Relations and Reconciliation Joanne Dallaire for their dedication to supporting and empowering Indigenous students.

September 25, 2024: At a dinner in honour of outgoing Chancellor Janice Fukakusa, I delivered remarks thanking Janice for her inspiring leadership and tireless support of TMU, and I had the privilege to bestow upon her the title of Toronto Metropolitan University Chancellor Emerita.

September 26, 2024: I met with Brian Shaw, co-creator of cognitive behavioural therapy and CEO of Continicare, an online platform for the treatment of patients suffering mental illness, to discuss the potential for Continicare to collaborate with the postsecondary education sector.

September 27, 2024: In my role as external reviewer for the University Health Network, I attended an online kickoff meeting for the education review.

September 27, 2024: In Mississauga, I met with Wasif Rizvi, president of Habib University in Karachi, Pakistan, the country's only undergraduate-focused liberal arts and sciences university, to discuss potential collaboration between our institutions.

September 30, 2024: As part of the virtual opening to TMU's Orange Shirt Day event, I was pleased to offer welcoming remarks about the importance of reflecting on our history, listening to and learning from Indigenous voices, and building an inclusive community.

September 30, 2024: I attended a celebratory lunch, hosted by Janice Fukakusa, for this year's honorary doctorate recipients.

October 1, 2024: Together with Director, Real Estate Molly Anthony; Assistant Vice-President, Facilities Management and Development Glenda Mallon; and Saeed Zolfaghari, I met with Heather Fitzpatrick, president and CEO of Halmont Properties Corporation, and Jan Sucharda, managing partner and the global head of office of Brookfield Asset Management's Real Estate Group, to discuss the potential for partnering on space utilization near campus.

October 1, 2024: I was pleased to attend the celebration for the accreditation of the SoM's MD program.

October 2, 2024: Over lunch, I met with Siamak Hariri (Hon. DArch '16), founding partner of Hariri Pontarini Architects, the firm designing the Student Wellness Centre (SWC), to discuss fundraising efforts for the SWC.

October 2, 2024: Over dinner, I met with Adam Habib, vice-chancellor of the School of Oriental and African Studies at the University of London, to discuss potential academic collaboration between our institutions.

October 3, 2024: Matt Baker and I met with Raed Kadri, the Ontario Centre of Innovation's vice-president of strategic initiatives and business development, who is also head of the Ontario Vehicle Innovation Network. We discussed TMU's involvement in initiatives led by the provincial government that relate to the automobile industry.

October 4, 2024: In Brampton, I was interviewed by Loveen Gill of OMNI TV's Punjabi channel, Focus Punjabi; Nitin Chopra of Prime Asia TV; and Hamreen Kaur, host of "Real Insights" on 5AAB TV, about the SoM's having achieved preliminary accreditation for its MD program.

October 4, 2024: I was interviewed live on air by Myriam Eddahia, host of the French-language CBC current affairs radio show *Dans la mosaïque*, about the extension to my second term as TMU's president.

October 8, 2024: Matt Baker and I met with the Toronto Transit Commission's board chair, City Councillor Jamaal Myers, and chief strategy and customer officer, Josh Colle, as well as City Councillor Chris Moise and representatives of the mayor's office. We discussed the possibility of collaboration between TMU and the TTC on transit-related initiatives.

October 8, 2024: I met with Rod Godfrey, president and CEO of mental healthcare platform Keel Digital Solutions, to continue our conversation about collaboration with TMU in the area of mental health support.

October 9, 2024: Matt Baker and I joined Charles Finlay, executive director of the Rogers Cybersecure Catalyst, in welcoming Minister of Colleges and Universities Nolan Quinn and Minister of Public and Business Service Delivery and Procurement Todd McCarthy to campus for the Ontario Cyber Centre of Excellence conference.

October 15, 2024: At the 2024 fall convocation for the Creative School and Faculty of Community Services, I gave welcoming remarks congratulating graduands on their achievements, and I bestowed on Janice Fukakusa the title of Toronto Metropolitan University Chancellor Emerita.

October 15, 2024: I was pleased to act as master of ceremonies at the installation reception for TMU's new chancellor, Donette Chin-Loy Chang. I welcomed guests from the TMU community and beyond and introduced the speakers, Board Chair Tony Staffieri and Donette herself.

October 16, 2024: I participated in the fall convocation ceremony for the Faculty of Arts, the Faculty of Engineering and Architectural Science, the G. Raymond Chang School of Continuing Education, and the Yeates School of Graduate and Postdoctoral Studies, at which fund manager and philanthropist Mark Bonham was awarded an honorary doctorate.

October 16, 2024: I participated in the fall convocation ceremony for the Faculty of Science, the Ted Rogers School of Management, the Lincoln Alexander School of Law, and the Yeates School of Graduate and Postdoctoral Studies, at which Chancellor Emerita Janice Fukakusa was awarded an honorary doctorate.

October 16, 2024: Assistant Vice-President International Cory Searcy and I welcomed to campus a delegation from Saginaw Valley State University in Michigan, led by President George Grant Jr, to give them a tour and discuss potential academic partnership between our institutions.

October 16, 2024: At a dinner to celebrate Janice Fukakusa's honorary doctorate, I was pleased to deliver remarks thanking her for her leadership, passion, inspiration, and remarkable impact on TMU and our community.

October 18, 2024: At the University of Toronto, I met with President Meric Gertler, OCAD University President Ana Serrano, and York University President Rhonda Lenton to exchange ideas about shared priorities such as working with the City of Toronto.

October 18, 2024: Professor of civil engineering Medhat Shehata and I were pleased to welcome board members of the Ontario Road Building Association to campus for a tour of the Advanced Sustainable Construction Materials Lab and the Asphalt Lab.

October 18, 2024: As outgoing chair of the Universities Canada finance committee, I chaired my last regular online meeting of the committee.

October 18, 2024: Together with Provost and Vice-President, Academic Roberta Iannacito-Provenzano; Executive Director, DMZ and CEO, DMZ Ventures Abdullah Snobar; and Cory Searcy, I was pleased to welcome to campus representatives of the National University of Singapore's board of trustees and management team. Ahead of their tour of the DMZ, I delivered remarks about the crucial role of universities in fostering innovation and provided an overview of TMU's innovation ecosystem.

October 21, 2024: Over lunch, I met with Brent Belzberg, founder and senior managing partner of TorQuest and cofounder of the Belzberg and Soliman Families Scholarships for incoming students at the Lincoln Alexander School of Law, to update him on TMU's recent work in building bridges between communities.

October 22, 2024: I was pleased to deliver remarks at the SCITHub Groundbreaking event thanking the Canadian Foundation for Innovation for their support (please see above under "Events and Initiatives").

October 24, 2024: At the closing ceremony of the two-day Magnet Network Live summit, I was pleased to give remarks congratulating Magnet on its 10th anniversary and praising its staff for helping young people in a period of rapid change in the labour market.

October 25, 2024: In Brampton, along with SoM Executive Director Sharanjeet Kaur; and Vice-President, University Advancement and Alumni Relations, Krishan Mehta; I met with members of the BVD Group of transportation companies—Bikram Dhillon, CEO; Amrinder Dhinsa, vice-president, Diversified Operations; Chanvir Dhillon, chief operating officer, BVD Petroleum; and Hardy Kang, director, Sales and Marketing, BVD Capital Corporation—to continue our discussion of potential collaboration on the SoM.

October 28, 2024: Roberta Iannacito-Provenzano, Krishan Mehta, and I met with Moez Kassam, principal of the hedge fund Anson Funds and a member of TMU's Innovation Circle, and his wife, Marissa Kassam, to discuss possible ways the Kassams may be able to support the SoM.

October 29–30: In Ottawa, I attended the annual Universities Canada membership meetings.

October 29, 2024: In Ottawa, Matt Baker and I had an introductory meeting with MP Brad Redekopp (Saskatoon West) to discuss initiatives at TMU.

October 29, 2024: In Ottawa, Matt Baker and I met with Minister of Diversity, Inclusion, and Persons with Disabilities Kamal Khera (Brampton West) to update her on progress at the SoM.

October 29, 2024: In Ottawa, I attended Universities Canada reception with parliamentarians and representatives of government agencies and departments.

October 30, 2024: In Ottawa, Matt Baker and I had an introductory meeting with MP Garnett Genuis (Sherwood Park—Fort Saskatchewan) to discuss TMU's initiatives.

October 31, 2024: Over lunch, Roberta Iannacito-Provenzano, Cory Searcy, and I met with representatives from Navitas Canada -- Brian Stevenson, president and CEO, University Partnerships North America (UPNA); Bonnie Patterson, senior academic advisor, International Education; and Darcy Rollins, chief operating officer, UPNA – to discuss our ongoing collaboration and the impact of government policies regarding international students.

November 1, 2024: In Brampton, Matt Baker, Roberta Iannacito-Provenzano, Sharanjeet Kaur, and I welcomed Associate Minister of Mental Health and Addictions Michael Tibollo (Vaughan—Woodbridge) to the SoM site for a tour and discussion of our progress.

November 1, 2024: In Brampton, Matt Baker, Roberta Iannacito-Provenzano, Sharanjeet Kaur, and I welcomed Peel Regional Chair Nando Iannicca to the SoM site for a tour and discussion of our progress.

November 4, 2024: At the opening ceremony for TMU's Indigenous Education and Treaties Recognition Week, I was pleased to give remarks on the importance of understanding and honouring treaty relationships to further reconciliation.

November 4, 2024: Roberta Iannacito-Provenzano, Abdullah Snobar, and I met with investment group Climate Innovation Capital Co-founder and Managing Partner Kevin Kimsa and his team to discuss the DMZ and TMU's innovation agenda.

November 4, 2024: I had an introductory meeting with Ontario Ombudsman Paul Dubé.

1. Fall 2024 Convocation and Chancellor Installation and Honorary Doctorate Ceremonies

Fall Convocation and the Chancellor Installation and Honorary Doctorate ceremonies were held on October 15 and 16, 2024, at the Mattamy Athletic Centre. On October 15, 2024, the official installation of University's sixth Chancellor, Donette Chin-Loy Chang was held. The two (2) Honorary Doctorate recipients, Janice Fukakusa and Mark Bohman, were honoured on October 16, 2024. Board Members T. Staffieri, C. Paisley, A. Elshahed, I. Gammel, H. Gawne, C. Leal, A. Khwaja, and B. Venkatesh joined the stage party and congratulated the graduates.

2. Toronto Metropolitan University Board of Governors Leadership Award and Medal

The Toronto Metropolitan University (the "University") Board of Governors Leadership Award and Medal is presented to a graduate student at the Fall convocation ceremonies who demonstrates both exceptional academic achievement and outstanding leadership qualities. This is evidenced by the student's commitment to the University committees, extra-curricular activities, or involvement in student and university affairs. All University Gold medalists are eligible candidates.

The Fall 2024 Board of Governors Leadership Award and Medal winner is Amber Grant, Environmental Applied Science and Management (Ph.D), who exemplifies the qualities honoured by this award. Amber is an exemplary scholar and an outstanding leader who has contributed greatly to peer training and professional development, creating numerous workshops for the Student Life and Learning Office, the Centre for Excellence in Learning and Teaching ("CELT") and the Environmental Applied Science and Management ("EnSciMan") program. Amber has shown a strong commitment to good governance at the University, co-founding and launching the Graduate Students' Union, serving as a Chief Steward for CUPE 3904, and taking leadership roles on several committees in EnSciMan, CUPE, and CELT. Amber's active commitment to social and environmental justice through volunteer activities, both at the University and in the broader community is commendable.

Thank you to members of the selection committee: C. Dunne, Executive Director, Ted Rogers School of Management ("TRSM") Student Services; A. Francescucci, Associate Dean, Faculty and Academic, TRSM; W. Lawrence, General Counsel, Secretary of the Board of Governors and Chief Privacy Officer, General Counsel and Board Secretariat; D. Pirner, Associate Director, Post Diploma Degree Program, Daphne Cockwell School of Nursing; and S. Wylie, Associate Professor, Chemistry Program Director and Co-op Advisor, Chemistry, Department of Chemistry and Biology.

3. Board of Governors Elections 2025

The Election Procedures Committee approved the dates for the 2025 Board of Governors Elections. The nomination period for the Administrative Staff, Faculty, and Student Board of Governors elections is from February 3 to 11, 2025. The voting period for the Administrative Staff, Faculty, and Student Board of Governors elections is from March 4 to 7, 2025. The nomination period for the Alumni Board of Governors election is also from February 3 to 11, 2025, but the voting period is from June 2 to 16, 2025, due to the need for a longer campaign period.

4. Notice of Proposed Amendments to the By-Laws of the University

Pursuant to Article 27.1 of the University's By-Laws, notice is being provided that the By-Laws are currently under review to adequately reflect the mandate of the Audit Committee. The proposed amendments will include broadening the terms of reference of the Audit Committee to include the review of enterprise-level risks, insurance reports, and legislative compliance reports. The proposed amendments will also include changing the name of the Audit Committee to the "Audit and Risk Committee" to appropriately capture the full scope of the committee's work. The proposed amendments to the By-Laws also include minor housekeeping revisions to the composition of the Election Procedures Committee. The proposed amendments will be presented to the Governance Committee for review and approval in January 2025 via e-ballot and then to the Board at the January 30, 2025 meeting for review and approval.

5. Governance Essentials Training

The Governance Essentials Training program provides Board members with an introduction to corporate governance and financial oversight at the University. All Board members are encouraged to attend the training sessions. Participants who attend all the training sessions will be awarded a certificate of completion. The program schedule is posted on Diligent, and the training materials are posted on Diligent in the Resource Centre following each session.

Sexual Violence Policy: Thank you to Toni De Mello, Vice-President, Equity and Community Inclusion; Jen McMillen, Vice-Provost, Students; Erin Hallock, Director, Human Rights Services; and Marcia Boniferno, Director, Student Care and Sexual Violence Support for providing the Sexual Violence Policy session on October 28, 2024. Board members learned about the background and legislative requirements of the policy; what is sexual violence; how it manifests itself on campus; and the broad educational training and trauma-informed and procedurally fair complaint resolution process that is being implemented to ensure the safety of faculty staff and students.

Research and Innovation: Thank you to Steven Liss, Vice-President, Research and Innovation, for providing the Research and Innovation session on November 13, 2024. Board members learned how the University is positioned to advance research, scholarly and creative activities.

Board members also gained a better understanding of the University's research goals and mandate.

The upcoming sessions are as follows:

Introduction to Performance Measurement at Toronto Metropolitan University

January 16, 2025, 10:00 a.m. to 12:00 p.m.

Financial Literacy Module 2

February 10, 2025, 10:30 a.m. to 12:00 p.m.

6. Council of Ontario University Secretaries Annual Conference

Members of the Board Secretariat team attended the Council of Ontario University Secretaries ("COUS") Annual Conference on November 1, 2024. The COUS Annual Conference for Governance Professionals provides a forum to discuss governance best practices and challenges.

BOARD GREETINGS – With the academic year well under way, I am proud to share exciting news about the medical school, and about recent events and developments that demonstrate our growth and our determination to take bold new steps.

ACADEMIC PLAN

The [2025-30 Academic Plan](#) was tabled and approved at the November 5, 2024 Senate meeting. The plan is the culmination of more than a year's worth of work, including consultations with 118 groups (faculty, students, staff, alumni) over 1,600 people, including two town halls, one focused on students. It comprises five priorities, 13 sub-priorities and 66 strategies for action. The plan is slated for release to the community in January 2025.

Implementation of the Academic Plan will be led by the Office of the Provost in partnership with the University Planning Office. Faculties and units will develop their own plans reflective of, and to align with, the Academic Plan. A strategic planning group will also be established and chaired by the Provost, to oversee implementation of strategic initiatives in the Plan and monitor progress. Progress updates on initiatives at the department level and institutionally will be provided annually to the Senate and Board of Governors.

SCHOOL OF MEDICINE

Shortly after being granted preliminary accreditation for its MD program (please see the President's Report), the School of Medicine (SoM) secured accreditation for 16 residency programs through the Royal College of Physicians and Surgeons of Canada and the College of Family Physicians of Canada. The simultaneous accreditation of so many programs is unprecedented in Canada. All medical school graduates in Canada are required to complete an accredited residency training program in order to practice independently. The first cohort of TMU residents will begin their training in July 2025; they will be able to enter practice as early as July 2026. Each residency program has been developed to address the needs of Brampton/Peel and surrounding communities while furthering TMU's commitments to equity, diversity, inclusion, accessibility, anti-racism, reconciliation, decolonization, and Indigenous resurgence.

The SoM has appointed its inaugural head medical librarian. Melissa Helwig will join TMU Libraries from Dalhousie University, where she is associate dean of research and scholarly

communication and head of the W.K. Kellogg Health Science Library. Previously, she was a health sciences librarian at the Northern Ontario School of Medicine. In her new role, she will be responsible for building a library, a medical research instructional program, and student-focused services.

On October 24, TMU and the Peel District School Board held a launch event for the collaborative program The Future of Healthcare, which will encourage students to imagine new career possibilities and align with the SoM's goal to increase diversity in the medical profession. The program comprises three parts: a course offering, an experiential component, and a speaker series that will give over 1,100 students the chance to hear from and meet distinguished healthcare professionals.

ENGAGING STUDENTS IN EXPERIENTIAL LEARNING

The annual Zone Street Fair, held on September 18 on Gould Street, showcased startups from all 10 of Zone Learning's zones, as well as the resources TMU offers for budding entrepreneurs. More than 3,000 students attended, and more than 2,600 showed direct interest in zone programs, representing nearly triple the engagement from last year's fair.

Over 1,900 students attended the Career, Co-op & Student Success Centre's annual STEM Career Fair on September 26 in Kerr Hall. There, they engaged with 51 employer partners and explored a range of career pathways, as well as co-op and internship opportunities, in STEM fields.

On October 30 and 31, the second annual Lab2Market Summit brought over 700 entrepreneurs, researchers, graduate students, investors, and partners from across Canada to the Metro Toronto Convention Centre. They heard keynotes from innovation leaders; watched panel discussions featuring entrepreneurs, investors, and policymakers; and participated in breakout sessions for networking and knowledge sharing.

NEW AND RENEWING INITIATIVES

In Fall 2024, The Chang School launched its first postgraduate certificate programs: People Analytics and Program Evaluation. These certificates cater to mid-career professionals who are looking to build expertise in emerging fields. The school also launched a third certificate program, Programming for Game Development. All three were designed in consultation with industry experts and consist of four courses delivered online.

With support from Computing and Communications Services, the Curriculum Quality Assurance Office has launched the TMU Curriculum Quality Assurance Portal (at cqaportal.torontomu.ca). The first of its kind in the sector, the portal helps faculty manage Periodic Program Reviews

(PPRs) and curriculum development, automating the administrative workload of a PPR so that users can concentrate on analyzing performance indicators and reflecting on ways to improve academic programs.

The Creative School's Innovation Studio has officially rebranded as the Creative Enterprise Hub, marking an expansion of its mandate. While the Hub continues to offer resources and programming focused on career preparedness, personal development, and entrepreneurship readiness, it has a growing role in helping students bridge the gap between academic learning and professional success, and in equipping them with both skills and industry connections. As part of this rebranding, it has launched two series of talks: *DAMN!?* (about landing dream internships and starting side-hustles) and *MENTOR MATTERS* (about fostering professional growth through mentorship).

CONGRATULATIONS

RANKINGS AND INTERNATIONAL – TMU has been recognized by Times Higher Education as one of the top ten universities in Canada for Graduate Employability. This ranking is defined by companies around the world in the Global University Employability Ranking 2025 and reveals which universities recruiters at top companies think are best at preparing students for the workplace. TMU has long been dedicated to producing career-ready graduates. This recognition puts our ability to deliver on that mission on full display to the rest of the world, while increasing our visibility as a destination of choice for international students.

APPOINTMENTS – Carl Kumaradas has been appointed vice-provost and dean of the Yeates School of Graduate and Postdoctoral Studies. An acclaimed leader at YSGPS, Carl has been in the role as interim dean and vice-provost since February 2024. He also previously held the role of associate dean, programs for nearly four years and is an associate professor in the Department of Physics. With nearly a decade of experience as graduate program director for the Physics program, he led the development of its PhD degree and the implementation of a new program option designed to meet the standards of its accrediting body.

Linda Koechli has been appointed Dean, G. Raymond Chang School of Continuing Education. Linda assumed the role of interim dean of The Chang School in February 2024, bringing to the position nearly two decades of dedicated service in the TMU community. Throughout her tenure, she has worked to advance innovative, career-relevant and accessible programming for continuous learners. In various leadership capacities at The Chang School, Linda has overseen the complete lifecycle of certificate program development, delivery and assessment. As assistant dean, programs, she played a pivotal role in shaping and implementing bold and forward-thinking strategies to meet the evolving needs of today's continuous learners.

BORDERS AND BELONGING, a podcast by the *Canada Excellence Research Chair in Migration and Integration*, has received a silver award in the category “General-Activism, Public Service & Social Impact,” from the Signal Awards, a highly regarded, New York City-based awards program for podcasts. Hosted by Maggie Perzyna, research operations manager at Bridging Divides, the podcast looks critically at popular discourse about migration.

THE CHANG SCHOOL has captured a silver Excellence in Marketing Award from UPCEA (formerly the University Professional and Continuing Education Association) for its Fall 2023 advertising campaign “You’re Built to Learn. We’re Built for You.” The award, part of UPCEA’s MEMS (Marketing, Enrollment Management, and Student Success) program of awards, recognizes “marketing campaigns that excel in creativity, execution, and impact.” The campaign, which highlights The Chang School’s commitment to understanding learner needs, resulted in a website engagement increase of 6.5%.

MASSEY SCHOLARS – Professors *James Nadler* (Media), *Jonghun (Jay) Park* (Graphic Communications Management), and *Monique Tschofen* (English) have been selected as visiting scholars at the University of Toronto’s Massey College for the 2024–25 academic year. They will be given space and resources at the college to pursue their research and creative endeavours. James will be crafting a feature film screenplay that will explore themes of identity, ethnic otherness, and cultural assimilation, and researching how Jewish performers historically adapted their identities in media settings. Jonghun aims to complete six ongoing research projects in order to develop sustainable ways of making packaging more effective in product distribution. Monique will be editing an interactive digital edition of Gertude Stein’s book of poetry *Tender Buttons*, completing an article on Stein’s poetry, and, through a Social Sciences and Humanities Research Council of Canada (SSHRC)-funded project, build supportive, interdisciplinary spaces for graduate students across Canada to engage in collaborative research.

THE TED ROGERS MBA program has placed fifth out of MBA programs in Canada in the Bloomberg 2024–25 rankings. The ranking is based on over 15,000 survey responses from students, alumni, and employers as well as compensation and employment data.

PARTNERSHIPS

3D-PRINTED WEST COAST – Students in the 3D Printing class in the Graphic Communications Management department have designed miniaturized objects for the permanent exhibition, or “destination,” Little West Coast, at the tourist attraction Little Canada, near the TMU campus. Under the direction of instructor Lee Eldridge, the students designed elements including landmarks and everyday details for Little West Coast, which features highlights of British Columbia and opened to the public on October 18. The designs were printed by advanced

stereolithography 3D printers, which use liquid resin and UV lights, to produce detailed small-scale models that were painted and prepared by Little Canada staff.

EVENTS AND INITIATIVES

WOMEN IN ARCHITECTURE EXHIBITION – From September 5 through October 10, the Department of Architectural Science hosted the international travelling exhibition *Buone Nuove/Good News: Women in Architecture* in the Paul H. Cocker Gallery. The exhibition of images, artifacts, and videos, which first opened at the MAXXI museum in Rome in 2022 and has travelled to four other cities in Europe and Asia, focuses on notable Italian women architects. At TMU, the exhibition was complemented by additional displays showcasing works and words by women architects working at TMU and in the Toronto region. The opening reception attracted a crowd of over 500, and the exhibition closed with a panel discussion featuring six prominent women architects. In addition, throughout the show, there were events scheduled at the “Good News Café”—café tables facilitating open dialogue about current issues.

IMAGE CENTRE EXHIBITIONS – On September 11, the Image Centre’s slate of three fall exhibitions opened to the public. *Lee Miller: A Photographer at Work (1932–1945)*, curated by Gaëlle Morel, explores an intense chapter in the life of American photographer Miller (1907–77), during which she was a portrait photographer, a commercial photographer for advertising, and both a fashion and a war correspondent for the British edition of *Vogue* magazine. *Aatooq (Full of Blood)*, in the University Gallery, is a short film by performance art quartet *Ikumagaliit – ᐃᑦᑲᑦᑲᑦ*; it brings together music, movement, poetry, and visual art to transcend boundaries and challenge societal norms. On the Media Wall is Toronto artist Nadine Valcin’s dual-channel installation *Origines*, a reflection on Blackness and belonging. All three exhibitions will run through December 7.

PWAAGANIGAAWIN / POW WOW – On September 13, TMU hosted the annual Pwaaganigaawin / Pow Wow in the Kerr Hall Quad. This year’s theme, “Honouring all our relations,” emphasized the interconnectedness of spiritual beings and highlighted the importance of acknowledging and nurturing the relationships that support and enrich life. The day began with the lighting of a sacred fire and a sunrise ceremony, and it featured drums and singing, various styles of pow wow dancing, an Indigenous vendor market, information booths, and pow wow etiquette teachings by Giigida-nini / Master of ceremony Bob Goulais (president and senior principal of Nbsiing Consulting)—both in-person, on the day of the pow wow, and virtually, the day before.

TIMBERFEVER – On September 19, TMU hosted the annual TimberFever competition, in which undergraduate architecture and engineering students from 10 universities in Ontario, Alberta, and Québec teamed up with professional mentors to design and build structures with wood. This year, for the competition’s tenth anniversary, teams were asked to use features from previous TimberFever design briefs to create structures that could enhance a cabin community

for homeless people. Competition hosts Moses Structural Engineers partnered with the non-profit Two Steps Home, which provides cabin communities for the homeless in Toronto; their members acted as consultants for the projects. Congratulations to the first-place team, Tributary, whose structure was designed to collect, store, and use rainwater to irrigate a vertical garden.

INDIGENOUS STUDENT SERVICES' 30th ANNIVERSARY – On September 25, Gdoo-maawnjidimi Mompil Indigenous Student Services (GMISS) hosted a celebration of its 30th anniversary. The event featured cultural performances and a keynote speech by celebrated novelist and journalist Waubgeshig Rice (*Journalism '22*). Students, faculty, staff, and community members including Indigenous alumni came together to celebrate the office's three decades of programming offered to First Nations, Inuit, and Métis community members at TMU, and to pay tribute to founding director Monica McKay, who has led the office since its inception in 1994.

ATHLETICS UPDATE – The annual Homecoming men's hockey game on September 19 sold out; nearly 2,500 fans watched the Bold defeat the Brock Badgers 3–2. On October 9, the women's hockey Bold hosted close to 1,500 elementary school students from the Toronto and Toronto Catholic district school boards for a School Day Game, which the Bold won 3–2 against York. After defeating the Carleton Ravens at home 2–1, the men's soccer Bold travelled to York, where they lost a hard-fought Ontario University Athletics (OUA) semi-final match 2–1 in overtime. Congratulations to Chris Campoli, Dante Ferraro, Jevontae Layne, and Akeim Villous, all of whom were named OUA All-Stars. Villous was selected to the OUA's first team. The women's soccer team matched their single-season record of seven wins and hosted a playoff game for the first time, losing 1–0 to the University of Toronto Varsity Blues. Congratulations to OUA second-team all-stars Natalie Moynihan and Taliyah Walker.

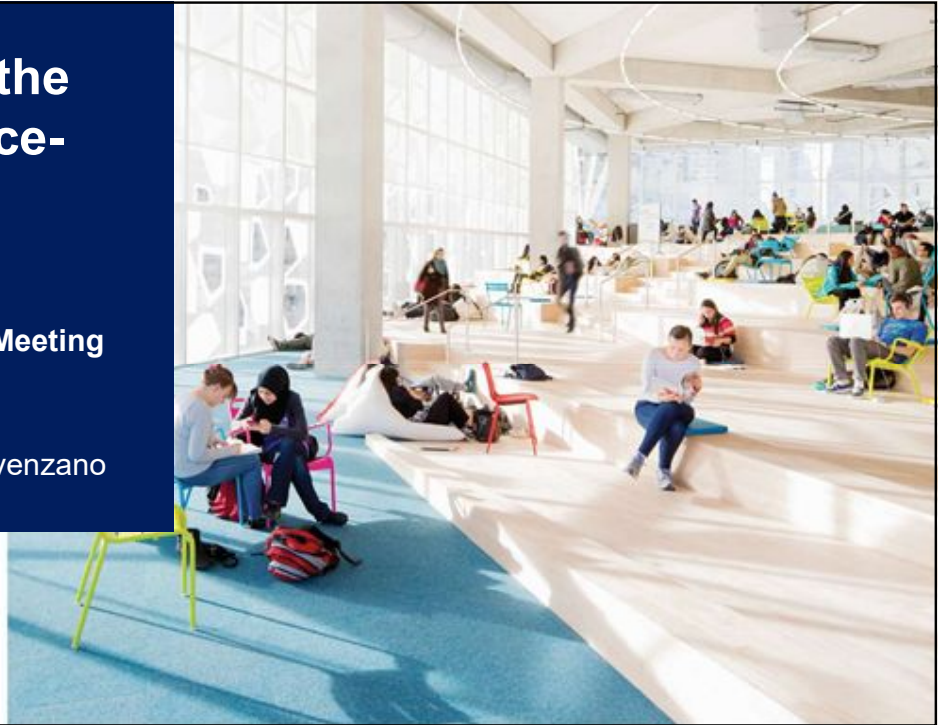
OPEN ACCESS WEEK – In recognition of International Open Access Week, TMU Libraries hosted a talk by Monica Granados: "Handing you the keys to open access." While working on her PhD in Ecology from McGill University, Monica discovered incentives in academia promote practices that make knowledge less accessible. Since then, she has devoted her career to working in the open science space in pursuit of making knowledge more equitable and accessible. Targeted to faculty and graduate students, the event provided information about how open access can help academics find a wider audience for their research. International Open Access Week is a global event held annually in October to raise awareness of the benefits of Open Access in the academic community.

Report from the Provost & Vice- President, Academic

Board of Governors Meeting
November 28, 2024

Roberta Iannacito-Provenzano

Toronto
Metropolitan
University



Academic Plan

By the numbers



1,600+
participants



118
groups
consulted



86
consultations



2
town halls

Values and Priorities

Values

- Unapologetically bold
- Intentionally diverse and inclusive
- Dedicated to excellence
- Respectfully collaborative
- Champions of sustainability

Priorities

- Enhance the Learning Journey for Greater Student Success
- Create Positive Impact Through Scholarly Research and Creative (SRC) Excellence and Local and Global Collaboration
- Support People and Community
- Continue our Commitment to Truth and Reconciliation
- Ensure Future-Readiness





School of Medicine



Rankings and International

Appointments



Carl Kumaradas
Dean, Yeates School of Graduate
and Postdoctoral Studies



Linda Koechli
Dean, G. Raymond Chang School of
Continuing Education





Thank you

Toronto
Metropolitan
University

**BOARD OF GOVERNORS
November 28, 2024**

AGENDA ITEM: 2023-2024 Sexual Violence Policy Report

STRATEGIC OBJECTIVES:

- Academic
- Student Engagement and Success
- Space Enhancement
- Reputation Enhancement
- Financial Resources Management
- Compliance (e.g. legislatively required)
- Governance

ACTION REQUIRED: Information

SUMMARY:

The 2023-2024 Sexual Violence Annual Report provides to the Board of Governors (the “Board”) of Toronto Metropolitan University (the “University”) information and statistics relating to sexual violence involving students during the 2023-2024 fiscal year.

BACKGROUND:

Effective July 1, 2019, the Ontario government requires that post-secondary institutions provide their Boards with an annual report on certain information and statistics regarding sexual violence, including supports, services and accommodations provided to students, and initiatives and programs undertaken by the University to promote awareness of sexual violence resources. It also includes a report on the number of complaints and incidents of sexual violence involving students at the University.

The attached report covers the period between May 1, 2023 to April 30, 2024. The annual report will be posted to the University’s website and submitted to the Ministry of Colleges and Universities. Previous years’ reports can be found on Diligent in the Board Resource Centre, and are publicly posted on the Board’s website.

ATTACHMENT: Toronto Metropolitan University Sexual Violence Report 2023-24

COMMUNICATIONS STRATEGY: The report will be disseminated within the community and posted on the University’s website.

PREPARED BY:

Name: Marcia Boniferro, Director, Student Care and Sexual Violence Support
Erin Hallock, Director, Human Rights Services

Date: November 18, 2024

APPROVED BY:

Name: Tanya De Mello, Vice-President, Equity and Community Inclusion

Roberta Iannacito-Provenzano, Provost and Vice-President, Academic

Saeed Zolfaghari, Vice-President, Administration and Operations

Date: November 18, 2024

Sexual Violence Annual Report

November 28, 2024

Board of Governors

Presented by Dr. Tanya (Toni) De Mello
Vice-President, Equity and Community Inclusion

Also on behalf of joint policy owners:

Dr. Roberta Iannacito-Provenzano
Provost and Vice-President, Academic

Dr. Saeed Zolfaghari
Vice-President, Administration and Operations



Ministry of Training, Colleges and Universities Act

Requires that every college or university provide its Board of Governors with an annual report setting out the following:

Part 1	Part 2	Part 3	Part 4
The number of times supports, services and accommodation relating to sexual violence are requested and obtained by students and information about the supports, services and accommodation.	Any initiatives and programs established to promote awareness of the supports and services available to students.	The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.	The implementation and effectiveness of the policy.

Part 1: Supports, services and accommodations

- The **Office of the Vice-Provost, Students**, through **Consent Comes First** and the **Office of Student Care**, works closely with survivors, complainants and respondents to provide support, services and accommodations from a trauma-informed approach.
- **Consent Comes First** provides support to students impacted by sexual and gender-based violence, while the **Office of Student Care** supports student respondents who are alleged or determined to have caused harm under the Sexual Violence Policy (SVP). This office works from a support, accountability and education framework to prevent sexual violence by supporting and holding accountable those students who cause harm in the TMU community.

Part 1: Supports, services and accommodations

Table 1: Number of students who requested and obtained supports from May 1, 2023 to April 30, 2024.

	Number of students making requests	Supports requested and obtained	Services (counselling referrals) requested and obtained	Accommodations requested and obtained
Survivors individual requests	193	1,047	49	176
Respondents individual requests	27	118	11	20
Total	220	1,165	60	196

Part 2: Initiatives and Programs

Consent Comes First leads consent education for the entire TMU community and works with campus partners to provide trauma-informed, healing-centred, equity-based education with four main learning goals: understanding community care; communication; empathy and leadership.

Consent Comes First offered consent and bystander intervention training to a wide variety of students and stakeholder groups in the 2023-2024 academic year including but not limited to:

- all incoming residence students; all residence student staff
- student orientation leaders; student group/government leaders
- student/staff and supervisors in the Career Boost program
- student, faculty and staff leaders in the Ted Rogers School of Management (TRSM), Faculty of Community Services (FCS) and The Creative School

Part 2: Initiatives and Programs

The Office of Student Care provides coaching and support to students who have been accused and/or found to have caused harm in breach of the SVP.

Human Rights Services provides remedial training to respondents on their rights and responsibilities under the SVP. This training may be part of voluntary alternative resolution agreements or occur following the conclusion of investigation and decision-making processes under the policy that result in accountability measures.

The Centre for Student Development and Counselling (CSDC) and external counselling experts provide accountability counselling as opportunities for respondents and/or people who cause harm to meaningfully explore important topics around accountability and impact. This counselling may be part of voluntary alternative resolution agreements or occur following the conclusion of an investigation and decision-making process under the policy.

2023-2024 Programming Highlights

Consent Comes First

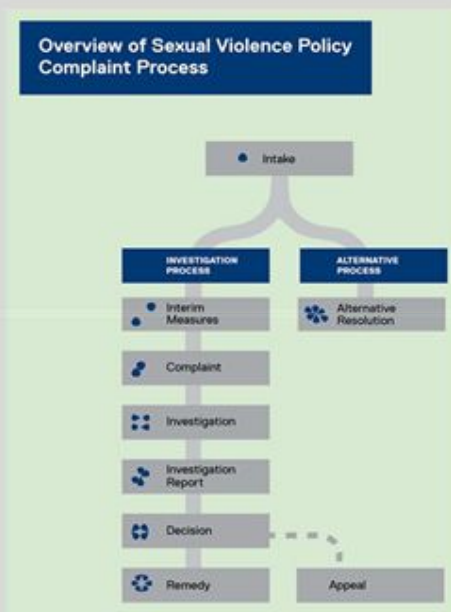
- **We Can Get Better At This: A conversation on community accountability and building our collective response to sexual harm:** Abolition X Podcast hosts led a discussion on sexual harm, accountability, toxic masculinity, and our collective ability to grow more skills and pathways to respond to the needs of survivors.
- **Restorative Reading:** Kai Cheng Thom, author, performance poet, teacher, performer and advocate led a session and performance on revolutionary love and healing.
- **Consent Awareness Week:** Consent Comes First alongside a coalition of other Ontario universities hosted events in the fall and winter semesters to explore prevention, intervention and supports to address sexual violence on campus.
- **TMU's 16 Days of Activism Against Gender-Based Violence and the National Day of Remembrance and Action on Violence Against Women Memorial:** Consent Comes First hosted activities including a panel with student voices for this year's memorial gathering.
- **Social media presence:** Consent Comes First maintained a vibrant social media presence to share psychoeducational infographics inspired by student feedback including Instagram posts (4,881 followers) and an online newsletter (2,526 contacts and 2,196 subscribers) on topics such as consent education, online dating safety, collaborative event advertisements, and support for diverse groups of survivors.

7

Part 3: Number of incidents and complaints

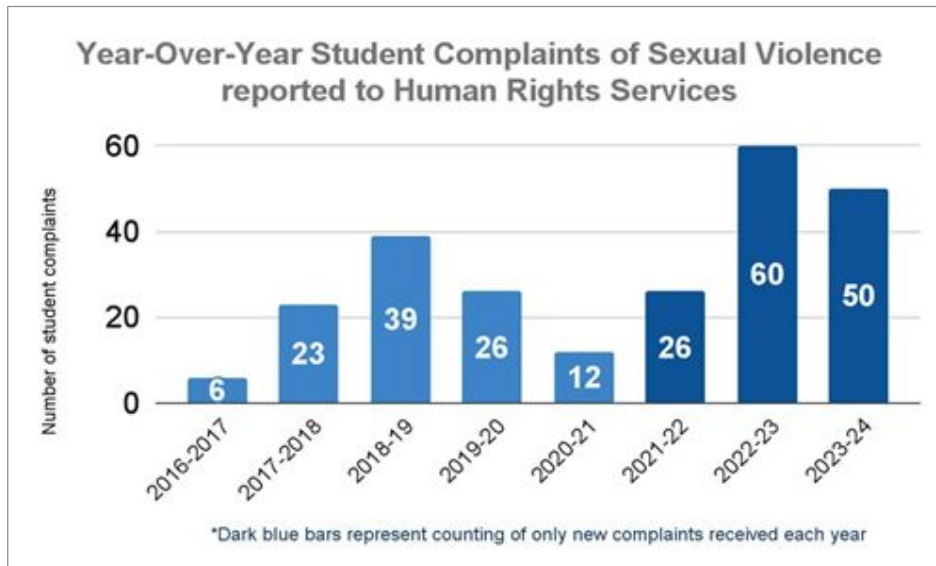
Human Rights Services

- Manages complaints and investigations.
- Strives to ensure study, work and living environments **free of discrimination, harassment and sexual violence** so that all community members can participate equitably in university life with dignity and respect.
- Provides **free and confidential** complaint resolution services under the Discrimination and Harassment Prevention Policy (DHPP) and SVP.



8

Part 3: Number of incidents and complaints



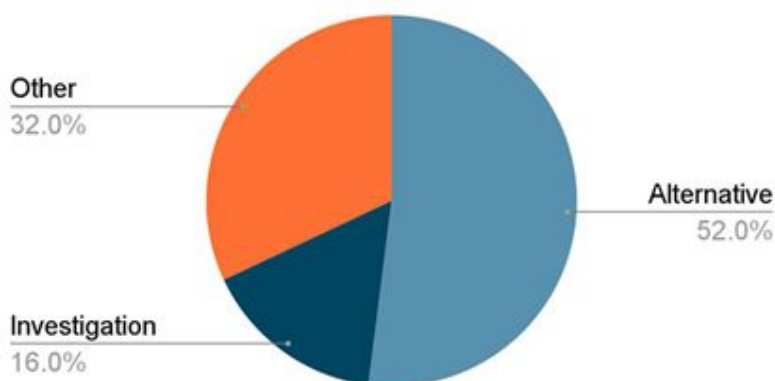
9

Part 3: Number of incidents and complaints

May 1, 2023 to April 30, 2024

Total Number of Student Complaints of Sexual Violence received by Human Rights Services	50
Number of Student Complaints that moved forward in the complaint resolution process under the SVP	25 of 50

Methods of Resolution of Student Complaints of Sexual Violence by Human Rights Services



10

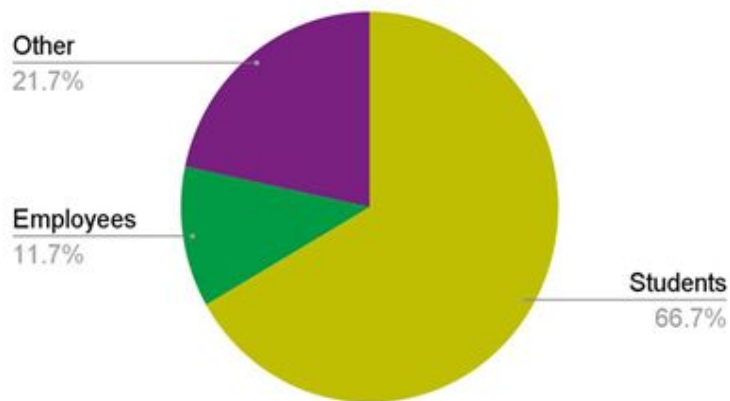
Student sexual violence complaints between May 1, 2023 and April 30, 2024

The majority of student complaints of sexual violence involve other students.

A number of students involved in complaints also work as student and staff at the university.



Who is accused of sexual violence involving students?

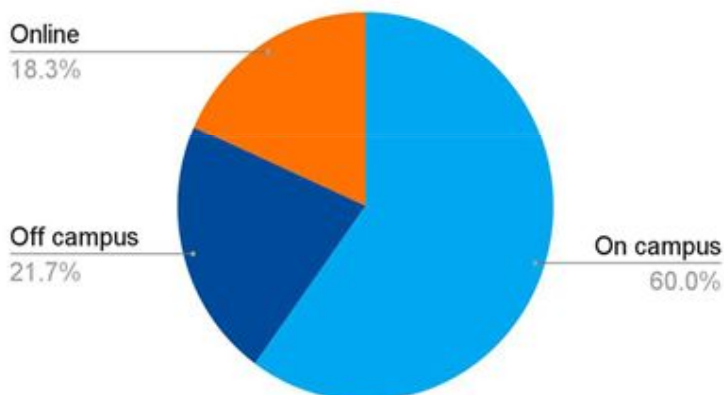


Student sexual violence complaints between May 1, 2023 and April 30, 2024

The majority of complaints of sexual violence from students involve incidents occurring on campus, which represents a significant increase from previous years and is likely due to the return to campus after the pandemic.

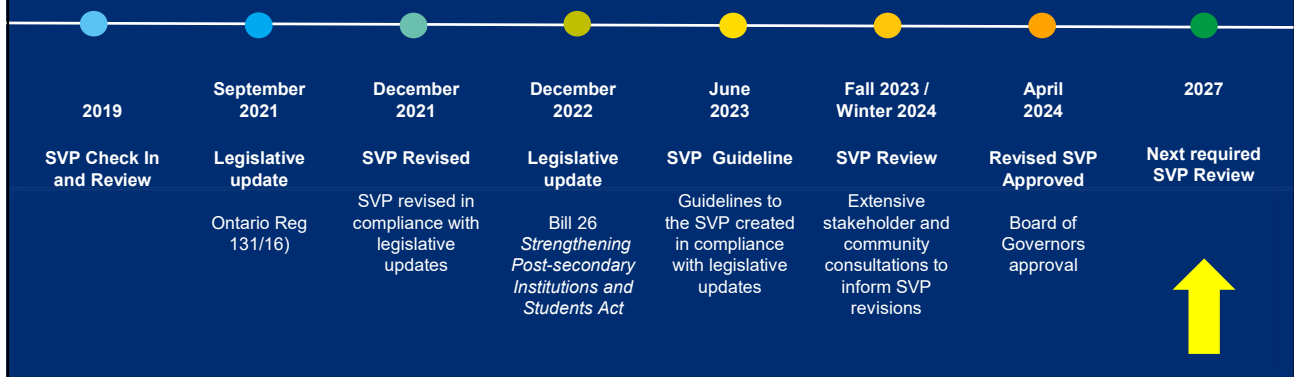


Where is sexual violence involving students occurring?



Sexual Violence Policy Review Completed (Fall 2023 to Spring 2024)

Sexual Violence Policy Updates and Reviews



Goals of the 2023/24 Sexual Violence Policy Review

- Reviews of sexual violence policies are required every three years by the *Ministry of Training, Colleges and Universities Act*.
- In 2023/24, the goals of the review were to **strengthen relationships** with key partners and stakeholder groups, including students, and receive input on policy updates/revisions.
- Ensure compliance with legislative updates.

Substantive changes to the policy

- ➔ Definition of the TMU community has been revised to give more clarity and provide examples.
- ➔ Parameters of consent have been reviewed to more clearly account for when there is an imbalance of power.
- ➔ Language is more accessible and easier to understand.
- ➔ Timelines have been updated in terms of notices, decisions and appeals procedures.
- ➔ Addition of sexual misconduct definition based on legal obligations under the *Strengthening Post-secondary Institutions and Students Act*.



Questions and discussion

Toronto Metropolitan University 2023 to 2024 Sexual Violence Report

Reporting period between May 1, 2023 and April 30, 2024

November 28, 2024

Introduction

At Toronto Metropolitan University (TMU or the university), the safety and well-being of our community members is a top priority. Sexual violence is a serious problem that needs attention and intervention – not only in the ways we respond, but in how we work to prevent it throughout society and within institutions. TMU is committed to fostering a culture of consent and to building safe and secure university environments that are free of sexual violence and harassment of any kind.

In the 2023-24 academic year, TMU continued in its commitment to preventing and addressing sexual violence in all its forms. The university offered robust and flourishing educational services, supports and programming that reflects the varying needs and priorities of community members, and implemented trauma-informed and procedurally fair complaint resolution processes to respond to reported incidents of sexual and gender-based violence.

Collaboration was essential as service providers such as Consent Comes First (CCF), Student Care, Human Rights Services (HRS) and Community Safety and Security, among others, worked together to meet the diverse needs of students and respond to highly sensitive and complex incidences of sexual and gender-based violence within the university community. From the perspective of supporting and educating students, this collaborative model included expanding in person and online educational programming to accommodate a variety of time and delivery models and focusing on trauma-informed care and intersectionality as core priorities of educational work. The university continued to note trends around increased requests for support relating to technology-facilitated violence as well as an increase in intimate partner and family violence, resulting in increased training for staff and increased educational offerings for community members, including case studies particularly tailored to these challenging topics.

In 2023-24, HRS received a similar number of student complaints of sexual and gender-based violence as were reported in the previous year. This included a significant number of referrals from partner offices across the university based on efforts to enhance awareness and relationship-building to highlight the role of HRS as a trusted resource to consult on issues of sexual and gender-based violence. Trends in the types of reports of sexual violence in 2023-24 were also similar to 2022-23 such that the majority of student complaints were being filed against other students, and the majority of incidents had a connection to campus. HRS continued to explore varied and proportionate options for responding to diverse complaints of sexual violence, including enhanced offerings of early intervention and alternative resolution approaches to addressing concerns and preventing recurrences.

In 2023-24, the co-policy owners of TMU's Sexual Violence Policy (SVP), the Provost and Vice-President, Academic; Vice-President, Administration and Operations; and Vice-President, Equity and Community Inclusion, undertook a comprehensive review of the policy in accordance with legislative requirements. The policy review included broad consultation with university stakeholders, including students, faculty and staff, and provided an opportunity to receive feedback from the community in order to inform meaningful improvements to the policy. On April 30, 2024, the university's Board of Governors approved the revised SVP. The updated policy

reflects our collective commitment to addressing all forms of sexual violence in our community and promoting a culture of consent.

Background

The university implemented its SVP in June 2015. In 2016, amendments to the SVP were made by the university to comply with the Ontario government's requirements under the *Sexual Violence and Harassment Action Plan Act* (Supporting Survivors and Challenging Sexual Violence and Harassment) (Bill 132).

Effective July 1, 2019, the Ontario government required post-secondary institutions to provide their governing bodies with an annual report that details the institution's work and progress in addressing sexual violence. As referenced above, several offices work in collaboration to support TMU to prevent and address sexual violence on campus.

CCF works with and supports TMU students affected by sexual violence. The office delivers intensive case management services to student survivors as well as education, prevention, training and awareness activities in collaboration with campus partners. In 2023-24, CCF had two full-time Sexual Violence Specialists, a Director (of both CCF and Student Care) and welcomed a new Associate Director, Sexual Violence Support as the leader of the office in October 2023.

Workplace Wellbeing Services (WWS) works to help create a culture where all employees can bring their whole selves to work. They provide information, guidance and support to leaders and employees related to workplace accommodation. They also provide trauma-informed support for TMU staff and faculty affected by sexual violence and other forms of gender-based violence.

HRS in the Office of the Vice-President, Equity and Community Inclusion (OVPECI) manages the complaint resolution process under the university's SVP, including fielding inquiries and providing consultations about the application of the policy, and facilitating early interventions, alternative resolutions and investigations in response to complaints of sexual violence. HRS also provides education and training on responsibilities and pathways for reporting sexual violence at the university, and delivers remedial training on sexual violence to individuals who have been accused and/or found to have caused harm under the policy. During 2023-24, HRS had seven full-time staff, consisting of an Interim Director, a Strategic Advisor and Senior Resolution Officer, a Senior Resolution Officer and Investigator, three Human Rights Resolution Officers, a Policy Review Facilitator, and an Intake and Support Administrator.

The Office of Student Care offers support to TMU students in distress and causing disruptions at the university including student respondents who are alleged and/or determined to have caused harm under the SVP. The office works from a support, accountability and education framework to prevent sexual violence by supporting and holding accountable those students who cause harm in the TMU community. In 2023-24, this office consisted of a Director (of both CCF and Student Care), a Student Conduct Officer and two Coordinators, Student Case Management, with a third Coordinator, Student Case Management joining the team in February 2024.

Report overview

<u>Part I: Number of supports, services and accommodations relating to sexual violence requested and obtained by students</u>	4
<u>Supports</u>	4
Services	5
<u>Accommodations</u>	5
<u>Trends in support requests</u>	5
Table 1: Number of students who requested and obtained supports from May 1, 2023 to April 30, 2024	6
<u>Part II: Initiatives and programs to promote awareness of its sexual violence support and services for students</u>	7
Board of Governors Sexual Violence Policy Training	7
E- <u>Learning Modules</u>	7
Community Consent and Bystander Intervention <u>T</u> rain <u>ing</u>	8
Community Tabling	9
Resources	9
Human Rights Training (for departments)	10
<u>Education (for respondents and/or people who cause harm)</u>	10
<u>Programming</u> and Events	11
Part III: Number of complaints and incidents of sexual violence reported to the university involving students	13
Table 2: Number of complaints of sexual violence involving students received by Human Rights Services (HRS) between May 1, 2023 and April 30, 2024	13
Table 3: Number of reports of sexual violence reported to Community Safety and Security between May 1, 2023 to April 30, 2024 involving students as complainants or respondents, by incident type	14
Table 4: Number of incidents of sexual violence reported to Community Safety and Security between May 1, 2023 to April 30, 2024 involving students as complainants or respondents, by incident type	
<u>Part IV: Implementation and effectiveness of the SVP</u>	16
SVP Review 2023-24	16

Part I: Number of supports, services and accommodations relating to sexual violence requested and obtained by students

Supports

TMU works closely with student survivors, complainants and respondents to provide support, services, and accommodations from a trauma-informed approach. Support is made available to students collaboratively. For student survivors and complainants these supports specifically include but are not limited to:

- Helping survivors identify, process and navigate the traumas they have experienced.
- Guiding complainants and their witnesses through the SVP reporting and complaint resolution process.
- Providing support in every stage of the university's investigation process under the SVP.
- Advising and assisting survivors with options external to the university that are available to them, including reporting an incident to the police.
- Assisting survivors in court proceedings, including gathering information and communicating with the crown attorney in criminal proceedings.
- Referring and/or accompanying survivors to urgent care as well as medical appointments, including on and off-campus counselling.
- Helping survivors navigate the Ontario Students Assistance Program and the bursary application process to secure financial support.
- Accessing housing support including emergency housing assistance.
- Providing letters of support for academic considerations, course drops and withdrawals, and grade appeals.
- Developing and implementing safety plans for survivors.

For student respondents, supports include:

- Facilitating support for student respondents during SVP investigations, including academic considerations, financial support, access to counselling, and referrals to other internal and external resources.
- Guiding respondents through the complaint resolution process and providing support in every stage of the alternative dispute resolution (ADR) or investigation process under the SVP.
- Working with respondents after decisions are issued to ensure the completion of ADR agreements or sanctions and compliance with any assigned remedies.
- Helping student respondents transition back to the university after periods of suspension.

Services

TMU provides expedited referrals to counselling for student survivors affected by sexual violence as well as students who are determined to have caused harm under the SVP. The university offers students:

- Crisis counselling, individual therapy and group therapy.
- Accountability counselling to respondents involved in the SVP disciplinary process. This includes consent training on various topics, including, but not limited to, consent, toxic masculinity, healthy relationships, the role of substance use in harmful behaviours and healthy sexuality.

Accommodations

TMU provides carefully tailored accommodations to each student's circumstances. Such accommodations include:

- Academic considerations (short-term modifications to students' coursework resulting from students' experiences of trauma).
- Workplace accommodations (for students with concurrent staff roles).

Trends in support requests

- online harassment
- family violence
- intimate partner violence
- workplace sexual harassment
- stalking

Numbers

Table 1 shows that between May 1, 2023, and April 30, 2024, 220 students accessed individual support from CCF and/or Student Care. This number includes survivors requesting support, services and accommodations due to disclosures and a commitment to their healing journeys as well as respondents requesting support, services and accommodations due to the complaint resolution process and a commitment to their learning and growth. The breakdown of these supports, services and accommodations for the reporting period is as follows:

Table 1: Number of students who requested and obtained supports from May 1, 2023 to April 30, 2024

	Number of students making requests	Supports requested and obtained	Services requested and obtained	Accommodations requested and obtained
Survivors individual requests	193	1047	49	176
Respondents individual requests	27	118	11	20
Total	220	1165	60	196

Part II: Initiatives and programs to promote awareness of sexual violence support and services for students

Board of Governors Sexual Violence Policy Training

The OVPECI and the Office of the Vice-Provost, Students delivered an annual training and update on sexual violence to members of the TMU Board of Governors on May 28, 2024. The presentation featured CCF and HRS presenting on understanding sexual violence and reviewing the support and complaint resolution options for students, faculty and staff at the university. It also highlighted the recent updates to the SVP.

E-Learning Modules

Student e-learning module

- For 2023-24 the [student e-Learning module](#), “This is How We Take Care of Each Other: Addressing Sexual Violence on Campus” was sent out to all 10,000 incoming students, with every TMU faculty participating. This e-module was created with student input for incoming students and explores relationships, intimacy and bystander intervention techniques.
- The course has four key mandates:
 - **Empathy:** Students will further develop their ability to see the world as others are experiencing it, understand their feelings in a non-judgemental fashion and communicate this understanding with their peers.
 - **Communication:** Students will build on ways to communicate in relationships, with co-workers, friends and in romantic or sexual realms. They will learn ways to give and receive different kinds of information. They will feel able to listen, speak to, observe, respect and empathize with their peers.
 - **Leadership:** Using the new tools shared, students will empower themselves to make decisions in the moment that protectively address harm in collaboration with their peers.
 - **Community care:** Students will understand ways to care for their community with the support of campus policies, procedures and support services.

Employee e-learning module

- A companion employee e-learning module, “Building a Campus Where Consent Comes First: Understanding TMU's Sexual Violence Policy,” continues to be available for TMU employees. This module was created by CCF in collaboration with community partners including HR; OVPECI including HRS; Office of the Vice-Provost, Students;

Vice-Provost, Faculty Affairs; TMU Student's Union (TMUSU); Continuing Education Students' Association of Toronto Metropolitan University and TMU employee unions including OPSEU, CUPE 3904, CUPE 233 and the Toronto Metropolitan Faculty Association (TFA). The goals of the course are that staff and faculty participants will:

- Learn about the TMU SVP and how it applies to employees, their supervisors and employers.
- Understand the definitions and impacts of sexual violence and sexual harassment.
- Understand an employee's role and responsibility as a TMU community member under the SVP and the Ontario *Occupational Health and Safety Act* (OHSA).
- Be better equipped to support someone when they disclose an experience of sexual violence.

Community Consent and Bystander Intervention Training

Under the TMU SVP, CCF leads campus education on sexual violence and gender-based violence in collaboration with community partners. CCF works to provide trauma-informed, healing-centred, equity-based education with four main learning goals: understanding community care, communication, empathy and leadership, including bystander intervention techniques.

This year, CCF delivered numerous workshops and trainings to a diverse array of thousands of members within the TMU community, including but not limited to the following:

Community Members	Participant Numbers
Student Leaders - clubs and governments	130
Career Boost students - student employees	Fall term - 39 Winter term - 10
Career Boost supervisors - supervisors of students	84
Student orientation leaders	220
Residence student staff - new and existing staff	73
Residence students - all incoming first year students	450
Invocation - first year students	1200
Counselling Centre interns	6
Student Life and Learning Support student staff	45

The Creative School interns	85
Ted Rogers School of Management Co-op students	360
Faculty of Community Services new staff and faculty	6

Community Tabling

CCF staff regularly attended tabling events to promote consent to students through conversation and sharing of information and resources. For the 2023-24 academic year, staff participated in the following tabling activities:

Community Event	Number of Participants
Orientation Week - students	1000
Orientation Week - parents	First Evening - 55 Second Evening - 45
Wellbeing Week	250
Women's History Event	140
Learning Reboot	28

Resources

CCF and HRS continued to distribute meaningful student-created or inspired resources within the TMU community including:

- [**We Heal Together: A Colouring Book for Black Survivors**](#)
An initiative of CCF and Carleton University's Sexual Assault Support Centre. This colouring book was inspired by the We Heal Together support group founded by TMU student Casandra Fullwood.
- [**We Heal Together: We Are Spectacular Nebulas in Healing Journal**](#)
A journal designed to help Black students think about their thoughts, challenge them or just put them on the page and let them go. This journal is for Black survivors to rest their weary thoughts and a place that can be revisited as many times as survivors need to.
- [**Sexual Violence Complaint Resolution Process**](#)
These virtual and hard copy HRS resources provide information about the SVP and the complaint resolution process under the policy, as well as the rights and responsibilities of

TMU community members involved in the process. They include infographics, pamphlets and other materials that support understanding of the implementation of the policy.

- **Human Rights Online**

This virtual HRS resource was prepared in response to the COVID-19 pandemic and the shift to online learning and working environments at the university. It reminds the TMU community that we all have a shared responsibility to ensure that the university's online environments are free of discrimination, harassment and sexual violence and that the Discrimination and Harassment Prevention Policy (DHPP) and SVP apply to online behaviour when engaging in university spaces and activities.

- **Social Media Presence**

This year, CCF maintained a vibrant social media presence to share psychoeducational infographics inspired by student feedback re: needed information. Through Instagram posts (4,881 followers) and an online newsletter (2,526 contacts and 2,196 subscribers), the topics focused on consent education, online dating safety, collaborative event advertisements, and support for diverse groups of survivors.

Human Rights Training (for departments)

Human Rights Services (HRS) provides a range of training on human rights at TMU, including on the complaint resolution processes that it manages under the DHPP and SVP. In the 2023-24 reporting period, HRS delivered a total of 7 sexual violence-focused trainings.

Education (for respondents and/or people who cause harm)

The Office of Student Care, HRS and the Centre for Student Development and Counselling provide opportunities for coaching, remedial training and accountability counselling for student respondents who have been alleged and/or found to have caused harm in breach of the SVP.

- The Office of Student Care provides coaching and consultation with students who have been accused and/or found to have caused harm in breach of the SVP as part of prevention and early intervention, as well as part of remedies under alternative resolution or investigation and decision-making processes.
- HRS provides remedial training to respondents on their rights and responsibilities under the SVP as part of voluntary alternative resolution agreements and following the conclusion of investigation and decision-making processes under the policy that result in accountability measures. In the 2023-24 year, HRS delivered six sexual violence-focused remedial training sessions for student respondents.
- The Centre for Student Development and Counselling and external counsellors provide accountability counselling as opportunities for respondents and/or people who cause harm to meaningfully explore important topics around accountability and impact, either as part of voluntary alternative resolution agreements or following the conclusion of an investigation and decision-making process under the policy that results in accountability measures.

Programming and Events

Emergency call stations and blue poles

Emergency call stations and blue poles provide duress stations where anyone can activate a blue pull station or call to be connected directly to TMU Security. TMU Security will immediately be dispatched to the individual's location. Currently, 10 phones are located across campus.

Consent Awareness Week

CCF works with other Ontario universities to host an annual Consent Awareness Week in the fall and winter semesters to explore the prevention, intervention, and support to address sexual violence on campus. Programming for the 2023-24 included the following event attended by 60 participants:

- **“Restorative Reading” (January 25, 2024):** Kai Cheng Thom, author, performance poet, teacher, performer and advocate for revolutionary love shared an engaging presentation with students, staff and faculty.

Practicum Program for Black, Indigenous and Racialized Students

CCF continued this year with a training program for Masters of Social Work (MSW) students, prioritizing Indigenous, Black, and racialized students interested in working on consent education and sexual violence support. The hope is to increase the representation of these communities in gender justice work. CCF created a summer course prerequisite for placements at CCF to enrich the learning experience. CCF worked with 2 MSW placement students during 2023-24.

We Deserve Healing Not Harm Series

We Deserve Healing Not Harm is a speaker series focused on the widespread criminalization and punishment of survivors of gender-based violence, in collaboration with Carleton University and Laurier University sexual violence support offices. Through speakers, panels, resource sharing, and calls to action, this series explores ways to recognize and challenge the intersecting systems that target and harm survivors. This year's contribution to the series included a panel discussion attended by 80 participants:

- **“We Can Get Better At This: A Conversation on Community Accountability and Building Our Collective Response to Sexual Harm” (November 28, 2023):** Abolition X Podcast Hosts richie reseda and Indigo Mateo joined in conversation with Community Justice Initiatives (CJI) Coordinator Julian McCants-Turner to explore topics of sexual harm, accountability, toxic masculinity, and our collective ability to grow more skills and pathways to respond to the needs of survivors.

TMU 16 Days of Activism Against Gender-Based Violence

- The 16 Days of Activism Against Gender-Based Violence is an annual international campaign that kicks off on November 25, the International Day for the Elimination of Violence against Women, and runs until December 10, Human Rights Day. This year,

special efforts were made by CCF to ensure there were a variety of [activities listed on the CCF webpage](#) for community members to engage with marking this important time in the yearly calendar.

National Day of Remembrance and Action on Violence Against Women

- **Community Memorial Gathering (December 6, 2023):** The women killed at the L'Ecole Polytechnique in Montreal in the act of violent misogyny on December 6, 1989 were mourned, as well as those killed by men in their lives in 2023, including children. The powerful event created space to honour more than 50 women and children killed by men in their lives. Speakers included a panel of Engineering student leaders, Jori Jones (Associate Director, CCF) and Monica McKay (Director and Founder of Gdoo-maawnjidimi Mompïi "We Gather Here" Indigenous Student Services). This was part of the 16 Days of Action Against Gender-Based Violence. On that day, 110 TMU faculty, staff, and gathered for this meaningful December 6 memorial event.

Part III: Number of complaints and incidents of sexual violence reported to the university involving students

Table 2 summarizes the **number of complaints** of sexual violence involving students received by HRS as the office that manages the complaint resolution process under the SVP.¹ The complaints outlined in the table represent all matters in which students were the complainants or those alleged to have experienced harm under the policy between May 1, 2023 and April 30, 2024.

Table 2: Number of complaints of sexual violence involving students received by HRS between May 1, 2023 and April 30, 2024

Total number of complaints received by HRS involving students between May 1, 2023 and April 30, 2024	50
Number of complaints that moved forward in the complaint resolution process under the SVP	25/50
Early intervention / alternative resolution	13
Investigation	4
Other	8
Breakdown by status of respondent (the individual being accused of the alleged sexual violence)	
Student	28
Employee	11
Other	11
Breakdown by primary incident location	
Incidents occurring on campus	10
Incidents occurring off-campus	34
Incidents occurring online	6

¹ HRS defines “complaint” here as an alleged violation of the SVP reported to HRS that requires a preliminary assessment of whether the complaint falls within the jurisdiction of the SVP and meets the threshold for proceeding with a complaint resolution process. The party reporting the alleged SVP violation to HRS could be the person directly affected by the reported incident or a third party who witnessed or received a disclosure of a potential breach of the SVP.

Table 3 shows the **number of reports** of sexual violence reported to Community Safety and Security between May 1, 2023 to April 30, 2024 involving students as complainants or respondents, by incident type.

Table 3: Number of reports of sexual violence reported to Community Safety and Security between May 1, 2023 to April 30, 2024 involving students as complainants or respondents, by incident type

Incident type	Number of incidents
Assault - Common	3
Assault - Sexual	9
Extortion	2
Harassment - Criminal	16
Harassment - Human Rights	9
Indecent exposure / behaviour	2
Uttering threats	0
Voyeurism	1
Total	42

Table 4 shows the **number of students** involved in incidents of sexual violence reported to Community Safety and Security between May 1, 2023 to April 30, 2024 involving students as complainants or respondents, by incident type. Please note the difference in totals between Tables 3 and 4 is due to the fact that each report may include more than one complainant who is a student.

Table 4: Number incidents of sexual violence reported to Community Safety and Security between May 1, 2023 to April 30, 2024 involving students as complainants or respondents, by incident type

Incident type	Number of incidents: Student complainants	Number of incidents: Student respondents
Assault - Common	3	1
Assault - Sexual	9	1
Extortion	2	0
Harassment - Criminal	14	8
Harassment - Human rights	9	3
Indecent exposure / behaviour	3	0
Uttering threats	0	0
Voyeurism	1	1
Total	41	14

Part IV: Implementation and effectiveness of the SVP

The SVP reflects TMU's commitment to addressing sexual violence in all forms at the university and commits the university to initiatives that:

- raise awareness of sexual violence;
- prevent and reduce sexual violence;
- promote a culture of consent;
- respond to the needs of survivors; and
- provides for accountability through a complaint resolution process that may explore alternative resolution or investigation of complaints.

At TMU, all survivors and respondents are offered robust, trauma-informed and holistic care by CCF and the Office of Student Care respectively and the policy is administered with transparency and procedural fairness by HRS. All three offices work with each other, Community Safety and Security and all TMU community members to prevent sexual violence on campus and to engender a culture of consent and a caring community at TMU.

Sexual Violence Policy

The university's SVP reflects our collective commitment to addressing all forms of sexual violence in our community and to promoting a culture of consent. The SVP requires review every three years in accordance with the *Ministry of Training, Colleges and Universities Act* and related regulations. The SVP at TMU was first implemented in 2015, with subsequent reviews in 2016 and 2019 and 2023/24. In addition, legislative updates were made to the SVP in December 2021 and June 2023.

SVP Review 2023-24

In 2023-24, the co-policy owners of TMU's SVP, the Provost and Vice-President, Academic; Vice-President, Administration and Operations; and Vice-President, Equity and Community Inclusion, undertook a comprehensive review of the policy in accordance with legislative requirements. The policy review included broad consultation with university stakeholders, including input from students, faculty, contract lecturers, and staff who participated in town hall consultations, online surveys and targeted feedback sessions. Additionally, faculty, academic and non-academic employee unions, student unions, administrators of the policy, and other stakeholders participated in feedback sessions. The revised SVP is the result of community input and led to meaningful improvements in the policy.

On April 30, 2024, the university's Board of Governors approved the revised SVP. A summary of the updates to the policy include the following:

- In response specifically to student (as well as general) feedback, the language in the policy is more accessible and easier to understand.

- There is now more clarity in regards to when the university has jurisdiction under the policy over incidents that occur online and off campus.
- There is now a more robust definition of sexual violence, which reflects that it is an umbrella term that encompasses a range of manifestations of sexual violence.
- The definition of the TMU community has been revised to give more clarity and to provide examples.
- The parameters of consent have been reviewed to more clearly account for when there is an imbalance of power.
- The role of Workplace Wellbeing Services has been updated to clarify how they provide support for faculty and staff affected by sexual and gender-based violence.
- Timelines have been updated in terms of decisions and appeal procedures.
- The Policy adopted the legislated definition of Sexual Misconduct from the *Strengthening Post-secondary Institutions and Students Act* (Bill 26).

We are proud that TMU's SVP has been a model for other universities, serving as a widely adopted template. The 2023-24 revisions to the policy and all the tremendous work outlined above in this report reflect our responsiveness to community feedback and ongoing prioritization of trauma-informed support, preventative education and procedurally fair complaint resolution processes to address sexual violence in all its forms.

BOARD OF GOVERNORS
November 28, 2024

AGENDA ITEM: Update on Strategic Research Plan 2025-2030

STRATEGIC OBJECTIVES:

- Academic
- Student Engagement and Success
- Space Enhancement
- Reputation Enhancement
- Financial Resources Management
- Compliance (e.g. legislatively required)
- Governance

ACTION REQUIRED: Information

SUMMARY:

The Strategic Research Plan articulates the Toronto Metropolitan University's (the "University") key themes that represent its strategic strengths and reflect the diverse scholarly, research and creative ("SRC") activity that is taking place across the institution. The Strategic Research Plan was developed through an iterative consultation process under the leadership of the Office of the Vice-President, Research and Innovation and guided by a Steering Committee with representation from each faculty and the student body. The broader university community was engaged through a multi-phase series of town halls, focus groups and on-line engagement. Pending Senate approval on December 3, 2024, the Strategic Research Plan will set the institutional scholarly, research and creative priorities for the next five (5) years with the identification of strategic objectives, research themes and sub-themes.

BACKGROUND:

For additional background information please see the attached presentation and draft 2025 - 2030 Strategic Research Plan.

ATTACHMENTS: Strategic Research Plan Update for Board of Governors Presentation
Draft 2025 - 2030 Strategic Research Plan

PREPARED BY:

Name: Melanie Martin-Griem, Executive Director, Office of the Vice-President, Research and Innovation

Date: November 7, 2024

APPROVED BY:

Name: Steven N. Liss, Vice-President, Research and Innovation

Date: November 7, 2024

Strategic Research Plan (SRP) Update for Board of Governors

November 2024

Toronto
Metropolitan
University

Office of the
Vice-President,
Research & Innovation



What is a Strategic Research Plan?

- Required for external funding
- Outlines broad research themes for the University
- Identifies strategic objectives that will enable TMU to **increase scholarly, research and creative (SRC) excellence, intensity & impact**
- Flexible framework



The Strategic Research Plan describes how TMU will increase SRC excellence, intensity and impact.

The Strategic Research Plan identifies and prioritizes key areas of institutional SRC strength that have the potential for growth, generating new knowledge and contributing to societal progress.

These areas of strength, expressed as themes and sub-themes, are where TMU will:

- grow externally funded SRC revenue;
- enhance multidisciplinary collaborations;
- expand international partnerships; and
- promote knowledge translation, dissemination, mobilization, and commercialization.

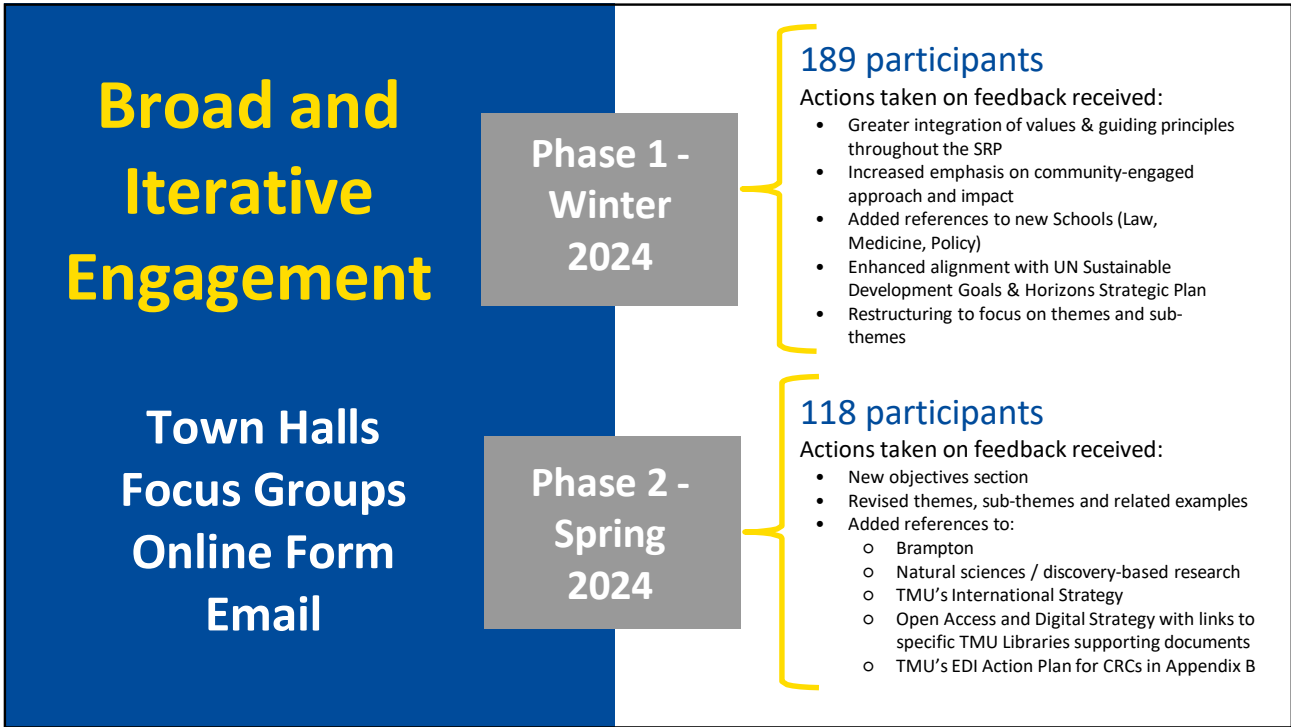
Strategic Research Plan Steering Committee

Purpose

- Advisory committee that provides guidance and input in the development of the Strategic Research Plan
- Ensure alignment with institutional strengths and priorities
- Offer diverse perspectives to enhance plan comprehensiveness

Composition

- 22 members from across TMU including representatives from each faculty, students, post-doctoral and relevant administrative staff to encompass the SRC ecosystem
- Active researchers that encompass a diversity of lived experiences, disciplinary perspectives, and career stages



Collegial Governance Approval Process

- October 7 - Final draft SRP to the Senate Scholarly Research and Creative Activity Committee for recommendation to move forward to Senate
- October 22 - Senate Academic Governance and Policy Committee received Strategic Research Plan for coordination
- November 5 - Strategic Research Plan shared with Senate with notice that approval will be sought at next meeting
- December 3 - Motion before Senate to seek approval of the SRP
- January 2025 - Launch of SRP

Thank you.

Vision Statement:

Toronto Metropolitan University (TMU) is a hub for world-leading researchers working to solve complex, real-world problems.

Introduction:

Led by intellectual curiosity and a desire for sustainable change, TMU researchers are creating evidence-based solutions for real-world transformation. Toronto Metropolitan University leverages the energy of our location in the heart of Toronto and Brampton, one of the fastest-growing and most diverse communities in Canada, to foster bold thinking, collaborative partnerships, innovation, and entrepreneurship. Our Scholarly, Research and Creative (SRC) engagement is strengthened by a willingness to cross disciplinary boundaries, break down barriers, build alliances, and take risks to advance inquiry, discovery, knowledge and creative works. Forging local, national, and international networks and communities of practice, TMU researchers are generating and applying knowledge across a broad range of disciplines, fields, professions, and private, public, and non-profit sectors.

TMU's distinctive core mission - to serve societal needs - responds to the demand for highly skilled creative and critical thinkers who address increasingly interconnected, complex problems and work towards effective solutions. Driven by rigorous inquiry and supported by discovery-based research, our faculty, staff and students are willing to defy convention as they advance new knowledge and seek solutions to make the world a better place for all.

As a globally connected city university, we believe that inclusive, creative and collaborative approaches are essential to great research. To that end, Toronto Metropolitan University is committed to cooperation and partnerships with diverse communities, industry, stakeholders, and government. TMU researchers are building on the success of these partnerships as we continue to develop new ones.

Pathways to Excellence:

Research is strengthened by a willingness to cross disciplinary boundaries, break down barriers, develop partnerships, and take risks. At TMU, our SRC activities transcend disciplinary perspectives and extend beyond the traditional realms of academia to catalyze transformative change. Through relationship-building and collaboration that spans from grassroots initiatives to multi-institutional international endeavours, our researchers and their teams and partners contribute meaningfully to the advancement of inquiry, discovery, knowledge, and creative works.

Central to TMU's success is a focus on SRC excellence and impact through a combination of investment by faculties and schools, researchers, and the institution. Striving for the highest standards of SRC excellence, TMU encourages SRC growth by supporting strategic hiring priorities, driving multidisciplinary SRC initiatives, growing graduate programming and training, and recognizing distinction in SRC activity. Success also includes a commitment to the full

spectrum of community engagement and knowledge translation towards improving the quality of life for the world's citizens through sustainable social, physical, and technological innovation.

TMU's strengths and priorities in SRC activity, innovation, and entrepreneurship are reflected through named research chairs, recognized research centres, and commercialization activity with industry. Together, they highlight TMU's national and international leadership.

Strategic Research Plan Objective:

TMU's Strategic Research Plan (SRP) is a dynamic roadmap that drives the scaling and acceleration of SRC endeavours and aligns them with institutional goals and societal needs.

The objective of the Strategic Research Plan is to describe how TMU will increase SRC excellence, intensity and impact.

The Strategic Research Plan identifies and prioritizes key areas of institutional SRC strength that have the potential for growth, generating new knowledge and contributing to societal progress. These areas of strength, expressed as themes and sub-themes, are where TMU will:

- grow externally funded SRC revenue;
- enhance multidisciplinary collaborations;
- expand international partnerships; and,
- promote knowledge translation, dissemination, mobilization, and commercialization.

Community-Engaged Focus:

Community-engaged research bridges academic inquiry with real-world needs and aspirations, cultivating respectful, reciprocal relationships and driving sustainable societal impact. TMU's researchers actively engage a diversity of perspectives and lived experiences, recognizing that complex challenges exceed any singular vantage point and require collective engagement. TMU's inclusive and collaborative research practices extend beyond traditional academic boundaries by partnering with community organizations, businesses and industry associations, government and policymakers. This holistic approach ensures research outcomes have practical applications and benefit the communities involved.

Whether through groundbreaking discoveries, innovative projects, peer-reviewed publications, or arts-based research methods and inquiry, every SRC contribution enriches the broader intellectual and cultural landscape. At TMU, we celebrate the creativity, passion, and dedication that underpin these contributions, recognizing that the impact of community engagement and creativity cannot be measured solely by traditional quantitative metrics.

Our commitment to valuing all SRC contributions underscores our belief in the inherent worth and significance of scholarly and creative endeavours. By fostering partnerships between researchers and communities, we can enhance the relevance and applicability of SRC outcomes, ensuring they address real-world challenges and contribute positively to societal wellbeing.

International Focus:

In an increasingly interconnected world, TMU recognizes that the challenges and opportunities we face extend beyond the borders of Canada. Addressing complex global challenges requires a concerted effort that transcends national boundaries. TMU researchers are not only advancing knowledge within Canada but also actively engaging with global issues and opportunities. In alignment with TMU's International Strategy, the university strives to foster mutually beneficial international research collaborations to mobilize knowledge and build partnerships involving faculty members, research centres, and programs around the world.

In our commitment to fostering global research excellence, TMU is well positioned to connect to the significant funding opportunities and strategic advantages presented by expanding hubs and centres of excellence in international settings such as Europe and Southeast Asia. International collaborations position our researchers at the forefront of global innovation and provide access to funding through initiatives like the European Union's Horizon program, allowing TMU to contribute to and benefit from the collective expertise of leading institutions worldwide.

TMU seeks to deepen mutually beneficial research and learning partnerships with leading universities around the world. International SRC collaborations provide a foundation for exchange, new lines of inquiry, and scaling contributions. Through strategic partnerships with international organizations, governments, and research institutions, we seek to leverage our expertise and resources to make a positive difference on a global scale.

TMU's SRC strengths are inherently connected to the United Nations' Sustainable Development Goals (SDGs) and related targets for 2030. They encompass a range of interdisciplinary topics and issues relevant to promoting sustainable development across economic, social, and environmental dimensions in response to pressing global challenges.

Through our SRC activities, TMU researchers contribute to the achievement of the SDGs by leveraging our expertise, resources, and partnerships to generate innovative solutions, inform policy and practice, and drive meaningful impact at local, national, and global levels. By aligning our research strengths with the SDGs, we demonstrate our commitment to making a tangible difference in the world.

In extending our focus beyond Canada and embracing our role as global citizens, our researchers maximize the relevance and impact of TMU's SRC efforts and contribute to building a more sustainable and equitable world for future generations.

Guiding Principles and Values:

TMU is deeply committed to fostering SRC excellence, innovation, and creativity across all disciplines through increased equity, diversity, inclusion and accessibility. TMU's Strategic Research Plan is aligned with the [institution's values](#), which shape our approach and guide decisions related to the SRC enterprise.

Truth and Reconciliation are fundamental to our foundational values and TMU is committed to the Calls to Action for post-secondary educational institutions. Change and transformation begin with acknowledging historical injustices and ongoing impacts of colonization and using our position as an institution to centre the voices and lifeways of Indigenous peoples. One

demonstration of our commitment to Reconciliation is the work of the [Standing Strong \(Mash Koh Wee Kah Pooh Win\) Task Force](#) and responding to community calls for change. Our new name, Toronto Metropolitan University, is one example of how we are living our foundational values, namely collaborative respect.

TMU upholds our responsibilities to support a renewed relationship with Indigenous peoples. We are dedicated to supporting, empowering, and championing Indigenous people's rights within our society, and the leadership of Indigenous research methodologies at our institution. We are committed to transformation at an individual and societal level that fosters a research environment that is anti-racist, equitable, and inclusive. The future success of our university's community depends on identifying and removing barriers that exclude or discourage participation in knowledge production. By centring anti-racism in our SRC activities, TMU aims to contribute meaningfully to dismantling systemic inequities and fostering a more just and inclusive society.

Drawing on social justice and anti-oppressive practice, we take an explicitly anti-racist perspective, with particular sensitivity to the unique historical and ongoing contexts of anti-Black racism and anti-Indigenous racism, to acknowledge, understand, and challenge systems of power that privilege some groups over others. This practice requires attention to intersectionality, which refers to the ways different social categories interact to create overlapping systems of discrimination and inequality. In alignment with the [Cultivating Black Flourishing Report](#) (2024) and [Anti-Black Racism Campus Climate Review Report](#) (2020), we reject deficit-based approaches to advancing equity, diversity, inclusion and accessibility and instead work to understand and remove the structural roots of inequality to amplify research and innovation opportunities, dismantle barriers, foster multiple worldviews, and cultivate an enriched environment for SRC success.

Meaningful change requires more than a stated commitment; it requires action. That is why we strive to advance Indigenous knowledges and perspectives, build on Indigenous SRC leadership, and strengthen SRC relationships in a reciprocal and respectful manner, such as through the allocation of Canada Research Chairs and the creation of internal funding programs to support Indigenous-led SRC activities. Indigenous-led SRC scholarship spearheads the decolonization of academic spaces, champions Indigenous rights and sovereignty, and generates greater respect for Indigenous knowledges. Collaborative engagement with Indigenous individuals and communities is integral to TMU's dedication to model Truth and Reconciliation in our SRC activities. We recognize that this work is a long-term process of relationship and trust-building that demands we surpass performative gestures and prioritize initiatives, such as Indigenous data sovereignty, that drive systemic change.

Through our [Dimensions Program](#), the Office of the Vice-President, Research and Innovation (OVPRI) worked collaboratively with the Office of the Vice-President, Equity and Community Inclusion (OVPECI) to foster a community of practice that shares promising practices and resources. Dimensions Faculty Leads work to engage in peer-led learning and researcher-to-researcher conversations among students and faculty at all career stages in all areas of research and creative practice to champion equity, diversity, inclusion and accessibility; identify and address systemic barriers; counter ableism; amplify under-represented voices; and, promote diversity in research practices, perspectives, and outcomes. Equity, diversity and inclusion work is ongoing and never fully complete, as the work itself teaches what must be addressed - and

improved - year by year through evaluative tools and data analysis. Gathering and analyzing both qualitative and quantitative data is critical to supporting our evidence-based work.

Our commitments to these guiding principles and values are expressed and promoted through a multiplicity of perspectives, experiences, and methodological approaches to the SRC work undertaken at the university. Together, the principles underscore our commitment to and expression of social justice and are essential to our integrated approach to SRC activity as they cross-cut TMU's strategic research themes and objectives.

Strategic Themes:

- Health and Wellbeing
- Transformative Technology
- Resilient, Inclusive Communities
- Climate, Environment, and Sustainability
- Future of Work
- Democracy, Justice, and Governance
- Arts, Culture, and Creativity

The strategic themes highlight where TMU is driving SRC intensity, impact, and excellence through institutional investment. They are neither exhaustive nor prescriptive. Each strategic theme is aligned with the priorities outlined in the Canadian federal government's Science, Technology, and Innovation (STI) strategies, the United Nations' Sustainable Development Goals (SDGs), and the Horizon Europe clusters. While each strategic theme stands independently, these themes are not siloed entities; rather, they are meant to complement and intersect with one another, enhancing interdisciplinary collaboration and innovation. SRC activities may often transcend a single theme, embodying a multifaceted approach that drives inclusive, holistic solutions to complex societal challenges.

The sub-themes outlined within each theme are indicative of areas of strategic clustering, signifying a concentration of SRC activities that have achieved critical mass and are poised for accelerated growth. These sub-themes reflect institutional priorities, highlighting areas of enhanced opportunity for national and international collaboration, industry and community partnerships, increased funding, broader recognition, and amplified impact. The examples provided within each thematic area serve as illustrative snapshots of the diverse and dynamic SRC landscape at TMU.

With a focus on local, national, and international engagement and cooperation, as well as partnerships with academic institutions, government, industry, and non-profit and community-based organizations, the themes - and the confluence of activities they represent - respond to societal needs and advance transformative knowledge.

Theme	Health and Wellbeing
Theme Description	<p>Healthcare systems around the world are undergoing major transformations to address challenges around access to care, integration, prevention, and complex care needs. TMU embraces a person-centred vision of health and wellbeing that focuses on quality of life and promoting wellbeing for all across the life course. In advancing health-related SRC activities, our multidisciplinary and multisectoral researchers work across a range of disciplines and perspectives to address personal, social, economic, legal, technological, and environmental factors impacting health and wellbeing at the individual, community, national, and global levels. Our collaborative approach recognizes the diverse needs of all Canadians and includes health research with, for, and by disabled people, 2SLGBTQ+, Indigenous, Black, immigrant, and other equity-deserving groups. Together, we can develop effective interventions and policies to address the array of physiological, psychological, social, and environmental factors that collectively influence an individual's health and wellbeing. At TMU, our community-focused approach and strategic partnerships with key health service organizations aim to make health and health care accessible to all.</p>
Sub-themes	<ul style="list-style-type: none"> ● Biotechnology and Synthetic Biology ● Environmental Impacts on Health ● Healthy Aging ● Health Equity ● Health Innovation ● Health Professionals of the Future ● Medical Imaging ● Mental Health and Wellbeing ● Migration and Transnational Health ● Molecular Mechanisms for Health and Disease ● Targeted and Precision Medicine
Examples of Related Research Centres / TMU Entities	<ul style="list-style-type: none"> ● Canada Excellence Research Chair in Health Equity and Community Wellbeing ● Centre for Global Health and Health Equity ● Daphne Cockwell School of Nursing ● Health Law and Innovation Research Group ● Healthcare User Experience (HUE) Lab ● Health Outcome Promotion and Engagement (HOPE) Centre for Sexual and Gender Minority People ● Institute for Biomedical Engineering, Science and Technology (iBEST) ● Institute for Stress and Wellbeing Research ● National Institute on Ageing ● Psychology Research and Training Centre ● School of Health Services Management ● School of Medicine ● TMU-MaRS Biomedical Research Facilities

Theme	Transformative Technology
Theme Description	<p>In today's rapidly advancing technological landscape, the transformative impact of intelligent systems, social media and networked devices continues to disrupt and reshape numerous sectors, including communication, construction, manufacturing, transportation, aerospace, security, and retail. From the proliferation of the Internet of Things (IoT) to the increasing sophistication of artificial intelligence (AI), from the emergence of autonomous systems to the pursuit of process optimization, robotics, and cybersecurity, technological innovation is driving unprecedented change across industries. Advancements in engineering and information technology, combined with cutting-edge design principles, are revolutionizing how businesses operate while redefining societal norms and expectations in light of the considerable ethical and rights challenges. As organizations strive to stay competitive and relevant in this dynamic environment, TMU researchers adopt a systems and multidisciplinary approach to deepen our understanding and harness the power of these disruptive technologies to navigate and create new possibilities.</p>
Sub-themes	<ul style="list-style-type: none"> ● Advanced Materials and Manufacturing ● Artificial Intelligence and Data Analytics ● Autonomous and Real-time Systems ● Cybersecurity, Safety and Privacy ● Digital and Social Media ● Digital Twins and Augmented Reality ● Information and Communication Technologies ● Management of Technology ● Mathematical Modeling, Simulation and Optimization ● Quantum Science and Technology
Examples of Related Research Centres / TMU Entities	<ul style="list-style-type: none"> ● Advancing Engineering, Research, and Innovation in Aerospace (AERIAS) ● Centre for Digital Enterprise Analytics and Leadership (DEAL) ● Critical Metaverse Design Network for Embodied and Virtual Experiences (EVE) ● Cybersecurity Research Lab (CRL) ● Institute for Innovation and Technology Management ● Rogers Cybersecure Catalyst ● School of Information Technology Management ● Social Media Lab

Theme	Resilient, Inclusive Communities
Theme Description	<p>Urban planning and design are fundamental to creating resilient, inclusive communities that advance social justice and equity. Community encompasses a diverse array of people, places, and businesses, including small retailers, all contributing to economic vitality and social cohesion. The development of places and infrastructure significantly influences the inclusivity of spaces, particularly for newcomers to Canada. Through a focus on green building and architecture, as well as climate resilience, we construct socially and environmentally sustainable spaces that address systemic disparities. TMU researchers navigate the interconnected web of social, economic, political, cultural, and technological factors to develop and promote evidence-based solutions to overcome barriers to essential services such as housing, transit, and health. Our SRC endeavours explore intersectional issues such as gender identity and expression, class and socioeconomic status, history, disability, age, nationality, and religion to better understand the complexities of identity, place, and related dynamics of power. Collaboration with stakeholders and policymakers is central to our approach, ensuring communities are empowered and engaged in developing solutions to promote equitable access to resources, spaces, and opportunities.</p>
Sub-themes	<ul style="list-style-type: none"> ● Community Resilience and Social Equity ● Early Childhood Education ● Food Security and Food Distribution ● Governance and Policy ● Green Building and Architecture ● Housing and Real Estate Economics ● Indigenous Community-Driven Innovation ● Migration, Integration and Settlement ● Urban Planning and Design
Examples of Related Research Centres / TMU Entities	<ul style="list-style-type: none"> ● Canada Excellence Research Chair in Migration and Integration ● Centre for Studies in Food Security ● Centre for Urban Research and Land Development (CUR) ● City Building TMU ● Disability Publics Lab ● Gender Studies Minor ● Migrant Integration in the Mid-21st Century: Bridging Divides - Canada First Research Excellence Fund (CFREF) Program ● Retail Leadership Institute ● Together Design Lab ● Toronto Metropolitan Centre for Immigration and Settlement ● Urban Analytics Institute

Theme	Climate, Environment, and Sustainability
Theme Description	<p>The theme of climate, environment, and sustainability emerges as an urgent call to address the global climate emergency and drive just systems transitions. Taking an interdisciplinary approach that coalesces across a variety of disciplines, including natural sciences, engineering, policy, law, and social sciences, TMU researchers are modeling and exploring the consequences of climate change and other environmental impacts on people and ecosystems by tracking harmful pollutants and developing innovative solutions. Our researchers are leading groundbreaking initiatives in green wastewater management, phasing out greenhouse gas emissions across Canada, and integrating cutting-edge technologies for carbon-neutral buildings. We are pioneering solutions that promote advanced energy storage, smart grids, and the electrification of transportation to facilitate the clean and sustainable transition of energy and transportation sectors. We are developing climate-neutral, net-zero solutions, including advancements in a range of engineering technologies, to shape a more sustainable future.</p>
Sub-themes	<ul style="list-style-type: none"> ● Clean Energy Technologies ● Climate Action ● Environmental Policy ● Natural and Urban Ecosystems ● Sustainable Engineering ● Transportation and Mobility
Examples of Related Research Centres / TMU Entities	<ul style="list-style-type: none"> ● Centre for Urban Energy (CUE) ● Laboratory of Innovations in Transportation (LiTrans) ● Smart Campus Integration and Testing Hub (SCITHub) ● TMU's Sustainability Action Plan ● TransForm Lab ● Urban Water TMU

Theme	Future of Work
Theme Description	<p>Decent work and economic growth are closely intertwined with the future of work in Canada, shaping the landscape of employment, labour markets, and overall economic prosperity. As the nature of work evolves with technological advancements and changing market demands, TMU researchers seek to promote sustained, inclusive economic growth, full and productive employment, and decent work for all. Our multifaceted approach spans entrepreneurial, innovation, and policy ecosystems and incorporates management / leadership best practices. By identifying and promoting best practices in corporate social responsibility, labour relations, workforce diversity, corporate governance, leadership, and ethics, TMU researchers drive excellence in business operations. We also enhance business structures through expertise in pensions and investments, taxation, consumer research, and corporate accounting and finance. Our SRC activities encompass firms of all sizes, from global leaders to emerging family businesses, across diverse industries with a focus on hospitality, tourism, retail, real estate, sports, and tech sectors. Working with industrial and community partners, our researchers advance inclusive growth and reduce barriers to workforce participation for underrepresented groups, contributing to a more resilient and dynamic labour market.</p>
Sub-themes	<ul style="list-style-type: none"> ● Corporate Social Responsibility ● Economic Growth and Productivity ● Entrepreneurship and Innovation Ecosystems ● Equity, Diversity, Inclusion and Accessibility ● Global Management and International Business ● Human Resources Management ● Retail, Marketing, and Consumer Behaviour ● Supply Chain Management and Logistics
Examples of Related Research Centres / TMU Entities	<ul style="list-style-type: none"> ● Centre for Labour Management Relations (CLMR) ● Diversity Institute (DI) ● Entrepreneurship Research Institute (ERI) ● Family Business Institute ● Future Skills Centre ● Institute for Hospitality and Tourism Research ● Institute for the Study of Corporate Social Responsibility ● Magnet ● School of Accounting and Finance ● School of Business Management ● School of Retail Management

Theme	Democracy, Justice, and Governance
<p>Theme Description</p>	<p>TMU’s researchers explore the intersections between law, governance, and modern institutions by investigating how the pillars of democracy, including the rule of law, freedom of the media, and protection of human rights, can be strengthened to enhance inclusivity, public participation, and accountability.</p> <p>TMU’s SRC focuses on deconstructing traditional legal distinctions to empower communities to foster inclusive social justice that centres the experiences of equity-deserving communities, including Indigenous peoples, Black, and other racialized groups. Researchers also examine the role of social movements in shaping norms, critically assess the regulative force of legal institutions, and make tangible contributions to access to justice reforms.</p> <p>In an era of deliberate proliferation of misinformation, it is especially important to rebuild and enhance trust in public institutions at the local, national, and international levels. By fostering critical dialogue, scholarly inquiry, international collaboration, and community partnerships, TMU’s SRC contributes to the development of more equitable and just democratic systems.</p> <p>The evolution in how information is communicated is revolutionizing journalism and the media industry. This transformation is opening avenues to address disparities in coverage and representation, paving the way for more inclusive narratives that challenge and change harmful stereotypes. In confronting the multifaceted and intersecting challenges of, for example, growing income and social inequality, a rise in populism, and the risk of foreign interference, TMU researchers are working to repair societal fractures and accelerate progress towards equity and inclusion.</p>
<p>Sub-themes</p>	<ul style="list-style-type: none"> ● Democracy and Engagement ● Ethics ● Human Rights and Governance ● Indigenous Rights and Data Sovereignty ● Racial Justice and Law ● Responsible Use of Technology ● Social Innovation
<p>Examples of Related Research Centres / TMU Entities</p>	<ul style="list-style-type: none"> ● Black Studies Minor ● Centre for Free Expression ● Democratic Engagement Exchange ● International Law and Global Justice Initiative ● Journalism Research Centre ● Justice and Technology Initiative ● Lincoln Alexander School of Law ● School of Public Policy and Democratic Innovation ● Ted Rogers Leadership Centre (TRLIC) ● The Dais ● Yellowhead Institute

Theme	Arts, Culture, and Creativity
<p>Theme Description</p>	<p>Art and creative practices expand the ways we think about the world and our place in it, enrich our lives, advance new forms of knowledge and help us arrive at creative solutions to real-world problems.</p> <p>By challenging dominant narratives and amplifying underrepresented voices, the arts serve as a powerful tool for confronting systemic injustices and inspiring collective action. The arts are vehicles for collective memory, the formation of cultural identity, and allow us to imagine better futures.</p> <p>Blurring the line between conventional research and creative practice, and drawing from a diverse urban and academic milieu, TMU researchers engage in creative scholarship and art-based research methods to advance new theoretical paradigms and ways of thinking within and beyond the creative sectors in domains as diverse as healthcare, education, migration, environmental sustainability, emerging technologies, and cultural policy.</p> <p>Using a range of methods of curation and creation, our SRC leaders are forging new practices and standards for academic, professional, business, and public audiences by creating avenues where all voices are heard and valued.</p>
<p>Sub-themes</p>	<ul style="list-style-type: none"> ● Arts Education and Community Engagement ● Black Studies and Scholarship ● Creative Enterprise ● Creativity and Societal Change ● Creative Technologies and AI ● Digital Humanities ● Histories, Archives, and Curation ● Storytelling, Experiential, and New Media
<p>Examples of Related Research Centres / TMU Entities</p>	<ul style="list-style-type: none"> ● Black Scholarship Institute (BSI) ● Centre for Digital Humanities (CDH) ● Centre for Fashion and Systemic Change (CFSC) ● Creative AI Hub ● Documentary Media Research Centre (DMRC) ● Future of Sport Lab ● Inclusive Media and Design Centre (IMDC) ● Modern Literature and Culture (MLC) Research Centre ● Red Bull Gaming Hub ● Saagajiwe ● The SingWell Project

Cultivating Success - Encouraging Bold Ideas:

TMU leverages its historic mandate to conduct SRC activity that serves societal needs to inform its current and future SRC aspirations and programming. Capitalizing on this trajectory, TMU is breaking down thematic and disciplinary silos by integrating a mix of programs, faculties and sector orientations. This approach allows for the clustering and growth of SRC activity towards enhanced SRC partnerships and opportunities for researchers and students. We are committed to a multi-year strategy to expand the quality and level of support to enhance research participation, excellence, and success.

TMU's SRC excellence and impact are built upon supporting our established strengths as well as identifying and incubating new bold ideas and nascent areas of SRC activity. This strategy includes attracting top faculty, students, and staff and a sustained focus on building and measuring our SRC profile and reputation through increased funding, a robust research infrastructure, greater recognition, publications, commercialization and patents, industry and community partnerships, knowledge mobilization and dissemination, and graduate and undergraduate engagement in SRC activity.

Key to this growth has been an investment in faculty growth and renewal which has resulted in the recruitment of top-tier scholars and researchers across diverse fields and disciplines. Through strategic recruitment, professional development opportunities, and the fostering of interdisciplinary collaboration, TMU has cultivated a vibrant SRC community. Looking to the future, the importance of continued investment in faculty growth and renewal cannot be overstated. By prioritizing the recruitment, development, and retention of talented faculty members, we can sustain and further enhance the intensity, excellence, and impact of our SRC activities, positioning TMU as a global leader making significant contributions to addressing the complex challenges facing our world today.

This vibrancy of our SRC community is strengthened by the contributions of highly qualified personnel (HQP), including postdoctoral fellows and undergraduate and graduate students. The active involvement of HQP ignites the spirit of inquiry and infuses SRC activities with new ideas, energy, and enthusiasm. Recognizing the pivotal role of exposure to research opportunities, particularly for students, TMU places great emphasis on engaging HQP early in their academic journey. Faculty members play a vital role in mentoring students, guiding them through the research process, nurturing their academic and professional growth, and imparting invaluable knowledge and expertise that will shape their future endeavours. These opportunities bolster students' competitiveness and exert a profound influence on their choice to pursue further academic pursuits, shaping the trajectory of their scholarly journey and fostering a lifelong passion for research and discovery.

Implementing the Strategic Research Plan:

From ideation and funding acquisition to dissemination and knowledge mobilization, each stage of the SRC process requires careful planning, resources, and support.

To support the implementation of the SRP, the university's enabling infrastructure, both central and Faculty-level, should be reviewed to ensure that the systems and supports are aligned with the ambitions of the plan. TMU will continue to enhance administrative and infrastructure support, including strengthening the quality of our accountability framework and reputation-enhancing initiatives.

The OVPRI will also work to build knowledge mobilization capacity among researchers and knowledge users. Through training programs, workshops, and mentorship opportunities, TMU will empower individuals to effectively communicate research findings, engage with stakeholders, and drive positive change in their communities.

SRC Physical and Digital Infrastructure:

The physical and virtual spaces of the institution are central to the success of our SRC growth. These spaces serve as dynamic environments that foster collaboration, innovation, and discovery, providing researchers with the resources and support needed to excel in their scholarly pursuits.

In alignment with the [campus master plan](#) and in conjunction with research infrastructure funding calls, we will continue to identify new space and facility requirements that will connect research and talent development with industry, business, and community. We need our physical spaces, such as laboratories, studios, libraries, and collaborative workspaces, to have access to state-of-the-art equipment and infrastructure that enable cutting-edge research and experimentation. New and renewed facilities will increase opportunities for interdisciplinary collaboration and partnership.

Investment in digital infrastructure is equally vital to the expansion of SRC activity at TMU. The TMU Libraries are central to the research infrastructure required to ensure SRC innovation and success. The library provides expertise, cross-disciplinary academic perspectives, research dissemination and preservation, and a deep understanding of evolving SRC needs and opportunities. It also plays a foundational role in supporting innovative individual researchers, scholars, creators, and students and connecting multidisciplinary research teams. A healthy research library system plays a critical role in supporting research excellence and advancing the university's reputation. In alignment with TMU's [Research Data Management Institutional Strategy](#) and [TMU Library Open Access Policy](#), we are committed to supporting the effective management, preservation, and sharing of research data to foster transparency, reproducibility, and innovation. A key resource available to improve the discoverability and reproducibility of SRC outcomes is the [TMU institutional repository](#), which serves as a central platform for capturing, preserving, and sharing both traditional and non-traditional forms of SRC activity. By embracing open access principles and providing support for research data management, TMU empowers researchers to make meaningful contributions to knowledge creation and dissemination, driving innovation and impact across diverse fields and disciplines. With expertise in research data management, open scholarship and science, intellectual property, knowledge mobilization, and community outreach, the TMU Libraries are critical to advancing the goals of the Strategic Research Plan.

In alignment with TMU's Digital Strategy, sustained investment in essential university-wide network and computing infrastructure is required as a foundation on which other services can be built and maintained. A robust, secure, high-bandwidth campus network with pervasive wireless access, a widely and easily accessed collaborative platform, and the ability to access remotely provided compute services are all essential. In addition, the focus on transformative digital and physical infrastructure will leverage some of the TMU Libraries' most successful SRC innovations (institutional repository, open publishing, collaboratory, digital preservation, research communities, open researcher platform pilot) and allow expansion and creation of new programs and services to meet emerging SRC priorities and growth.

Success Measures:

TMU is committed to collaborative SRC practices that recognize and value the contributions of community members and partner organizations and prioritize inclusivity, diversity, and equity. We strive to cultivate meaningful and mutually beneficial partnerships that empower communities, promote social justice, and address pressing community issues. The involvement of these partners not only enhances the quality and relevance of research outcomes but also strengthens relationships, fostering trust, reciprocity, and shared responsibility in research and innovation. Through ongoing collaboration and engagement, we are committed to maximizing the societal impact of our SRC activities and creating positive change.

The grant application process has increased its emphasis on describing the impact of proposals, underscoring the need for researchers to demonstrate not only the outputs of their work but also the broader outcomes and societal benefits. Outputs refer to the tangible products or deliverables of SRC activities, such as publications, patents, or prototypes. Outcomes encompass the broader societal, economic, or environmental changes resulting from these outputs.

TMU recognizes the importance of articulating both outputs and outcomes, and engaging both quantitative and qualitative impact measures when considering the potential value and significance of SRC activities. As articulated in our [Responsible Use of Bibliometrics Statement](#), and by Tri-agencies and other granting bodies, we understand that impact varies across disciplines and extends beyond academic metrics and citation counts to encompass real-world applications and contributions to societal wellbeing.

Meaningful engagement with community members and partner organizations enriches the research process, fosters mutual learning and understanding, and enhances societal impact. Whether through participatory research initiatives, co-creation of knowledge, or community-based collaborations, the insights and perspectives of external stakeholders contribute to the generation of innovative solutions to complex challenges and the advancement of knowledge in diverse fields and disciplines.

Agreed-upon measures of progress are essential for operational transparency. These measures facilitate the OVPRI's planning and decision-making processes and allow for the celebration and recognition of SRC excellence. The OVPRI will continue to work closely with the Deans and the Associate Deans of Research in each faculty to co-create relevant SRC activity objectives and standards to directly support their respective Strategic SRC Plans.

SRC success may be evaluated through a range of activities, including:

Research Funding and Collaboration

- Intensity of SRC activity and proportional share of external funding
- Quality and number of international partnerships, funding, and publications
- Number of collaborations and partnerships with industry, government, and non-governmental organizations
- Number of interdisciplinary collaborations with academic partners
- Leadership in the development of new fields and/or multidisciplinary areas of SRC activity

Community Engagement

- Quality, length and number of community partners
- History of collaboration (number of projects worked on together)
- Number of partnerships and affiliations with health service organizations
- Number of organizations led by under-served communities
- Production of community outputs such as scholarly works and cultural sensitivity training
- Communication of research results and knowledge translation to specialist or non-specialist audiences, including the public (e.g., magazine/newspaper articles, media interviews, blog posts, social media, presentations, publications, or public lectures)
- Contributions to policies, guidelines, regulations, laws, standards, and/or practice

Impact and Outcomes

- Number and quality of outputs, such as peer-reviewed publications or exhibits, as appropriate to the discipline
- Growth in the adoption of open science and open access practices
- Number of HQP involved in SRC activities
- Traditional and social media coverage
- Industrial or social innovation, including new technologies, patent applications, licensing of products and services, or other forms of knowledge transfer and adoption resulting from SRC activities
- Community benefit
- Knowledge translation and mobilization initiatives, including open dissemination and additional ways to mobilize knowledge, such as podcasts, digital storytelling, Indigenous storytelling, and art installations
- Influence on current policy, guidelines, regulations, laws, standards and/or practices
- Influence on the direction of thought and/or activity in the community or targeted partner
- Integration of SRC into teaching to develop innovative teaching approaches, including clinical teaching opportunities, that mobilize and apply research
- Visibility and reputation, measured by national and international reputational surveys

Recognition

- Number of national or international SRC awards and prizes received by faculty
- Number of national or international SRC awards and prizes received by undergraduate and graduate students
- National and international peer review and recognition
- Periodic third-party review
- International rankings

Growth

- Attract, develop, retain, and support outstanding faculty, staff, students and postdoctoral fellows
- Enhance supports to encourage equitable access and cultivate SRC interest and experience for undergraduate students
- Collaborate with the Yeates School of Graduate and Postdoctoral Studies towards attracting and training high quality postdocs, PhD, and master's students
- Globally mobilize people and ideas through exchange, programs, and advanced research opportunities

Role of the Office of the Vice-President, Research and Innovation in Cultivating Success:

To support SRC excellence, attract and retain top talent, and promote SRC impact, a key priority of the OVPRI is to build collaborative partnerships across the university. This includes working with TMU Global and with the Yeates School of Graduate and Postdoctoral Studies towards greater SRC partnerships and initiatives in support of building TMU's cohort of highly qualified personnel (HQP) at the graduate and postgraduate levels. In addition, the OVPRI is strengthening the innovation ecosystem to move research from lab to market by providing various levels of support for knowledge and technology transfer and commercialization.

As a shared service, the OVPRI fulfills a number of important functions, including:

- Providing advice and support to researchers on individual and institutional research proposals, as well as knowledge and technology transfer to external parties (innovation and commercialization).
- Leading the development and management of institution-led projects and programs and the development of institutional initiatives and strategic partnerships.
- Facilitating and ensuring compliance with federal policies and guidelines in relation to research ethics, security, and integrity.
- Supporting the university's enterprise risk management framework to identify, assess, and mitigate risks related to scaling the institution's SRC activities.
- Enhancing opportunities for the training and development of research trainees, including graduate students and post-doctoral researchers, and supporting undergraduate research opportunities.
- Communicating SRC outputs and outcomes.
- Providing the required leadership and support for SRC compliance requirements.

The OVPRI uses the SRP to work collaboratively to scale TMU's scholarly, research, and creative activities in order to continue the institution's trajectory of excellence and growth. The SRP is a guide that provides a framework to identify how to scale in a disciplined manner with a focus on our areas of excellence. As the research support landscape continues to change, the OVPRI will evolve to be well-positioned to provide comprehensive support and encourage the stimulation of innovation through strengthened multidisciplinary connections and bigger and bolder projects and partnerships.

Strategic Research Plan Progress Review:

SRC activity is a cornerstone of TMU's orientation towards and commitment to the development of talent, student experience, and knowledge creation and mobilization. These activities address key challenges and opportunities in the world today through collaborations and partnerships in our region, country, and around the globe.

The Strategic Research Plan is integrated and aligned with the institutional priorities set out in the university's Academic Plan. The Academic Plan captures enhancing SRC excellence, intensity, and impact, as one of its key priorities. The SRP outlines how TMU will achieve this objective by distinguishing key thematic areas of institutional SRC investment and highlighting support structures.

Progress on the SRP will be reported through the Senate SRC Activity Committee. The Senate SRC Activity Committee has a mandate to examine and report to the Senate regarding the state of SRC activity at TMU and upon issues regarding SRC activity that are likely to arise. Its membership, broadly representative of the university, includes individuals from each Faculty, the Libraries, YSGPS, the Research Ethics Board, and undergraduate and graduate student senators.

The Senate SRC Activity Committee has established a subcommittee, the SRC Leaders Group, which consists of the Associate Deans of Research (or equivalent) who meet regularly to gather input and offer advice to the Vice-President, Research and Innovation regarding strategies for enhancing SRC activity at TMU. The SRC Leaders Group is an active forum for exchanging information and discussing SRC activity issues and strategic planning. Its efforts support the progress of the Strategic Research Plan.

Each year, the OVPRI compiles an annual report that articulates achievements and key actions to deliver on the SRP. The annual report describes progress on:

- supporting SRC excellence and increasing funding success;
- expanding research collaborations and partnerships;
- amplifying SRC impact, knowledge mobilization, and transfer; and,
- strengthening SRC supports and systems.

Appendix A: Strategic Research Plan Creation and Approval Process

The 2025 - 2030 Strategic Research Plan was developed through an iterative consultation process under the leadership of the Office of the Vice President, Research and Innovation and guided by a Steering Committee with diverse representation from each faculty and the student body. The development of the plan was informed by a comprehensive mid-point review of the previous SRP and draws on the plans of our faculties, partners, and stakeholders. It is informed by the institutional priorities articulated in the Academic Plan and supports the recommendations found in the Truth and Reconciliation Community Consultation Summary Report.

The broader university community was engaged throughout the SRP development process through a multi-faceted and inclusive approach to ensure broad and meaningful engagement across TMU's SRC community, which included a series of town halls, focused engagement sessions and the opportunity to provide comments on a draft plan. The plan was then approved via TMU's collegial governance framework. The Strategic Research Plan is aligned with the university's Academic Plan and 2020 - 2030 Strategic Vision.

Appendix B: Canada Research Chair Allocation and Management

The allocation and management of TMU’s Canada Research Chairs (CRCs) is overseen by the Executive Committee for CRC Planning, which is chaired by the Vice-President, Research and Innovation. Members of the Committee include the Associate Vice-President, Research and Innovation (Vice-Chair); the Provost and Vice-President, Academic or designate; the Vice-President, Equity and Community Inclusion or designate; the Vice-Provost and Dean, Yeates School of Graduate and Postdoctoral Studies or designate; the Assistant Vice-President, TMU International; a Dean from one of the university’s faculties; and a TMU faculty member with an established research track record. The Vice-Provost, Faculty Affairs and Assistant Vice-President Business Development and Strategic Initiatives, OVPRI are ex officio members of the committee.

This committee reports to the President of the university and reviews all policies and processes relating to the management of the university’s allocation, including strategic decisions, renewal reviews, and allocation requests. The Committee also oversees the implementation of TMU’s Equity, Diversity, and Inclusion (EDI) Action Plan and equity targets in the CRC process.

TMU’s EDI Action Plan for CRCs forms the basis for our commitment to go beyond the minimum CRC compliance requirements. Our aspirational goal is to have our faculty and staff reflect our diverse student body and community, and this is also the goal for all CRC appointments. TMU intentionally incorporates EDI into each step of the CRC hiring process including the language used in position descriptions, posting hiring advertisements widely and appropriately, unconscious bias training for hiring committees, and monitoring progress in achieving our EDI goals.

Planned Allocation

As of March 2024, TMU has an allocation of 25 Chairs: three Tier 1s and 22 Tier 2s, consisting of two CIHR Tier 1s, two CIHR Tier 2s, 13 NSERC Tier 2s, one SSHRC Tier 1, and seven SSHRC Tier 2s. This breakdown includes two SSHRC Tier 2 Chairs resulting from a flexible option to split one SSHRC Tier 1 into two SSHRC Tier 2 Chairs and an agency change from NSERC to CIHR. Currently, 22 Chairs are occupied.

Research Theme	Current Allocation	Pending Allocation
Health and Wellbeing	8	
Transformative Technology	5	1
Resilient, Inclusive Communities	2	1
Climate, Environment, and Sustainability	3	
Future of Work	1	
Democracy, Justice, and Governance	1	
Arts, Culture, and Creativity	1	2

BOARD OF GOVERNORS
November 28, 2024

AGENDA ITEM: 2024-25 Enrolment Update

STRATEGIC OBJECTIVES:

- Academic
- Student Engagement and Success
- Space Enhancement
- Reputation Enhancement
- Financial Resources Management
- Compliance (e.g. legislatively required)
- Governance

ACTION REQUIRED: Information

SUMMARY:

This presentation will provide the Board of Governors with an updated snapshot of Fall 2024 enrolment at the undergraduate and graduate levels.

BACKGROUND:

The Vice-Provost, University Planning provides an annual enrolment update to the Finance Committee and the Board of Governors in the fall term of each academic year.

ATTACHMENT: Enrolment Update - Fall 2024

PREPARED BY:

Name: Kimberley McCausland, Vice-Provost, University Planning
Date: November 6, 2024

APPROVED BY:

Name: Roberta Iannacito-Provenzano, Provost and Vice President Academic
Date: November 6, 2024

Enrolment Update Fall 2024

Finance Committee
November 21, 2024

Toronto
Metropolitan
University



Overview

- Overall enrolment is projected to meet tuition revenues assumed in the approved budget:
 - International intake lower than planned for Fall
 - Winter admissions could offset part of the international shortfall
 - Domestic intake higher than planned
- Domestic enrolment is expected to be above the top end of our grant-funded corridor.
- The landscape for international students continues to be uncertain, with sharp declines in intake compared to 2023.

Toronto
Metropolitan
University

Undergraduate Enrolments

Domestic:

- Intake of domestic students into first year is higher than initially planned.
- Overall domestic enrolment up 2.5% over Fall 2023.

International:

- Overall decrease of 5.8% in international enrolments driven by decreased intake of new year 1 students.
- 8.5% of undergraduate students in full-time programs are international.
- Approximately 120 students who had planned to arrive in Fall 2024 have requested that their start be deferred to Winter 2025 (slightly more deferrals than we saw last year).

Undergraduate Enrolments - Fall 2024

Headcounts in full-time programs	Domestic	International	Total
New year 1 Students	9,634	484	10,118
<i>% change from November 2023</i>	5.8%	-36.3%	2.6%
Returning Students	26,506	2,865	29,371
<i>% change from November 2023</i>	1.3%	2.5%	1.4%
Total Undergraduate Headcount	36,140	3,349	39,489
<i>% change from November 2023</i>	2.5%	-5.8%	1.7%

Graduate Enrolments - Fall 2024

	Domestic	International	Total
Masters Headcount	1,893	332	2,225
% change from November 2023	2.6%	-1.5%	1.9%
PhD Headcount	569	122	691
% change from November 2023	1.8%	-2.4%	1.0%
Total Graduate Headcount	2,462	454	2,916
% change from November 2023	2.4%	-1.7%	1.7%

Graduate Enrolments

- Total graduate Fall headcounts have grown by 1.7% compared to 2023 levels.
- International graduate enrolment is slightly less than Fall 2023 levels; domestic graduate is up 2.4%.
- Graduate students account for approximately 7% of total Fall enrolment (undergraduate and graduate).
- 16% of graduate students in Fall 2024 are international.

BOARD OF GOVERNORS
November 28, 2024

AGENDA ITEM: Financial Statements (unaudited) for the period ending October 31, 2024

STRATEGIC OBJECTIVES:

- Academic
- Student Engagement and Success
- Space Enhancement
- Reputation Enhancement
- Financial Resources Management
- Compliance (e.g. legislatively required)
- Governance

ACTION REQUIRED: Approval

SUMMARY

Toronto Metropolitan University (the “University”) is seeking the Board of Governor’s approval of the Financial Statements (unaudited) for the period ending October 31, 2024.

The second quarter (“Q2”) unaudited financial statements for the six (6) months ending October 31, 2024, indicate that the University remains on track to meet the 2024-25 consolidated budget as approved by the Board of Governors (the “Board”) in June 2024.

BACKGROUND

The Balance Sheet summarizes the assets and liabilities as of the period ended October 31, 2024. Best estimate projections to the end of the fiscal year, April 30, 2025, have been provided where practical. Also, comparisons to the actual results for the previous year-end, April 30, 2024, are included. As certain figures in the financial statements are dependent on actuarial assumptions and impacted by market conditions, estimates are not practical and only adjusted at year-end.

The Statement of Operations summarizes the major revenues and expenditures with actuals for the six (6) months ending October 31, 2024. Adjustments to actuals have been made on a modified accrual basis to represent best estimates, given the time passed as of October 31, 2024. The 2024-25 annual approved budget, presented to the Board in June 2024, is compared to projections to year-end with expected variances noted. These best estimate projections have been provided based on actual results to date, budget updates and expenditure trends, including expected spending from department reserves.

The Statement of Operations includes all consolidated financial activities of the University. The University uses fund accounting in its financial and budgetary accounting system to manage all activities within segregated funds (similar to those summarized on the annual approved

consolidated budget schedule: operating, student-funded, ancillary, trust and endowment, and research and other restricted grants). These segregated funds are regularly monitored by the departments, researchers and divisions responsible for their use, as well as centrally within Financial Services through online access, reporting and monitoring. Oversight of segregated funds exists to ensure that these funds are used for the purposes intended and to ensure that variances to budget within these segregated funds are proactively monitored and corrective action taken as needed.

HIGHLIGHTS

Balance Sheet:

- The cash and investments position mainly reflects unused proceeds of the \$250 million (“M”) debenture issued on May 4, 2021. Partial proceeds will be used by year-end in support of cash financing for the construction projects underway.
- Cash and non-endowed investment balances are reviewed on an ongoing basis to ensure that adequate restricted cash is available for the intended future restricted use. Various analyses are prepared and reviewed quarterly, which attribute the components of investments available for future spending of deferred revenue contributions. The restricted investments include deferred revenue contributions relating to federal grants such as the Future Skills Centre, Canada First Research Excellence Fund (“CFREF”), Magnet’s Student Work Placement Program (“SWPP”), and Magnet’s Canadian Digital Adoption Program (“CDAP”). The total cash uses and sources of cash are detailed in the Statement of Cash flows.
- Accounts receivables reflect modified accrual-based estimates on time passed and the normal revenue cycle where winter term fees have been assessed but are not yet due. This also corresponds to the deferred revenues that are not earned as of October or where payments have been received but are not yet earned as of Q2.
- Capital asset additions are expected to increase during the remainder of the year, given the renovations underway at the medical school building and construction of the Student Wellness Centre.
- Employee future benefits (pension and other) are only updated annually at the fiscal year-end as they are dependent on actuarial assumptions and will change due to market conditions that will exist at the fiscal year-end.
- Long-term debt change from year-end reflects principal payment on TD loan. Last year at this time, the balance also included a BMO loan, which was subsequently repaid on January 2, 2024.
- All other assets and liabilities are trending as expected for this time of year.
- Net assets are directly impacted by operating results, investment in capital assets and from the market driven volatility of the employee's future benefits and the interest rate swaps (Refer to details in the Statement of Net Assets).

Statement of Operations:

Revenue:

- Government grants for general operations reflect the new funding announced in June and reported in the approved budget. These include the 3-year Postsecondary Education

Sustainability Fund (“PSESF”) Across the board funding of \$7.4M and the additional PSESF Top-up one-time only grant of \$7.7M, of the expected total of \$17.3M in top-up funding. The projection includes \$9.6M of remaining PSESF top-up funding to be received in fiscal 2024-25, which is not accounted for in the budget plan to achieve a balanced budget.

- Restricted grants are recognized in income as expense is incurred. These include federal grants for Future Skills, CFREF, Magnet-CDAP, and SWPP. The annual projection remains consistent with budget plans. The corresponding expenditures for payments made to other institutions and sub-grantees are reflected as a separate expenditure category and match the timing of recognition of the grant revenues.
- Student fees reflect approved fee increases for anomalies for selected domestic programs; other student fees (inflationary rate increases) and growth in domestic undergraduate offset with a decline in international growth. Current projections expect growth from domestic undergraduate enrolment to be favourable against the approved budget by \$9M but is offset by a decrease in growth from international undergraduate by \$7M. Similarly, there is a slight increase in domestic graduate enrolment offset by a decrease in international graduate enrolment.
- Ancillary Services revenues improved over the prior Q2 due to increased activities such as food services sales from the Professional Women’s Hockey League (PWHL) and internal events combined with an increase in approved residence fees. Ancillary results are trending as projected in the approved budget.
- Investment income increase reflects investment returns from guaranteed investment certificates, and the investment of unused bond proceeds invested in liquid short-term financial instruments. Projecting a favorable year-end variance of \$18M, driven by continued positive sentiment in financial markets and favorable albeit slightly lower interest rates.

Expenses:

- Salaries and benefits increased due to annual salary and benefit increases across all salary groups, the new School of Medicine, the ongoing impact of *Bill 124* reversal and the Faculty association interest arbitration agreement that was finalized this year. As in prior years, it is projected that departments continue to rely on carry-forward budgets to cover their one-time contract salary and benefits costs, therefore actual expenses are projected to be higher by fiscal year-end. These will be covered with departmental reserves.
- Materials and supplies increased compared to last year due to the operational cost for the School of Medicine, various new maintenance projects, and travel and professional services consumed by large research projects. Consistent with prior years, departments continue to cover expenditures from carry-forward budgets (prior year savings) and, therefore, project that costs will be higher than the approved budget.
- Bursaries and scholarships are as per plan and projected to be consistent with the budget.
- Subgrants to partner institutions are projected to remain steady and reflect flow through grants related to projects such as Future Skills, CFREF, and Magnet-CDAP. Q2 results reflect a slight decrease primarily due to a slower pace in spending with certain larger institutional research grants.
- Interest rate swap unrealized loss of \$3.5M is expected as the swap liability has increased since year-end based on changes in the yield curve with prevailing interest rate increases.

Excess of expenses over revenues

- As noted above, results also reflect modified accrual-based estimates on time passed for certain items. For example, not all cash received for grants and tuition is considered earned revenue as of Q2, and therefore, revenues are recognized accordingly. However, most salaries and benefits will be incurred as expected as of Q2. Additionally, some departments are drawing on unspent approved budgets from previous years to manage one-time costs.
- These expenses incurred in the current year that are covered by the prior year's budget (carryforwards) are reflected in the operating expenses with a corresponding transfer from the internally restricted funds held in net assets. As of October 31, 2024, this amount is \$24M (refer to details in the Statement of Net Assets).
- Overall, as of Q2, actual expenses incurred are outpacing actual revenues earned by \$(20.3) M, primarily due to the salaries and benefits. After the interest rate swap unreleased loss of \$3.5M this increases the Q2 shortfall to \$(23.8)M.
- At this time, the budget is expected to be balanced by year-end given revenues that will be recognized by year-end. The projected shortfall reflects the unrealized swap loss.

ATTACHMENT: Financial Statements (unaudited) for the period ending October 31, 2024

PREPARED BY:

Names: Ravi Haldavnekar, Controller & Senior Director of Financial Accounting & Reporting
Nadia Ferrari, Senior Director, Budget Administration and Advisory Services
Liana Korpela, Associated Director, Accounting and Reporting

Date: November 11, 2024

APPROVED BY:

Name: Joanne McKee, Chief Financial Officer

Date: November 11, 2024



Financial Statements

October 31, 2024

(unaudited)

Toronto Metropolitan University
CONSOLIDATED BALANCE SHEETS
[amounts in thousands]

	Year Ended October 31, 2024 Actual - Unaudited \$	Year Ended April 30, 2024 Actual - Audited \$	Year Ended April 30, 2024 Projected at Q2 \$	Comments
ASSETS				
Current				
Cash & cash equivalents	87,986	54,600	32,000	At Q2-2024 cash, short-term and long-term investments totalled \$820M. These include unused portion of \$250M debenture proceeds, unspent cash from operations and funds received for restricted purposes.
Short-term investments	136,332	119,795	141,151	
Accounts receivable	213,444	73,963	62,000	Q2-2024 balance mainly related to student receivables and consistent with changes at this time of the fiscal year.
Prepaid expenses	3,708	22,066	16,000	Reflects expenses paid but not yet incurred. Trend consistent with prior year and reflected in year-end projections.
Inventories	1,526	1,263	1,800	Consistent with prior year levels, reflective of normal operations.
Current portion of long-term note receivable	411	399	199	Student Campus Centre
Total current assets	443,407	272,086	253,150	
Investments (endowment, restricted & other purposes)	596,123	600,647	601,144	Endowments and cash held with long term intent for restricted funds and capital projects spending. Decrease from last year to due repayment of BMO loan and combination of unused new funds received and funds utilized for restricted grants program activities.
Employee future benefits - pension	326,768	326,768	326,768	Excess fair value ("FV") of plan assets that support future benefit obligations.
Long-term note receivable	2,599	2,811	2,400	Student Campus Centre
Long-term prepaid expenses	6,110	5,318	4,055	Invoices paid in advance to benefit from upfront discount.
Capital assets, net	1,252,055	1,258,220	1,281,289	Change reflects addition of assets offset by depreciation during the period. Constructions additions are expected to increase by year-end.
Total Assets	\$ 2,627,061	\$ 2,465,849	\$ 2,468,805	
LIABILITIES AND NET ASSETS				
Current				
Accounts payable and accrued liabilities	113,828	104,986	110,000	Operational variance due to timing of certain payments.
Deferred revenue	210,553	32,895	29,500	Q2-2024 balance reflects deferral of unearned fees and is consistent with changes at this time of the fiscal year.
Current portion of long-term debt	6,559	6,377	6,746	Current portion of TD loan.
Current portion of fair value of interest rate swap	-	-	-	Current portion of Long term SWAP - see comments below.
Total current liabilities	330,940	144,258	146,246	
Employee future benefits - other	39,968	39,968	39,968	Reflects accrued benefit obligations related to other non-pension benefit plans, no change from prior year as actuarial calculations are only performed at year-end.
Long-term debt	455,742	459,025	452,466	Includes outstanding amounts for Series A & B debentures and the TD loan. The BMO loan was repaid in prior year.
Fair value of interest rate SWAP	5,620	2,114	5,620	The fair value of TD swap reflects changes in yield curve used to value swaps. Generally, a steepening of the yield curve will result in an increase in the value of the swap position, and a flattening of the yield curve will result in a decrease in the fair value of the swap positions.
Deferred L/T Lease Revenue	47,245	47,748	46,745	Deferred long-term lease revenue from DCC residence monetization.
Deferred revenue contributions	185,656	188,302	190,000	Externally restricted research grants and donations received, at times, in advance of expenditures incurred.
Deferred capital contributions	318,376	317,849	319,053	Externally restricted grants and donations for capital purposes, amortized over the life of the assets.
Total Liabilities	\$ 1,383,547	\$ 1,199,264	\$ 1,200,098	
Net assets				
Endowments	163,359	162,661	164,057	Increase from year-end due to donations. The change in FMV related to endowment funds held with Fiera Capital is reflected in long term investments referenced above.
Other	1,080,155	1,103,925	1,104,649	See statement of Net Assets attached.
Total net assets	1,243,514	1,266,585	1,268,706	
Total Liabilities and Net assets	\$ 2,627,061	\$ 2,465,849	\$ 2,468,805	

Toronto Metropolitan University
CONSOLIDATED STATEMENT OF OPERATIONS

[amounts in thousands]

	Year Ended April 30, 2024 Actual - audited \$	Year Ended October 31, 2024 Actual - Unaudited \$	Year Ended April 30, 2025 Annual Approved Budget (Sch 3) \$	Year Ended April 30, 2025 Projected @Q2 \$	Variance Annual Budget vs Projected \$	Comments
REVENUE						
Government grants for general operations	277,544	137,899	275,404	285,049	9,645	Increase in Q2-2024 actuals due to PSESF ("Postsecondary Education Sustainability Fund") Across the board and Top-up funding. Approved budget plan includes PSESF, Across the board \$7.4M and \$7.7M of one-time-only Top-up funding of the expected total of \$17.3M. Projection includes \$9.6M of remaining PSESF Top-up funding to be received in fiscal 24-25, which is not accounted for in the budget plan to achieve a balance budget.
Government grants and contracts for restricted purposes	190,887	110,416	248,566	248,566	-	Restricted grants are recognized as income when related expense is incurred, these include large federal grants for Future Skills and Magnet. The associated expenses are reported under sub-grants to partner institutions and salaries/material supplies.
Student fees	436,195	225,530	428,375	430,375	2,000	Increase in Q2-2024 actuals due to approved fees increases for anomalies for selected domestic programs, other student fees (inflationary rate increases) and growth in domestic undergraduate offset with decline international growth. Projection domestic undergraduate fees to favourable against budget by \$9M due to growth offset with decrease in planned growth for international undergraduate of \$7M. Projecting a slight increase in domestic graduate growth offset with slight decrease in international graduate growth
Sales and services	40,185	17,356	31,476	31,417	(59)	Q2-2024 results reflect an increase in ancillary activities from UBS mainly related to Food Services operations due sales from Prof Women's Hockey league (PWHL), internal event and approved inflationary increases to residence fees.
Donations recognized	14,502	6,260	13,665	13,665	-	Recognition of restricted donation revenues earned to match expenses incurred. Donations recognized for the period includes large donation of art work of 1.8M.
Amortization of deferred capital contributions	14,829	6,890	14,157	14,157	-	Amortization of contributions for capital projects over life of assets.
Investment Income	35,910	18,344	6,250	25,000	18,750	Increase during the period reflects investment returns on unused funds. Projecting a favorable year-end variance of \$18M, driven by projected favourable market conditions.
Other income	11,971	6,147	9,184	9,184	-	Decrease at Q2-2024 due to timing issue with receipt of TMUIC royalty payments. Projection consistent with planned budget
	1,022,024	528,842	1,027,077	1,057,413	30,336	
EXPENSES						
Salaries and benefits	628,492	340,681	637,770	662,943	25,173	Change over prior year Q2 mainly due to annual salary/benefit increases for faculty and staff including TFA retro related to July 1, 2023 to April 30, 2024. Anticipating that departments will continue to rely on carry forward budgets to cover salary and benefits costs, therefore actuals are projected to be higher for current year.
Materials, supplies, repairs and maintenance	200,084	112,573	156,044	161,207	5,163	Increases in actuals for current year related to ramp up of new school of medicine (including security and facility costs), various new maintenance/renovations projects expense, increases in travel, lease cost escalations, and professional services (large research projects). Similar to last fiscal year, departments continue to cover expenditures from prior years carryforwards and projecting costs to be higher than planned base budget.
Bursaries and scholarships	50,023	24,328	52,289	52,289	-	Consistent with trend and plan commitments by the University.
Debt service interest	18,873	9,053	19,227	19,227	-	Includes interest on TD loan & for \$130M series A and \$250M series B debentures. Lower expense due to repayment of BMO loan
Sub-grants to partner institutions	70,009	36,513	110,815	110,815	-	Q2-2024 actuals reflects flow through grant activity to partner institutions or other entities, includes Magnet and Future Skills, slower spending on Magnet SWPP expected to increase by Q3. Projection consistent with planned budget.
Amortization of capital assets	54,296	25,957	50,932	50,932	-	Amortization of Capital Assets over the life of the assets.
	1,021,777	549,105	1,027,077	1,057,413	30,336	
Excess of revenue over expenses (expenses over revenues), before interest rate swaps	247	(20,263)	-	-	-	Departments continue to rely on carryforwards to cover contract positions and material/supplies expenditure with higher than plan spending offset by one-time PSESF Top-up funding and favourable investment income.
Unrealized gains/(loss) on interest rate swaps	5,136	(3,506)	-	(3,500)	(3,500)	Amount represents impact of fair value changes due to fluctuations in yield curve used to measure fair value of interest rate swaps. Interest rates at year-end unknown so projections assume no change in fair-value of swap.
Excess of revenue over expenses (expenses over revenues)	\$ 5,383	\$ (23,769)	\$ -	\$ (3,500)	\$ (3,500)	

Toronto Metropolitan University
CONSOLIDATED STATEMENT OF CHANGES IN NET ASSETS
For the Year Ended October 31, 2024
(with comparative figures at April 30, 2024)

	Unrestricted	Investment in Capital Assets	Employee Future Benefits	Internally Restricted Carry Forwards	Net Assets before Endowments	Endowments	Period Ended October 31, 2024 Actual - Unaudited	Period Ended April 30, 2024 Actual - Audited
	\$	\$	\$	\$	\$	\$	\$	\$
Net assets, beginning of year	(300,766)	747,934	286,800	369,957	1,103,925	162,661	1,266,586	1,151,956
S3462 Change in Accounting Standards	-		-		-		-	-
Net Assets, restated beginning of period	(300,766)	747,934	286,800	369,957	1,103,925	162,661	1,266,586	1,151,956
Revenue less expenses	(23,770)	-	-		(23,770)		(23,770)	5,382
Capitalization of investment income in endowments	-				-	-	-	5,425
Internally Restricted endowments	-				-	-	-	-
Endowment contributions						698	698	1,497
Allocation of carry forwards	24,000			(24,000)	-		-	-
Employee Future Benefits Income (expense)	-		-					
Employee Future Benefits Remeasurements			-		-		-	95,881
Contribution towards asset (Land)	-	-			-		-	6,444
Investment in Capital Assets	7,064	(7,064)			-		-	-
Net Assets, end of period	\$ (293,472)	\$ 740,870	\$ 286,800	\$ 345,957	\$ 1,080,155	\$ 163,359	\$ 1,243,514	\$ 1,266,585

Toronto Metropolitan University
CONSOLIDATED STATEMENT OF CASH FLOWS

[amounts in thousands]

	Year Ended October 31, 2024 Actual - Unaudited	Year Ended April 30, 2024 Actual - Audited	Year Ended April 30, 2024 Projected @Q2	Comments
	\$	\$	\$	
OPERATING ACTIVITIES				
Excess of revenue over expenses (expenses over revenues)	(23,770)	5,383	(3,500)	See Statement of Operations
Add (deduct) non-cash items				
Amortization of capital assets	25,957	54,296	50,932	See Statement of Operations
Amortization of deferred capital contributions	(6,890)	(14,829)	(14,157)	See Statement of Operations
Change in fair value of interest rate swap	3,506	(7,094)	3,506	Reflects change in yield curves used to value interest rate swaps, amount lower due to termination of BMO swap
Unrealized loss (gain) on investments	(14,128)	(347)	(14,128)	Reflects change in market values of invested endowed funds, non-cash operating activity
Defined benefit plans cost (income)	-	(20,481)	-	Actuarial calculations reflective of point in time valuation
Net change in deferred revenue contributions	(2,646)	10,547	1,698	Reflects timing variations of externally restricted grants and donations received versus spent during the period
Net change in non-cash working capital balances	65,115	(25,243)	157,763	
Cash provided by operating activities	47,144	2,232	182,114	
INVESTING ACTIVITIES				
Decrease (increase) in note receivable	200	376	411	
Acquisition of capital assets	(19,792)	(98,349)	(74,000)	Estimated construction spending.
(Increase) decrease in L/T prepaid	(792)	1,263	1,670	Change related to long-term prepaid invoices (began Mar-23) for upfront discount
(Increase) decrease in short-term investments, net	(16,537)	21,727	-	Change in short-term holdings depending on duration of financial instruments & cash requirement
Decrease (Increase) in investments	18,652	81,521	(497)	Variation in timing in expenditures of restricted funds (e.g. Capital Plan and other) and funding received
Cash used in investing activities	(18,269)	6,538	(72,416)	
FINANCING ACTIVITIES				
Contributions received for capital purposes	7,417	52,324	14,834	Funds received for capital project purposes
Contributions received for land	-	6,444	-	Prior year change for school of medicine land contribution
Endowment contributions	698	1,497	1,396	Endowment contribution during the period
Capitalization of investment income (loss) in endowments	-	5,425	-	Endowment units redeemed and capitalized during the year
Repayment of long-term debt principal	(3,101)	(38,153)	(6,377)	Large change at year-end due to BMO loan repayment on January 2, 2024
Increase/(decrease) in Deferred Long Term Lease Revenue	(503)	(1,002)	(1,000)	Amortization related long-term deferred revenue from DCC residence monetization
Cash used in financing activities	4,511	26,535	8,853	
Net increase (decrease) in cash & cash equivalent during the year	33,387	35,305	118,551	
Cash & cash equivalents, beginning of year	54,600	19,295	54,600	
Cash & cash equivalents, end of year	\$ 87,986	\$ 54,600	\$ 173,151	

DRAFT RESOLUTION

RE: Financial Statements (unaudited) - Period ending October 31, 2024

BE IT AND IT IS HEREBY RESOLVED:

THAT the Board of Governors approves the Financial Statements (unaudited) for the period ending October 31, 2024, as presented.

November 28, 2024



BOARD OF GOVERNORS
November 28, 2024

AGENDA ITEM: Periodic Program Review Summary and Implementation Plan Reports approved in 2023-2024

STRATEGIC OBJECTIVES:

- Academic
- Student Engagement and Success
- Space Enhancement
- Reputation Enhancement
- Financial Resources Management
- Compliance (e.g. legislatively required)
- Governance

ACTION REQUIRED: Information

SUMMARY:

Toronto Metropolitan University is pleased to provide the Summary and Implementation Plan Reports for the following Periodic Program Reviews (“PPR”) approved in 2023-2024:

BACKGROUND:

As required by Senate Policy 126, Section 13.4, which states: *The Provost and Vice-President Academic is responsible for the presentation of the PPR Executive Summary and its associated implementation plan to the Board of Governors for its information.*

Attached is the Summary and Implementation Plan Reports for the following PPRs approved in 2023-24:

Undergraduate:

- ARTS AND CONTEMPORARY STUDIES (BA Hon)
- HEALTH SERVICES MANAGEMENT (BHA)
- IMAGE ARTS: FILM STUDIES (BFA)
- IMAGE ARTS: PHOTOGRAPHY MEDIA ARTS (BFA)
- PERFORMANCE: ACTING (BFA)
- PERFORMANCE: DANCE (BFA)
- PERFORMANCE: PRODUCTION (BFA)
- SOCIAL WORK (BSW)

Graduate:

- MOLECULAR SCIENCE (MSc|PhD)
- COMPUTER SCIENCE (MSc|PhD)
- DIETETICS (PMDip)



- MANAGEMENT (MScM)

This report was sent to the Quality Council on July 26, 2024.

The report, which includes the Provost's annual Final Assessment Reporting ("FAR") reporting to the Quality Council, as well as the FARs for the programs listed above, can be found in the Resource Center on Diligent.

COMMUNICATIONS STRATEGY: These reports have also been posted on the Toronto Metropolitan Curriculum Quality Assurance website:

<https://www.torontomu.ca/curriculumquality/curriculum-review/>

PREPARED BY:

Name: Stéphanie Walsh Matthews, Director, Curriculum Quality Assurance

Date: November 14, 2024

APPROVED BY:

Name: Sean Kheraj, Vice-Provost, Academic

Date: November 14, 2024

EXECUTIVE SUMMARY

PERIODIC PROGRAM REVIEW (PPR) AND FINAL ASSESSMENT REPORT (FAR) AT TORONTO METROPOLITAN UNIVERSITY

A Periodic Program Review (PPR) is a cyclical review performed every eight years that provides a comprehensive means for graduate and undergraduate programs to undergo a critical analysis, ensuring they remain aligned with Toronto Metropolitan University's (the "University") academic priorities and plans, meet current and future societal needs, identify strengths, weaknesses, opportunities, and threats, and devise a strategic plan for growth and development. Governed by the University's Senate Policy 126, PPRs are an integral part of the university's Institutional Quality Assurance Process (IQAP). A PPR includes a comprehensive self-study done by the program's home school or department, as well as an external review completed by a qualified peer review team. The self-assessment and peer review report, along with responses from the program department and Faculty Dean, inform an implementation plan that identifies key priorities with an action plan and timelines that the program uses as part of its continuous improvement commitment to drive change. Completed PPRs must pass a comprehensive review by the University's Academic Standards Committee, which in turn recommends the PPR to Senate for review and approval.

In 2023/24, eight undergraduate programs (Arts and Contemporary Studies (ARTS), Health Services Management (TRSM), Image Arts: Film Studies (TCS), Image Arts: Photography Media Arts (TCS), Performance: Acting (TCS), Performance: Dance (TCS), Performance: Production (TCS), Social Work (FCS) successfully completed the PPR process. In addition, four graduate programs (Molecular Science (MSc|PhD), Computer Science (MSc|PhD), Dietetics (PMDip), and Management (MScM).

While each of these programs has its own unique set of strengths and recommendations for growth, there were some common themes identified by peer reviewers that transcended program boundaries. Across the eight (8) undergraduate programs that were reviewed, curriculum innovation, student care and opportunities for engagement as well as the contributions by faculty and staff for productive and reactive learning environments were noted. Engaging with societal and student feedback were often cited as requiring curricular change as well as ensuring the equity, diversity, inclusion and decolonial practices be considered central in future changes to the programs. As in years past, all programs engage with the University's mission, and the commitment to do so is done by faculty and staff alike. This past year, many efforts to ensure all programs participate actively with the curriculum quality assurance processes and supports have been developed and presented. A number of new strategies for ensuring compliance and providing novel support to programs have been launched for both undergraduate and graduate programs.

The Final Assessment Reports (FAR) included here for the eight (8) undergraduate programs and four (4) graduate programs provide an executive summary, details of the external reviewers' recommendations, the program and Dean's responses to those recommendations, and the implementation plan. FARs are posted publicly on the University's Curriculum Quality Assurance website and reported annually to the University's Board of Governors (the "Board") and to the Ontario Universities Council on Quality Assurance (Quality Council). The final step of the PPR process is a one-year follow-up report that details progress-to-date on the implementation plan and any subsequent recommendations.

The following report, submitted to the University's Board, includes the Provost's annual FAR reporting to the



Quality Council, as well as the FARs for the programs listed above, for information.

July 26, 2024

Dr. Christopher Evans
Executive Director
Quality Assurance Council of Ontario Universities
180 Dundas Street West, Suite 1100
Toronto, ON, M5G 1Z8

Dear Dr. Evans,

Toronto Metropolitan University is pleased to provide you with access to the Final Assessment Reports for the following Cyclical Program Reviews approved during the 2023-2024 academic year:

Undergraduate:

[ARTS AND CONTEMPORARY STUDIES \(BA Hon\)](#)
[HEALTH SERVICES MANAGEMENT \(BHA\)](#)
[IMAGE ARTS: FILM STUDIES \(BFA\)](#)
[IMAGE ARTS: PHOTOGRAPHY MEDIA ARTS \(BFA\)](#)
[PERFORMANCE: ACTING \(BFA\)](#)
[PERFORMANCE: DANCE \(BFA\)](#)
[PERFORMANCE: PRODUCTION \(BFA\)](#)
[SOCIAL WORK \(BSW\)](#)

Graduate:

[MOLECULAR SCIENCE \(MSc|PhD\)](#)
[COMPUTER SCIENCE \(MSc|PhD\)](#)
[DIETETICS \(PMDip\)](#)
[MANAGEMENT \(MScM\)](#)

These reports have been posted on TMU's Curriculum Quality Assurance website (<https://www.torontomu.ca/curriculumquality/curriculum-review/>), which is linked to the Provost's website, and will be shared with Toronto Metropolitan University's Board of Governors. The Final Assessment Reports are also available on our Senate website within the agendas of the Senate meetings when the reviews were presented.

The Vice-Provost Academic's Office will ensure the timely monitoring of the implementation of the recommendations and the appropriate distribution of the scheduled monitoring reports through Senate. Please do not hesitate to contact my office if you require any further information.

Sincerely,

Roberta Iannacito-Provenzano, PhD *Provost and Vice-President, Academic*

Cc: Dr. Sean Kheraj, Vice-Provost Academic
Donna Bell, Secretary of Senate
Dr. Carl Kumaradas, Interim Vice-Provost and Dean, Yeates School of Graduate Studies
Dr. Stéphanie Walsh Matthews, Director, Curriculum Quality Assurance

350 Victoria Street
Office: Room 1300, Jorgenson Hall
Toronto, ON, Canada M5B 2K3

t: 416.979.5000, ext. 555066

provost@torontomu.ca

torontomu.ca/pr

**BOARD OF GOVERNORS
November 28, 2024**

AGENDA ITEM: National Survey of Student Engagement 2023

STRATEGIC OBJECTIVES:

- Academic
- Student Engagement and Success
- Space Enhancement
- Reputation Enhancement
- Financial Resources Management
- Compliance (e.g. legislatively required)
- Governance

ACTION REQUIRED: Information

SUMMARY:

This report summarizes results from the National Survey of Student Engagement 2023 and is presented for the information of the Board of Governors.

BACKGROUND:

The National Survey of Student Engagement is administered on behalf of Toronto Metropolitan University (the “University”) by the Center for Postsecondary Research at the University of Indiana. The survey asks students in the first and fourth year of undergraduate programs about their participation in activities and programs that support learning and personal development. The results provide a snapshot of how students spend their time and what they gain from attending the institution.

ATTACHMENT: National Survey of Student Engagement: Highlights of the 2023 Survey Results

COMMUNICATIONS STRATEGY: The report will be disseminated within the Toronto Metropolitan University community and posted on the University’s website.

PREPARED BY:

Name: Kimberley McCausland, Vice-Provost, University Planning
Date: November 12, 2024

APPROVED BY:

Name: Roberta Iannacito-Provenzano, Provost & Vice-President, Academic
Date: November 12, 2024

National Survey of Student Engagement

Highlights of the 2023 Survey Results

Toronto Metropolitan University



About the Survey

- Since 2005, Toronto Metropolitan University (TMU) has participated in the National Survey of Student Engagement (NSSE) – a survey that examines student involvement in active learning and engagement. The survey is administered every three years.
- 61 Canadian institutions participated in 2023, including 21 Ontario universities. The survey was conducted in winter 2023.
- First-year and fourth-year students who were in full-time undergraduate programs were asked about academic experiences, learning with peers, interactions with faculty, and the campus environment during the current school year.
- 2,934 students in first year and 3,872 students in fourth year participated in the survey. The overall survey response rate was 34%. Results are considered to be accurate within 0.96 points, 19 times out of 20.

Toronto Metropolitan University

Engagement indicators

Engagement Indicators

The NSSE questionnaire includes more than 100 items. The information is summarized into 10 engagement indicators covering four major themes:

Academic Challenge

Higher Order Learning (HO), Reflective & Integrative Learning (RI), Learning Strategies (LS), Quantitative Reasoning (QR)

Learning with Peers

Collaborative Learning (CL), Discussions with Diverse Others (DDO)

Experiences with Faculty

Student-Faculty Interaction (SF), Effective Teaching Practices (ET)

Campus Environment

Quality of Interactions (QI), Supportive Environment (SE)

Engagement Indicator: Academic Challenge (17 survey questions)

- According to NSSE, challenging intellectual and creative work is central to student learning, and universities should challenge and support students to engage in various forms of deep learning.
- This theme is measured using four indicators (each comprising multiple questions):
 - **Higher-Order Learning (HO)**: Do students apply, analyze, evaluate, and form new ideas?
 - TMU's score was slightly lower than other Ontario universities.
 - **Reflective & Integrative Learning (RI)**: Do students connect ideas across courses and to broader issues?
 - TMU's score was on par with other Ontario universities.
 - **Learning Strategies (LS)**: How often do students review and summarize information from class?
 - TMU's score was slightly lower than other Ontario universities.
 - **Quantitative Reasoning (QR)**: Do students use numerical information to evaluate arguments and reach conclusions?
 - TMU's score was slightly lower than other Ontario universities.

Engagement Indicator: Learning with Peers (8 survey questions)

- NSSE states that collaborating with others in problem-solving and interacting with peers from different backgrounds prepares students for real-world challenges.
- This theme is comprised of two indicators:
 - **Collaborative Learning (CL)**: Do students have sufficient opportunities to work with others?
 - TMU's score was on par with the Ontario average.
 - **Discussions with Diverse Others (DDO)**: Do students interact with people whose backgrounds differ from their own?
 - TMU's score was on par with the Ontario average for first-year students. Scores for fourth-year students were slightly higher than the Ontario average.

Engagement Indicator: Experiences with Faculty (9 survey questions)

- According to NSSE, students learn how experts approach and solve problems through their exposure to faculty, both inside and outside the classroom.
- Effective teaching also requires that faculty deliver course material and provide feedback in student-centered ways.
- This theme is measured using two indicators:
 - **Student-Faculty Interaction (SF):** How often do students discuss various topics with faculty members or work with faculty outside lectures?
 - TMU's score was slightly lower than the Ontario average.
 - **Effective Teaching Practices (ET):** Did professors explain material in organized ways, or provide examples for difficult concepts?
 - TMU's score was slightly lower than the Ontario average.

Engagement Indicator: Campus Environment (13 survey questions)

- NSSE states that students benefit from environments that foster positive relationships among students, faculty, and staff.
- This theme is comprised of two indicators:
 - **Quality of Interactions (QI):** Do students rate interactions with other students, academic advisors, faculty, and staff well?
 - TMU's score was slightly lower than the Ontario average.
 - **Supportive Environment (SE):** Does the campus foster an environment that encourages students to ask for help, attend events, and manage non-academic responsibilities?
 - TMU's score was on par with the Ontario average.

How would you rate your interactions with the following groups?
Average rating from 1 (poor) to 7 (excellent)

Group evaluated	First-year respondents	Fourth-year respondents
Students	5.3	5.4
Academic advisors	4.9	4.8
Faculty	4.8	4.9
Student services staff	4.9	4.8
Other administrative staff	4.7	4.7

Engagement Indicators Summary

- Results for the four engagement indicators are shown below for TMU students, Ontario universities, and US peer universities*.
- On indicators related to learning with peers, TMU fourth-year results were higher than those for Ontario. The university matched or was behind in other categories.
- Fourth-year students generally reported higher satisfaction than first-year students.

Theme	Indicator	First-year			Fourth-year		
		TMU	ON	US	TMU	ON	US
Academic Challenge	HO	36.6	38.0	37.7	37.3	39.2	40.4
	RI	34.2	34.6	35.2	35.9	37.1	38.0
	LS	35.5	36.3	37.2	35.5	35.6	39.7
	QR	26.0	27.7	29.9	28.2	28.9	31.7
Learning with Peers	CL	31.7	31.9	29.5	32.0	31.3	30.9
	DDO	38.9	38.9	36.9	40.1	38.5	39.3
Experiences with Faculty	SF	13.5	14.8	18.3	16.8	18.3	20.6
	ET	32.2	34.1	37.8	32.8	35.6	39.3
Campus Environment	QI	39.0	39.8	41.3	39.3	39.7	41.8
	SE	30.0	30.5	33.9	27.4	26.8	32.4

Note: Each indicator is scored on a 60-point scale going from 0 (bottom of the scale) to 60 (top of the scale). The rescaled items are then averaged to produce the scores shown in the table above.



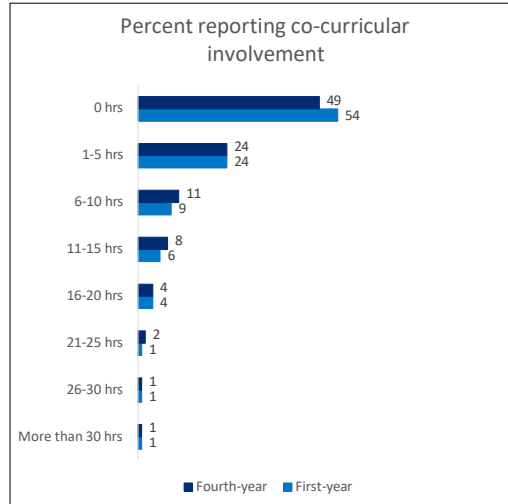
* Public, urban, commuter universities with more than 20,000 students, that are in the Doctoral Universities or Master's Colleges & Universities: Larger Universities Carnegie categories

Other results



Co-curricular Activity

- While not an official engagement indicator, an important feature of the university experience is involvement in co-curricular activities (e.g., student newspaper, intramural sports).
- 46 percent of first-year students and 51 percent of fourth-year students reported engaging in some co-curricular activity.
- These values were lower than the Ontario average (although higher than US peers). Results were very similar to those reported in the previous survey (2020).



High-Impact Practices

- High-impact practices are opportunities that students can undertake during their time at the university, shown to be associated strongly with student learning and retention.
- NSSE has identified six high-impact practices and recommends that students participate in at least two over the course of their academic program. NSSE evaluates three practices in first year and six practices in fourth year.
- Over 85 percent of TMU fourth-year students reported participating in at least one high-impact practice, higher than Ontario and US peers.
- 52 percent reported engaging in two or more high-impact practices. This rate is on par with Ontario peers and above US peers.

Proportion of students engaging in each high-impact practice

	First-year respondents (%)			Fourth-year respondents (%)		
	TMU	ON	US	TMU	ON	US
Service Learning	46	44	56	53	47	45
Learning Community	6	8	7	15	17	15
Research with Faculty	3	3	4	11	23	13
Internship	n/a	n/a	n/a	54	47	32
Study Abroad	n/a	n/a	n/a	4	6	4
Culminating Senior Experience	n/a	n/a	n/a	36	33	30

Priorities for Improvement

- The 21 Ontario universities included a customized set of 9 questions concerning various aspects of the university experience, which were given to all survey respondents.
- Students were asked to identify up to two priorities for improvement inside the classroom and then two priorities for improvement outside the classroom.
- The top three priorities selected by students for both inside and outside the classroom are shown on the next page. (Note: because students could select up to two options, proportions will not add to 100.)

Priorities for Improvement (top 3)

- Inside the classroom
 1. Improving quality of course instruction by professors
 - First-year: 41%
 - Fourth-year: 40%
 2. Ensuring a better fit between course content, assignments, and tests/exams
 - First-year: 31%
 - Fourth-year: 25%
 3. Increasing the number or variety of course offerings in your major
 - First-year: 19%
 - Fourth-year: 32%
- Outside the classroom
 1. Improving the quality/availability of study spaces
 - First-year: 36%
 - Fourth-year: 32%
 2. Expanding and/or improving the quality of academic support services (e.g., study skills, academic advising)
 - First-year: 29%
 - Fourth-year: 28%
 3. Working to provide a better social environment for students
 - First-year: 29%
 - Fourth-year: 25%

Respondent profile



Profile of Survey Respondents

- Generally, survey respondents were representative of the TMU student population.
- Female students were slightly overrepresented.
- TRSM students were slightly underrepresented. Community Services was somewhat overrepresented at fourth year.

Response	First-year Survey	First-year Population	Fourth-year Survey	Fourth-year Population
Male	40%	46%	40%	47%
Female	58%	52%	59%	52%
Another gender identity/not reported	2%	2%	1%	1%
Full-time	93%	93%	62%	59%
Part-time	7%	7%	38%	41%
Arts	15%	16%	12%	11%
The Creative School	18%	17%	13%	14%
Community Services	13%	11%	19%	15%
Engineering & Architectural Science	15%	15%	19%	18%
Science	14%	11%	10%	9%
Ted Rogers School of Management	25%	29%	26%	33%



Demographics



Grades: Most students reported having a B average or better.

First-year: A- or better: 36% | B- to B+: 48% | C to C+: 12% | C- or lower: 4%

Fourth-year: A- or better: 45% | B- to B+: 49% | C to C+: 5% | C- or lower: <1%



Racial and ethnic diversity: TMU continues to be a highly diverse learning environment.

Indigenous: 1% | White: 28% | Chinese: 12% | South Asian: 27% | Black: 9% | Filipino: 7% | Latin American: 4% | Southeast Asian: 6% | Arab: 6% | West Asian: 4% | Japanese: <1% | Korean: 2% | Another: 5%

Note that percentages will add to more than 100, since respondents could self-identify in more than one group.



Disability: 18 percent of first-year respondents and 21 percent of fourth-year respondents self-identified with a disability (an increase from 2020).

Demographics continued



Commuting: 84 percent of students reported taking public transportation to campus, while 10 percent walked or cycled. The remainder used a car (private or shared) to get to campus. The median one-way travel time was between 41 and 60 minutes.

20 minutes or fewer: 13% | 21-40 minutes: 17% | 41-60 minutes: 32% | 61-80 minutes: 27% | More than 80 minutes: 12%



Family education background: 26 percent of students came from a family where no family member had attended a post-secondary institution.

High school or less: 26% | Some or completed college or CEGEP: 16% | Some university: 4% | Bachelor's degree: 34% | Master's degree: 15% | PhD or professional degree: 5%



Employment: 63 percent of students reported working for pay. Of those who worked, 78 percent worked off-campus, 5 percent worked on-campus, and 17 percent worked both on- and off- campus.

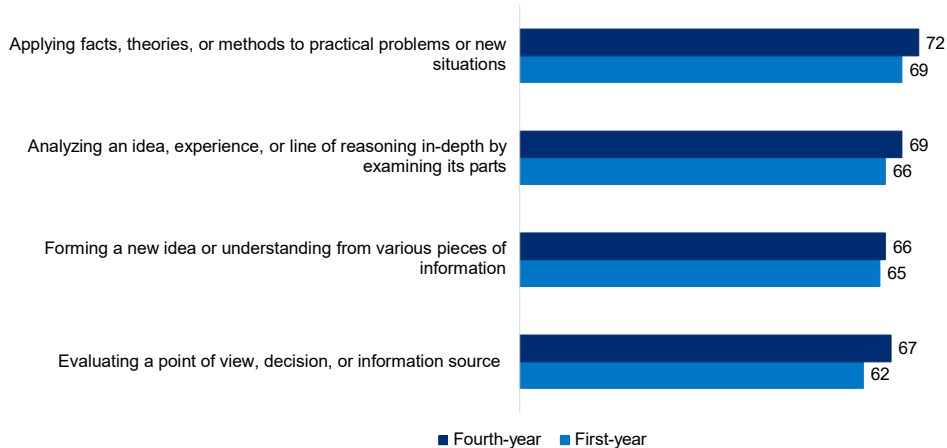
Questions or comments

- Please direct any questions or comments on these survey results to the University Planning Office: upo@torontomu.ca

Appendix: detailed results

Academic Challenge – Higher-Order Learning

Percent reporting coursework emphasized factor 'quite a bit' or 'very much'

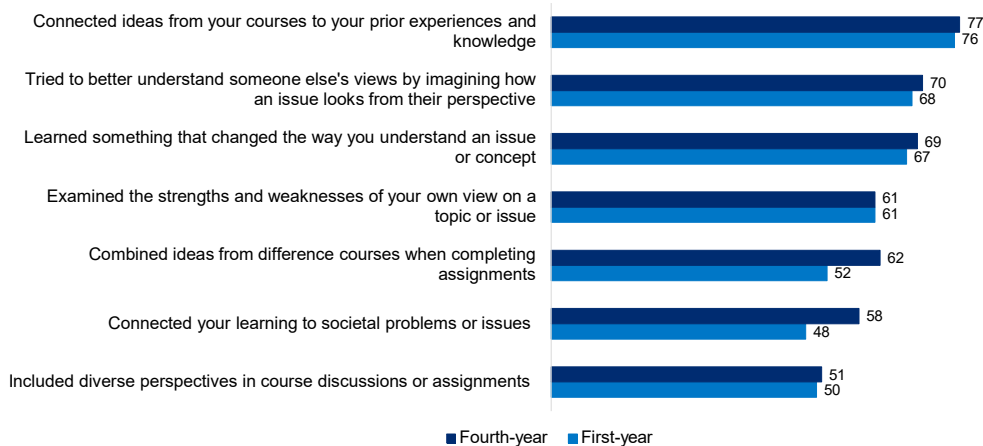


Please note: the results shown above will differ from the results shown in the main slides. These show the proportion of students who responded with either of the two most positive response options (in this case, "quite a bit" or "very much"). The results on the main slides show the mean score as calculated by NSSE.

21

Academic Challenge – Reflective & Integrative Learning

Percent reporting they have done this 'often' or 'very often'

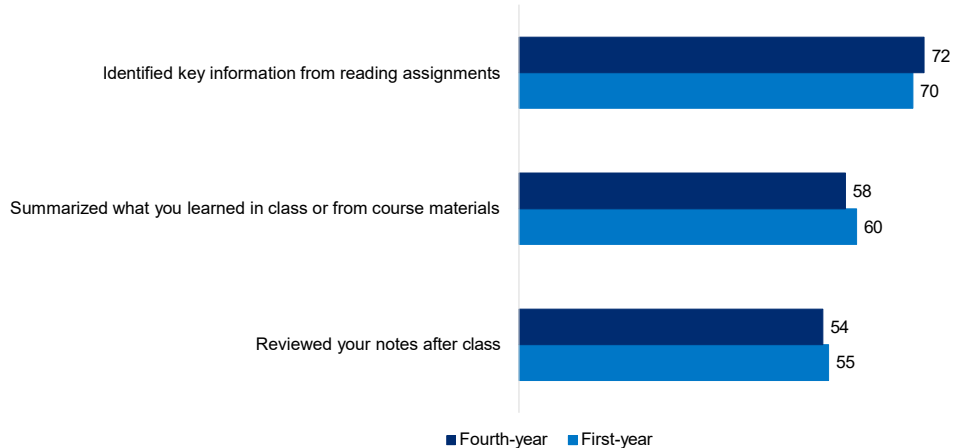


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22

Academic Challenge – Learning Strategies

Percent reporting they have done this 'often' or 'very often'

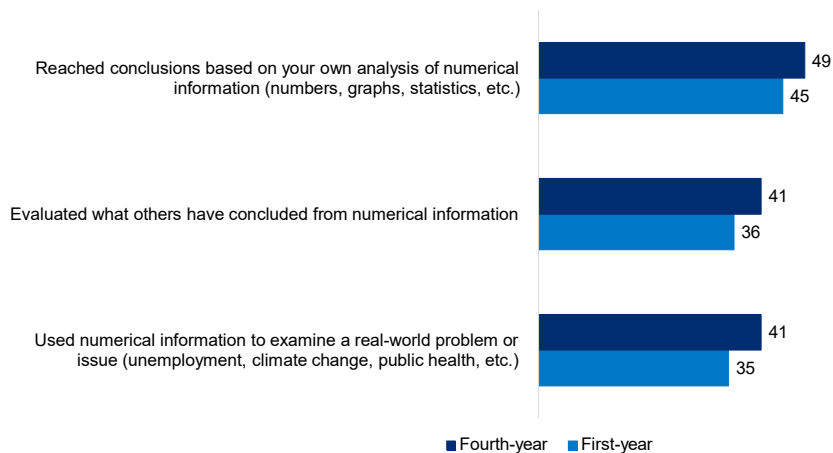


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23

Academic Challenge – Quantitative Reasoning

Percent reporting they have done this 'often' or 'very often'

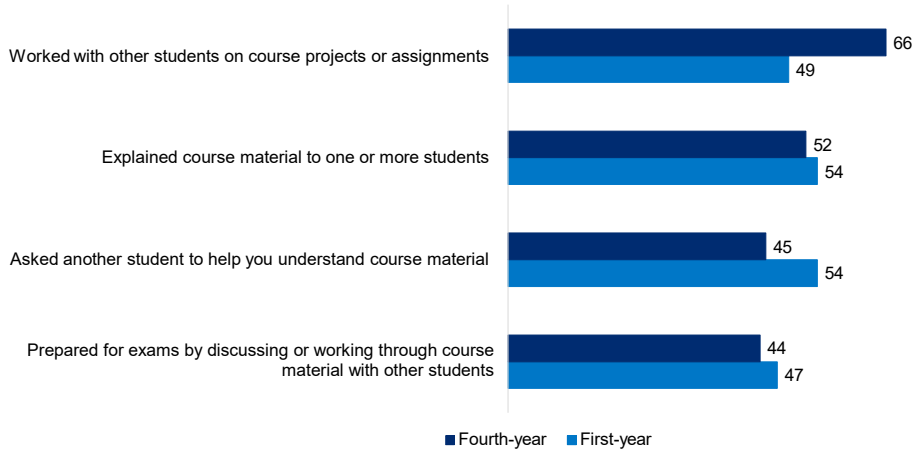


Please note: the results shown above will differ from the results shown in the main slides. These show the proportion of students who responded with either of the two most positive response options (in this case, "often" or "very often"). The results on the main slides show the mean score as calculated by NSSE.

24

Learning with Peers – Collaborative Learning

Percent reporting they have done this 'often' or 'very often'

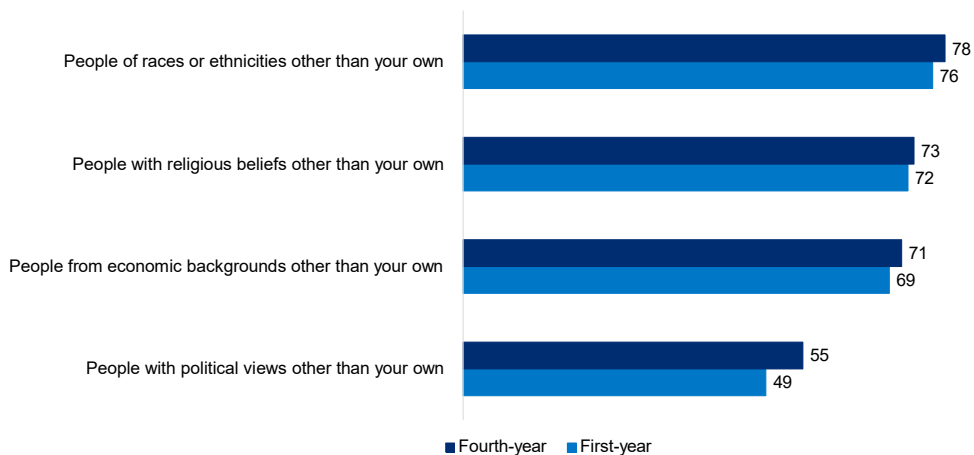


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25

Learning with Peers – Discussions with Diverse Others

Percent reporting they have done this 'often' or 'very often'



Please note: the results shown above will differ from the results shown in the main slides. These show the proportion of students who responded with either of the two most positive response options (in this case, "often" or "very often"). The results on the main slides show the mean score as calculated by NSSE.

26

Experiences with Faculty – Student-Faculty Interaction

Percent reporting they have done this 'often' or 'very often'

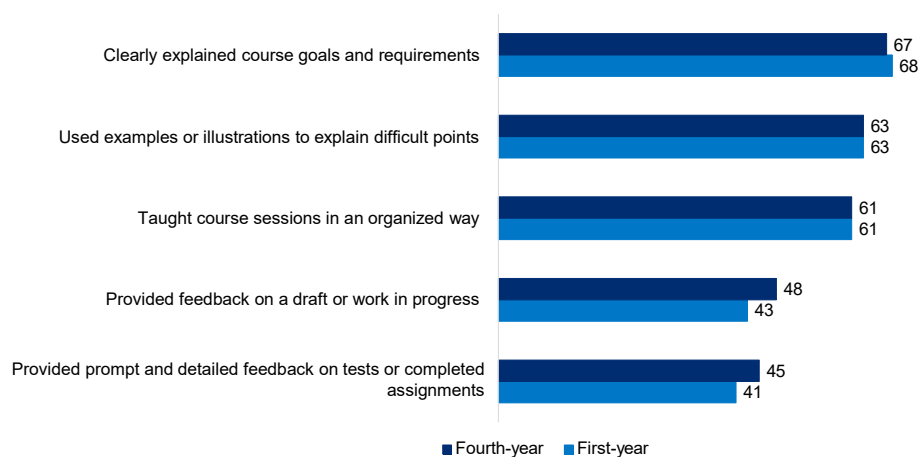


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27

Experiences with Faculty – Effective Teaching Practices

Percent reporting they have experienced this 'quite a bit' or 'very much'

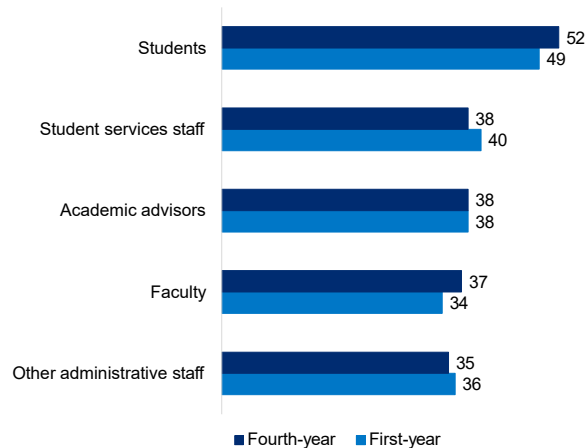


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28

Campus Environment – Quality of Interactions

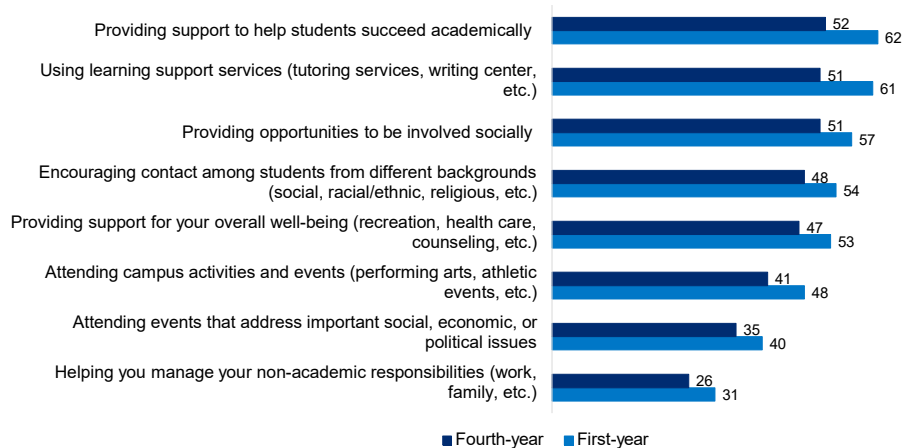
Percent reporting 6 or 7 on a scale from 1 (poor) to 7 (excellent)



Please note: the results shown above will differ from the results shown in the main slides. These show the proportion of students who responded with either of the two most positive response options (in this case, 6 or 7 on the 7-point scale). The results on the main slides show the mean score as calculated by NSSE. 29

Campus Environment – Supportive Environment

Percent reporting they had experienced this 'quite a bit' or 'very much'



Please note: the results shown above will differ from the results shown in the main slides. These show the proportion of students who responded with either of the two most positive response options (in this case, "quite a bit" or "very much"). The results on the main slides show the mean score as calculated by NSSE. 30

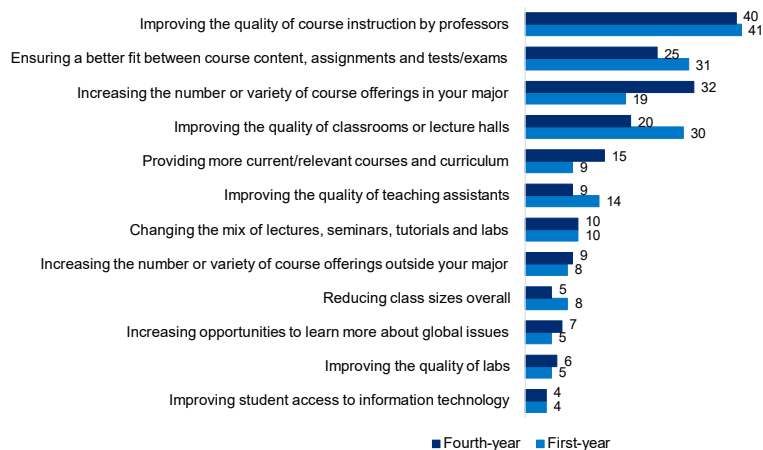
Skills Development

Percent reporting skills were developed 'quite a bit' or 'very much'



Priorities for Improvement – Inside the Classroom

Percent selecting the option



Priorities for Improvement – Outside the Classroom

Percent selecting the option

