Fashion
at The Creative School

Toronto Metropolitan University

Graduate Studies

1 YEAR FOLLOW-UP REPORT
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Graduate Program:	**Fashion (MA)**
Peer Review Team:	Professor Hélène Day Fraser (Associate Professor, Emily Carr) Dr. Marlis Schweitzer (Associate Professor, York University) Dr. Izabella Pruska-Oldenhof (Toronto Metropolitan University).
Site Visit:	October 21 to 23, 2020 (virtual)
PRT Report:	January 25, 2021
Program Response:	October 15, 2021
YSGS Response:	October 18, 2021
Approved by Senate:	December 7, 2021
1 Year Follow Up Due:	December 7, 2022

As mandated by Toronto Metropolitan University Senate Policy 126: Periodic Program Review of Graduate and Undergraduate Programs[1], within one year of Senate approval of the PPR, a 1 Year Follow-Up Report is to be submitted to the Faculty Dean or Dean of Record and the Vice-Provost and Dean, YSGS, on the progress of the implementation plan and any further recommendations. This follow-up report will be also be reviewed by Programs and Planning Committee, YSGS Council, and finally Senate. The PPR Report to Senate may also include a date(s) for subsequent Follow-up Reports.

What follows are the PRT recommendations, the program responses, YSGS responses, and the implementation plan, including the 1 year follow-up status reports by the program.

[1] https://www.torontomu.ca/content/dam/senate/policies/pol126.pdf

PRT RECOMMENDATIONS, PROGRAM/FACULTY DEAN/YSGS RESPONSES + PROGRAM IMPLEMENTATION PLAN AND 1 YEAR FOLLOW UP

PRT Recommendations	Fashion (MA) Program Response	Action Items/Timelines	Lead/ Responsibility	Faculty Dean Response	YSGS Response	Fashion (MA) 1 Year Follow-Up
Curriculum						
1. Reassess the relationship of the current core courses to guiding principles	This process got underway during Fall/Winter 2020-21 with deliberate incorporation of the guiding principles in all syllabi but broader discussion will occur in the coming years.	Discuss with the Fashion Graduate Curriculum Committee and instructors teaching in 2021/22. Prioritize this discussion for curriculum meetings in 2021/22.	GPD	Agree with plan. Proceeding apace.	YSGS encourages continuous curriculum improvement and is eager to support the program in doing this. A recommended approach is to do a careful review of the program's intended learning outcomes to ensure they align with the guiding principles of the program followed by a review of the mapping of the core courses to these learning outcomes. The curriculum consultants from the Vice-Provost, Academic, office can assist in this exercise as well.	Broader discussion regarding the guiding principles has occurred within the department at large, at the graduate and undergraduate level. We continue to incorporate a statement in each syllabi that indicates how one or more of the guiding principles is intentionally address in each course through readings, assignments, projects, and resources. The guiding principles overlay and inform the learning outcomes.
2. Review learning outcomes and required/ elective course matrix, and, where appropriate, adjust to better bolster this goal.	Agreed and will work towards this recommendation in coming years.	Discuss with the Fashion Graduate Curriculum Committee and instructors teaching in 2021/22. Prioritize this discussion for curriculum meetings in 2021/22.	Chair of Fashion, GPD & Fashion Graduate Curriculum Committee	All course outlines should have learning outcomes per policy.	This recommendation is closely tied to recommendation #1. YSGS is supportive of any action taken to address this recommendation. The program is advised to review the categories of curriculum changes defined in Policy 127 and their	This work was not possible in a formal capcity during the past year due to the ongoing workload issues related to the pandemic. However, faculty members teaching the core courses have had informal discussions regarding learning

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					approval steps early in this process and consult with YSGS as needed.	outcomes and how to establish stronger trajectories throughout the core courses. Elective courses have been added to our permanent roster to reflect the needs and wants of our students and the changing field of Fashion. Elective courses are usually offered every two or three years and are therefore not subject to review at the same detail as the required core courses. We will continue this discussion in the next years to further refine the learning outcomes in the core courses.
3. Create a clear matrix for tenured and pre-tenure faculty, and sessional instructors to work and build from will help clarify: student trajectories through the program; student/faculty expectations of deliverables; identify any faculty workload distribution issues and	Agreed and will work towards this recommendation in coming years.	Discuss during the Fashion Graduate Curriculum Committee meetings in 2021/22.	Chair of Fashion, GPD & Graduate Program Council	Agree with plan. Implementation of "First Day to First Sabbatical" – a new Creative School guide and support iniative for pre-tenure faculty, in place as of Sept 2021. Session on graduate supervision,	The workload of instructors and supervisors in the program and their roles and responsibilities are outside the purview of YSGS, but YSGS commends the program for making efforts to address this.	This task was not possible due to the changes in tenured and pre-tenure faculty due to leaves. We will consider this recommendation again once we hire two new permanent positions to start in September 2023 and when we have an indication on when faculty on leave will return.

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assure that program's guiding principles are met and built on effectively.				expectations, etc. is provided by Associate Dean, Graduate Education.		
4. Continue developing courses in sustainability; the introduction of such courses should not hinge on the success of an MDes proposal.	Agreed and will work towards this recommendation in coming years.	Discuss during the Fashion Graduate Curriculum Committee meetings in 2021/22.	Chair of Fashion, GPD & Fashion Graduate Curriculum Committee	Curriculum and new program development is the purview of the program.	The development and addition of courses is governed by Policy 127. YSGS recommends that this be tied to the work for recommendations #1 and #2 above and that the program is aware of the types of curriculum modifications defined in policy and the procedures for review and approval of any proposed modifications.	We plan to offer our FS8105 Sustainable Fashion and Design elective course every Fall term to allow for access to all MA Fashion students. To support this offering, we will be cross-listing the course with ES 8956 - Sustainable Fashion Design to ensure there are enough students to run the course each year. In addition, we introduced a new course, Critical Craft Studio, that deals with sustainability topics and practices.
5. Engage with areas of graduate studies at Ryerson to assess means of potentially ensuring the MA Fashion program's guiding principles are	Agreed and will work towards this recommendation in coming years.	Discuss with the Fashion Graduate Curriculum Committee and instructors teaching in 2021/22. Prioritize	Chair of Fashion, GPD & Fashion Graduate	Agree that this aligns with sub-Rec 2.	This recommendation overlaps with recommendation #1 above. Refer to the YSGS response to that recommendation, above.	Please see response to recommendation #1.

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embedded within overall GDLES – Master's Degree-Level Expectations.		this discussion for curriculum meetings in 2021/22.	Curriculum Committee			
6. Consider the relationship of specific local needs to broader global trends in future planning conversations. Key questions include: What are the needs in Ontario? What are the value sets and concerns pertaining to the local Fashion Industry context? Who are the stakeholders in this region? How does this link to the broader global context of the industry? Of research? How does/ might insight from graduate studies in Fashion respond to needs in other sectors?	Agreed and will plan to discuss with relevant stakeholders	Develop plan for outreach by the end of 2021/22.	Chair of Fashion, GPD, GPA, and Fashion Graduate Admissions Committee	Agree with plan.	YSGS is supportive of the proposed action plan for outreach to stakeholders. This exercise will help tailor the intended program learning outcomes that will be reviewed when addressing recommendation #1.	This was not completed in the past year due to labour shortages with faculty and staff. However, the School has started an undergraduate periodic program review and much of this research and data will be collected as it pertains to the fashion profession in general, and therefore also as it pertains to the graduate program.

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7. Consult employment data and other information gathered from alumni when making decisions around programming, messaging, and post-graduation support.	Agreed and plan to develop a systematic gathering of employment data needed	Develop plan with GPA to acquire such information by the end of 2021/22.	GPD & GPA	This has already begun. Programs Manager in consultation with GPAs and GPDs in all graduate programs.	YSGS is happy to provide any support it can in reaching out to alumni and gathering any other relevant information.	This was not completed in the past year due to labour shortages with faculty and staff. We plan to do this work in the coming years as it is valuable to our program.
Workload						
8. Revisit expectations for faculty and discuss strategies to move towards greater equity with respect to the following: roles and contribution across undergraduate and graduate curriculum in Fashion; supervisory responsibilities; and expectations of peer mentorship of pre-tenure faculty.	The program agrees that this is a worthwhile goal but is hindered by the ratio of tenured vs. probationary faculty in our program. We hope to work with the Faculty Dean's office to find ways to improve this by hiring 2 senior faculty to achieve this recommendation.	By the end of the 2021/22 school year.	Chair of Fashion, GDP & DHC	We plan to do this at a faculty wide level so look forward to working closely with the school to develop more guidance for the discipline.	YSGS provides guidelines on graduate supervisory roles and responsibilities, but other matters of this recommendation are outside the purview of YSGS.	The School is hiring two permanent positions to start in September 2023, one at the Assistant Professor level and the other "at the Assistant or Associate level."
9. Conduct a workload audit for all staff (administrative and technical) in light of COVID-19 challenges as	The program agrees that this is a worthwhile goal and will explore how to	By the end of the 2021/22 school year.	Chair of Fashion, GPD & GPA	We will look into this more closely with the school.	This is outside the purview of YSGS but YSGS is supportive of any ways to improve the workload	This was not conducted during the past year due to several changes in staff infrastructure.

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well as new demands associated with recent curricular changes to the undergraduate Fashion program and proposed plans for the MDes.	conduct this audit with support from our GPA.				associated with delivering the program.	This work is no longer required due to such changes.
10. Consider whether adjusting the duration of the degree might alleviate the heavy supervisory burden and appeal to students looking for a shorter period of study (3 semesters vs. 5 semesters).	The Fashion MA GPPR team disagrees with this recommendation. As discussed above, the supervisory burden in our RFA faculty will not alleviated, but exasperated by a shortened period of study.	N/A	N/A	Agree with program's assessment of structure.	YSGS agrees with the program's response.	No action required.
Partnerships and Professional Opportunities						
11. Seek out longer-term partnerships with community organizations and other groups that align with the program's guiding principles, specifically its emphasis on inclusion,	Agreed and will explore further.	Ongoing	Chair of Fashion, GPD, & larger School of Fashion and Fashion MA community.	The Faculty will support this initiative where feasible.	YSGS will support any efforts made by the program in addressing this recommendation.	As the world re-emerges into in-person activities, the Chair is actively seeking partnerships to enhance the program's research, creative activity, and professional skills development. One partnership is a donation from an individual that provides

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decolonization, and sustainability, in order to enhance opportunities for networking, professional skills development, and research exchange.						funding to student-focused initiatives that focus on our guiding principles. There are several other partnerships in development that can't be disclosed at this time.
12. Pursue opportunities for paid research internship programs such as MITACs to offer the meaningful experience and financial support students are seeking.	Agreed and will explore further.	Ongoing	Chair of Fashion, GPD, Associate Dean SRC and Internship instructor, along with larger School of Fashion and Fashion MA community.	Agree to support where feasible.	YSGS will support the program in their efforts to pursue paid internships through MITAC.	This is ongoing and faculty are encouraged to apply for MITACs however due to the impacts of the pandemic, we have experienced a shortage of these opportunities. As research grows and funding increases, we will continue to encourage this activity. We were able to hire MA students through the Career Boost Centre and have done so for the Fashion Studies Journal and the Fashion Research Centre. We will continue these activities going forward including a potential graduate Career Boost to help with more generalized MA work.

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13. Consider expectations for internships required of students without prior training and experience in the fashion industry.	The Fashion MA GPPR team disagrees with this recommendation. Internships are optional and if students decide to pursue an internship, they can select internships appropriate to their background and interests. We do not want to limit or impose any control over these opportunities.	N/A	N/A	Agree with program's perspective and its curricular strategy, as well as knowledge of their own field/context.	YSGS is in agreement with the program's response.	No action required.
14. Augment internship and RA offerings to address student desires to network and build toward meaningful post-graduation career opportunities.	Agreed and will explore further.	By the end of the 2021/22 school year.	Chair of Fashion, GPD, & larger School of Fashion and Fashion MA community.	Associate Dean assists with research and practice methods sessions designed to provide additional training for RAs.	YSGS is willing to support this in any way it can.	We continue to look for new internship and RA possibilities, especially as workplaces move back to in-person activities. We expect our internship and RA opportunites to increase substantially as we move forward from the pandemic, and will continue to seek out new networks and strengthen our current ones.
15. Track information about student involvement as RAs or GAs on faculty research	Agreed.	By the end of the 2021/22 school year.	GPA and UG Program Administrator	As above #14. These data are part of the assessment	YSGS is willing to support this in any way it can.	This work was not conducted during the past year due to faculty and staff labour

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projects for future planning purposes.			for GAs and GPD/Faculty for RAs	plan of this strategy.		shortages. However, this information can be compiled on an as needed basis, in particular for GAships.
16. Consider one of more of the following to address desires for enhanced networking and professional skills development opportunities:	See rows below.	See rows below.	See rows below.	See rows below.		
• Hosting an annual or biannual fashion studies symposium for graduate students and faculty from across Canada; this could be aligned with the launch of new Fashion Studies issues;	Agreed but would require further financial and institutional support.	By the end of the 2021/22 school year.	GPD to discuss with Chair, Dean, Associate Dean of Graduate Studies and Fashion Studies co-editors.	Faculty (AD GRAD, AD SRC) will support where feasible.	YSGS is willing to provide guidance and support where it can.	We have not had the capacity to undertake this initiative at this time. This initiative would require financial and labour support.
• Collaborating with graduate students to host a fashion studies speaker series, with talks and workshops	Agreed but would require further financial and institutional support.	Ongoing	GPD to discuss with Chair, Dean, Associate Dean of	Programs can and do set aside funds for this purpose. Associate Dean also runs faculty-	YSGS agrees with this recommendation and notes that several other programs have an invited speaker series.	We have not had the capacity to undertake this initiative. There continues to be a limited budget for these activites, however, we have actively

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scheduled throughout the year;			Graduate Studies.	wide speaker series career information sessions and extra-curricular events		invited all MA Fashion students to guest lectures that occur within class settings.
• Developing "artist-in-residence" opportunities to recognize the value of creative arts methodologies and alight with the program's emphasis on decolonization, inclusion and sustainability.	The Fashion MA GPPR team disagrees with this recommendation. The cost of implementing this recommendation does not justify the impact for a relatively small number of students pursuing creative practices. In addition, we have many faculty able to provide support in this area.	N/A	N/A	Agree with program.	This recommendation is outside the purview of YSGS but it respects the program's view on this.	No action required.
MDes Proposal						
17. Reevaluate the feasibility of building towards an MDes at this historical moment; consider waiting until faculty complement can alleviate intense pressure that current faculty are under.	Agreement	To be re-evaluated only if a Senior Tenured Hire, who could lead M.Des initiative, is provided.	GPD to discuss with Chair, Dean, Associate Dean of Graduate Studies, Vice Provost of Academics and	To be determined if/when such a position materializes.	YSGS is happy to support the development of this and notes that the policies and procedures for the development of new programs can be found in Policy 112.	To be reconsidered once faculty leaves are resolved, two new positions are hired, and with increased staff support.

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			School of Fashion and Fashion MA communities.			
18. Undertake an audit of all available spaces in the early stages of developing an MDes proposal.	Agreement	See above.	As above.	As above.	YSGS agrees that this is need before developing a new program.	See above.
19. Maximize the potential for curricular and supervisory sharing across the MA and MDes while also ensuring that the program identities are distinct.	Agreement	See above.	As above.	As above.	While the sharing of curricular and supervisory resources across two programs is a worthy arrangement, care should be taken to ensure that each program's intended learning outcomes are adequately met by the respective curricula.	See above.
MDes Proposal						
20. Prioritize hiring 1-2 new faculty members at the senior level (Associate or higher) to address significant workload challenges.	Agreement	GPD to discuss with Chair and Dean	GPD, Chair School of Fashion and Departmental Hiring Committee	Note that decision on the rank of a hire is a provostial decision.	This is outside the purview of YSGS.	See above

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21. Revisit the workload of the graduate program administrator and consider reducing the number of programs they serve.	Agreed.	To discuss with Associate Dean.	GPD, Chair School of Fashion	The university provides for .5 GPA only.	It is standard across the University for each program to receive 0.5-FTE GPA support, but when there are two closely aligned programs (such as a master's and doctoral program in the same discipline) then a full-time GPA position is allocated to support both programs.	There has been a restructuring in the Creative School in regard to GPA support. This action is no longer relevant.
22. Hire a dedicated support person with fashion studies knowledge to assist with recruitment and professional skills development.	Agreement especially in light of above limitations in 21	GPD to discuss with Chair, Dean, Associate Dean	GPD, Chair School of Fashion	The Faculty team can assist with this plan, however, it is not a dedicated position.	This is outside the purview of YSGS.	This action is not possible due to financial constraints. Much of this work falls on the GPD and therefore not possible. While there are no program-specific dedicated career resources, we activiely promote professional skills development programs to our students, particularly through our Graduate Seminar where we invite guest speakers from across the university and in the fashion industry to speak about professional skills development and provide resources.

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23. Hire a dedicated Research Officer to support faculty grant writing and alleviate expectation that much of this work will be assumed by already overworked senior faculty.	Agreed but this is unrealistic considering our current and foreseeable financial resources.	N/A	N/A	This is not under the purview of this review. AD SRC and many other Faculty resources support grant writing.	This is outside the purview of YSGS.	No action required.
24. Hire a full-time technician to monitor the MA studio/lab and support student projects.	Disagree. There is not enough creative activity to warrant a full-time technician.	N/A	N/A	Agree with program.	This is outside the purview of YSGS.	No action required
Graduate student funding						
25. Critically reexamine graduate student funding in order to improve program abilities to attract and retain top applicants and thereby manifest a shift in Ryerson's research culture more broadly.	Agreement but progress has been made in guaranteed GAships with revised UG curriculum and it ties in with fluctuating Ont. Government funding. We would like to further implement scholarships for BIPOC students, for which institutional support will be needed.	GPD to discuss with Chair, Dean, Associate Dean	GPD, Chair School of Fashion	Additional research assistantships are in the works. Other resources depend on Govt funding.	YSGS has been advocating for increased institutional funding of graduate students and has made progress in obtained additional Ryerson Graduate Scholarships and established scholarships for black and indigenous students. It has also transferred all of its carry-forward funding to graduate programs across the university. YSGS will continue to advocate for	There are definitely more GAships but none were offered with admission last year, as previous GPDs had done. I am not sure how this affected our ability to recruit and retain students, but offers of GAships with admission are desirable for recruitment and retention and we intend to (re)offer them going forward.

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					increased graduate student funding.	
26. Provide greater support in marketing and recruitment for individual programs.	Agreement	GPD to discuss with Chair, Dean, Associate Dean	GPD, GPA, Chair School of Fashion	This support is ongoing. Faculty MARCOMM team has provided new information for this purpose (Fall 2022) and has dissemainated online and in new brochures.	YSGS encourages the program to work with the Faculty communications team in addressing this recommendation, while coordinating with the university-wide initiatives at YSGS in outreach and marketing.	We need to have a meeting about this with the MARCOMM team in early 2023. Much of this activity was on hiatus during the pandemic. We hope to revive this actitivy and collaborate with MARCOMM team this year.
Space						
27. Allocate a dedicated exhibition space to the MA Fashion Program.	Ongoing	GPD to discuss with Chair, Dean, Associate Dean	GPD, Chair School of Fashion, Dean's Office	Dedicated program space is currently not available but will explore pop-up and shared spaces for student work. Students are encouraged to explore the various Creative Innovation studio spaces.	This is outside the purview of YSGS.	There is a great need for/desire to use the Assembly Gallery space that just opened in the Image Arts building but other spaces are needed. We will continue to seek pop-up and virtual spaces to exhibit student work.

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28. Provide greater opportunities for MA students to exhibit research projects (dedicated exhibition space).	Ongoing	GPD to discuss with Chair, Dean, Associate Dean	GPD, Chair School of Fashion, Dean's Office	The Catalyst and the Innovation Studio spaces are part of the revolving exhibition spaces available to graduate students. Exhibits are ongoing.	This is outside the purview of YSGS.	We did host a joint MA/Undergraduate Exhibition in the Catalyst space this November, but logistics and organization were extremely time-consuming for the GPD/Supervisor in this project. Further opportunies would require greater financial and labour support however we continue to seek out such opportunities. There is definitely a marked increase in MA research interest in curatorial activities, projects and collaborations
Future program reviews						
29. Schedule time for PRTs to observe classes for both in-person and remote visits.	According to the Associate Dean this is not part of the PRT process	N/A	N/A	Agreed.	There is a structured agenda template for PRT site visits that falls under the University's Institutional Quality Assurance Process (IQAP). The IQAP program undergoes regular review and updates. Any changes are reviewed and approved by Quality Council. YSGS will take this into	No action required.

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					consideration in future reviews of its IQAP related processes.	
30. Consider the simultaneous review of undergraduate and graduate programs so PRTs can offer a more holistic view of programs.	Disagree. The undergraduate and graduate program are each in flux and do not correlate.	N/A	N/A	Agreed.	Policy 126 allows for simultaneous review of undergraduate and graduate programs that are in the same School/Department, but YSGS notes that there is no obligation to conduct the reviews simultaneously.	No action required.
31. Ask graduate programs to include supplementary material on internships, MRP titles, course outlines for elective courses, and data on courses taken, as part of future self-study packages.	Agreed. This information would be beneficial.	GPD to discuss process with GPA.	GPD and GPA.	Agreed.	YSGS notes that some of these items are included in self-studies by programs but will ensure that programs include any such elements where it is appropriate for the program's review.	This was not completed in the past year due to labour shortages with faculty and staff. While this information would be beneficial, this is not a priority at this time.

Summary Statement/Conclusion:

Many of the PRT recommendations were not conducted during the year following Senate approval due to continued issues related to the pandemic. The School of Fashion only resumed full in-person activity in September 2022. Before this time, the School was confronted with several faculty and staff leaves, changes in administrative staff and leadership, and urgent needs of the undergraduate program. In addition, the PRT recommendations are numerous and would have difficulty being executed in normal times. This being said, we have been taking into consideration many of the recommendations through alternative ways in order to address the key issues at hand. These alternative ways are indicated above.