

# FINAL ASSESSMENT REPORT

## PERIODIC PROGRAM REVIEW (PPR) Bachelor of Interior Design In Interior Design The Creative School

In accordance with the Institutional Quality Assurance Process (IQAP), this final assessment report provides a synthesis of the external evaluation and the internal response and assessments of the undergraduate **Interior Design** program. The report identifies the significant strengths of the program, together with opportunities for program improvement and enhancement, and it sets out and prioritizes the recommendations that have been selected for implementation.

The Implementation Plan identifies who will be responsible for leading the implementation of the recommendations; who will be responsible for providing any resources entailed by those recommendations; and timelines for acting on and monitoring the implementation of the recommendations.

## SUMMARY OF THE PERIODIC PROGRAM REVIEW OF THE INTERIOR DESIGN PROGRAM

The Interior Design program submitted a self-study report to the Vice-Provost Academic on August 31, 2022. The self-study presented the program description and learning outcomes, an analytical assessment of the program, and program data including the data collected from student and alumni surveys along with the standard University Planning data tables. Appended were the course outlines for all core required and elective courses in the program and the CVs for all faculty members in the School of Interior Design and other faculty who have recently taught core courses (required and/or elective).

The Review Team had two members: David Foley, Adjunct Professor and Chair, Department of Interior Design, Pratt Institute and Helen Evans Warren, Associate Professor and Program Coordinator, Department of Interior Design, Mount Royal University. The team conducted a series of virtual Zoom meetings with Ryerson University and the School of Interior Design, Administration, Faculty, Staff, Students and Alumni on September 27 – 29, 2021. The visit was expertly organized by Aseel Kafil, Manager, Operations and Special Projects for the Creative School.

The visit included meetings with the Vice-Provost Academic Dr. Kelly MacKay, Vice-Provost, The Review Team had two members: Dr. David Foley, Adjunct Professor and Chair, Department of Interior Design, Pratt Institute and Dr. Helen Evans Warren, Associate Professor and Program Coordinator, Department of Interior Design, Mount Royal University. The team conducted a series of virtual Zoom meetings with Ryerson University and the School of Interior Design, Administration, Faculty, Staff, Students and Alumni on September 27 – 29, 2021. The visit was expertly organized by Aseel Kafil, Manager, Operations and Special Projects for the Creative School.

In their report, dated October 13, 2021, the PRT provided feedback that describes how the Interior

Design program meets the IQAP evaluation criteria and is consistent with the University's mission and academic priorities. The main areas of strength identified by the PRT include:

- overall curriculum structure and delivery (as well as meeting all accreditation needs)
- facilities
- equipment
- faculty
- staff
- administration

The PRT also identified areas for improvement, such as:

- the sustainability of the existing curriculum
- current materials needs and specification of such needs
- a more fundamental approach to EDI

The Interior Design program submitted a response to the PRT Report in April 2022. The response to both the PRT Report and the Program's Response was submitted to the Vice-Provost Academic by the Dean of the The Creative School to the Vice-Provost Academic on May 18, 2022.

The Academic Standards Committee completed its assessment of the Interior Design Review on November 10, 2022. The Committee indicated that a thorough, analytical and self-critical program review was conducted. The School integrated into the developmental plan feedback from students, alumni, employers and peer reviewers, and outlined a comprehensive plan for program enhancements moving forward.

The Academic Standards Committee recommends that the program continue, as well as provide a one-year follow-up report, as follows:

1. The mandated One-Year Follow-up Report be submitted by June 30, 2022 to include:
  - a. Updates on the status of the initiatives outlined in the Implementation Plan;
  - b. Updated Learning Outcomes (as per November 3<sup>rd</sup>, 2022 discussion items)
  - c. Report on EDI initiatives
  - d. Receipt of major curriculum changes for Calendar Change deadline of Fall 2023

Presented to Senate for Approval: **November 29, 2022**

Start date of next Periodic Program Review: **2025-26**

## **SUMMARY OF THE REVIEWERS' RECOMMENDATIONS WITH THE PROGRAM'S AND DEAN'S RESPONSES**

## RECOMMENDATION 1.

**EDI efforts:** the program has the opportunity to develop parallel support in social justice, community outreach, and participatory design studios. The team recommends a more robust implementation to align with the institutional and accreditation changes that are currently underway. From discussions with the students and alumni, they would like to see these industry standards (e.g. accessibility, universal/inclusive design and diversity) consistently incorporated as assignment requirements and deliverables. (program + external partners)

**Department's Response:** The program agrees wholeheartedly with this recommendation and is in the process of improving the situation. The School has hired a Manager of Equity to oversee non-curricular equity issues. In the curriculum, we have been conducting a review of courses and are offering two new elective courses in the coming year, one on Queer Interiors and the other on Indigenous Material Cultures.

- The program proposes to embed the industry standards listed within the IRN design studios beginning in Fall, 2022. All core studios will include a mandate in this area.
- Questions of racial justice and civil rights will also be embedded in IRN design studios as well as in IRH 401 Design Seminars, starting in Fall 2022.
- Decolonization of pedagogy will take longer and has several components.
- The School will begin this May to consider its pedagogic culture, which is currently highly disciplinary in nature. We will be referring to the work, among others, of Paolo Freire and bell hooks on anti-colonial pedagogies. This will require a cultural shift.
- The program will begin, also this May, to professionalize curricular structure, especially calendar descriptions and Course Learning Objectives. This is a critical first step to finding a 21st century education.
- Over the course of 2022-23, we will redevelop the History and Theory curriculum. Despite the presence of non-western references, the courses continue to follow essentially a colonialist overall structure and historiography.

**Dean's Response:** In its response to the PRT, the program agrees with this recommendation and has already taken steps to enhance EDI in curriculum and in the School more broadly. Beginning in Fall 2022, the program will modify core studios so that they address questions of racial justice, civil rights and EDI-related industry standards. The decolonization of pedagogy will be addressed through ongoing efforts focusing on the School's pedagogical culture, course learning outcomes and calendar descriptions, and the program's history and theory curriculum. The Dean's office supports the curricular renewal of the Interior Design program as outlined in the PRT recommendations and the program's response.

## RECOMMENDATION 2.

**Sustainability:** Integrate sustainability within the curriculum not just as a stand alone class but embedded in every course to the extent feasible. Sustainability (climate change, carbon footprint, design for disassembly, LCA, LEED, WELL Building Standards, material selection criteria...) is a key area of focus in the discipline. From team observations as well as discussions with program students and alumni, there is an opportunity and a desire from the group to add significantly to this content. (program)

**Department's Response:** The program agrees wholeheartedly with this recommendation and is in the

process of integrating sustainability into the curriculum.

- Starting in Fall 2022, the first-year course IRT 101 will focus on sustainability in Interior design.
- During 2022-23, we will map questions of sustainability into studio courses (IRN) and technical courses (IRT) for first delivery in Fall 2023, or Winter 2023 if possible.

**Dean's Response:** In its response, the program agrees with PRT and notes that it is already engaged in the process of invigorating and expanding aspects of the curriculum related to sustainability. In Fall 2022, the program plans to make sustainability the focus of the first-year course IRT 101. In 2022-23, the program will map sustainability across the studio and technical courses with the goal of launching new versions of these courses the following year with a renewed focus on sustainability. The Dean's office supports the curricular renewal of the Interior Design program as outlined in the PRT recommendations and the program's response.

### **RECOMMENDATION 3.**

**Materials & Specifications: Integrate more opportunities for the development of student knowledge and awareness regarding materials and specifications, their ability to apply this content on project selections and performance criteria throughout the curriculum to better prepare them for professional practice and better meet the changing accreditation requirements. (program)**

**Department's Response:** The program agrees wholeheartedly with this recommendation. During 2022-23, we will map studies of materiality into studio courses (IRN), technical courses (IRT) and Design Dynamics courses (IRD) for first delivery in Fall 2023, or Winter 2023 if possible. Starting in May 2022, we will evaluate how we can make more effective use of the Design Resource Centre and bring it into line with the needs of contemporary education.

**Dean's Response:** The program's response agrees with the PRT regarding this recommendation. In 2022/23, the program will map studies of materiality in studio courses, technical courses and Design Dynamics courses, with the goal of offering revised versions of these courses in Winter or Fall 2023. The Dean's office supports the curricular renewal of the Interior Design program as outlined in the PRT recommendations and the program's response.

#### **RECOMMENDATION 4.**

**Design Resource Centre (DRC):** The SID is encouraged to more fully exploit the potential of how the DRC could be more academically integrated into coursework and ultimately prepare students for professional practice. From discussion with students and alumni it appears that students do not have sufficient knowledge of materials, specifications and performance criteria which is essential to CIDA standard expectations and the students' success in professional practice.

**Department's Response:** The program agrees wholeheartedly with this recommendation. During 2022-23, we will map studies of materiality into studio courses (IRN), technical courses (IRT) and Design Dynamics courses (IRD) for first delivery in Fall 2023, or Winter 2023 if possible. Starting in May 2022, we will evaluate how we can make more effective use of the Design Resource Centre and bring it into line with the needs of contemporary education.

**Dean's Response:** The PRT encourages the School to integrate the Design Resource Centre (DRC) more fully into courses so as to better prepare students for professional practice (PRT recommendation #4) and to enhance students' knowledge of materials, specifications and performance criteria, as discussed in previous section of this document. In its response to the PRT, the program agrees with this recommendation and indicates that it will evaluate new ways of leveraging the DRC in courses in its curriculum review meetings in May 2022. This issue will also be addressed in the School's curriculum mapping of materials and specifications in 2022/23. The Dean's office supports the School's ongoing efforts to enhance and modernize its physical spaces. We also support the School's plan to explore new ways of integrating the Design Resource Centre into the curriculum. We will continue to work with the School to ensure Interior Design students have access to international design studios such as those offered in Cortona, as well as international exchange opportunities with a range of partner institutions.

#### **RECOMMENDATION 5.**

**Questions to consider:**

**Further to a discussion of 21st Century education the PPR offers the following questions for further consideration by the SID faculty:**

**How is interdisciplinarity benefited by design thinking and the development of integrated skills and competencies needed to thrive in the 21st century?**

**How does the curriculum structure and the school's facilities support the health and wellness of its students, faculty, and staff? What is a critique?**

- *Is it a review of product or of process?*
- *Does the student have a deliverable every session or is there the opportunity for reflection and iterations?*
- *Are students being measured/evaluated at every critique or is there the opportunity for dialogue?*
- *Does the dynamic of the power structure of a critique need to be assessed and re-evaluated?*

**Department's Response:** The program thanks the PRT for these important questions and will continue to consider them on multiple occasions.

**Dean's Response:** The last section of this document focuses on recommendations related to human resources. In regard to faculty, the SSR recommends three additional RFA hires in the next 1-2 years to ensure a low student to faculty ratio (SSR recommendation #2).

The PRT agrees but notes that “hiring so many faculty in such a short period of time” can be challenging to do successfully. The Dean’s office recognizes that a relatively low student to faculty ratio is necessary to deliver studio-based curricula in a way that meets accreditation expectations. However, more data to support the recommendation for additional RFA hires will be needed given that, as mentioned in the SSR, the program’s student to faculty ratio is lower than The Creative School average (in 2018/19, which was the most recent year included in the SSR’s student to faculty ratio data, Interior Design’s student to faculty ratio was 16.5 and The Creative School average was 21.6 - see SSR Table 4). Additionally, full time enrolment (FTE) has been steadily reduced in each year of the PPR period (by 2019/20, FTE was approximately 21% less than it was in 2013/14 – see SSR Table 12). The Dean’s office will continue to work with the School to maintain a manageable student to faculty ratio in the Interior Design program.

Regarding staff, the SSR recommends that the creation of a new Program Manager position to manage curriculum and related projects (SSR recommendation #4). Since the submission of the SSR, a new Program Manager has been hired. The Dean’s office will work with the School and Human Resources to regularly review the School’s staffing needs as the program evolves.

**As proposed by the program:**

1. **Program Manager Position**
2. **Make improvements to SID building to improve occupant health and safety.**
3. **Undertake an examination and updating of School culture, especially pedagogic culture; a) Strengthen the structural curricular integrity of the BID program.**
4. **Implement a robust integration of EDI issues within the curriculum, including industry standards in relation to accessibility, universal/inclusive design and diversity.**
5. **Implement a robust integration of sustainability within the curriculum, including industry standards in relation to accessibility, universal/inclusive design and diversity.**
6. **Implement a robust integration of materiality within the curriculum.**
7. **Implement a robust integration of industry-standard communication techniques**
8. **Renovations required for Master of Interior Design**
9. **Make improvements to SID studios to meet the norms of contemporary practice (especially in the post-pandemic world)**
10. **a) Renovations of Administrative offices; b) Revisioning and renovations to Design Centre**
11. **Additional Faculty Hires**
12. **Study transforming Internship into full Co-op Program**
13. **International Design Studio**
14. **Develop Program collaboration within the Creative School**

**High-Priority Recommendations**

These recommendations are either complete or in the process of completion.

<b>Priority Recommendation # 0: Master of Interior Design</b>
<b>Rationale:</b> Although this is not a BID Program issue <i>per se</i> , it is critical for the health of the School and hence of the program.
<b>Implementation Actions:</b> <ul style="list-style-type: none"> <li>● Proposal has been approved by YSGS Council</li> <li>● Senate and Quality Council approval is required.</li> </ul>
<b>Timeline:</b> To be initiated September 2023

**Responsibility for**

a) **leading initiative:** Dean of the Creative School

b) **approving recommendation, providing resources, and overall monitoring:** Provost

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Priority Recommendation # 1:**

**Program Manager Position**

**Rationale:** (per self-study) The school has a need for a Program Manager to work with the main RSID office to manage the growing list of projects and ongoing curriculum of the program.

**Implementation Actions:**

- This was implemented in January, 2022.

**Timeline:** Complete

**Responsibility for**

a) **leading initiative:** SID Chair

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Priority Recommendation # 2:**

**Make improvements to SID building to improve occupant health and safety.**

**Rationale:** (per self-study) The school has been facing ongoing deferred maintenance issues with regards to health and comfort with the aging air-handling systems and aging fenestration around the building. These issues have impacted negatively on student, staff and faculty health and the ability to carry-out teaching and other duties at the school. We believe that improving the quality of air through adding HEPA filtration and rebalanced multi-zone heating and cooling and development of a strategy to minimize the solar effects on the west side of the building with new blinds or curtains and operable windows, will vastly improve and benefit the learning and work spaces for all the individuals who use the school.

**Implementation Actions:**

- A major upgrade of HVAC and building envelope systems is planned for construction in the Summer/Fall of 2022.

**Timeline:** Summer/Fall 2022.

**Responsibility for**

a) **leading initiative:** FMD

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Pedagogic Culture**

**Priority Recommendation # 3:**

**Undertake an examination and updating of School culture, especially pedagogic culture.**

**Rationale:** (from PRT report) *Questions to consider:*

*Further to a discussion of 21st Century education the PPR offers the following questions for further consideration by the SID faculty:*

- *How is interdisciplinarity benefited by design thinking and the development of integrated skills and competencies needed to thrive in the 21st century?*
- *How does the curriculum structure and the school's facilities support the health and wellness of its students, faculty, and staff?*
- *What is a critique? Is it a review of product or of process? Does the student have a deliverable every session or is there the opportunity for reflection and iterations? Are students being measured/evaluated at every critique or is there the opportunity for dialogue? Does the dynamic of the power structure of a critique need to be assessed and re-evaluated?*

This recommendation also arises from concerns raised by students and alumni, and is also clear from observations in many areas of School operations.

**Implementation Actions:**

- In the Winter 2022 we inaugurated a weekly series of discussions around the culture of the School and continued this work during May Meetings.
- First examples of renewed pedagogic practices will be apparent in 2022-23. Faculty will be asked to track ways in which their teaching has altered. Continued discussions will be ongoing.
- Other miscellaneous initiatives will serve indirectly to adjust the pedagogical culture of the School. For example, the initiation of an MID degree will introduce more mature students, shifting the culture to one of more co-learning. A shift away from training towards education through curricular change and the development of a school culture will have a similar effect.

**Timeline:** Please see timelines in previous section.

**Responsibility for**



- a) **leading initiative:** Chair, School of Interior Design  
 b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School  
**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

## Curriculum

<p><b>Priority Recommendation # 3a:</b>  <b>Strengthen the structural curricular integrity of the BID program.</b></p>
<p><b>Rationale:</b> A review of the self-study as well as a comprehensive review of course outlines clarifies that the program has suffered from a certain amount of “drift” due, at least in part, to a weak curricular structure. Calendar Descriptions and Learning Objectives should be revised to meet current best practices and to reflect actual teaching; alternatively, teaching practices may be revised to better address LOs.</p>
<p><b>Implementation Actions:</b></p> <ul style="list-style-type: none"> <li>● Program LOs and all course level LOs were revised during May Meetings, 2022.</li> <li>● Mapping of new Program LOs to UDLES to be completed, summer 2022.</li> <li>● New LOs and Course Outline templates will be presented for all courses starting in the Fall 2022 term in order to provide consistent formats for CIDA collection.</li> <li>● New Calendar Descriptions will be developed for implementation in Fall 2023.</li> </ul>
<p><b>Timeline:</b> Please see timelines in previous section.</p>
<p><b>Responsibility for</b></p> <p>a) <b>leading initiative:</b> Chair, School of Interior Design          b) <b>approving recommendation, providing resources, and overall monitoring:</b> Dean, Creative School</p>
<p><b>Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)</b></p>

**Priority Recommendation # 4:**

**Implement a robust integration of EDI issues within the curriculum, including industry standards in relation to accessibility, universal/inclusive design and diversity.**

**Rationale: This is a recommendation from the PRT that has also been requested by student groups.**

**Implementation Actions:**

- The program will initiate two new electives aligned with EDI principles in the 2022-23 academic year. The program proposes to embed the industry standards listed within the IRN design studios beginning in Fall, 2022. All core studios will include a mandate in this area. Calendar changes, if needed, will be approved for the 2023-24 academic year.
- Questions of racial justice and civil rights will also be embedded in IRN design studios as well as in IRH 401 Design Seminars, starting in Fall 2022. Calendar changes, if needed, will be approved for the 2023-24 academic year.
- Decolonization of pedagogy will take longer, and has several components.
  - The School will begin in May 2022 to consider its pedagogic culture, which is currently highly disciplinary in nature. We will be referring to the work, among others, of Paolo Freire and bell hooks on anti-colonial pedagogies. This will require a cultural shift.
  - The program will begin, also this May, to professionalize curricular structure, especially calendar descriptions and Course Learning Objectives. This is a critical first step to finding a 21st century education.
  - Over the course of 2022-23, we will redevelop the History and Theory curriculum. Despite the presence of non-western references, the courses continue to follow essentially a colonialist overall structure and historiography. Implementation will be informally in 2023-24 with calendar updates for 2024-25.

**Timeline: Please see timelines in previous section.**

**Responsibility for**

a) **leading initiative:** Chair, School of Interior Design

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Priority Recommendation # 5:**

**Implement a robust integration of sustainability within the curriculum, including industry standards in relation to accessibility, universal/inclusive design and diversity.**

**Rationale: This is a recommendation from the PRT that has also been requested by student groups.**

**Implementation Actions:**

- Starting in Fall 2022, the first year course IRT 101 will add a significant wfocus on sustainability in Interior design.

- During 2022-23, we will map questions of sustainability into studio courses (IRN) and technical courses (IRT) for first delivery in Fall 2023.

**Timeline: Please see timelines in previous section.**

**Responsibility for**

a) **leading initiative:** Chair, School of Interior Design

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Priority Recommendation # 6:**

**Implement a robust integration of materiality within the curriculum.**

**Rationale:** (from PRT report) *Integrate more opportunities for the development of student knowledge and awareness regarding materials and specifications, their ability to apply this content on project selections and performance criteria throughout the curriculum to better prepare them for professional practice and better meet the changing accreditation requirements.*

**Implementation Actions:**

- This work has been going on for the past year.
- During 2022-23, we will map studies of materiality into studio courses (IRN), technical courses (IRT) and Design Dynamics courses (IRD) for first delivery in Fall 2023.
- Starting in May 2022, we will evaluate how we can make more effective use of the Design Resource Centre and bring it into line with the needs of contemporary education.

**Timeline: Please see timelines in previous section.**

**Responsibility for**

a) **leading initiative:** Chair, School of Interior Design

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Priority Recommendation # 7:**

**Implement a robust integration of industry-standard communication techniques within the curriculum.**

**Rationale:** This is a regular comment from student and alumni surveys.

**Implementation Actions:**

- This work has been going on for the past year with the introduction of Revit in IRT 401.
- May 2022: Form IT working group.
- In 2022-23 we will develop a clear map for the introduction of communications tools within the curriculum, for implementation starting in 2023-24.

**Timeline: Please see timelines in previous section.**

**Responsibility for**

a) **leading initiative:** Chair, School of Interior Design

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

## Facilities

<p><b>Priority Recommendation # 8:</b> <b>Renovations required for Master of Interior Design</b></p>
<p><b>Rationale:</b> (per self-study) With the introduction (first year) of the MID program (2023) on the horizon, there is the opportunity for synergies to occur between the BID and Masters program. In order to realize this vision, the school will need to continue renovating its studio and lecture spaces to accommodate the MID program alongside the BID program. Particular spaces will need to be redesigned to address the current capacity-limit issue of the need to hold a lecture for an entire cohort as currently the only large lecture room cannot hold enough students for first year introductions.</p>
<p><b>Implementation Actions:</b></p> <ul style="list-style-type: none"> <li>• A preliminary masterplanning study of building modifications to accommodate the MID is now under way and should be complete by May, 2022.</li> <li>• Pending program approval, we will need to hire consultants in Fall 2022 to enable construction in Summer 2023.</li> </ul>
<p><b>Timeline:</b> Summer 2023</p>
<p><b>Responsibility for</b></p> <p>a) <b>leading initiative:</b> SID Chair</p> <p>b) <b>approving recommendation, providing resources, and overall monitoring:</b> Dean, Creative School / FMD</p>
<p><b>Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)</b></p>

<p><b>Priority Recommendation # 9:</b> <b>Make improvements to SID studios to meet the norms of contemporary practice (especially in the post-pandemic world)</b></p>
<p><b>Rationale:</b> (per self-study) Physical improvements will address the need for additional connection hubs for technology in the studio and workshop spaces (power outlets, balanced air handling systems, software and render 'clouds'). Flexible teaching and learning environments need to be equipped with movable furniture that facilitates break-out lecture and pin-up work zones, display and storage of 3D projects in the studio and flexible arrangements of presentation technology to augment the studio process (display computer renderings on large screens/portable projection screens).</p>
<p><b>Implementation Actions:</b></p> <ul style="list-style-type: none"> <li>• A preliminary masterplanning study of studio modifications is now under way and should be complete by May, 2022.</li> <li>• Initial steps will be conducted in conjunction with Building Envelope project, Summer 2022.</li> <li>• Physical element implementation Fall 2022, Summer 2023.</li> <li>• Improved power supply needs study by FMD.</li> </ul>

<b>Timeline:</b> Summer 2023
<b>Responsibility for</b> a) <b>leading initiative:</b> SID Chair b) <b>approving recommendation, providing resources, and overall monitoring:</b> Dean, Creative School / FMD
<b>Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)</b>

<b>Priority Recommendation # 10a: Renovations of Administrative offices</b>
<b>Rationale:</b> Administrative offices are not suited to the current or future needs of the School. Staff are scattered around the building and/or working from home in order to ensure an adequate degree of confidentiality.
<b>Implementation Actions:</b> <ul style="list-style-type: none"> <li>● A preliminary masterplanning study of building modifications to accommodate the MID is now under way and should be complete by May, 2022.</li> <li>● Pending funding approval, we will need to hire consultants in Fall 2022 to enable construction in Summer 2023.</li> </ul>
<b>Timeline:</b> Summer 2023
<b>Responsibility for</b> a) <b>leading initiative:</b> SID Chair b) <b>approving recommendation, providing resources, and overall monitoring:</b> Dean, Creative School / FMD
<b>Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)</b>

<b>Priority Recommendation # 10b: Revisioning and renovations to Design Centre</b>
<b>Rationale:</b> (per self-study) Schools of design are challenged to keep pace with the rapidly evolving technologies found in design practice. The revisioning and a future renovation to the second floor Design Centre will provide opportunities for a facility to better serve students and faculty for the revised curriculum while better utilizing studio space on the second floor.
<b>Implementation Actions:</b> <ul style="list-style-type: none"> <li>● Revisioning will begin in May 2022 and take place over the coming academic year.</li> <li>● A preliminary masterplanning study of building modifications to accommodate the MID is now under way and should be complete by May, 2022.</li> <li>● Pending funding approval, we will need to hire consultants in Fall 2022 to enable construction in Summer 2023.</li> </ul>
<b>Timeline:</b> Summer 2023
<b>Responsibility for</b> a) <b>leading initiative:</b> SID Chair

**b) approving recommendation, providing resources, and overall monitoring:** Dean, Creative School / FMD

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Human Resources**

**Priority Recommendation # 11:**

**Additional Faculty Hires**

**Rationale:** (per self-study) The School of Interior Design actively listens to insights from the Advisory Council members (Appendix I-J\_Advisory Council Meeting), employers and students at town halls and other forums for public discussion about how to improve the curriculum and overall goals for the school. Going forward, the school would propose to have three tenure-track hires for faculty.

(Additional rationale) The RFA faculty complement is in need of renewal, especially with graduate education in the offering. The School needs to diversify its faculty; to increase the proportion of faculty with professional degrees in Interior Design; and to develop faculty expertise in sustainability, materiality and contemporary ID practice.

**Implementation Actions:**

- The School will continue to study its staffing needs in conjunction with the curricular proposals listed above, and will provide a fulsome recommendation within one year.

**Timeline:** ASAP

**Responsibility for**

a) **leading initiative:** SID Chair

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School; VPFA

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Priority Recommendation # 12 (additional recommendation):**

**Study transforming Internship into full Co-op Program**

**Rationale:** The internship program is run with much energy by the Intern Coordinator, but is lacking in professional structure and in curricular relevance. The Intern Coordinator remains a non-union casual employee after many years, in a position that is funded in part from ancillary fees. The requirement for internship to take place in the summer between 3rd and 4th years limits other curricular and research opportunities such as travel abroad (Cortona), and faculty complain that they are unable to hire RAs because of the internship program. Internship is organized as a credit course which makes (arguably improper) use of numerous INC grades to enable students to work around the summer requirement.

The transformation of internship into a Co-op would professionalize this part of the program while increasing both the School's connection to industry and student learning in terms of the contemporary industry, in both cases mitigating issues raised by students and recent graduates. A full co-op program would also be a competitive advantage vis-a-vis other new Ontario ID programs and could potentially help to resolve other issues.

**Implementation Actions:**

- During the academic year 2022-23, develop a Letter of Intent for a BID (co-op).
- If approved, develop program proposal and address approvals in 2024-25 for implementation beginning 2026.

**Timeline:** See above

**Responsibility for**

a) **leading initiative:** SID Chair

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Priority Recommendation # 13:**

**International Design Studio**

**Rationale:** (per self-study) The school has been developing relationships with other parts of the world with student studies abroad and exchanges. Moving forward, the school would like to encourage opportunities for there to be development of an international design studio abroad for one semester to build a more global sphere of design thinking with an inclusive lens.

**Implementation Actions:**

- Beginning in Summer of 2024 the School will reorganize the Cortona Studio into a fulsome semester abroad.

**Timeline:** Summer 2024

**Responsibility for**

a) **leading initiative:** SID Chair

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**

**Priority Recommendation # 14 (additional recommendation):**

**Develop Program collaboration within the Creative School**

**Rationale:** The BID program comes from a strong and deep history of professional and accredited education in Interior Design. However, in the contemporary world, interdisciplinary collaboration is key to success in any area of design.

**Implementation Actions:**

- During the academic year 2022-23, identify possible areas for collaboration and potential partners.
- During 2023-24, identify curricular modifications needed to enable collaborative education to take effect. Develop one or two trial programs.
- During 2024-25 develop precise curricular changes needed for implementation in 2026.

**Timeline:** See above.

**Responsibility for**

a) **leading initiative:** SID Chair

b) **approving recommendation, providing resources, and overall monitoring:** Dean, Creative School

**Status for 1-year Follow-up Report: (To be added as an update 1 year following Senate approval of PPR)**