

University of Waterloo
SENATE
Notice of Meeting

Date: Monday 18 April 2022

Time: 3:30 p.m.

Place: Microsoft Teams Videoconference

	OPEN SESSION		PAGE #
3:30	<u>Consent Agenda</u> Motion: To approve or receive for information by consent items 1-3 below.		
	1. Minutes of the 28 March 2022 Meeting	Decision	3
	2. Reports from Committees and Councils a. Graduate & Research Council	Information	9
	3. Reports from the Faculties	Information	11
	<u>Regular Agenda</u>		
3:35	4. Business Arising from the Minutes		
	5. Reports from Teaching Awards Committees* a. Amit & Meena Chakma Awards for Exceptional Teaching by a Student Committee b. Distinguished Teacher Awards Committee	Information	
3:40	6. Presentations from the Presidents of the Faculty Association, the Waterloo Undergraduate Student Association, and the Graduate Student Association	Information	13
4:10	7. Reports from Committees and Councils a. Executive Committee * b. Graduate & Research Council c. University Appointments Review Committee	Decision Decision Information	21 23
4:20	8. Report of the President a. President's Update	Information	
4:40	9. Report of the Vice-President, Academic & Provost	Oral	
4:50	10. Report of the Vice-President, Research & International	Information	27
5:00	11. Other Business		
	CONFIDENTIAL SESSION		
5:05	12. Minutes of the 28 March 2022 Meeting	Decision	7
5:10	13. Business Arising from the Minutes		
5:15	14. Report of the President		
5:20	15. Other Business		
	* Materials to follow		

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University of Waterloo
SENATE
Minutes of the Monday 28 March 2022 Meeting

Present: John Abraham, Jean Andrey, Sandra Banks, Michael Beauchemin, Anne Bordeleau, Carmen Bruni, Jeff Casello, Trevor Charles, Robyn Clarke, Joan Coutu, Lori Curtis, Kristine Dalton, Charmaine Dean, David DeVidi, Nenone Donaldson, Catherine Dong, Benjamin Easton, Wendy Fletcher, Cindy Forbes, George Freeman, Martha George, Mark Giesbrecht, Moira Glerum, Vivek Goel (chair), Kelly Grindrod, David Ha, Kevin Hare, Dennis Huber, Karen Jack (secretary), Martin Karsten, Achim Kempf, Jennifer Kieffer, Veronica Kitchen, Christiane Lemieux, Robert Lemieux, Xianguo Li, Lili Liu, Kristina Llewellyn, Ellen MacEachen, Carol Ann MacGregor, Peter Meehan, Zoran Miskovic, , Nasser Mohieddin Abukhdeir, Graham Murphy, Beth Namachchivaya, Cathy Newell Kelly, Daniel O'Connor, Douglas Peers, Nicholas Pfeifle, Luke Potwarka, James Rush, Matthew Schwarze, Marcus Shantz, Siv Sivaloganathan, Siva Sivoththaman, Chao Tan, Bruno Tremblay, Sharon Tucker, Graeme Turner, Diana Vangelisti, Johanna Wandel, Paul Ward, Mary Wells, Stan Woo, Nancy Worth,

Guests: Jean Becker, Aldo Caputo, Sam Charles, Lois Claxton, Elora Deering, Donna Ellis, Jenny Flagler-George, Barbara Forrest, Brian Forrest, Anne Galang, Diana Goncalves, Susan Grant, Sarah Hadley, Candance Harrington, Michelle Hollis, Ruth Huard, Ross Johnston, Andrea Kelman, Nick Manning, Jennifer McCorriston, Norah McRae, Kristiina Montero, Fayaz Noormohamed, Chris Peace, Chris Read, Daniela Seskar-Hencic, Taydon Sinopoli, Marlee Spafford, Allan Starr, Kerry Stryker, Brandon Sweet, Christine Tausig Ford, Christopher Taylor, Evan Taylor, Mathew Thijssen, Tim Weber-Kraljevski, Sean Thomas

Absent: Mike Ashmore*, Dominic Barton*, Lisa Bauer-Leahy, Neil Craik, Paul Fieguth*, Onurcan Gokkaya, Natalie Hutchings, Alysia Kolentsis, Blake Madill, Glaucia Melo, Samantha Meyer, Richard Myers, Oudy Noweir, Erin O'Connell*, Troy Osborne, William Power, Neil Randall, Naima Samuel, Harkirat Singh Dhillon, Clarence Woudsma, En-Hui Yang*, Samer Zu'Mot

*regrets

OPEN SESSION

CONFLICT OF INTEREST

Senators were asked to declare any conflicts they may have in relation to the items on the agenda; no conflicts were declared.

CHAIR'S REMARKS

The chair remarked on the close of the recent Senate elections; he invited senators to provide input *via* a survey to assist the search committee that is looking for the University's next vice-president, finance and administration; and he announced that elections and appointments are occurring for the formation of the vice-president, academic & provost review committee.

Consent Agenda

Senate heard a motion to approve or receive for information the items on the consent agenda.

Sivaloganathan and Freeman.

1. MINUTES OF THE 28 February 2022 MEETING

Senate approved the minutes of the meeting.

2. REPORTS FROM COMMITTEES AND COUNCILS

a. Senate Graduate & Research Council

Senate received the report for information.

**b. Joint Report Graduate & Research Council and Senate Undergraduate Council
University Jurisdiction Text**

Senate heard a motion to approve revisions to the University jurisdiction and disclaimer language in the Undergraduate Studies Academic Calendar and Graduate Student Academic Calendar, effective on approval by Senate.

c. Senate Undergraduate Council

Academic Plan Changes, Diploma in East Asian Studies

Senate heard a motion to approve a major modification to the Diploma in East Asian Studies, effective 1 September 2023.

Faculty of Environment Academic Regulations, Internal Transfer Credits Motion:

Senate heard a motion to approve a revision to the internal transfer credit regulation for the Faculty of Environment, effective 1 September 2023.

The remainder of the report was received for information.

**3. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST
University Professor Designation**

Senate received the report for information.

Recognition and Commendation

Senate received the report for information.

4. REPORTS FROM THE FACULTIES

Senate received the reports for information.

The question was called and the motion carried unanimously.

Regular Agenda

5. BUSINESS ARISING FROM THE MINUTES

There was no business arising from the minutes.

6. REPORTS FROM COMMITTEES AND COUNCILS

a. Senate Finance Committee

Senate heard a motion to recommend that the Board of Governors approve the 2022/23 Operating Budget, as described in Attachment 1.

Freeman and Andrey.

Speaking to his presentation, Rush spoke to: the operating budget's principle considerations; challenges in the coming year ahead (constrained revenue, and expense growth); approaches being taken (1% budget reduction, and messaging re: year-end spending constraint); a 2021/22 update and income and expenses in the 2022/23 opening budget.

In discussion: where further details are available in the [audited financial statements online](#); the recent announcement by the province that the tuition freeze remains in place, and confirmation that it does not change the University's budget projections; SMA performance outcomes and their likely minor effect in the future on the University's operating grant, and, agreement to provide an SMA update at a future meeting.

The provost continued his presentation, speaking to some Strategic Plan investments and multi-year commitments confirmed for and beginning in 2022/23. Senators heard details about

investments in the areas of developing talent, advancing research, sustainable communities, and student support.

In discussion: the consolidation of international student services and resources in the new International Student Centre; an invitation from the president for ongoing feedback from senators with regard to the way the budget is presented.

The question was called and the motion carried unanimously.

b. Senate Graduate & Research Council

Program Changes, Faculty of Arts

Senate heard a motion to approve the permanent online delivery of the two program intensive milestones for the Master of Digital Experience Innovation (MDEI), effective 1 May 2022.

Casello and Freeman. Carried unanimously.

Program Changes, Faculty of Arts

Senate heard a motion to approve revising the graduate research fields noted on the application for M.Sc. and Ph.D. Pharmacy programs to include the following three research fields: Pharmaceutical Science; Pharmacy Practice and Health Services Research; Pharmacoepidemiology and Health Outcomes Research, effective 1 May 2022.

Casello and R. Lemieux. Carried unanimously.

c. Senate Undergraduate Council

Registrar's Office – Posthumous Degrees and Certificates of Enrolment

Senate heard a motion to approve the regulation regarding the awarding of posthumous degrees and certificates of enrolment, effective 1 May 2022.

DeVidi and Newell Kelly. Carried unanimously.

7. REPORT OF THE PRESIDENT

a. Strategic Plan Update: Strengthening Sustainable and Diverse Communities

The president advised senators that today's strategic plan theme update is meant to enhance their understanding of key initiatives relating to community building for students, employees, alumni, and the broader community. Rush spoke to the connections between and overlap of the plan's three themes, and then introduced the speakers. In turn, Senate heard from Marlee Spafford, special advisor to the provost, student experience; Jennifer McCorriston, associate director, health promotion in campus wellness; Christopher Taylor, associate vice-president, equity, diversity, inclusion and anti-racism; and Jean Becker, associate vice-president, Indigenous relations. Members heard about: student experience and wellness (the Waterloo student experience and engagement framework, the Wellness Collaborative); the Equity, Diversity, Inclusion & Anti-Racism Office (its vision and mission; proactive interventions; that inclusion is intentional; outlook and success factors); the Indigenous Relations Office (the reasons for Indigenizing and decolonizing; a reminder of nothing about us without us; the office's Indigenous strategic plan for 2022-2026).

In discussion, members heard about: student representation in the wellness collaborative; consultations that have occurred with students about the student experience and engagement framework; key education and outreach by Taylor's office, including direct engagement with students; the work being done to drive a culture shift to focus on student experiences at Waterloo; the shared sense of optimism by the speakers for the future. The chair extended thanks on Senate's behalf to the presenters and commended the work being done by so many across the University on this important subject.

b. President's Update

The president provided an overview of recent activities including: condolences and a moment of silence for the passing of the University's fourth president, James Downey; condolences for other individuals who recently passed away; production of the Global Impact Report; details about some Waterloo experts recently in the media; CFREF plans; a government relations update; an update on the Senate governance review; a pandemic update, including comments about the coming suspension of mask and vaccination requirements. There were no questions.

8. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST

Rush provided Senate with an operational update, including information about: remaining important dates for the winter term; Spring term planning and the term's schedule; details about undergraduate spring course delivery formats; spring residence occupancy expectations and some of the supports that will be available; fall applications; Bill 27, the *Working for Workers Act 2021* and workplace policies.

In discussion, members heard about help that is being offered by an active case management group when the University becomes aware of COVID cases.

9. REPORT OF THE VICE-PRESIDENT, RESEARCH & INTERNATIONAL

Dean offered some comments on current research and international matters, including: the University having recently joined Academics Without Borders; how existing policy and development of a website and other resources will meet the province's requirement for a "commercialization" policy; cross-campus activities and communications underway with regard to Ukraine.

In discussion: some of the details of the province's mandate regarding the commercialization policy and ways the University will leverage the process to support social innovation and impact; that the financial aid available to students from Ukraine is available to all international students facing unforeseen economic challenges; that the University is in early days with its collaboration with Academics Without Borders.

10. OTHER BUSINESS

There was no other business.

Senate convened in confidential session.

30 March 2022

Karen Jack
University Secretary

CONFIDENTIAL SESSION

The confidential session minutes have been removed.

30 March 2022

Karen Jack
University Secretary

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University of Waterloo
SENATE GRADUATE & RESEARCH COUNCIL
Report to Senate
18 April 2022

Senate Graduate & Research Council met on 7 March 2022 and agreed, in accordance with [Senate Bylaw 2](#) (section 4.03), to forward the following items to Senate for information as part of the consent agenda.

Further details are available at: <https://uwaterloo.ca/secretariat/committees-and-councils/senate-graduate-research-council>

FOR INFORMATION

ACADEMIC PROGRAM REVIEWS

On behalf of Senate, council approved, as presented:

- Final Assessment Report: Kinesiology Programs and Minors
- Two-Year Progress Report: Nanotechnology Collaborative Program

CURRICULAR SUBMISSIONS

On behalf of Senate, council approved new courses, course revisions, and minor program revisions for Conrad Grebel (Theology), the Faculty of Engineering (Systems Design Engineering, Conrad School of Entrepreneurship and Business), and the Faculty of Health (School of Public Health Sciences).

RESEARCH CENTRES AND INSTITUTES

On behalf of Senate, council approved the following extensions due to Pandemic Circumstances;

- 12-month extension of the mandate for the Waterloo Centre for Microbial Research. The revised centre renewal date is 31 March 2023.
- 6-month extension of the mandate for the Waterloo Artificial Intelligence Institute. The revised institute renewal date is 30 November 2022.

UNIVERSITY RESEARCH ETHICS

On behalf of Senate, council approved the following:

- Human Research Ethics Board – new member (1)
- Clinical Research Ethics Board – member renewal (1)

/mh kw Jeff Casello
Associate Vice-President, Graduate Studies and
Postdoctoral Affairs

Charmaine Dean
Vice-President, Research & International

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University of Waterloo
REPORT TO SENATE FROM THE FACULTIES
18 April 2022

FOR INFORMATION

The Faculty Reports for Senators' information regarding the variety of appointments, reappointments, special appointments, leaves, and other matters of interest about individuals in the Faculties are available at the [Senate agenda page](#)¹.

¹ https://uwaterloo.ca/secretariat/sites/ca.secretariat/files/uploads/files/april_report_faculties_all.pdf

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Annual Report to Senate

April 18, 2022



Foreword

Welcome to WUSA's Annual Report to Senate. It highlights our research and advocacy activities on EDI initiatives, supporting students through the return to campus, the Waterloo student housing market, and concludes by discussing our governance review process. The report is replete with links to further reading, including research briefs, survey reports, news articles, and more. I invite you to navigate to the sections which interest you.

Needless to say, it has been an unusual year. Ever-changing circumstances have demanded flexibility from my team, and I am extremely proud of the work they have done. As readers will see, the scope and volume of output is truly impressive. WUSA remains a force to be reckoned with for advocating the student interest and working to continually improve this University.

Benjamin Easton
WUSA President

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Annual Report to Senate

April 18, 2022



Advocating Equity, Diversity & Inclusion

[Accessibility Report](#)

The purpose of this report was to understand both accessibility on campus and issues students may face related to their disabilities in general. The report set out to achieve the following goals:

- Identify physically inaccessible areas on campus
- Understand the scope of systemic issues students face at AccessAbility Services in accessing accommodations needed to succeed
- Determine other services or university systems where students encounter accessibility issues
- Assess the effectiveness of current accessibility policies and resources
- Identify existing gaps pertaining to accessibility within the university landscape
- Determine meaningful ways WUSA can prioritize and address accessibility issues

[Transgender & Racialized Student Experience with Campus Wellness](#)

Ongoing formal and informal consultations have raised many concerns about Campus Wellness failing to meet the needs of transgender, gender diverse, and racialized students. To address this, WUSA commissioned a survey of these experiences over the 2019-2020 academic year and shared recommendations with Campus Wellness. This memo discusses survey results and subsequent conversations with Campus Wellness management and administration. In addition, this memo provides a brief overview of the progress made, next steps, and barriers that hinder implementation. Overall, Campus Wellness has been making good strides, and WUSA will continue to support their work to increase inclusion and equity within their services.

Navigating the Return to Campus

[Flexible & Remote Learning Options](#)

In the process of transitioning back to campus, WUSA has received feedback from students highlighting the ableism of a “return to normal” that was insufficient prior to the pandemic and continues to fail learners’ accessibility needs. These students have noted how remote options for learning have improved their accessibility and engagement with courses and are now facing the removal of those enabling options, leaving a considerably smaller set of courses available to them. This forces students to choose between delaying their graduation or compromising their health. They should not need to disclose personal details of their life or plead for compassionate circumstances to learn and study safely. These considerations are also not limited to undergraduates; some of our faculty, staff, and graduate students also fall into these and other vulnerable groups

[Student Return to Campus Report](#)

After nearly 18 months of remote operations, Fall 2021 saw a return to campus for many students including some in-person classes and increased on-campus services. This return resulted in a variety of challenges for students and the university alike. This report aimed to understand how WUSA members have experienced the Fall 2021 Return to Campus by asking students to comment on aspects of their on-campus activity. The survey included topics such as WUSA and University Services, vaccine requirements, COVID safety, dining space, study space, and student concerns for Winter 2022. The report ends with recommendations arising from common student concerns.

Read more: [WUSA Return to Campus Letter to Administration \(November 2021\)](#)

Annual Report to Senate

April 18, 2022



Student Housing in Waterloo

[WUSA Return to Campus Housing Survey](#)

The influx of students returning to Waterloo in preparation for an in-person Winter 2022 term put additional pressure on an already problematic housing situation in Waterloo. In response to anecdotal reports from students expressing their difficulties finding housing for the Winter 2022 term, WUSA developed a Return to Campus Housing Survey to understand the extent of these issues. The goals were to create practical, impactful, and actionable recommendations to alleviate stress and burden on students, and advocate to the University of Waterloo administration on these recommendations. The results of the survey showed that a significant portion of the student population is in a precarious situation for the Winter 2022 term with respect to housing and reliable access to campus. The current housing situation has many dimensions of abnormality, including the mismatch between lease timelines and return-to-campus timelines, the sustained proportion of remote co-ops, and health and safety considerations of students when securing housing. As a result of these and other factors constraining housing availability, this is an unprecedented Winter term and should be treated as such. The Winter 2022 Housing Brief was created to summarize these concerns.

Read more: [WUSA Return to Campus Housing Brief \(Winter 2022\)](#)

[WUSA Housing Report](#)

In response to increasing concerns from students regarding the housing situation in Waterloo, a motion was put forward at WUSA Students' Council to investigate this issue further. This resulted in the WUSA Housing Report, the first part of which is an overview of housing in Waterloo which includes a discussion of actors involved, enforcement measures, housing supply and demand as well as homelessness options in the region. The second part of the report explores the results of a joint WUSA and GSA housing survey and focuses on the housing experiences specifically of University of Waterloo students, including their satisfaction and behaviour related to housing. Overall, the main goals of the Housing Survey were to:

- Determine what difficulties students may be having with the Waterloo housing system;
- Understand the most important housing factors and considerations for students when looking for housing and signing a lease;
- Determine in which ways the housing system in Waterloo may be unfavourable to students;
- Assess the effectiveness of current housing supports available to students;
- Determine students' knowledge and understanding of housing bylaws and standards that affect them; and
- Determine how WUSA can further support safe and affordable housing for students in the Waterloo region

This report outlines the nature of the housing crisis in Waterloo as it relates to students and brings attention to the seriousness of the issues students face in relation to their housing. It also provides recommendations, both in terms of advocacy and awareness, for how both WUSA and the University of Waterloo can address these concerns.

Annual Report to Senate

April 18, 2022



WUSA Governance Review

We are a sizeable not-for-profit corporation with over 50 full-time staff, hundreds of part-time staff and volunteers, and a \$7 million annual operating budget. We are responsible for \$30+ million annually in transfers for GRT UPass, first-year orientation, health, dental, legal insurance, and fee remittance to student societies.

Our existing bicameral governance system fails to give student leaders effective strategic control over WUSA. Issues observed include unclear division of responsibilities, difficulty for the organization to speak with a single voice, and chronic executive burnout. As such, our 2020-25 strategic plan and 2021-22 annual plan have prioritized a comprehensive governance review.

In Fall 2021, WUSA retained governance consultants with expertise in student associations to advise on structural reforms. By November 2021, the Board of Directors and Students' Council had accepted-in-principle the consultants' report and we are currently working with legal counsel to draft bylaws to make the recommended changes.

New Governance Model

- Merge Students' Council and the Board of Directors into a single governing body. The new WUSA Board will be elected annually, with 13 members, including a president and vice president.
- Non-officer directors to be elected at-large by a ranked ballot with provisions to guarantee at least one candidate per faculty a seat on Board (provided there is a candidate from each faculty)
- Entrust full-time staff with most operational duties of the current executive committee. The Executive Director will be accountable to the Board as permanent CEO. The directors and officers should focus on strategy and performance evaluation, rather than on operational concerns.
- Distribute stakeholder and committee responsibilities amongst the directors. The president will be responsible for university affairs and the vice president will represent WUSA externally at OUSA and UCRU.

Implementation Timeline

- On February 6, 2022, a Special General Meeting of WUSA approved postponing elections no later than September 1. The incumbent councillors, directors, and executives will remain in office until the new Board's term of office begins, allowing more time to work toward the ratification of new bylaws and to prepare for transition to the new model.
- On April 3, 2022, Students' Council approved new bylaws. The Board of Directors will be asked to approve this document on April 26, after which ratification will be sought from the membership at a Special General Meeting in May.
- Elections should be held in June, and we anticipate the new Board to be transitioned through the summer, taking office on September 1.
- The new Board will work through next year to consolidate our 400 pages of policies & procedures to reflect governance changes

Read more: [Final Report of the WUSA Governance Review \(October 2021\)](#)
[Governance Review Presentation to Annual General Meeting \(March 2022\)](#)
[WUSA Governance Review Update \(February 2022\)](#)



GRADUATE STUDENT ASSOCIATION-UNIVERSITY OF WATERLOO

(INTERIM) PRESIDENT'S REPORT TO UW SENATE APRIL 2022

To the University of Waterloo Senate

Please accept this update on the activities of the GSA-UW. I would like to highlight the following recent activities of our team:

GSA Services ([GSA Services Webpage](#))

The GSA-UW currently offers the following services to graduate students:

- Political Representation on and off-campus
- GRT & ION Transit UPass
- Legal & Tax Aid
- Academic Support
- Student Advising and Advocacy
- Health & Dental Supplementary plans (Including Mental Health)
- Graduate House

- **Services Updates:**
 - GRT Refund Program continues in Spring 2022;
 - GRT Refund Program will be updated beginning Fall 2022;
 - GRT fees will increase from \$105.50 to \$107.61 beginning Fall 2022;

GSA Structure Overview ([Our people & Organizational Chart](#))

The GSA-UW currently serves around 5500 students, having 1 president, 2 vice-presidents (administration and communications), a Board of Directors with 12 members, a Council with approximately 50 members, and a team of staff and volunteers. The current portfolios managed by the GSA are:

- | | |
|--------------------------|--------------------------|
| ● Wellness | ● Community Partnerships |
| ● Equity | ● Policy |
| ● Student Engagement | ● Events |
| ● Labor | ● Communications |
| ● Residence/Housing | ● Social Media |
| ● International Students | |

- ❖ **GSA President Hiring Updates:** Glaucia Melo started her term as Interim President on February 24, 2022, and shall serve as Interim President until the new president is hired.

We are currently in the process of selecting a new president. The new GSA-UW president should start in May 2022.

Recent Accomplishments by the GSA-UW:

- Internal Changes:
 - Transitions: Management, Executive, Board, Coordination Teams
 - Significant growth of staff members in the last few years (currently 25 members)
 - Adoption of Equity Policy
- Policy 30 edits: Employment of Graduate Student Teaching Assistants
- TA cap increase from 10 -> 20 hours/week
- Edits to Graduate Supervisory Text in GSAC (Graduate Studies Academic Calendar)
- Negotiating a Funding Increase of 2.02% (primarily proposed as 1.7%)

Current initiatives by the GSA-UW:

- Internal Operations Manual Draft
 - We are developing an Operations Manual that should roll out in Fall 2022
- Workshops and Events
- UW Committees' participation
- GSA Philanthropy Fund
 - Recipients of the 2022 Philanthropy Fund Initiative were chosen, and partnership continuation is underway. The selected partners per the four GSA political positions are [ReallocateWR](#) (PP1), [Reception House Waterloo Region](#) (PP2), [REEP Green Solutions](#) (PP3) and [Waterloo Regional Suicide Prevention Council](#) (PP4).
- BIPOC Collective
- International Student Discord and Blog
- SLC Office and Lounge Operation
- Graduate House Operation
- Research

Current Advocacy Initiatives (See [Advocacy Website](#)):

- Ombudsman Office
- Equity
- Labor
- Housing
- Food Security
- Counselling Services
- Minimum Funding Increase

Ongoing Partnerships:

- GSPA - Graduate Studies and Postdoctoral Affairs

- Joint hire of Strategic Programming Researcher for GSPA
- WUSA
- Writing and Communications Centre
- Alumni Office
- City of Waterloo
- StudentCare
- Grand River Transit
- Organize UW
- Philanthropy Fund partner organizations

Future planned initiatives (Starting until December 2022):

- Develop equity-focused scholarship
- Expand Health Care Coverage
- Improve Graduate House infrastructure and increase shift hours to pre-pandemic levels
- Strengthen Advocacy Initiatives and Partnerships
- Draft new policies or guidelines: RAs and Sessional version of Employment Policy 30
- Work with GradReady to include GSA-UW
- Development of new GSA Strategic Plan 2023-2026

Glaucia Melo

Interim President & CEO
 Graduate Student Association
 University of Waterloo

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University of Waterloo
SENATE GRADUATE & RESEARCH COUNCIL
Report to Senate
18 April 2022

Senate Graduate & Research Council met on 7 March 2022 and agreed, in accordance with [Senate Bylaw 2](#) (section 4.03), to forward the following item to Senate for approval as part of the regular agenda.

Further details are available at: <https://uwaterloo.ca/secretariat/committees-and-councils/senate-graduate-research-council>

FOR APPROVAL

PROGRAM CHANGES

Faculty of Health

1. **Motion:** To change the coursework study option degree type/designation from Master of Science (MSc) in Kinesiology to Master of Kinesiology (MKin), effective 1 September 2022, as presented.

Rationale This proposed change by the department of Kinesiology and Health Sciences is being made in response to a specific recommendation from a recent External Program Review (Fall 2019). Specifically, the External Review Committee identified the need to differentiate between the current course-based and thesis-based masters pathways within the Department's graduate program. The Reviewers suggested differentiating the two pathways with distinct program status and degree designations based on the rationale that the current course- and thesis-based pathways have distinctive requirements for graduation including: (a) lengths (1-yr vs 2-yr, respectively), (b) course credit requirements (4.0 vs 2.0), and (c) milestones (Practicum/Colloquium vs Thesis).

The current modification accomplishes the reviewer recommendation by changing the course-based degree type/designation from Master of Science (MSc) in Kinesiology to Master of Kinesiology (MKin). These distinctions and degree designations align with the approaches taken in similar departments at other Canadian institutions (e.g., UBC, University of Calgary). Beyond addressing this reviewer recommendation, no other changes are being proposed. Consultations have been undertaken with faculty, staff, and graduate students within the Department. In addition, feedback was solicited from previous course-based masters students, and a survey was conducted amongst Kinesiology practitioners within Ontario (> 80 responses). Support for the proposals contained within this motion was expressed by all stakeholders

/mh kw Jeff Casello
Associate Vice-President, Graduate Studies and
Postdoctoral Affairs

Charmaine Dean
Vice-President, Research & International

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UNIVERSITY OF WATERLOO
UNIVERSITY APPOINTMENT REVIEW COMMITTEE (UARC)
REPORT TO SENATE
18 April 2022

FOR INFORMATION

This report is provided under Policy 76 – Faculty Appointments. From September 2020 to August 2021 (numbers in brackets are from 2019-20), UARC reviewed a total of 66 (50) proposals for regular faculty appointments. For comparison purposes, the total number of proposals reviewed in recent years was 58 (2009-10), 79 (2010-11), 87 (2011-12), 68 (2012-13), 70 (2013-14), 85 (2014-15), 69 (2015-16), 90 (2016-17), 102 (2017-18), 87 (2018-19), 50 (2019-20) and 66 (2020-21).

Of the files reviewed 27 (19) females, 39 (31) males, 0 of unknown gender (0)), 10 (5) were tenured, 34 (35) were for probationary, and 22 (10) were for definite-term appointments.

Per rank, the percentage of females hired were: assistant research professor 0% (0%), lecturer 20% (40%), assistant professor 21% (39.4%), associate professor 2% (0%) and professor were 0% (66.6%). More detail is provided in the tables contained within this report.

Length of the Review Process

Appointment proposals from academic units and faculties generally were very good, and department chairs/schools directors have been very helpful in providing any additional information requested. Advance notice of proposals continues to be important to ensure speedy turnaround. Policy 76 specifies five working days for the review process. During the past year, UARC members were able to complete most reviews within five working days unless there was some missing information and discussions with the chair/director or dean were required.

Administration

Administrative information concerning UARC can be found at:
<https://uwaterloo.ca/secretariat/committees-and-councils/university-appointments-review-committee>. Documents include: Summary of Recruiting Efforts for UW Faculty positions form, which chairs/directors are required to complete; Overview of Chair's Memo to the Dean; Conflict of Interest in Hiring Committees; UARC Presentation 2018; link to VPAP Forms and Templates.

UARC Membership

ARTS: Anna Esselment (until May 2024)
ENG: Catherine Rosenberg (until May 2024), Marios Ioannidis (until May 2022)
ENV: Johanna Wandel, Prateep Nayak (until May 2024)
HEALTH: Clark Dickerson (until May 2023)
MATH: Penny Haxell (until May 2022), Pengfei Li (until May 2024)
SCI: Tadeusz Gorecki (until May 2022), Brian Dixon (until May 2022)
Gerry Schneider (ENG) (Chair until May 2022)

Summary of Proposals for Regular Faculty Appointments for Two Years or More

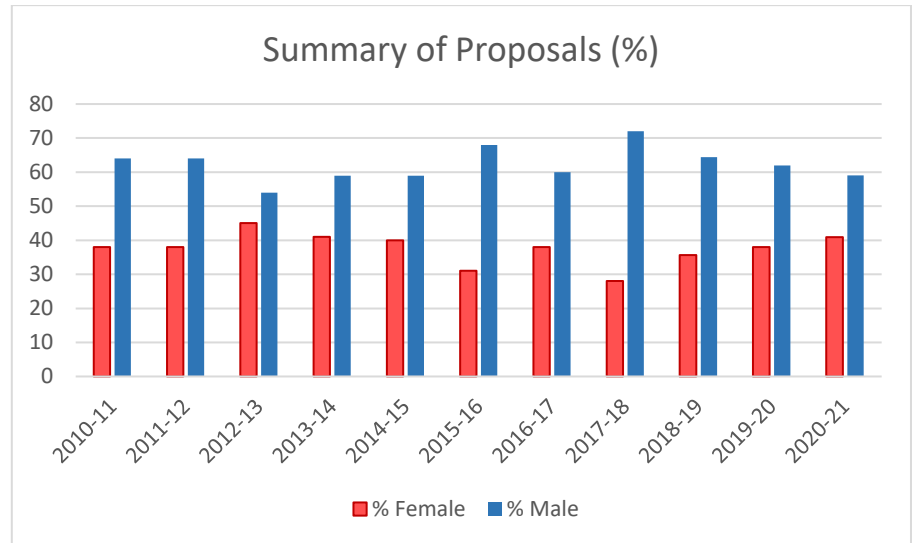
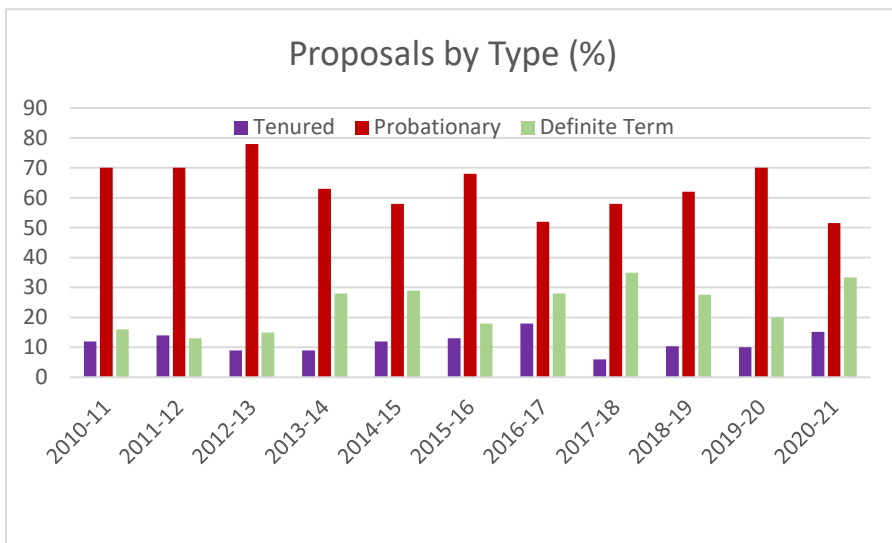
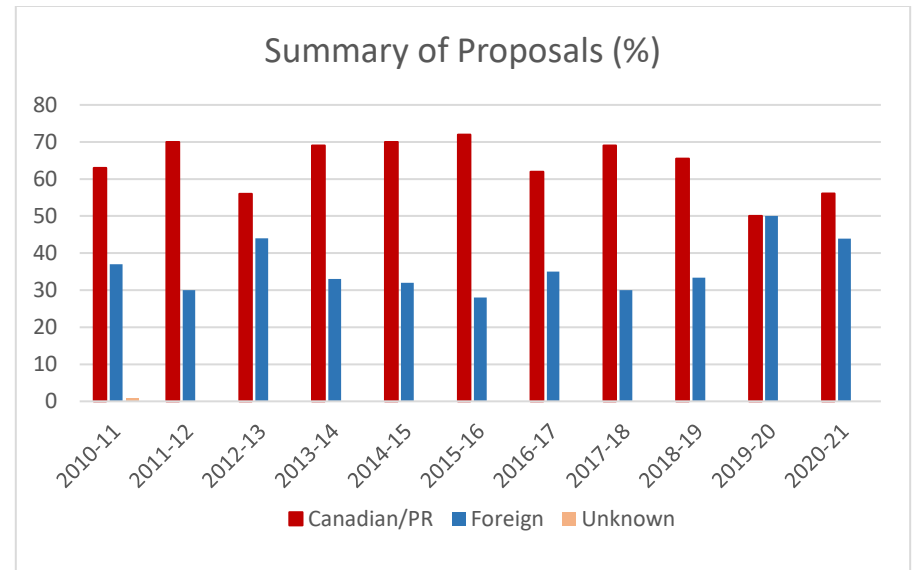
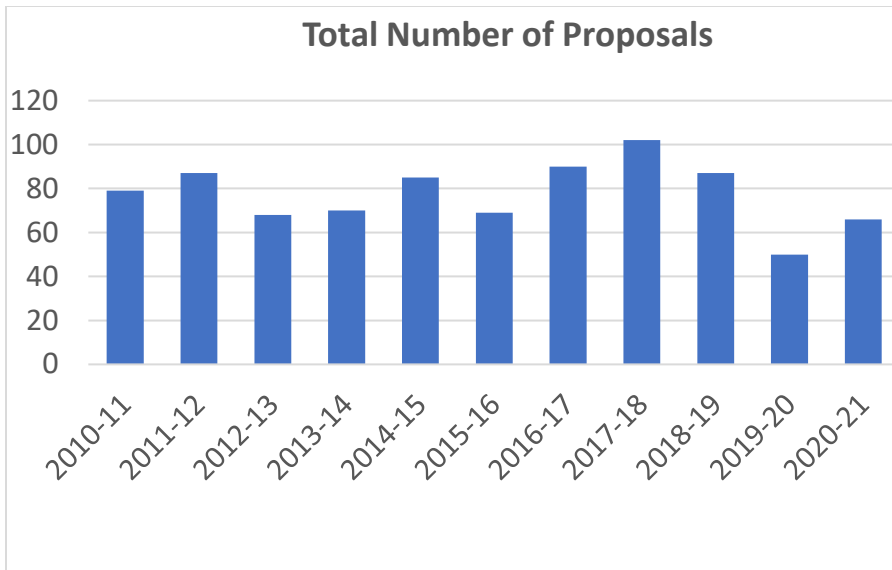
Reviewed by UARC

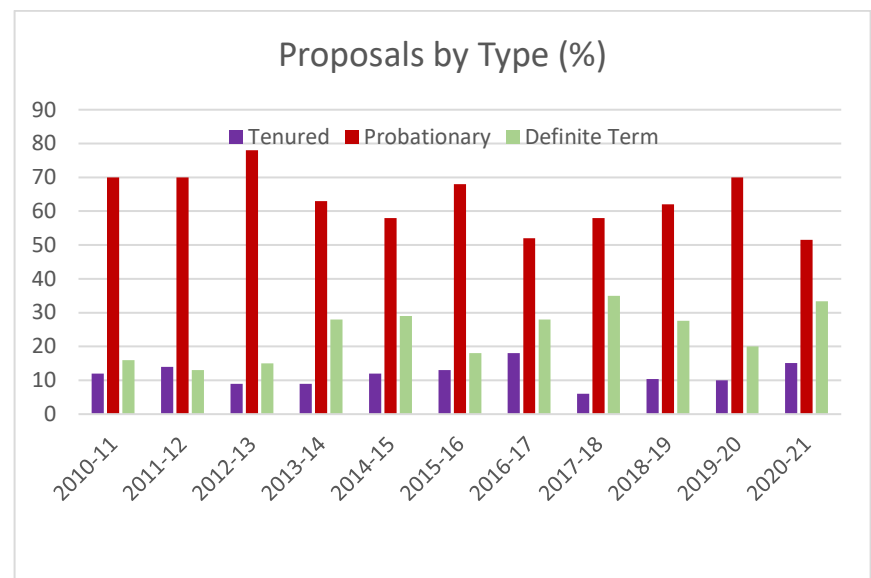
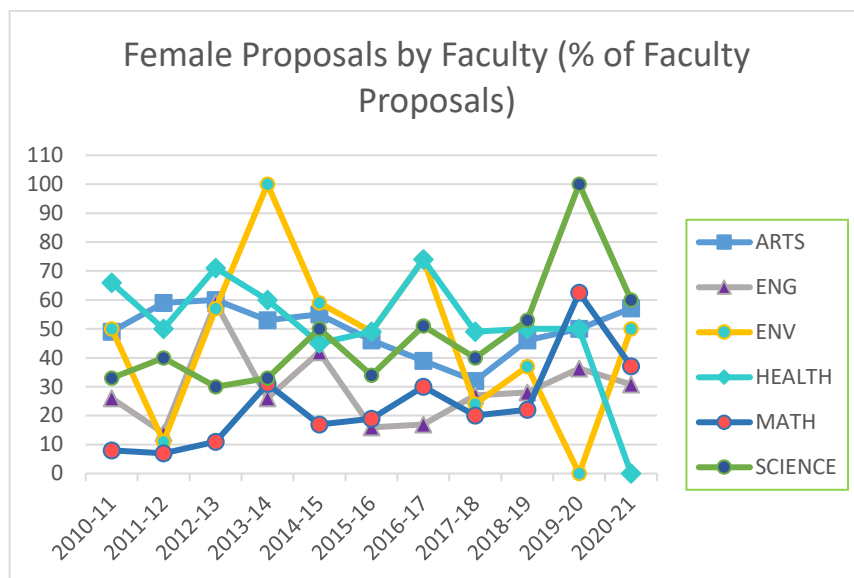
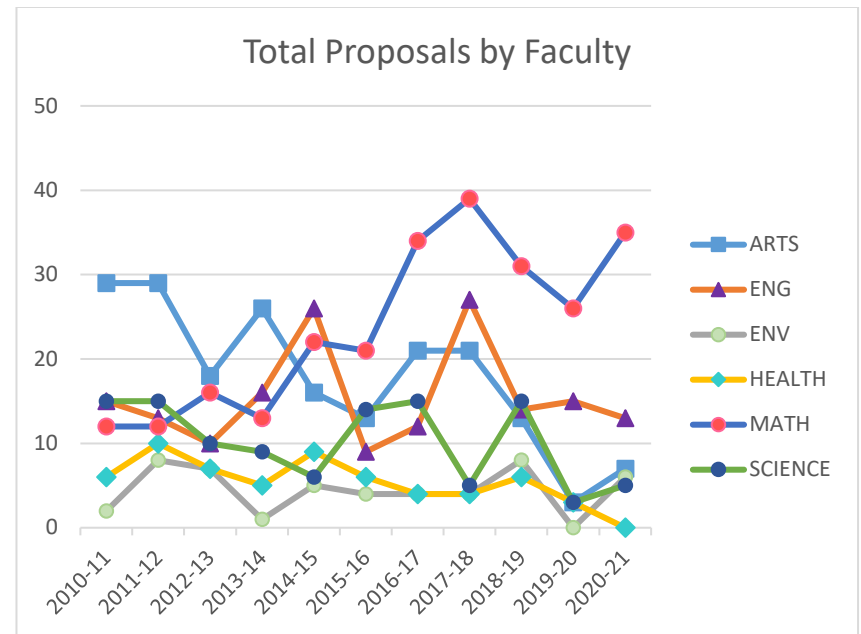
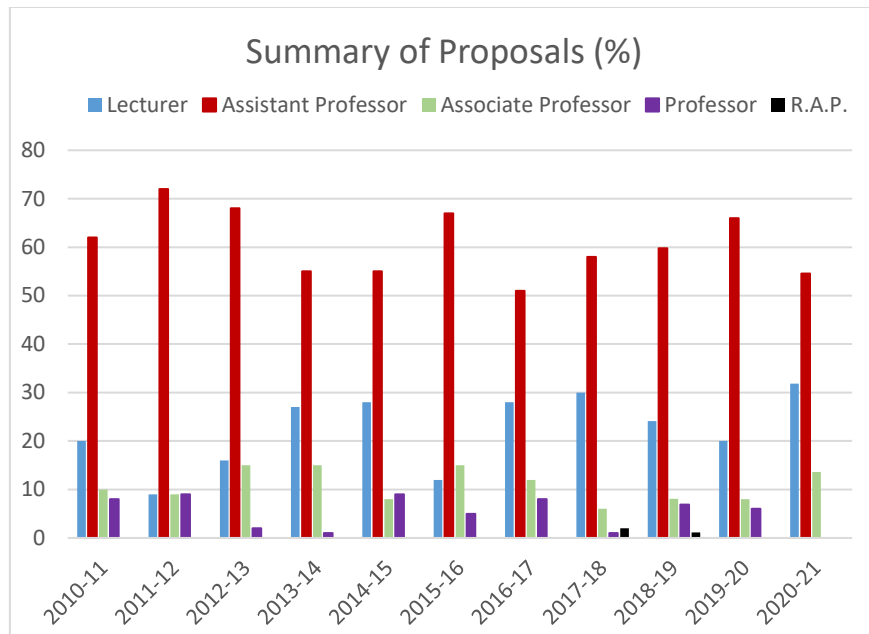
September 2020 – August 2021

Faculty	Files	Residency			Gender		Appointment Type									Professorial Rank												Results				
		CAD	PR	For	F	M	Tenure			Probationary			Definite Term			Lecturer			Assistant Professor			Associate Professor			Full Professor			Offers	Acc	Dec	Pndg	
								F	M		F	M		F	M		F	M		F	M		F	M		F	M					
ARTS	7	4	2	1	4	3	0	0	0	2	1	1	5	3	2	5	3	2	2	1	1	0	0	0	0	0	0	7	7	0	0	
ENG	13	6	3	4	4	9	4	0	4	4	2	2	5	2	3	5	2	3	4	2	2	4	0	4	0	0	0	13	12	1	0	
ENV	6	4	2	0	3	3	1	0	1	1	1	0	4	2	2	3	2	1	2	1	1	1	0	1	0	0	0	6	6	0	0	
HEALTH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MATH	35	9	3	23	13	22	3	1	2	26	9	18	6	4	2	6	4	2	26	9	17	3	0	3	0	0	0	35	15	20	0	
SCIENCE	5	4	0	1	3	2	2	1	1	1	1	0	2	1	1	2	1	1	2	1	1	1	1	0	0	0	0	5	4	1	0	
TOTAL	66	27	10	29	27	39	10	2	8	34	14	21	22	12	10	21	12	9	36	14	22	9	1	8	0	0	0	66	44	22	0	

Of the 44 who accepted offers: 20 (46%) were female, 24 (54%) were male, 0 were of unknown gender (0%). Of the 22 who declined offers: 8 were female (36%), 14 were male (74%), 0 were of unknown gender (0%). There are no offers still pending.

Gerry Schneider
Chair, University Appointments Review Committee





Vice-President, Research & International

Report to Senate

March - April 2022

Introduction

This report to Senate highlights successful research outputs and outcomes by the thematic areas as outlined in Waterloo's Strategic Plan 2020-25.

ADVANCING RESEARCH FOR GLOBAL IMPACT

R1 - Research strengths to solve real-world problems

Awards and Distinctions

- **Linda Nazar** (Chemistry) – EWR Steacie Award – Canadian Society for Chemistry
 - The E.W.R. Steacie Award is presented to a scientist who has made a distinguished contribution to chemistry while working in Canada. Nazar is an Officer of the Order of Canada, and the recipient of several international awards including the MRS Medal, the Battery Research Award from the Electrochemical Society, the August-Wilhem von Hofman Lectureship (Germany Chemical Society), the International Battery Association award and the International Automotive Lithium Battery award.
- **Mark Servos** (Biology) and **Heather Hall** (SEED) – Minister's Awards of Excellence – “*Everyday Heros*” category, Ontario Minister of Colleges and Universities.
 - The *Everyday Heros* award recognizes those who have stepped up and made a difference during the pandemic and the 2020/2021 academic year.
- **Trevor Charles** (Biology) - Research Innovation and Impact Award – Black Excellence in Science, Technology, Engineering, Mathematics and Medicine/Health (BE-STEMM) 2022 conference - Canadian Black Scientists Network
 - This award is given to an established Principal Investigator who presented at the BE-STEMM 2022 conference and whose research was deemed high impact, novel, and/or had a focus on emerging problems and societal challenges.
- **Scott Hopkins** (Chemistry) - Keith Laidler Award - Chemical Institute of Canada
 - This award recognizes outstanding early-career contributions to physical chemistry, for research carried out in Canada, by a scientist residing in Canada. Scott Hopkins is an Associate Professor of Chemistry at the University of Waterloo. His research explores gas phase ion chemistry and employs controlled environments to study the evolution of condensed phase properties. Hopkins' research develops and uses experimental tools such as

ion mobility spectrometry, mass spectrometry, and laser spectroscopy, as well as computational tools including artificial intelligence. His work has application in areas such as nanotechnology, environmental analysis, and drug discovery.

- **Zhongchao Tan** (Mechanical and Mechatronics Engineering) - 2022 Fellow - Canadian Society of Mechanical Engineering (CSME)
 - This award recognizes those who have made *significant contributions* to the field of mechanical engineering. Dr. Tan, whose teaching and research focus on filtration and separation technologies for green energy and a clean environment, is the Director of the University's Green Energy and Pollution Control Research Lab.
- **Jo Atlee** (Cheriton School of Computer Science) - 2022 ACM SIGSOFT Distinguished Service Award
 - This honour has been bestowed to Dr. Atlee for her sustained and outstanding service to the software engineering community and for enabling an equitable, diverse and inclusive research environment in software engineering worldwide.
- **Sherry Schiff** (Earth and Environmental Sciences) - 2022 Frank Rigler Award - Society of Canadian Limnologists
 - First presented in 1984, this award recognizes and honours major achievements in the field of limnology by Canadians or those working in Canada. Awardees are established aquatic scientists with a proven record of contribution to the field of aquatic sciences, whose work is widely recognized for its influence and importance.
- **Marjory Phillips** (Psychology) - Award for Excellence in Professional Training (Academic Training Category) - Canadian Council of Professional Psychology Programs
 - The Canadian Council of Professional Psychology Programs (CCPPP) Award for Excellence in Professional Training is awarded every year in which meritorious candidates are nominated. The objective of the awards is to acknowledge the importance of professional training in psychology by recognizing a psychologist for his/her outstanding contributions to the professional training of graduate students/interns.

Tri-Council and Other Funding

Fall CIHR Project Grants

- **Richard Cook** (Statistics & Actuarial Science): *The development and application of innovative biostatistical methodology for the study of prenatal alcohol exposure and its effect on cognitive and behavioural deficits in children*, \$661,724 over 4 years.
- **Scott Leatherdale** (School of Public Health Sciences): *Evaluating the ongoing impact of COVID-19 on youth substance use and mental health trajectories over time: renewal of the COMPASS prospective cohort*, \$2,555,100 over 5 years

Priority Announcement Grants

Priority Announcements (PAs) are additional sources of potential funding for highly ranked applications submitted to the Project Grant competition

- **Stewart McLachlin** (Mechanical and Mechatronics Engineering): Priority Announcement: Myalgic Encephalomyelitis and IMHA Mandate Areas. *A prospective investigation for characterization and predictive modeling of cage subsidence following anterior spinal column reconstruction*, \$100,000 for one year
- **William Wong** (School of Pharmacy): Priority Announcement: Patient-Oriented Research. *Improvements in quality of life, health utility, cost, and return to work for lymphoma patients after chimeric antigen receptor T- cells therapy in a real-world setting*, \$100,000 for one year

Institutional Awards

Canada Foundation for Innovation- John Evans Leaders Fund (CFI-JELF)

- **Chris Bachmann** (Civil and Environmental Engineering): *Virtual Mobility Lab (VML) for Innovative Transportation Research*, \$174,850
- **Dayan Ban** (Electrical and Computer Engineering): *An advanced evaporator for dedicated high-quality and high-precision indium deposition*, \$145,000
- **Slim Boumaiza** (Electrical and Computer Engineering): *Realistic Over-the-air Test System for Researching Wireless and Satellite Communications at up to 44 GHz*, \$270,000
- **Joyce Kim** (Civil and Environmental Engineering): *An integrated digital platform for occupant-centric building operation*, \$160,000
- **Ewen MacDonald** (Systems Design Engineering): *Measurement Systems for Investigating Speech Communication*, \$ 80,000

- **Jozef Nissimov** (Biology): *Experimental modelling of aquatic microbial hosts and their viruses*, \$100,000
- **Serhiy Yarusevych** (Mechanical and Mechatronics Engineering): *Infrastructure for the analysis of multi-phase flows for airborne disease mitigation and pollution control*, \$180,000
- **Shunde Yin** (Civil and Environmental Engineering): *Laboratory investigation of geosynthetics reinforced pavement system in response to low temperature and climate change*, \$90,000

Ontario Research Fund – Research Infrastructure (ORF-RI)

- **Kelsey Leonard** (Environment): *Chair Indigenous Waters, Climate and Sustainability*, \$125,000
- **Jason Au** (Kinesiology and Health Sciences): *Infrastructure for advanced hemodynamics research*, \$100,000
- **Chul Min Yeum** (Civil and Environmental Engineering): *Infrastructure for Advancing Vision-Based Structural Assessment Technologies*, \$137,000

Research Partnerships

NSERC Alliance

Rafaat Mansour (Electrical and Computer Engineering): Tunable RF Devices for Full Duplex Communication Systems, \$480,000

- In traditional communication systems, the receive and transmit channels operate at different frequencies in Frequency Division Duplex (FDD) systems or at different time slots in Time Division Duplex (TDD) systems. This project develops the concept of Full Duplex (FD) to allow the receive and transmit channels to operate at the same frequency and at the same time. The ability to operate at the same frequency would immensely benefit network operators to double channel capacity without the need for licensing of additional spectrum. Industry partner: Redline Communications Inc.,

Sebastian Fischmeister (Electrical and Computer Engineering): FAUST: Fault and Security Testing for Vehicle Systems, \$1,730,000

- The automotive industry primarily focuses on delivering safe vehicles to consumers, where the residual risk of hazard is lower than the level accepted by society. With the introduction of automation and connectivity, vehicles must also be secure. This project brings together academia, industry, and government to ascertain security needs for modern connected and automated vehicles as well as develop security testing technology for electronic control units used in the automotive domain.

Industry and public sector partners: AVL List GmbH; The Automotive Parts Manufacturing Assoc. of Canada; Transport Canada; Public Risk Management; Challengers Motor Freight

Mitacs

Waterloo's applications to Mitacs, the primary Canadian organization facilitating graduate student and postdoctoral research internships in private and public sector placements, is on track to secure over 1,000 new one-term placement units, this fiscal year. This represents \$18 million in research funding booked this year (many of the internships will spread out over the next 2-3 years). Major sponsoring organizations for this year's applications include Rogers, Stellantis, Niobay Metals, the Canadian Community Economic Development Network, Schlegel Homes and Tidal Medical.

R3 - Leveraging partnerships for research impact

Waterloo International Agreements

Waterloo International facilitated the signing of four agreements as follows:

1. Zhejiang University (ZJU), Student Mobility, Hybrid, China.
 - This renewal agreement allows Waterloo students to participate in co-op experiences at ZJU, and ZJU students to take courses at Waterloo on exchange. It includes the Faculties of Engineering, Math and Science at Waterloo and the College of Computer Science and Technology at ZJU.
2. Delft University of Technology (TU Delft), Student Mobility, Exchange, Netherlands.
3. University of Dundee, Student Mobility, Exchange, United Kingdom.
4. Nanyang Technological University, NTU, Student Mobility, Exchange, Singapore.