

VISION 2015: Building on Excellence Staff Town Hall

**WATERLOO
ENGINEERING**

engineering.uwaterloo.ca

March 22, 2012
Dean Adel Sedra

overview

- aspiration & key priorities
- planning process
- draft plan highlights
- staff & faculty data
- staff & faculty targets
- staff & faculty objectives
- questions & feedback

aspiration

Waterloo Engineering aspires to be a **truly world-class school of engineering.**

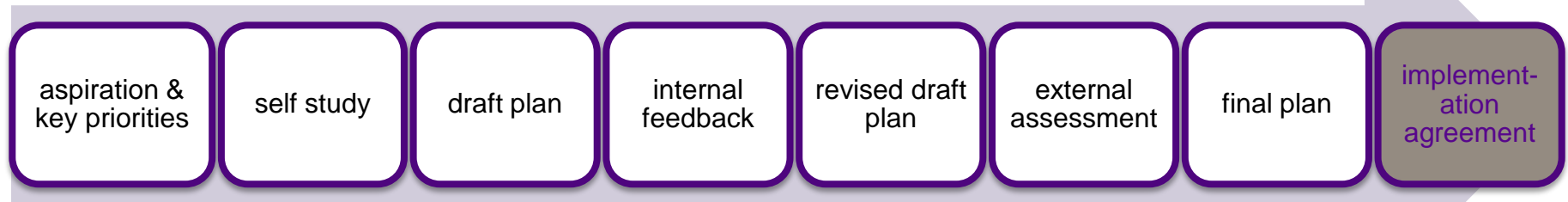
The programs we offer, the students we graduate, and the solutions we develop will be sought after by outstanding students, employers, employees and partners.

key priorities

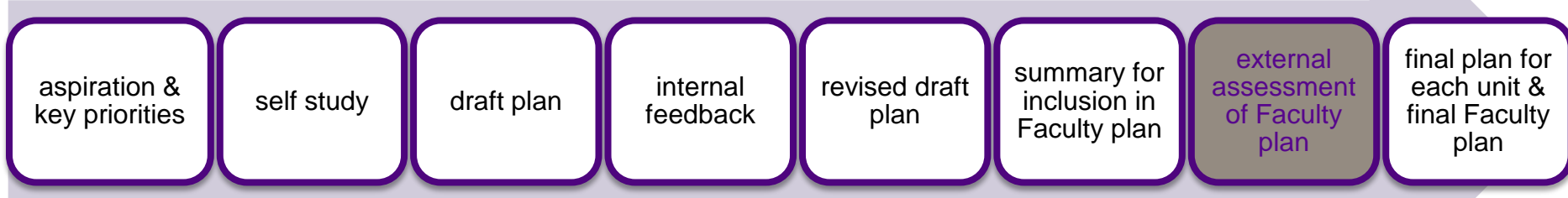
- Attracting, engaging and retaining outstanding **people**: undergraduate students, graduate students, faculty & staff
- Committing to excellence in academic **programs & services**
- Undertaking high-impact **research**, both within and across the disciplines and spanning the theoretical to the practical
- Building **connections** and promoting **collaboration**
- Fostering **innovation & entrepreneurship**
- Providing the world-class **facilities** required to support excellence in education & research

planning process

academic units



administrative units



draft plan highlights

◆ Undergraduate Studies

- Maintain UG intake relatively stable: +3.5%
- Enhance the academic program
 - Lab equipment and lab experience
 - Pilot “engineering clinic” in MME
- Support student retention
- Improve the student experience
 - Service and communications
 - Annual student engagement survey

draft plan highlights

- ◆ Undergraduate: Co-op & Accreditation
 - Increase the number of co-op jobs
 - 2-term jobs for junior students
 - 8-month work terms for more senior students
 - Provide unemployed first work term students a meaningful experience
 - Support the successful implementation of WatPD-Engineering
 - Ensure ongoing accreditation of all programs

draft plan highlights

◆ Graduate Studies

- Strategically increase grad student intake: +44%
 - Introduce new programs and invest in recruitment
- Improve the graduate program
 - Foster consistently high quality supervision
 - Increase course offerings and academic rigour
- Enhance the graduate student experience
 - Waterloo Engineering Graduate Student Association
- Improve operations and service

draft plan highlights

◆ Research

- Increase research funding: +33%
 - Increase average funding/TTS faculty: +10%
- Establish a shared commitment to research
 - Improve industrial relations
 - Support and motivate increased activity
- Eliminate barriers to research
- Celebrate research excellence

draft plan highlights

- ◆ Teaching
 - Associate Dean, Teaching
- ◆ Outreach & Diversity
 - Expand outreach programs
 - Increase the participation of women
 - Build an inclusive atmosphere
- ◆ Entrepreneurship

draft plan highlights

◆ Internationalization

- Increase international experience opportunities for undergraduates
- Increase international research and graduate studies collaborations
- Support the ongoing development of UAE campus programs
 - Increase international student intake

draft plan highlights

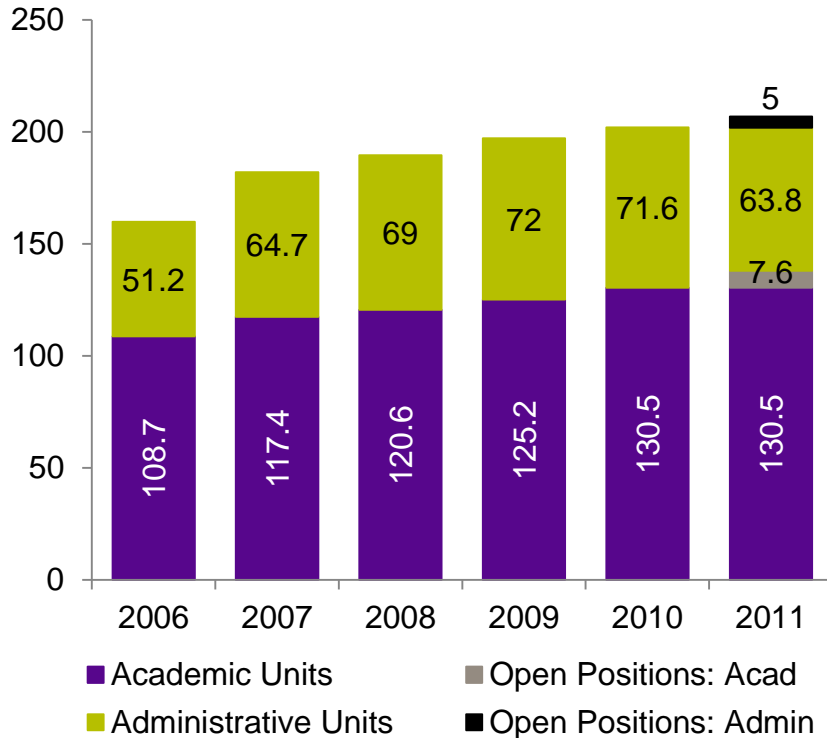
- ◆ Supporting the Plan
 - Faculty & Staff Positions
 - Budget
 - Space
 - Technology
 - Advancement

draft plan highlights

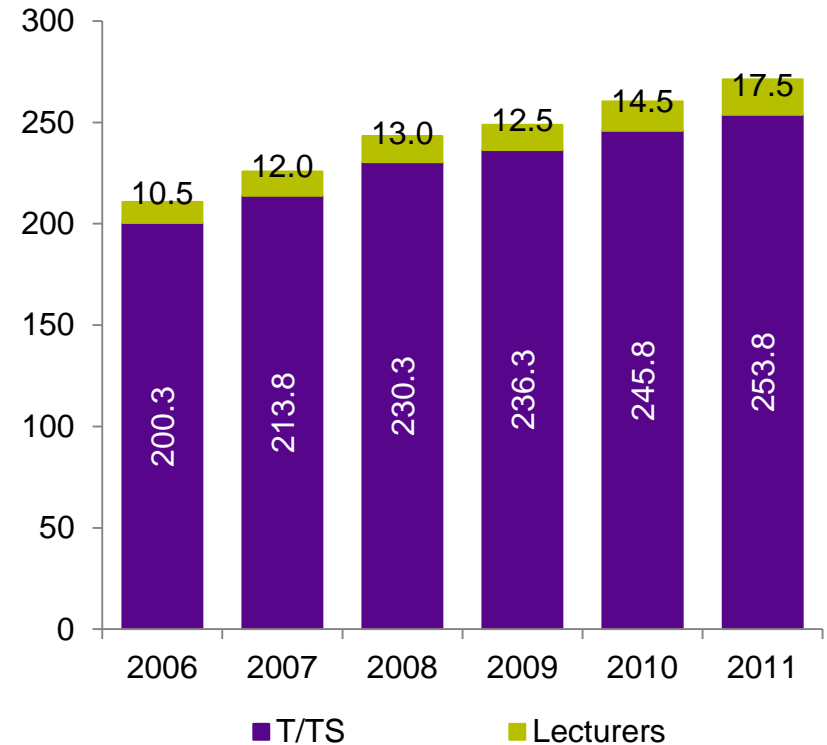


staff & faculty data

Growth in FTE Staff Over Time

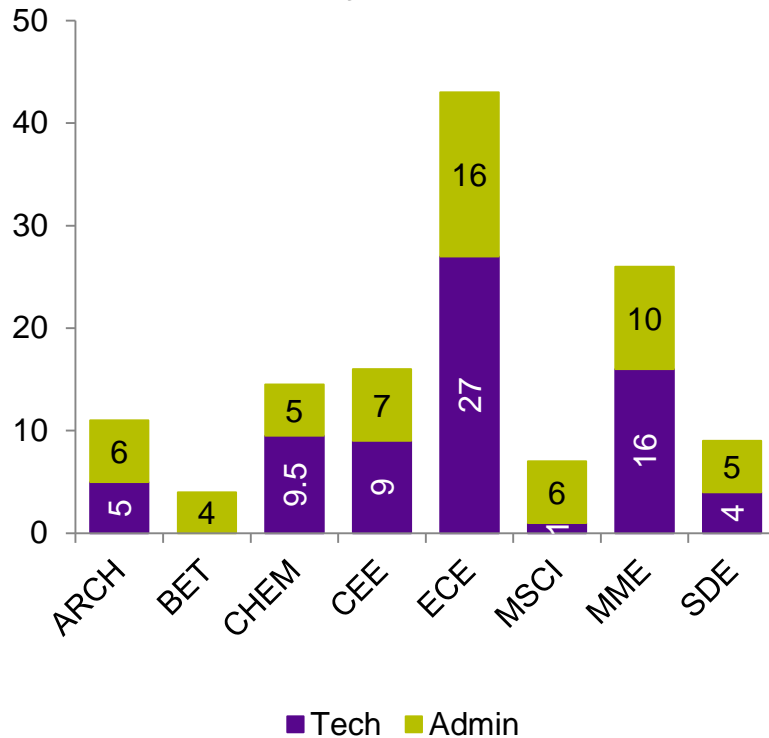


Growth in Regular Faculty Over Time

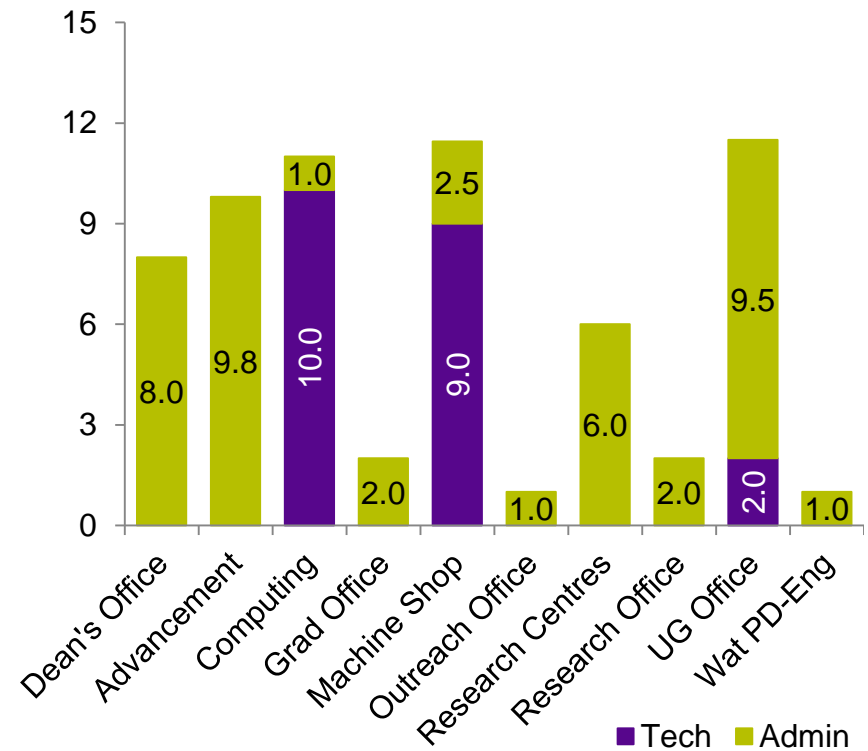


staff & faculty data

FTE Staff in Academic Units,
May 1, 2011

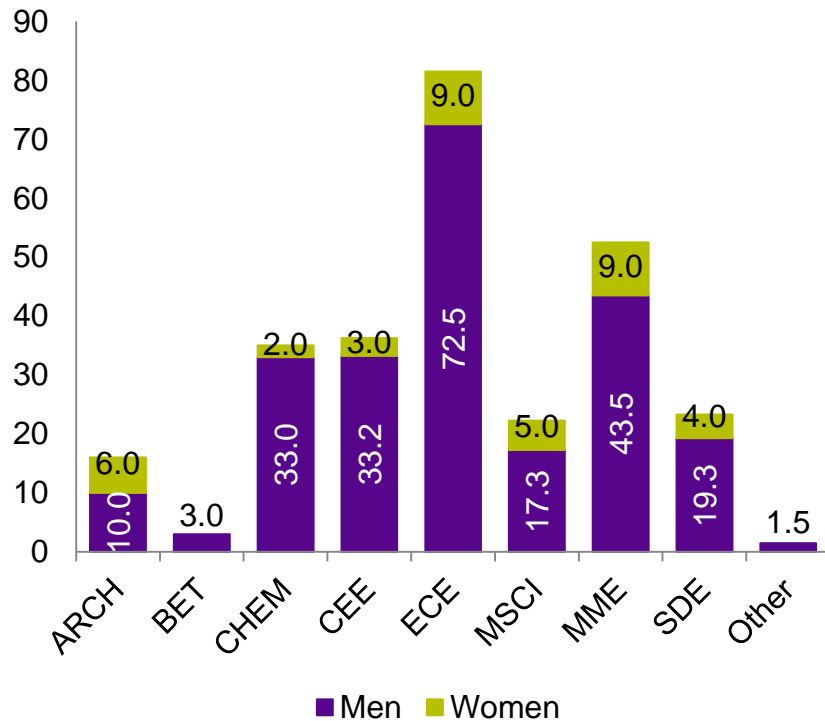


FTE Staff in Administrative Units,
May 1, 2011

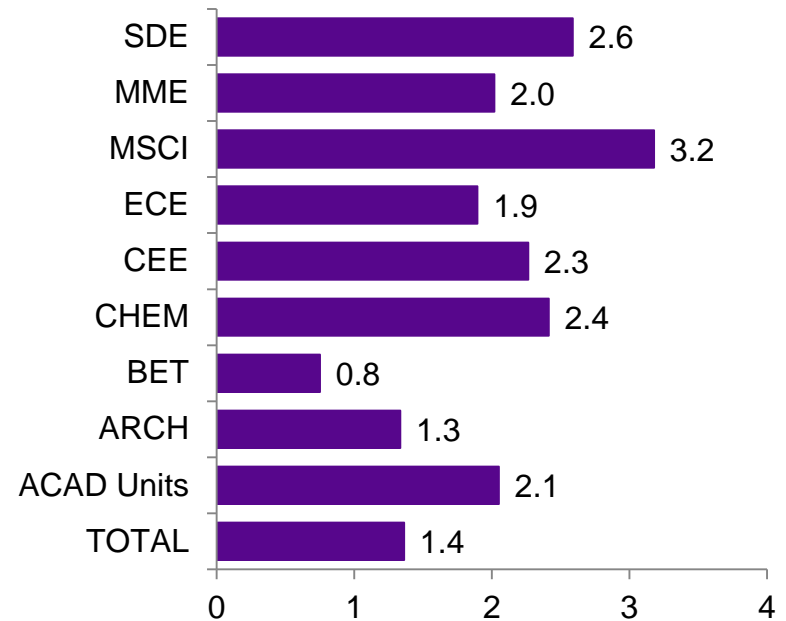


staff & faculty data

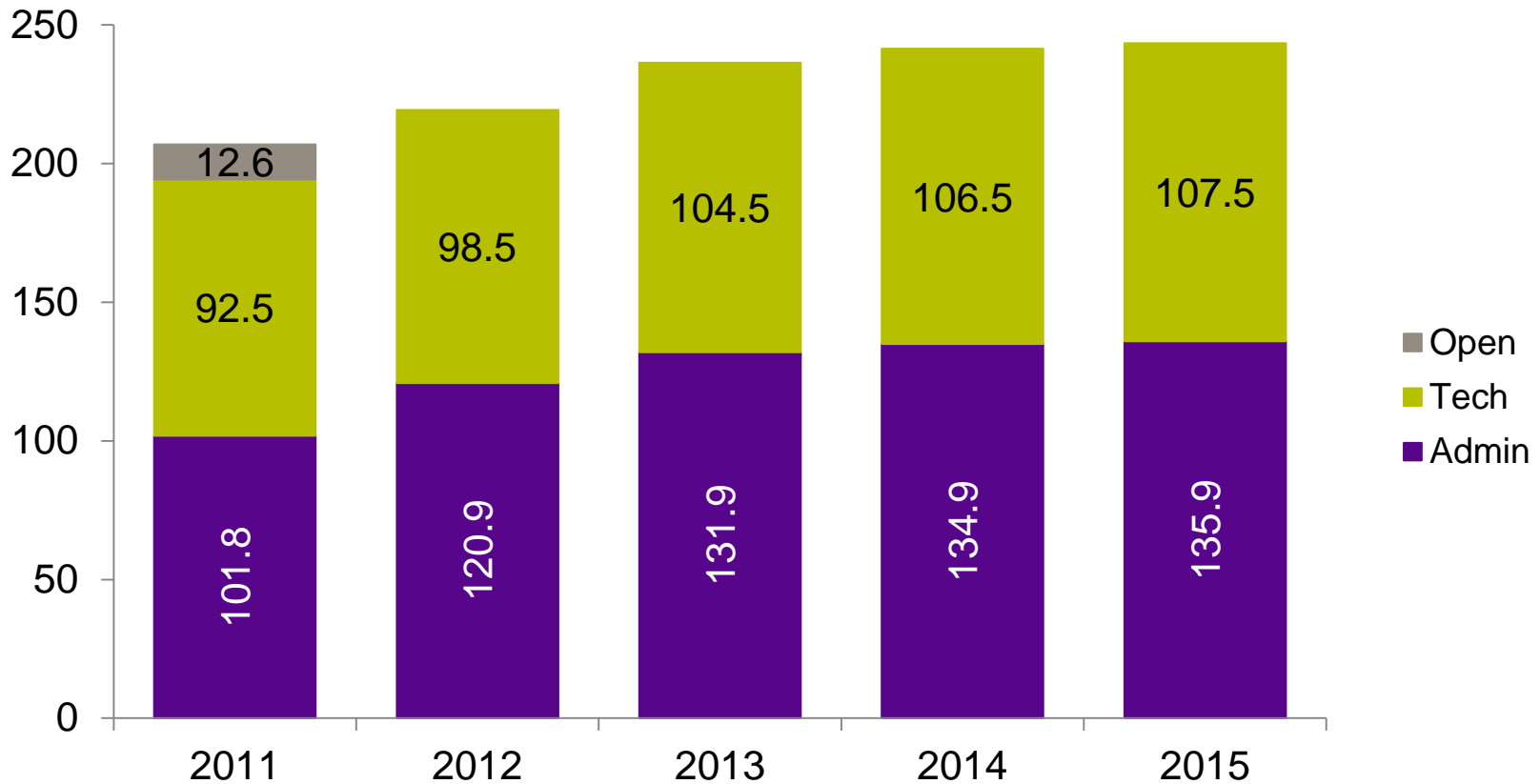
Regular Faculty, May 1, 2011



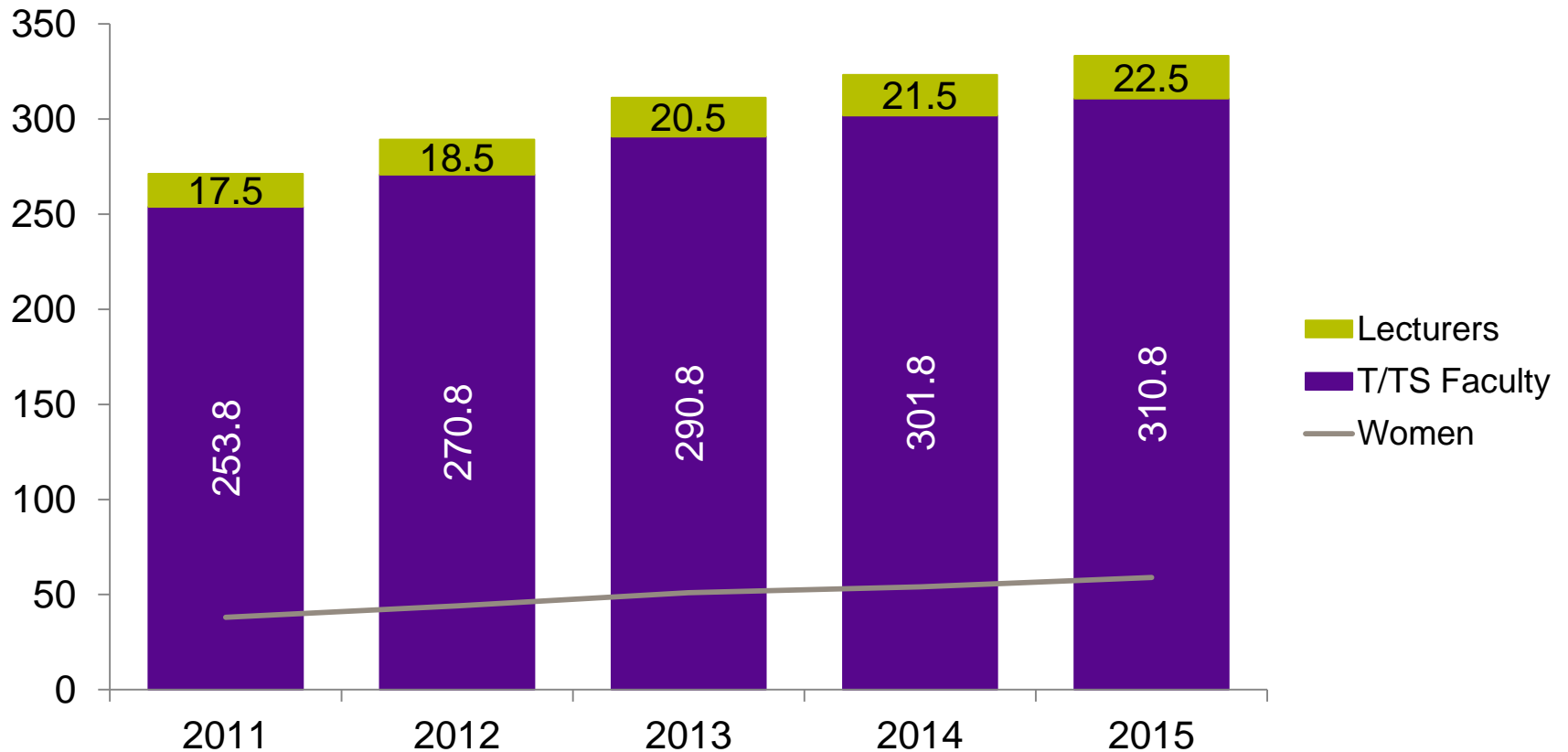
Faculty to Staff Ratio, May 1, 2011



staff targets



faculty targets



staff & faculty objectives

Establish a Culture of Service Excellence

- ◆ Provide staff development opportunities related to client service
- ◆ Recognize and reward excellence in client service
- ◆ Share best practices in client service among the faculty's various units

staff & faculty objectives

Improve Internal Communications

- ◆ Establish an internal communications framework and tools to best meet faculty and staff needs

staff & faculty objectives

Recognize and Promote Faculty and Staff Excellence

- ◆ Increase nominations to internal and external awards and honours
- ◆ Establish additional awards within Waterloo Engineering

staff & faculty objectives

Support the Career-Long Development of Faculty and Staff

- ◆ Identify and promote development opportunities for faculty and staff
- ◆ Establish a culture of mentorship
- ◆ Identify and cultivate future leaders

staff & faculty objectives

Fully Engage All Faculty Members

- ◆ Promote a holistic and integrated view of teaching and research
- ◆ Maintain the engagement and contributions of all members of our highly capable professoriate

We are confident that with the continued commitment and guidance of our senior leadership and the excellent work of all our students, faculty, staff, alumni and other community members, the Vision 2015 plan will help establish Waterloo Engineering as a truly world-class school of engineering.

Questions & Feedback

DSAC Member	Department
Matt Oliver	Architecture
Stephanie Massel	CBET
Liz Bevan	Chemical Engineering
Rina Salazar	Civil & Environmental Engineering
Carmen Caradima	Electrical & Computer Engineering
Stephen Sempson	Engineering Computing
Anca Constantinescu	Engineering Dean's Office
Robert Kraemer	Engineering Machine Shop
Phil Bezaire	Engineering Undergraduate Office
Bev Rodgers	Management Sciences
Robert Wagner (Chair)	Mechanical & Mechatronics Engineering
Kristen Deckert (Vice Chair)	Systems Design Engineering



THANK YOU

WATERLOO
ENGINEERING

engineering.uwaterloo.ca