University of Waterloo
SENATE
Notice of Orientation Session / Meeting

Monday, September 20, 2010
Needles Hall, Room 3001

Orientation Session for ‘New’ Senators – 3:00 p.m. (all senators are welcome to attend)
Meeting – 4:00 p.m.

OPEN SESSION

4:00 Consent Agenda

Motion: That Senate approve or receive for information by consent items 1-4 below.

1. Approval of the June 21, 2010 Minutes [enclosed] Decision

2. Report of the Chair
   a. Recognition and Commendation 2, A1 Information
   b. Tenure and Promotion of Faculty Members 2, A2 Information

3. Reports from the Faculties and St. Jerome’s University 2, A3-A42 Information

4. Other Business
   a. Undergraduate Council Appointment 2, A43 Decision

Regular Agenda

4:05 5. Business Arising from the Minutes

4:10 6. UAE Campus Update 2 Information

4:20 7. Report of the Chair
   a. Honorary Degrees at Fall Convocation 2 Information
   b. Environmental Scan 2 Information

4:30 8. Report of the Vice-President, Academic & Provost 2 Information

4:50 9. Report of the Vice-President, External Relations 2, A44 Information

5:00 10. Report of the Vice-President, University Research 2 Information

11. Reports from Councils
   a. Graduate & Research 2, A45 Information
   b. Undergraduate 2, A46-A59 Decision / Information

12. Other Business
   a. Review of 4:00 p.m. Start-time 2, A60 Decision

CONFIDENTIAL SESSION

5:30 13. Approval of the June 21, 2010 Minutes [enclosed] Decision

Lois Claxton
September 10, 2010
Secretary of the University

Agenda / minutes posted to the Secretariat website: www.adm.uwaterloo.ca/infosec/governance/senate.htm
The Executive Committee met on September 7, 2010 and wishes to report as follows:

OPEN SESSION

Consent Agenda

2. REPORT OF THE CHAIR
Recognition and Commendation. The committee agreed to forward this report to Senate for information.

Tenure and Promotion of Faculty Members. The committee agreed to forward this report to Senate for information.

3. REPORTS FROM THE FACULTIES AND ST. JEROME’S UNIVERSITY
The committee agreed to forward these reports to Senate for information.

4. OTHER BUSINESS
Undergraduate Council Appointment. The committee agreed to recommend this appointment to Senate for approval.

Regular Agenda

6. UAE CAMPUS UPDATE
The provost will report as appropriate.

7. REPORT OF THE CHAIR
The chair will provide a brief “Environmental Scan.” Names of recipients of honorary degrees and other honours, to be conferred at fall convocation, will be announced.

8. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST
The vice-president will report as appropriate.

9. REPORT OF THE VICE-PRESIDENT, EXTERNAL RELATIONS
The vice-president will report as appropriate.

10. REPORT OF THE VICE-PRESIDENT, UNIVERSITY RESEARCH
The vice-president will report as appropriate.

11. REPORTS FROM COUNCILS
Graduate & Research. The committee agreed to forward this report to Senate for information.

Undergraduate. The committee agreed to forward this report to Senate for approval and information as indicated.

12. OTHER BUSINESS
Review of 4:00 p.m. Start-time. The committee agreed to recommend that Senate continue to commence its meetings at 4:00 p.m.
FOR INFORMATION

Recognition and Commendation

“For research excellence and service to the research community,” David Clausi, systems design engineering professor, has been given this year’s award from the Canadian Image Processing and Pattern Recognition Society. It was presented at the annual Canadian Conference on Computer and Robot Vision held in Ottawa in June.

Four engineering professors have been honoured as Fellows of the Canadian Academy of Engineering. Raafat Mansour, electrical & computer engineering; Mike Worswick, mechanical & mechatronics engineering; Allan Plumtree, distinguished professor emeritus, mechanical & mechatronics engineering; and Peter Silveston, distinguished professor emeritus, chemical engineering, were among the 48 new fellows inducted on June 4.

Janusz Pawliszyn, chemistry professor, was presented with the PerkinElmer, Inc. 2010 Marcel Golay award in June “for a lifetime of achievement in capillary chromatography, most notably his development of solid phase microextraction,” says the company’s news release. “The award was instituted in honor of Marcel Jules Eduard Golay, the inventor of capillary columns. Dr. Golay, one of the pioneers of gas chromatography, introduced the theory of dispersion in open tubular columns (capillary columns) and demonstrated their efficacy at the second International Symposium on Gas Chromatography in 1958.”

The Toronto architecture firm Lateral Office has won the $50,000 Professional Prix de Rome in Architecture for 2010. The firm’s founding partners are Lola Sheppard, professor of architecture, and Mason White. Sheppard is the fourth Waterloo architecture faculty member to win this prestigious prize – Dereck Revington, Philip Beesley and John McMinn are previous winners. Administered by the Canada Council for the Arts, this award recognizes excellent achievement in Canadian architectural practice. “Sheppard and Mason will use the prize funds to travel to the Arctic to pursue their research proposal entitled Emergent North. The travel research continues an ongoing investigation and documentation of cold-climate settlement forms, issues, and vernacular innovations in the Circumpolar region.

Leonardo Simon, chemical engineering professor and member of the Waterloo Institute of Nanotechnology, was one of the guests of honour at a Toronto luncheon in July as the annual “Top 40 Under 40” winners were celebrated. A proud announcement from WIN says Simon “won the prestigious honour for excellence in research, most notably his leadership of the Ontario BioCar Initiative. BioCar is a joint venture between Ford Canada and the Universities of Waterloo, Guelph, Windsor, and Toronto. For his part, Dr. Simon obtains waste fibres from the agricultural industry, like wheat or straw, and chemically modifies these at the nano-scale to obtain new functionality. These modified fibres are then transformed into composites. Ford uses these composites in the Flex, its sport utility vehicle.” Each year, Canada’s Top 40 Under 40, an annual awards event organized by executive search firm The Caldwell Partners International, celebrates “exceptional Canadians under the age of 40, who are outstanding leaders in their chosen fields, and who are shaping the country’s future.”

Waterloo’s Alternative Fuels Team won the Best Mechanical Integration award and the National Science Foundation Outstanding Long Term Faculty Advisor award in the recent EcoCAR Challenge held in San Diego. The team is supervised by professors Roydon Fraser, mechanical & mechatronics engineering, and Mike Fowler, chemical engineering. This three-year collegiate advanced vehicle technology engineering competition, established by the U.S. Department of Energy and General Motors, “challenges university engineering students from across North America to reengineer a GM-donated vehicle to minimize the vehicle’s fuel consumption and emissions, while maintaining its utility, safety and performance.”
TENURE & PROMOTION OF FACULTY MEMBERS

The 2009/10 tenure and promotion cycle carried out under Policy 77 has resulted in the following individuals being awarded tenure and/or promoted, effective July 1, 2010.

Awarded Tenure and Promoted to Associate Professor
Dayan Ban, Electrical & Computer Engineering
Kostadinka Bizheva, Physics & Astronomy
Dong Eui Chang, Applied Mathematics
Martin Cooke, Sociology
Barbara Csima, Pure Mathematics
Cécile Devaud, Mechanical & Mechatronics Engineering
Clark Dickerson, Kinesiology
Weizhen Dong, Sociology
Joseph Emerson, Applied Mathematics
William Epling, Chemical Engineering
Andrew Faulkner, Classical Studies
Gráinne Fitzsimons, Psychology
Ori Friedman, Psychology
Jonathan Fugelsang, Psychology
Peter Hall, Kinesiology
Urs Hengartner, David R. Cheriton School of Computer Science
Aaron Kay, Psychology
Debbie Leung, Combinatorics & Optimization
John Lewis, School of Planning
Hamed Majedi, Electrical & Computer Engineering
Mungo Marsden, Biology
William Melek, Mechanical & Mechatronics Engineering
Ruxandra Moraru, Pure Mathematics
Maren Oelbermann, Environment & Resource Studies
Dawn Parker, School of Planning
Carolyn Ren, Mechanical & Mechatronics Engineering
Heather Smyth, English Language & Literature
Ken Stark, Kinesiology
Ladan Tahvildari, Electrical & Computer Engineering
Steven Weinstein, Philosophy

Awarded Tenure
Susan Arai, Recreation & Leisure Studies
Suzanne Tyas, Health Studies & Gerontology

Promoted to Professor
Otman Basir, Electrical & Computer Engineering
Gerard Boychuk, Political Science
Giovanni Cascante, Civil & Environmental Engineering
David Clausi, Systems Design Engineering
Eric Croiset, Chemical Engineering
Ehab El-Saadany, Electrical & Computer Engineering
Paul Fieguth, Systems Design Engineering
Bruce Hellina, Civil & Environmental Engineering
Marios Ioannidis, Chemical Engineering
Elizabeth Irving, Optometry
Richard Kelly, Geography & Environmental Management
Susan Leat, Optometry
Jonathan Li, Geography & Environmental Management
Paul McDonald, Health Studies & Gerontology
Christine Moresoli, Chemical Engineering
Christine Purdon, Psychology
James Rush, Kinesiology
Stefan Steiner, Statistics & Actuarial Science
Scott Taylor, Chemistry
Grace Yi, Statistics & Actuarial Science
UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF APPLIED HEALTH SCIENCES TO SENATE
Monday, September 20, 2010

For Information:

A. APPOINTMENTS

Probationary Term Reappointment


New Definite Term

BASKERVILLE, Bruce, Research Associate Professor, Department of Health Studies and Gerontology, September 7, 2010 – August 31, 2013.

ELGAMAL, Safa, Research Assistant Professor, Department of Kinesiology, July 1, 2010 – June 30, 2011.

YESSIS, Jennifer, Research Assistant Professor, Department of Health Studies and Gerontology, September 13, 2010 – August 12, 2013.

Definite Term – Reappointment


Visiting Appointments


Adjunct Appointments

Instructor

SMITH, Alison, Lecturer, Department of Recreation and Leisure Studies, January 1, 2011 – April 30, 2011.

Research and Graduate Committee Membership

BEDARD, Michel, Professor, Department of Health Studies and Gerontology, July 1, 2010 – June 30, 2013.

DURKIN, Jennifer, Assistant Professor, Department of Kinesiology, September 1, 2010 – June 30, 2011.

STICH, Christine, Assistant Professor, Department of Health Studies and Gerontology, September 1, 2010 – August 31, 2013.

Other

PASUT, George, Professor, Department of Health Studies and Gerontology, May 1, 2010 – April 30, 2013.
Adjunct Reappointments

Instructor

BURNS, Robert, Lecturer, Department of Kinesiology, July 1, 2010 – June 30, 2011.

S.O.S. Physiotherapy, Robert Burns, Lecturer, Department of Kinesiology, September 1, 2010 – December 31, 2010.

Research

BERG, Katherine, Associate Professor, Department of Health Studies and Gerontology, August 1, 2010 – July 31, 2013.

BEST, Allan, Professor, Department of Health Studies and Gerontology, September 1, 2010 – August 31, 2012.

BROWN, Gregory, Associate Professor, Health Studies and Gerontology, July 1, 2010 – June 30, 2013.

LEATHERDALE, Scott, Assistant Professor, Department of Health Studies and Gerontology, July 1, 2010 – June 30, 2013.

MALY, Monica, Assistant Professor, Department of Kinesiology, July 1, 2010 – June 30, 2013.

TJAM, Erin, Associate Professor, Department of Health Studies and Gerontology, July 1, 2010 – June 30, 2013.

Other

MOULE, John, Associate Professor, Department of Kinesiology, July 1, 2010 – June 30, 2013.

Cross Appointments

ELLIOTT, Susan, Professor and Dean, Department of Health Studies and Gerontology, Faculty of Applied Health Sciences to Department of Geography and Environmental Management, Faculty of Environment, July 1, 2010 – June 30, 2015.

ROJAS-FERNANDEZ, Carlos, Assistant Professor, School of Pharmacy, Faculty of Science to Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, August 1, 2010 – July 31, 2013.

Cross Reappointment

BROWN, Steve, Professor, Department of Statistics and Actuarial Science, Faculty of Mathematics, to Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, June 1, 2010 – May 31, 2013.

Change in Definite Term Appointment

RILEY, Barb, from Research Assistant Professor to Research Associate Professor, Department of Health Studies and Gerontology, Propel Centre for Population Health Impact.
Graduate Students appointed as Part-time Lecturers

BANYAI, Maria, Lecturer, Department of Recreation and Leisure Studies, May 1, 2010 – August 31, 2010 and January 1, 2011 – April 30, 2011.

BLACKLOCK, Jaclyn, Lecturer, Department of Recreation and Leisure Studies, September 1, 2010 – December 31, 2010.

BRAYHAM, Angela, Lecturer, Department of Recreation and Leisure Studies, May 1, 2010 – August 31, 2010.

CHAPESKIE, Amy, Lecturer, Department of Recreation and Leisure Studies, January 1, 2011 – April 30, 2011.

GARRICK, Arlene, Lecturer, Department of Recreation and Leisure Studies, May 1, 2010 – August 31, 2010.

JOHNSON, Amanda, Lecturer, Department of Recreation and Leisure Studies, September 1, 2010 – December 31, 2010.

LEE, Anne, Lecturer, Department of Recreation and Leisure Studies, January 1, 2011 – April 30, 2011.

McALLISTER ARTHURS, Christina, Lecturer, Department of Recreation and Leisure Studies, May 1, 2010 – August 31, 2010.

RATTAN, Jasveen, Lecturer, Department of Recreation and Leisure Studies, January 1, 2011 – April 30, 2011.

Graduate Students reappointed as Part-time Lecturers

RAFFERTY, Zara, Lecturer, Department of Recreation and Leisure Studies, September 1, 2010 – December 31, 2010.

B. ADMINISTRATIVE APPOINTMENTS

McCOLL, Stephen, Associate Chair, Graduate Studies, Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, January 1, 2011 – June 30, 2012.

C. RETIREMENTS

RYMAN, Rhonda, Associate Professor, Department of Recreation and Leisure Studies, September 1, 2010.

Susan J. Elliott
Dean, Applied Health Sciences
UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF THE FACULTY OF ARTS TO SENATE
September 20, 2010

FOR INFORMATION

A. APPOINTMENTS

Tenured Appointments
LIBBY, Theresa (B.Comm [Hons] University of Windsor 1986, PhD University of Waterloo 1996), School of Accounting and Finance. Theresa joined the School of Accounting and Finance as a Professor on July 1, 2010. Her behavioral research has been published in The Accounting Review, Contemporary Accounting Research, Accounting, Organizations and Society, Journal of Management Accounting Research, Journal of Business Ethics, and Issues in Accounting Education. She is currently the editor of Behavioral Research in Accounting and has been a member of SSHRC Adjudication Committee 22. Her teaching interests are in managerial accounting. Theresa will contribute to the expansion plans of the School of Accounting and Finance by strengthening teaching and research in our managerial accounting area.

Probationary Term Reappointments
ANDERSON, Britt, Assistant Professor, Department of Psychology, July 1, 2010 to June 30, 2013.

BOIDO, Mario, Assistant Professor, Department of Spanish & Latin American Studies, July 1, 2010 to June 30, 2013.

COLLINS, Karen, Assistant Professor, Department of Drama and Speech Communication, July 1, 2010 to June 30, 2013.

DOYLE, Matthew, Assistant Professor, Department of Economics, July 1, 2010 to June 30, 2013.

KELLY, Khim, Assistant Professor, School of Accounting and Finance, July 1, 2011 to June 30, 2014.

KROEKER, Greta, Assistant Professor, Department of History, July 1, 2010 to June 30, 2013.

LLUIS, Stephanie, Assistant Professor, Department of Economics, July 1, 2010 to June 30, 2013.

NILSEN, Elizabeth, Assistant Professor, Department of Psychology, July 1, 2010 to June 30, 2013.

NIMUBONA, Alain-Desire, Assistant Professor, Department of Economics, July 1, 2010 to June 30, 2013.

PACKALEN, Mikko, Assistant Professor, Department of Economics, July 1, 2010 to June 30, 2013.

REHMAN, Uzma, Assistant Professor, Department of Psychology, July 1, 2010 to June 30, 2013.

ROBERTS, Julia, Assistant Professor, Department of History, July 1, 2010 to June 30, 2013.

TIERNEY-HYNES, Rebecca, Assistant Professor, Department of English Language & Literature, July 1, 2010 to June 30, 2013.

VANCE, Tom, Assistant Professor, School of Accounting and Finance, July 1, 2010 to June 30, 2013.
XU, Dinghai, Assistant Professor, Department of Economics, July 1, 2010 to June 30, 2013.

**Definite Term Appointments**

DUSAILLANT- FERNANDES, Valerie, Lecturer, Department of French Studies, September 1, 2010 to August 31, 2011.

LEPAGE, Elise, Lecturer, Department of French Studies, September 1, 2010 to August 31, 2011.

SORGE, Antonio, Assistant Professor, Department of Anthropology, August 1, 2010 to July 31, 2012.

VIDEKANIC, Bojana, Lecturer, Department of Fine Arts, July 1, 2010 to June 30, 2011.

**Visiting Appointments**

MACDONALD, Christy, Visiting Assistant Professor, School of Accounting and Finance, May 1, 2010 to April 30, 2011.

**Adjunct Appointments - Instruction**

ELLISON, Jenny, Lecturer, Women’s Studies, September 1, 2010 to December 31, 2010.

FEUER, Menachem, Lecturer, Department of Religious Studies, September 1, 2010 to December 31, 2010.

HANSEN, Phil, Lecturer, Department of Drama and Speech Communication, September 1, 2010 to December 31, 2010.

KERFOOT, Alicia, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

KOROVKIN, Tanya (Professor Emerita), Professor, Department of Political Science, September 1, 2010 to December 31, 2010.

MAART, Rozena, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

MORTON, Janet, Lecturer, Department of Fine Arts, September 1, 2010 to December 31, 2010.

NEEDHAM, Brent, Lecturer, Department of Political Science, September 1, 2010 to December 31, 2010.

RAINVILLE, Janelle, Lecturer, Department of Drama and Speech Communication, September 1, 2010 to December 31, 2010.

REWERS, Mario, Lecturer, Department of Germanic and Slavic Studies, September 1, 2010 to April 30, 2011.

ROTH, Wendy, Lecturer, Department of Economics, September 1, 2010 to December 31, 2010.

SETH, Amit, Lecturer, School of Accounting and Finance, September 1, 2010 to December 31, 2010.
WILSON, Lee, Lecturer, Department of Drama and Speech Communication, September 1, 2010 to December 31, 2010.

Adjunct Appointments - Graduate Supervision
BEHARRY, Edward, Lecturer, Department of Psychology, May 1, 2010 to August 31, 2010.
DEL ROSARIO, Kerris, Lecturer, Department of Psychology, May 1, 2010 to August 31, 2010.

Adjunct Appointments - Miscellaneous (research, consultations, etc.)
DRUMMOND, Glen, Lecturer, Department of Drama and Speech Communication (Stratford), January 1, 2011 to April 30, 2011.

KUMAR, Ramesh (Professor Emeritus), Professor, Department of Economics, September 1, 2010 to August 31, 2012.
SIDHU, Gurpreet, Lecturer, Department of Psychology, September 1, 2010 to August 31, 2011.
ZAMMIT, Lynn, Lecturer, Department of Drama and Speech Communication (Stratford), September 1, 2010 to December 31, 2010.

Adjunct Reappointments - Instruction
AFROS, Elena, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.
ARORA, Harp, Lecturer, Department of Economics, September 1, 2010 to December 31, 2010.
BALLARD, Sarah, Lecturer, Department of Drama and Speech Communication, September 1, 2010 to December 31, 2010.
BATEMAN, David, Lecturer, School of Accounting and Finance, May 1, 2010 to August 31, 2010.
BENNETT, Stephen, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.
BLOEMHOF, Barbara, Lecturer, Department of Economics, September 1, 2010 to December 31, 2010.
BORONKA, Irina, Lecturer, Department of Germanic and Slavic Studies, September 1, 2010 to December 31, 2010.
BUMGARDNER, Justin, Assistant Professor, Department of Political Science, September 1, 2010 to December 31, 2010.
CALDERON-CALLEJAS, Betty, Lecturer, Department of Spanish and Latin American Studies, September 1, 2010 to December 31, 2010.
CHEUNG, Tiki, Lecturer, School of Accounting and Finance, September 1, 2010 to December 31, 2010.
CLARK, Gregory, Lecturer, School of Accounting and Finance, September 1, 2010 to December 31, 2010.
COCHRANE, Andrew, Lecturer, School of Accounting and Finance, September 1, 2010 to December 31, 2010.

CORRIGAN, Alan, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

DAVIDSON, Tina, Lecturer, Women’s Studies, September 1, 2010 to December 31, 2010.

DEMAN, Jonathon, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

DESROCHES, Fred, Professor, Department of Sociology and Legal Studies, September 1, 2010 to December 31, 2010.

DIGNAN, Paul, Lecturer, Department of Fine Arts, September 1, 2010 to December 31, 2010.

DONOVAN, Anne-Marie, Lecturer, Department of Drama and Speech Communication, September 1, 2010 to December 31, 2010.

FATIMA, Nafeez, Lecturer, Department of Economics, September 1, 2010 to December 31, 2010.

FLERAS, Augie, Professor, Department of Sociology and Legal Studies, September 1, 2010 to December 31, 2010.

GINGRICH, Nadine, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

GRENZER, Elke, Lecturer, Department of Sociology and Legal Studies, September 1, 2010 to December 31, 2010.

GULEWITSCH, Victor, Lecturer, Department of Anthropology, September 1, 2010 to December 31, 2010.

HANNAN, Usman, Lecturer, Department of Economics, September 1, 2010 to December 31, 2010.

HARTLING, Shannon, Lecturer, Departments of Drama and Speech Communication and English Language and Literature, September 1, 2010 to December 31, 2010.

HASTEDT, Slawomira, Lecturer, Department of Spanish and Latin American Studies, September 1, 2010 to December 31, 2010.

HILL, Heather, Lecturer, Department of Drama and Speech Communication, September 1, 2010 to December 31, 2010.

HOOD, Kevin, Lecturer, Department of Economics, May 1, 2010 to December 31, 2010.

JACOB, Joanna, Lecturer, Department of Sociology and Legal Studies, September 1, 2010 to December 31, 2010.

KHIMJEE, Husein, Assistant Professor, Department of Religious Studies, September 1, 2010 to December 31, 2010.
KRELLER, Paul, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

LAM, Ibis, Lecturer, Department of Spanish and Latin American Studies, September 1, 2010 to December 31, 2010.

LANE, Christopher, Assistant Professor, Department of Psychology, September 1, 2010 to August 31, 2011.

LANGILL, Judy, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

LIFSHITZ, Osnat, Lecturer, Department of Economics, September 1, 2010 to December 31, 2010.

MACDONALD, Christy, Assistant Professor, School of Accounting and Finance, September 1, 2010 to December 31, 2010.

MACNAUGHTON, William, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

MAES, Nick, Assistant Professor, Department of Classical Studies, September 1, 2010 to December 31, 2010.

MAITRA, Srabani, Lecturer, Women’s Studies, September 1, 2010 to December 31, 2010.

MATTE, Nicholas, Lecturer, Women’s Studies, September 1, 2010 to December 31, 2010.

MCARTHUR, Kathryn, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

MCCAULEY, Eva, Lecturer, Department of Fine Arts, September 1, 2010 to December 31, 2010.

MCCLINCHEY, Barry, Associate Professor, Department of Sociology and Legal Studies, September 1, 2010 to June 30, 2011.

MOCK, Steven J., Assistant Professor, Department of Political Science, September 1, 2010 to December 31, 2010.

MOTA, Fatima, Lecturer, Department of Spanish and Latin American Studies, September 1, 2010 to December 31, 2010.

NARVESON, Jan (Distinguished Professor Emeritus), Professor, Department of Political Science, September 1, 2010 to December 31, 2010.

NUNEZ, Camelia, Lecturer, Department of Spanish and Latin American Studies, September 1, 2010 to December 31, 2010.

PORTER, Robert (Professor Emeritus), Assistant Professor, Department of Classical Studies, September 1, 2010 to December 31, 2010.

RAHMAN, Fiona, Lecturer, Department of Economics, September 1, 2010 to December 31, 2010.
RAYMOND, Mark, Lecturer, Department of Political Science, September 1, 2010 to December 31, 2010.

RYAN, Robert, (Professor Emeritus), Associate Professor, September 1, 2010 to December 31, 2010.

SADLER, Pamela, Assistant Professor, Department of Psychology, September 1, 2010 to August 31, 2011.

SMITH, Larry, Associate Professor, Department of Economics, September 1, 2010 to December 31, 2010.

SMYTH, Jacqui, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

THARMALINGAM, Pirapa, Lecturer, Department of Economics, September 1, 2010 to December 31, 2010.

TRIMARCHI, Angela, Lecturer, Department of Economics, September 1, 2010 to December 31, 2010.

VAN DOLDEREN, Henrietta, Lecturer, Department of Germanic and Slavic Studies, September 1, 2010 to December 31, 2010.

WHYTE, Sarah, Lecturer, Department of English Language and Literature, September 1, 2010 to December 31, 2010.

WILLIAMS, Robert (Professor Emeritus), Associate Professor, Department of Political Science, September 1, 2010 to December 31, 2010.

YOSHIDA, Emiko, Lecturer, Department of Psychology, September 1, 2010 to December 31, 2010.

Adjunct Reappointments - Graduate Supervision
BEHARRY, Edward, Lecturer, Department of Psychology, September 1, 2010 to August 31, 2011.

BEHARRY, Pamela, Assistant Professor, Department of Psychology, May 1, 2010 to August 31, 2011.

DEL ROSARIO, Kerris, Lecturer, Department of Psychology, September 1, 2010 to August 31, 2011.

DODGSON, Philip, Assistant Professor, Department of Psychology, September 1, 2010 to August 31, 2011.

EULETTE, Lynette, Lecturer, Department of Psychology, May 1, 2010 to August 31, 2010.

POPHAM LANE, Coralee, Lecturer, Department of Psychology, May 1, 2010 to August 31, 2010.

Adjunct Reappointments - Miscellaneous (research, consultations, etc.)
BARLOW-BUSCH, Robert, Lecturer, Department of Drama and Speech Communication (Stratford), January 1, 2011 to August 31, 2011.

CONNOLLY, Mark, Lecturer, Department of Drama and Speech Communication (Stratford), January 1, 2011 to August 31, 2011.
STEFFY, Richard, Professor, Department of Psychology, September 1, 2010 to August 31, 2011.

UJIMOTO, Victor, Professor, Department of Sociology and Legal Studies, September 1, 2010 to August 31, 2013.

**Staff Appointments to Faculty**

ARMSTRONG, Marie, (Secretariat), Lecturer, Department of Political Science, September 1, 2010 to December 31, 2010.

CARSON, Linda, (Waterloo Unlimited – CKI), Lecturer, Department of Fine Arts, September 1, 2010 to December 31, 2010.

DI GRAVIO, Katrina, (Organizational and Human Development), Lecturer, Department of Psychology, September 1, 2010 to August 31, 2011.

HAYDEN, Jayne, (Co-op Education and Career Services), Lecturer, Faculty of Arts, September 1, 2010 to April 30, 2011.

**Graduate Students Appointed as Part-Time Lecturers**

ENTEZARKHEIR, Mahdiyeh, Department of Economics, September 1, 2010 to December 31, 2010.

MOORLAG, Elin, Department of Sociology and Legal Studies, September 1, 2010 to December 31, 2010.

PITBLADO, Michael, Department of History, September 1, 2010 to December 31, 2010.

PULIS, Jessica, Department of Sociology and Legal Studies, September 1, 2010 to December 31, 2010.

SICA, Emanuele, Department of History, September 1, 2010 to December 31, 2010.

SVENSON, Stephen, Department of Sociology and Legal Studies, September 1, 2010 to December 31, 2010.

**B. ADMINISTRATIVE APPOINTMENTS**

COLLINGTON, Tara, Associate Dean (Acting), Graduate Studies and Research, Faculty of Arts, April 1, 2010 to May 31, 2010.

DONG, Weizhen, Associate Chair, Undergraduate Studies (Sociology), Department of Sociology and Legal Studies, July 1, 2010 to June 30, 2011.

HELMES-HAYES, Richard, Interim Chair, Department of Sociology and Legal Studies, July 1, 2010 to June 30, 2011.

KIRTON, Doug, Associate Chair, Undergraduate Studies, Department of Fine Arts, August 1, 2010 to December 31, 2010.

LEONI, Monica, Interim Chair, Department of Spanish and Latin American Studies, January 1, 2010 to December 31, 2010.
MALLECK, Geoff, Director of the Global Engagement Specialization, September 1, 2010 to August 31, 2013.

MCLINCHEY, C. Barry, Associate Chair, Undergraduate Studies (Legal Studies), Department of Sociology and Legal Studies, July 1, 2010 to June 30, 2011.

MUIRHEAD, Bruce, Interim Chair, Department of Drama and Speech Communication, August 1, 2010 to September 30, 2010.

PORRECA, David, Associate Chair, Graduate Studies, Department of Classical Studies, September 1, 2010 to August 31, 2011.

ADMINISTRATIVE REAPPOINTMENTS

BARNETT, James, Director, School of Accounting and Finance, August 1, 2010 to July 31, 2014.

CHESNEY, William, Associate Dean, Undergraduate Studies, Faculty of Arts, September 1, 2010 to August 31, 2013.

OREND, Brian, Director of International Studies, Faculty of Arts, January 1, 2011 to December 31, 2013.

RYAN, Robert, International Exchange Officer, July 1, 2010 to June 30, 2011.

CHANGE IN DATES OF ADMINISTRATIVE APPOINTMENTS

COUTU, Joan, Associate Chair, Undergraduate Studies, Department of Fine Arts, from July 1, 2008 to June 30, 2011 to July 1, 2008 to July 31, 2010.

SILLATO, Maria del Carmen, Chair, Spanish and Latin American Studies, from May 1, 2008 to April 30, 2011 to May 1, 2008 to December 31, 2009 and January 1, 2011 to April 30, 2011.

DENTON, Diana, Director of Communication, Leadership and Social Innovation, Department of Drama and Speech Communication, from July 1, 2008 to June 30, 2011 to July 1, 2008 to August 31, 2010.

HAUCK, Gerhard, Chair, Department of Drama and Speech Communication, from July 1, 2010 to June 30, 2013 to July 1, 2010 to July 31, 2010.

OREND, Brian, Director of Global Engagement Specialization, from September 1, 2008 to August 31, 2011 to September 1, 2008 to August 31, 2010.

PARÉ, François, Chair, Department of French Studies, from January 1, 2010 to December 31, 2010 to January 1, 2010 to August 31, 2010.

CANCELLATION OF ADMINISTRATIVE APPOINTMENTS

WARRINER, Keith, Chair of Sociology and Legal Studies, July 1, 2010 to June 30, 2013, cancelled (reappointment originally reported to Senate in April 2010).

C. RESIGNATIONS

HAUCK, Gerhard, Associate Professor, Department of Drama and Speech Communication, effective July 31, 2010.
LO, Sonny, Professor, Department of Political Science, effective December 31, 2010.

D. RETIREMENTS

BUYERS, Jane, Professor, Department of Fine Arts, effective July 1, 2010.

ENGLISH, John, Professor, Department of History, effective November 1, 2009.

HOLMES, Richard, Associate Professor, Department of Philosophy, effective January 1, 2010.

KOROVKIN, Tanya, Professor, Department of Political Science, effective September 1, 2010.

KUMAR, Ramesh, Professor, Department of Economics, effective September 1, 2010.

RUSSELL, Delbert, Professor, Department of French Studies, effective January 1, 2010.

SOCKEN, Paul, Professor, Department of French Studies, effective September 1, 2010.

WOOLSTENCROFT, Peter, Associate Professor, Department of Political Science, effective May 1, 2010.

ZELLER, Anne, Professor, Department of Anthropology, effective January 1, 2010.

E. SABBATICALS

For approval by the Board of Governors:

ANDERSON, Britt, Assistant Professor, Department of Psychology, January 1, 2011 to June 30, 2011, six months at full salary.

BROWN, Kareen, Assistant Professor, School of Accounting and Finance, January 1, 2011 to June 30, 2011, six months at full salary.

COUTU, Joan, Associate Professor, Department of Fine Arts, January 1, 2011 to June 30, 2011, six months at 85% salary.

FERNANDES, Myra, Associate Professor, Department of Psychology, January 1, 2011 to June 30, 2011, six months at 85% salary.

FONG, Geoffrey, Professor, Department of Psychology, January 1, 2011 to June 30, 2011, six months at full salary.

KROEKER, Greta, Assistant Professor, Department of History, January 1, 2011 to May 31, 2011, six months at full salary.

ROBERTS, Julia, Assistant Professor, Department of History, January 1, 2011 to June 30, 2011, six months at full salary.

SCHMENK, Barbara, Associate Professor, Department of Germanic & Slavic Studies, January 1, 2011 to June 30, 2011, twelve months at 85% salary.

SCHULZE, Mathias, Associate Professor, Department of Germanic & Slavic Studies, January 1, 2011 to December 31, 2011, six months at 85% salary.
SIEMERLING, Winfried, Professor, Department of English Language & Literature, January 1, 2011 to June 30, 2011, six months at 85% salary.

STRATOPoulos, Theophonis, Assistant Professor, School of Accounting and Finance, January 1, 2011 to June 30, 2011, six months at full salary.

VANCE, Thomas W., Assistant Professor, School of Accounting and Finance, January 1, 2011 to June 30, 2011, six months at full salary.

WARLEY, Linda, Associate Professor, Department of English Language & Literature, January 1, 2011 to June 30, 2011, six months at 85% salary.

Ken S. Coates
Dean, Faculty of Arts
A. APPOINTMENTS

Tenured

TAN, Zhongchao, Associate Professor, Department of Mechanical & Mechatronics Engineering, September 1, 2010. PhD University of Illinois, Urbana-Champaign 2004; MSc Tsinghua University, China 1999; BSc Tsinghua University 1996. Dr. Tan’s research is focused on understanding the dynamics of gasborne ultrafine particles, which is important in the design of devices for ultrafine particle filtration. Key applications include reduction of particulate emission and protection of downstream equipment for carbon dioxide capture and hydrogen purification. He also established a new research program in the development of next generation biofuel technology that would convert biomass to alkane bio-oil post without refinery processing.

Probationary Term

GOLDTHORPE, Irene, Assistant Professor, Department of Electrical & Computer Engineering, January 1, 2011 – June 30, 2014. PhD Stanford University 2009; MS Stanford University 2007; BASc University of Toronto 2004. Dr. Irene Goldthorpe is a renowned young researcher and expert in nanostructures and device-applications in key areas of electronics, opto-electronics, sensing and energy. Her expertise includes chemical synthesis and characterization of semiconductor nanowire-heterostructures, tunable light emission from quantum-confined excitons, fabrication of nanostructures for device integration. Dr. Goldthorpe has been recipient of the Stanford Graduate Fellowship (3 years) and the Intel Foundation PhD Fellowship Award. She also served as trainer of the Stanford Nanowire facility. She has published over 20 journal papers conference papers.

HANCOCK, Mark, Assistant Professor, Department of Management Sciences, August 1, 2010 – June 30, 2013. PhD University of Calgary 2010; MSc University of British Columbia 2004; BSc Simon Fraser University 2002. Mark Hancock’s research interests are in human-computer interaction, with particular interest in the design and use of digital tabletop displays. Mark will teach courses on information technology and information systems in Management Sciences graduate programs and in the Management Engineering undergraduate program.

PELLIZZONI, Rodolfo, Assistant Professor, Department of Electrical & Computer Engineering, September 1, 2010 – June 30, 2013. PhD University of Illinois at Urbana-Champaign 2010; Diploma in Ingegneria Informatica (equivalent to MA in Computer engineering) Scuola Superiore Sant’Anna Pisa, Italy 2005; Laurea in Ingegneria Informatica, Vecchio Ordinamento, summa cum laude (equivalent to BA and MA in Computer Science) University of Pisa, Pisa Italy 2004. Dr. Pellizzoni’s research focuses on the development of new hardware and software architectures for the next generation of high performance, safety-critical cyber-physical systems. His publication record includes several articles in highly selective international journals and conferences.
Probationary Term Reappointments

BORDELEAU, Anne, Assistant Professor, School of Architecture, July 1, 2010 – June 30, 2013. PhD Barlett School of Graduate Studies, University College London (United Kingdom) 2006; MArch McGill University 2002; BArch McGill University 1997; BSc Arch McGill University 1996.

DAUN, Kyle, Assistant Professor, Department of Mechanical & Mechatronics Engineering, July 1, 2011 – June 30, 2014. PhD The University of Texas at Austin 2003; MASc University of Waterloo 1999; BSc University of Manitoba 1997.

SALEHIAN, Armaghan, Assistant Professor, Department of Mechanical & Mechatronics Engineering, July 1, 2011 – June 30, 2014. PhD Virginia Polytechnic Institute and State University 2007; MS Worcester Polytechnic Institute Worcester, MA 2003; MS University of Tehran, Tehran, Iran 2000; BS Sharif University of Technology 1997.


WASLANDER, Steven, Assistant Professor, Department of Mechanical & Mechatronics Engineering, July 1, 2011 – June 30, 2014. PhD Stanford University 2007; MS Stanford University 2002; BSE Calvin College, Michigan, US 1990. As Director of the new Student Design Centre (SDC), Dr. Teerstra’s role is to foster an environment of innovation and achievement among the student teams, and to ensure that a culture of safety is established. He will act as a mentor to student teams providing support in technical and administrative areas. He will be responsible for outreach and public relations for the SDC. Dr. Teertstra has also been appointed as a part-time Lecturer in the Department of Mechanical & Mechatronics Engineering.

New Definite Term – full-time

TEERSTRA, Peter, Lecturer, Department of Mechanical & Mechantronics Engineering and Director of the Student Design Centre, Office of the Dean of Engineering, June 1, 2010 – April 30, 2012. PhD University of Waterloo 2003; MASc University of Waterloo 1992; BSE Calvin College, Michigan, US 1990.  

Definite Term – Reappointment - full-time

ANDERSON, William, Research Associate Professor, Department of Civil & Environmental Engineering, July 1, 2010 – December 31, 2012.

PELDSZUS, Sigrid, Research Assistant Professor, Department of Civil & Environmental Engineering, July 1, 2010 – December 31, 2012.
Continuing Lecturer Appointments


Visiting Appointments

**AGHAMIRI, Seyed F.**, Scholar, Department of Chemical Engineering, August 12, 2010 – May 12, 2011.

**AGHAMOHSENI, Hengameh**, Scholar, Department of Chemical Engineering, May 18, 2010 – August 31, 2010.


**BAYAT, Khadijeh**, Researcher, Department of Electrical & Computer Engineering, June 1, 2010 – August 31, 2010.


**DONG, Mianxiong**, Scholar, Department of Electrical & Computer Engineering, April 1, 2010 – March 31, 2011.


**GHELICHI, Ramin**, Researcher, Department of Mechanical & Mechatronics Engineering, October 1, 2010 – March 31, 2011.


**KERACHIAN, Reza**, Scholar, Department of Civil & Environmental Engineering, October 1, 2010 – September 30, 2011.
KONGSINLARK, Anong, Scholar, Department of Chemical Engineering, June 1, 2010 – May 31, 2011.

KHOSA, Muhammad, Scholar, Department of Chemical Engineering, April 20, 2010 – May 15, 2011.


TAI, Yongming, Scholar, Department of Management Sciences, September 1, 2010 – February 28, 2011.

TENG, Jing, Scholar, Department of Civil & Environmental Engineering, January 1, 2011 – December 31, 2011.

VAN DER WEIDE, Hans, Researcher, Department of Civil & Environmental Engineering, July 1, 2010 – August 31, 2010.

VATAJELU, Elena, Scholar, Department of Electrical & Computer Engineering, September 1, 2010 – December 1, 2010.

WANG, Jing, Scholar, Department of Chemical Engineering, September 1, 2010 – August 31, 2011.

YAN, Jian Feng, Scholar, Department of Mechanical & Mechatronics Engineering, September 1, 2010 – December 31, 2010.

ZHAO, Yan, Scholar, Department of Chemical Engineering, September 1, 2010 – August 31, 2011.

ZHU, Shaomin, Scholar, Department of Chemical Engineering, September 30, 2010 – August 31, 2011.

Visiting Reappointments

BEDAWI, Safaa, Scholar, Department of Electrical & Computer Engineering, June 1, 2010 – September 30, 2010.

BISSEGGER, Sonja, Scholar, Department of Chemical Engineering, May 1, 2010 – August 31, 2010.

Adjunct Appointments - Instruction

AL-HAMMOND, Rania, Lecturer, Department of Civil & Environmental Engineering, September 1, 2010 – December 13, 2010.

BELTRANO, Victoria, Assistant Professor, School of Architecture, October 1, 2010 – December 31, 2010.

CLEMMER, Ryan, Lecturer, Department of Mechanical & Mechatronics Engineering, September 1, 2010 – August 31, 2011.

DORAN, Kelly, Assistant Professor, School of Architecture, May 1, 2010 – August 31, 2010.

FATHOLOLOUMI, Saeed, Lecturer, Department of Electrical & Computer Engineering, May 1, 2010 – August 31, 2010.

MOSTAJERAN GOORTANI, Behnam, Lecturer, Department of Chemical Engineering, September 1, 2010 – December 31, 2010.

PRZYBYLSKI, Maya, Assistant Professor, School of Architecture, May 1, 2010 – August 31, 2010.

RENNIE, David, Lecturer, Department of Electrical & Computer Engineering, May 1, 2010 – August 31, 2010.

SUGDEN, Kevin, Assistant Professor, School of Architecture, May 1, 2010 – August 31, 2011.

YOUNIS, Rizwan, Lecturer, Department of Civil & Environmental Engineering, September 1, 2010 – December 31, 2010.

Adjunct Appointments – Research & Graduate Supervision

ANIS, Mohab, Associate Professor, Department of Electrical & Computer Engineering, May 1, 2010 – April 30, 2013.

LEMAIRE, Edward, Associate Professor, Department of Systems Design Engineering, December 1, 2009 – November 30, 2012.

SEGLENIEKS, Frank, Assistant Professor, Department of Civil & Environmental Engineering, July 1, 2010 – June 30, 2012.

UZAROWSKI, Ludomir, Lecturer, Department of Civil & Environmental Engineering, August 31, 2010 – July 31, 2012.

Adjunct Appointments – Research & Graduate Committee Membership

NINGYUAN, Li, Professor, Department of Civil & Environmental Engineering, May 1, 2010 – April 30, 2012.
Adjunct Appointments – Graduate Supervision

STRIEPE, Soeren, Associate Professor, Department of Mechanical & Mechatronics Engineering, June 1, 2010 – May 31, 2015.

Adjunct Reappointments - Instruction


BLAKE, Clifford, Lecturer, Department of Management Sciences, September 1, 2010 – December 31, 2010.

CICHY, Mark, Assistant Professor, School of Architecture, May 1, 2010 – August 31, 2010.

GRIFFITHS-FULTON, Karl, Lecturer, Department of Systems Design Engineering, September 1, 2010 – December 31, 2010.

Adjunct Reappointments – Research

KARAGIOZIS, Achilles, Professor, Department of Civil & Environmental Engineering, September 1, 2010 – August 31, 2012.

MATYAS, El, Professor, Professor Emeritus, Department of Civil & Environmental Engineering, September 1, 2010 – August 31, 2012.

QUEIROZ, Cesar, Government Researcher, Department of Civil & Environmental Engineering, May 1, 2010 – April 30, 2012.

Adjunct Reappointments – Research & Graduate Supervision

RADFORD, Darren, Professor, Department of Civil & Environmental Engineering, August 1, 2010 – July 31, 2012.

Cross Appointments

FOWLER, Michael, Associate Professor, Department of Chemical Engineering to Department of Mechanical & Mechatronics Engineering, July 1, 2010 – June 30, 2013.

GORBET, Robert, Associate Professor, Department of Electrical & Computer Engineering to Centre for Knowledge Integration, Faculty of Environment, July 1, 2010 – June 30, 2013.

HIPEL, Keith, Professor, Department of Systems Design Engineering to Department of Management Sciences, May 31, 2010 – August 31, 2015.

Cross Reappointments

ABDEL-RAHMAN, Eihab, Assistant Professor, Department of Systems Design Engineering to Department of Mechanical & Mechatronics Engineering, August 1, 2010 – July 31, 2013.
LEGGE, Raymond, Professor, Department of Chemical Engineering to Department of Civil & Environmental Engineering, September 1, 2010 – August 31, 2012.

PARKER, Wayne, Professor, Department of Civil & Environmental Engineering to Department of Chemical Engineering, September 1, 2010 – August 31, 2012.

Changes in Appointments

KWON, Hyok Ju, Probationary Term Assistant Professor, Department of Mechanical & Mechatronics Engineering, was September 1, 2008 – June 30, 2011 changed to September 1, 2008 – June 30, 2012.

LI, Yuning, Probationary Term Associate Professor, Department of Chemical Engineering, was August 1, 2010 – June 30, 2013 changed to July 5, 2010 – June 30, 2013.

OBEIDI, Amer, Definite Term Lecturer, Department of Management Sciences was January 1, 2009 – December 31, 2010 changed to July 1, 2010 – June 30, 2013.

Graduate Students appointed as Part-time Lecturers

CELEBI, Emre, Department of Management Sciences, September 1, 2010 – December 31, 2010.

EICHEL, Justin, Department of Systems Design Engineering, September 1, 2010 – December 31, 2010.

NEALE, Adam, Department of Electrical & Computer Engineering, May 1, 2010 – August 31, 2010.


B. ADMINISTRATIVE APPOINTMENTS

CAMPBELL, Scott, Director, Centre for Society, Technology and Values (CSTV), July 1, 2010 – August 31, 2011.

DUIMERING, Robert, Associate Chair, Undergraduate Studies, Department of Management Sciences, July 1, 2010 – June 30, 2012.

ELHEDHLI, Samir, Associate Chair, Graduate Studies, Department of Management Sciences, September 1, 2010 – August 31, 2011.


SAFAYENI, Frank, Interim Chair, Department of Management Sciences, July 1, 2010 – December 31, 2010.

ADMINISTRATIVE REAPPOINTMENTS

ANDERSON, William, Director of Admissions, Engineering Undergraduate Office, September 1, 2010 – August 31, 2013.

ARMITAGE, Howard, Executive Director, Centre for Business, Entrepreneurship and Technology, July 1, 2010 – December 31, 2010.

HEPPLER, Glenn, Chair, Department of Systems Design Engineering, September 1, 2010 – December 31, 2010.

MCMINN, John, Associate Director, Graduate Studies and Research, School of Architecture, September 1, 2010 – August 31, 2011.

PIGNATTI, Lorenzo, Associate Director, Rome, School of Architecture, September 1, 2010 – August 31, 2014.

SULLIVAN, Pearl, Director, Collaborative Graduate Program in Nanotechnology, July 1, 2010 – June 30, 2012.

VANPELT, Robert Jan, Associate Director, Graduate Studies and Research, School of Architecture, September 1, 2010 – August 31, 2011.

C. RESIGNATIONS


DASIEWICZ, Paul, Tenured Associate Professor, Department of Electrical & Computer Engineering, August 31, 2010.

VERA, Juan, Definite Term Assistant Professor, Department of Management Sciences, August 31, 2010.

FOR APPROVAL BY THE BOARD OF GOVERNORS

D. SABBATICAL

BHATTACHARYA, Kankar, Professor, Department of Electrical & Computer Engineering, January 1, 2011 – December 31, 2011, twelve months at 100% salary.

CHANDRASHEKAR, Naveen, Assistant Professor, Department of Mechanical & Mechatronics Engineering, November 1, 2010 – April 30, 2011, six months at 100% salary.

FOWLER, Michael, Associate Professor, Department of Chemical Engineering, January 1, 2011 – June 30, 2011, six months at 100% salary.
ERKORKMAZ, Daan, Associate Professor, Department of Mechanical & Mechatronics Engineering, January 1, 2011 – December 31, 2011, twelve months at 91.9% salary.

SALAMA, Magdy, Professor, Department of Electrical & Computer Engineering, January 1, 2011 – December 30, 2011, twelve months at 91.6% salary.

SHEN, Sherman, Professor, Department of Electrical & Computer Engineering, January 1, 2011 – December 31, 2011, twelve months at 85% salary.

SINGH, Ajit, Associate Professor, Department of Electrical & Computer Engineering, January 1, 2011 – June 30, 2011, six months at 85% salary.

WANG, Zhou, Assistant Professor, Department of Electrical & Computer Engineering, January 1, 2011 – June 30, 2011, six months at 100% salary.

ALREADY APPROVED BY THE BOARD OF GOVERNORS

BUDMAN, Hector, Professor, Department of Chemical Engineering, September 1, 2010 – August 31, 2011, twelve months at 100% salary.

Adel Sedra
Dean, Faculty of Engineering
FOR INFORMATION

A. APPOINTMENTS

Probationary Term Appointments

FLETCHER, Christopher, Assistant Professor, Department of Geography and Environmental Management, August 1, 2010 to June 30, 2013: PhD, University College London, 2005; MSc, University of Reading, 2001; BSc, University of Manchester, 2000. Dr. Fletcher’s area of expertise is in climate-modelling and cryosphere-atmosphere interactions. His initial appointment at Waterloo, as Sharcnet Chair, is to build on the department’s expertise in geomatics and the cryosphere, while complementing one of the research foci of the Interdisciplinary Centre on Climate Change.

FRAYNE, Bruce, Assistant Professor, School of Environment, Enterprise and Development-SEED, October 1, 2010 to June 30, 2014: PhD, Queen’s University, 2001; MCRP, University of Cape Town, South Africa, 1988; BA, University of Natal, South Africa, 1986. Dr. Frayne’s research focuses on sub-Saharan Africa, cities, resources and climate change. His specific focus on Southern Africa, along with strong global urban comparative elements in his current research, makes him a tremendous asset to the School’s International Development Program and the planned Master’s of Development Practice (MDP).

WEBER, Mark, Associate Professor, jointly appointed in the School of Environment, Enterprise and Development-SEED (51%) and the School of Accounting and Finance-SAF, Faculty of Arts (49%), September 1, 2010 to June 30, 2013: PhD, Kellogg School of Management, Northwestern University, 2004; MBA, Wilfrid Laurier University, 1999; MA, McGill University, 1997; BA, University of Waterloo, 1994. Dr. Weber’s strong disciplinary background in experimental psychology, supported by experience in organizational behavior and management, and his applied work in areas of negotiation, leadership, co-operation and trust will provide unique insights and support for SEED’s academic mission of business sustainable development. With responsibilities in Social Innovation Generation (SiG), Dr. Weber has the potential to link the research, teaching and outreach of SiG with other units across campus (e.g., SEED, SAF, CBET, Psychology) and to the community.

YOUNG, Steven, Associate Professor, School of Environment, Enterprise and Development-SEED, August 1, 2010 to June 30, 2013: PhD, University of Toronto, 1996; MASc, University of Toronto, 1989; BASc, University of Alberta, 1987. Dr. Young has held a definite-term appointment at Waterloo since 1997, initially (and continuing) as Director of the Environment and Business Program and, additionally, as Interim Director of SEED. He is a natural teacher with an impressive ability to engage students in a way that they can readily grasp complex topics. His unique areas of knowledge emerge from his educational background, his practice and research activities, and combine well with his passion for effective teaching, leadership and communication. He has an excellent command of corporate environmental sustainability, from a scientific and applied management perspective, and the professional experience to utilize this knowledge.

Definite Term Appointment

DIAS, Goretty, Assistant Professor, School of Environment, Enterprise and Development-SEED, September 1, 2010 to August 30, 2012: PhD, University of Guelph, 1998; BSc, University of Guelph, 1993; BA, University of Western Ontario, 1987. Dr. Dias’ areas of expertise include agriculture, bioenergy and bio economy, greenhouse gases, life cycle assessment and renewable
energy systems. She will lead instruction on fourth-year project courses for Environment and Business students and will be instrumental in designing a senior ENBUS course to be delivered on-line.

**Adjunct Appointments – Instruction**
ASHPOLE, Sara, Assistant Professor, Faculty of Environment, September 1, 2010 to April 30, 2011.

FERGUSON, Philip, Lecturer, School of Planning, January 1, 2011 to April 30, 2011.

MOORE, Leith, Assistant Professor, School of Planning, September 1, 2010 to December 31, 2010.

SIMPSON, Ray, Assistant Professor, School of Planning, September 1, 2010 to December 31, 2010.

**Adjunct Appointments – Graduate Supervision/Committee Membership**
GUTHRIE, Richard Hamilton, Professor, Department of Geography and Environmental Management, June 1, 2010 to December 31, 2011.

HALL, Brent, Professor, School of Planning, September 1, 2010 to August 31, 2013.

JACOBS, Merle, Assistant Professor, School of Planning, November 1, 2009 to October 31, 2011.

**Adjunct Appointments – Research**
HALL, Brent, Professor, School of Planning, September 1, 2010 to August 31, 2013.

HYMA, Bala, Associate Professor (Emerita), Department of Geography and Environmental Management, July 1, 2010 to June 30, 2013.

**Cross Appointments**
ELLIOTT, Susan, Professor, Department of Health Studies and Gerontology, Faculty of Applied Health Sciences to the Department of Geography and Environmental Management, July 1, 2010 to June 30, 2015.

GIBSON, Robert, Professor, Department of Environment and Resource Studies to the School of Planning, July 1, 2010 to June 30, 2013.

MURPHY, Stephen, Professor, Department of Environment and Resource Studies to the School of Planning, May 1, 2010 to April 30, 2013.

PARKER, Paul, Professor, Department of Geography and Environmental Management to the School of Environment, Enterprise and Development, May 1, 2010 to April 30, 2013.

SCOTT, Steffanie, Associate Professor, Department of Geography and Environmental Management to the School of Environment, Enterprise and Development, May 1, 2010 to April 30, 2013.

**Staff Appointment to Faculty**
FRIDDELL, Julie, Lecturer, Department of Geography and Environmental Management, January 1, 2011 to April 30, 2011.
Changes in Appointments

HOLROYD, Carin, Assistant Professor, partial transfer (49%) from the Department of Drama and Speech Communication, Faculty of Arts to the School of Environment, Enterprise and Development, effective July 1, 2010. Professor Holroyd's home department remains Political Science, Faculty of Arts (51%).

JERNIGAN, Ed, Professor, transferred (100%) from the Department of Systems Design Engineering, Faculty of Engineering to the Centre for Knowledge Integration, effective July 1, 2010.

McCarthy, Daniel, Assistant Professor, partial transfer (49%) from the Faculty of Arts/Social Innovation Generation to the Centre for Knowledge Integration, effective July 1, 2010. Professor McCarthy's home department remains Environment and Resource Studies (51%).

Graduate Students Appointed as Part-Time Lecturers

MENG, Gang, Department of Geography and Environmental Management, September 1, 2010 to December 31, 2010.

SNIDER, Ryan, Department of Geography and Environmental Management, September 1, 2010 to December 31, 2010.

B. ADMINISTRATIVE RE-APPOINTMENTS

FILION, Pierre, Associate Director, Graduate Studies, School of Planning, July 1, 2010 to June 30, 2012.

JERNIGAN, Ed, Director, Centre for Knowledge Integration, September 1, 2010 to August 31, 2013.

C. ADMINISTRATIVE LEAVE (for approval by the Board of Governors)

WISMER, Susan, Associate Professor, Department of Environment and Resource Studies, January 1, 2011 to April 30, 2011, at full salary.

D. SABBATICAL LEAVES (for approval by the Board of Governors)

BRENNING, Alexander, Assistant Professor, Department of Geography and Environmental Management, January 1, 2011 to June 30, 2011, at full salary.

JOHNSON, Laura, Professor, School of Planning, July 1, 2011 to December 31, 2011 at 85% salary.

E. SPECIAL LEAVE TO RETIREMENT (for approval by the Board of Governors)

HAIGHT, Murray, Associate Professor, School of Planning, January 1, 2011 to June 30, 2011.

M. Seasons
Dean
For information:

A. APPOINTMENTS

Probationary-Term Appointments

HOLMES, Reid (BSc, 2002; MSc, 2004, both from the University of British Columbia; PhD, 2008, University of Calgary), Assistant Professor, David R. Cheriton School of Computer Science, August 1, 2010 – June 30, 2013. Dr. Holmes held a two-year postdoctoral fellowship at the University of Washington. His research is in software engineering, focusing particularly on the cognitive burdens for developers in producing and maintaining huge software systems and the development of techniques and tools for reducing or coping with those burdens. During his PhD research, Dr. Holmes worked with both IBM and Microsoft and continues to collaborate with industrial partners, reflecting his attitude that software-engineering research needs to be grounded in the realities of large-scale software development. The University already has substantial research activity in software engineering, in both Computer Science and Electrical and Computer Engineering, which will be further enhanced by Dr. Holmes' strong research and its relevance to industry.

Probationary-Term Reappointments

FAN, Guangzhe (BS, 1995, Shandong Univ.; MA, 1998, Renmin Univ. of China; MS, 2001; PhD, 2004, both from the Univ. of Alabama), Assistant Professor, Dept. of Statistics and Actuarial Science, July 1, 2010 – June 30, 2011.

HARVEY, Nicholas (BMath, 1999, Univ. of Waterloo; MSc, 2005; PhD, 2008, both from the Massachusetts Institute of Technology), Assistant Professor, Dept. of Combinatorics and Optimization, July 1, 2011 – June 30, 2014.

KARIGIANNIS, Spiro (BSc, 1997, McGill University; AM, 1998; PhD, 2003, both from Harvard University), Assistant Professor, Dept. of Pure Mathematics, July 1, 2011 – June 30, 2014.

Definite Term - Appointments

BLAKE, Peter (BMath, 1982, University of Waterloo, Chartered Accountant, 1983), Lecturer, Office of the Dean. Mr. Blake will teach between four and six undergraduate courses, including one introductory accounting and one introductory business at our Dubai campus in fall 2010. The duties also include student advising, program development, course development and outreach with industry, co-op employers and professional organizations as appropriate in order to promote the Math/Business, Finance and Accounting programs externally.

GAMBETTA, Jay (BSc (Hons), 2000; PhD, 2004, both from Griffith University), Research Assistant Professor, Dept. of Applied Mathematics and the Institute for Quantum Computing, October 1, 2010 – September 30, 2015. Dr. Gambetta will conduct research in the areas relevant to IQC’s mandate and to participate in IQC activities and to collaborate with other IQC members.
LIU, Zhiyong (BSc, 1996, Zhejiang University; MSc, 2001, University of Windsor), Lecturer, David R. Cheriton School of Computer Science, September 1, 2010 – August 31, 2012. Mr. Liu will teach six courses per year, generally from non-major CS and COMM courses, as well as student advising and other administrative and course development duties as assigned.

**Definite Term - Reappointments**

ALENCAR, Paulo, Research Assistant Professor, David R. Cheriton School of Computer Science, July 1, 2010 – June 30, 2013.


CASE, Lori, Lecturer, David R. Cheriton School of Computer Science, January 1, 2011 – December 31, 2013.

SAFAYENI, Suzanne, Lecturer, David R. Cheriton School of Computer Science, September 1, 2010 – August 31, 2012.


ZOU, Bill, Lecturer, Dept. of Statistics and Actuarial Science, September 1, 2010 – August 31, 2011.

**Definite Term – Reappointments (part-time)**

FORREST, Barbara, Lecturer, Office of the Dean, September 1, 2010 – August 31, 2012.


**Visiting Appointments**

CHENG, Lu, Research Associate Professor, David R. Cheriton School of Computer Science, September 1, 2010 – August 31, 2011.


DUAN, Zhengmin (Chongqing University), Associate Professor, Dept. of Statistics and Actuarial Science, January 1, 2011 – December 31, 2011.

GUO, Krystal, Research Associate, Dept. of Combinatorics and Optimization, January 1, 2011 – April 30, 2011.


LI, Youning (Tsinghua University), Scholar, Dept. of Combinatorics and Optimization, October 1, 2010 – March 31, 2011.
MARZOUK, Mirette, Research Associate, David R. Cheriton School of Computer Science, July 1, 2010 – June 30, 2011.

RABABAH, Abedallah, Researcher, David R. Cheriton School of Computer Science, September 1, 2010 – August 31, 2011.

SAKHINI, Victoria, Researcher, David R. Cheriton School of Computer Science, September 1, 2010 – August 31, 2011.

SALAZAR, Gelasio (Universidad Autonoma de San Luís Potosí), Research Associate, Dept. of Combinatorics and Optimization, September 1, 2010 – August 14, 2011.


Adjunct Appointments

Instructor


LICHTNER, Kurt, Lecturer, David R. Cheriton School of Computer Science, September 1, 2010 – December 31, 2010.


REHDER, Jack, Lecturer, David R. Cheriton School of Computer Science, September 1, 2010 – December 31, 2010.


Research


RENAUD, Jean-Francois (University of Montreal), Assistant Professor, Dept. of Statistics and Actuarial Science, September 1, 2010 – August 31, 2013.
Adjunct Reappointments

Instructor


BRILLINGER, Peter, Associate Professor, Office of the Dean, July 1, 2010 – June 30, 2011.


CELMINS, Uldis, Lecturer, Dept. of Combinatorics and Optimization, September 1, 2010 – December 31, 2010.


KOU, Tian, Lecturer, David R. Cheriton School of Computer Science, September 1, 2010 – December 31, 2010.

LICHTNER, Kurt, Lecturer, David R. Cheriton School of Computer Science, September 1, 2010 – December 31, 2010.

MARRIOTT, Christopher, Lecturer, David R. Cheriton School of Computer Science, September 1, 2010 – December 31, 2010.


PEI, Pei, Lecturer, Dept. of Pure Mathematics, September 1, 2010 – December 31, 2010.


PETRICK, Mark, Lecturer, David R. Cheriton School of Computer Science, September 1, 2010 – December 31, 2010.

ROH, Patrick, Lecturer, Dept. of Combinatorics and Optimization, September 1, 2010 – December 31, 2010.


WESSLEN, Maria, Lecturer, Office of the Dean, September 1, 2010 – December 31, 2010.

Research


HOVY, Eduard, Associate Professor, David R. Cheriton School of Computer Science, May 1, 2010 – April 30, 2013.

JACKSON, David, Professor Emeritus, Dept. of Combinatorics and Optimization, September 1, 2012 – August 31, 2016.


Cross Reappointments

COLEMAN, Thomas (Professor, Dept. of Combinatorics and Optimization), in the David R. Cheriton School of Computer Science, March 1, 2010 – February 29, 2014.

Graduate Students appointed as Part-time Lecturers


Graduate Students reappointed as Part-time Lecturers

ANDERSON, Terry, David R. Cheriton School of Computer Science, September 1, 2010 – December 31, 2010.


Postdoctoral Fellows appointed as Part-time Lecturers


ELNAGGAR, Michel, Dept. of Applied Mathematics, September 1, 2010 – April 30, 2011.


SHARMA, Yogeshwer, Dept. of Combinatorics and Optimization, September 1, 2010 – August 31, 2011.


B. ADMINISTRATIVE APPOINTMENTS


GIESBRECHT, Mark, Associate Director, David R. Cheriton School of Computer Science, January 1, 2011 – June 30, 2011.

KEMPF, Achim, Associate Chair, Graduate Studies, Dept. of Applied Mathematics, July 1, 2010 – June 30, 2012.

LABAHN, George, Associate Dean of Graduate Studies & Research, Office of the Dean, July 1, 2010 – June 30, 2011.
MANN, Stephen, Associate Director, Graduate Studies, David R. Cheriton School of Computer Science, July 1, 2010 – June 30, 2012.

MORTON, Andrew, Associate Director, Software Engineering Program, David R. Cheriton School of Computer Science, July 1, 2010 – June 30, 2012.

SALEM, Kenneth, Director, Graduate Studies, David R. Cheriton School of Computer Science, July 1, 2010 – June 30, 2012.

TAN, Ken Seng, Associate Director of WatRISQ, Office of the Dean, July 1, 2010 – June 30, 2011.

WIRJANTO, Tony, Associate Director of WatRISQ, Office of the Dean, July 1, 2010 – June 30, 2011.

C. RESIGNATIONS

RENAUD, Jean-Francois, Assistant Professor, Dept. of Statistics and Actuarial Science, effective August 31, 2010.

D. RETIREMENT

BEST, Michael, Professor, Dept. of Combinatorics and Optimization, effective June 30, 2010.

BROWN, Robert, Professor, Dept. of Statistics and Actuarial Science, effective August 31, 2010.

SPRINGER, Chris, Lecturer, Dept. of Statistics and Actuarial Science, effective August 31, 2010.

E. SABBATICALS (for approval by the Board of Governors)

LAWRENCE, John, Professor, Dept. of Pure Mathematics, January 1, 2011 – June 30, 2011, with 100% salary.

PURBHOO, Kevin, Assistant Professor, Dept. of Combinatorics and Optimization, January 1, 2011 – June 30, 2011, with 100% salary. This is an early sabbatical.

E.1 Change

CUNNINGHAM, William, Professor, Dept. of Combinatorics and Optimization, with 100% salary (ref: Dean’s Report to Senate, January 2010)

From July 1, 2010 – June 30, 2011

To August 1, 2010 – July 31, 2011
F. SPECIAL LEAVE

F.1 Change
CUNNINGHAM, William, Professor, Dept. of Combinatorics and Optimization, with 100% salary
(ref. Dean’s Report to Senate, January 2010)
From July 1, 2011 – October 31, 2011
To August 1, 2011 – November 30, 2011

Ian P. Goulden
Dean
UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF SCIENCE TO SENATE
September 20, 2010

For information:

A. APPOINTMENTS

Tenured

CORY, David, Professor, Department of Chemistry, June 1, 2010. [B.A., Case Western Reserve University (1981); Ph.D., Case Western Reserve University (1987).] Dr. Cory is an internationally recognized leader in quantum information processing and in the application of techniques of nuclear magnetic resonance (NMR) to quantum computing. Previously a Professor at the Massachusetts Institute of Technology, and now a CERC Chair holder at the University of Waterloo, Dr. Cory will contribute in a substantive manner to the Institute of Quantum Computing at the University of Waterloo, an institute that has already established itself as a global leader in quantum information processing. Dr. Cory’s presence is critical to placing Waterloo at the forefront of quintessential areas such as the creation of a new generation of quantum computing devices and in the area of extremely robust quantum-based data security and quantum cryptographic techniques.

New Probationary Term

CHANG, Feng, Assistant Professor, School of Pharmacy, November 1, 2010 to June 30, 2014. [B.Sc., Pharmacy, University of Toronto (1998); D.Pharm., Ohio State University (2004).] Dr. Chang is a gifted pharmacy clinician who will join the School of Pharmacy in the role of Rural Primary Care researcher. This position was created through a collaborative agreement with the School of Pharmacy at University of Waterloo and Gateway Rural Health Research Institute located in Seaforth, Ontario. Dr. Chang is an experienced clinician researcher whose most recent positions have been as a Clinical Pharmacy Practitioner at North York General Hospital, an Assistant Professor at University of Western Ontario Schulich School of Medicine and Dentistry and the University of Toronto Leslie Dan Faculty of Pharmacy, an Associate Scientist at the Lawson Research Institute and a consultant pharmacist with the Southwestern Ontario Regional Geriatric Program.

VAN DER MEER, Matthijs, Assistant Professor, Department of Biology, September 1, 2010 to June 30, 2013. [B.Sc., University College Utrecht, the Netherlands (2001); M.Sc., Cognitive Science, University of Edinburgh (2002); M.Sc., Neuroinformatics, University of Edinburgh (2003); Ph.D. Neuroinformatics, University of Edinburgh (2007).] Dr. van der Meer will be joining the Department of Biology and will be applying for a Tier II CRC. Dr. van der Meer is a neuroscientist whose interest lies in understanding how the brain learns repetitive, habitual behaviours. Dr. van der Meer will form a major point of contact between Biology and the Centre for Theoretical Neuroscience, and he will participate in the development of undergraduate and graduate academic programs in neuroscience at the University of Waterloo.

Probationary Term

BEAZELY, Michael, Assistant Professor, School of Pharmacy, July 1, 2011 to June 30, 2014. [BSP, University of Saskatchewan (2000); Ph.D., Purdue University (2004).]

EDGINTON, Andrea, Assistant Professor, School of Pharmacy, July 1, 2011 to June 30, 2014. [B.Sc., University of Guelph (1998); Ph.D., University of Guelph (2004).]
NEKKAR, Praveen R.P., Assistant Professor, School of Pharmacy, July 1, 2011 to June 30, 2014. [B.Pharm., University of Mangalore, India (1995); M.Pharm., University of Mangalore, India (1998); Ph.D., University of Alberta (2004).]

Definite Term -- Appointment -- full-time

PIANI, Marco, Research Assistant Professor, Department of Physics and Astronomy (Institute for Quantum Computing), September 1, 2010 to August 31, 2015. [M.Sc., University of Trieste, Italy (2001); Ph.D., University of Trieste, Italy (2005).] Dr. Piani's research focusses on quantum information theory, quantum entanglement (theory and applications), non-classicality, and open quantum systems. He has also been developing an independent line of research about the general quantumness of single and correlated systems. Dr. Piani's research adds to the existing strengths in the Department of Physics and Astronomy and the Institute for Quantum Computing.

PUSHIN, Dmitry, Research Assistant Professor, Department of Physics and Astronomy (Institute for Quantum Computing), August 1, 2010 to July 31, 2015. [B.S., Moscow Institute of Physics and Technology (1995); M.S., Moscow Institute of Physics and Technology (1997); Ph.D., Massachusetts Institute of Technology (2006).] Dr. Pushin's research interests are at the interface of neutron interferometry (NI), condensed matter physics, and quantum information. Dr. Pushin's research background works in conjunction with faculty members from the Department of Physics and Astronomy and the Institute for Quantum Computing.

Adjunct Appointments
Graduate Supervision

LINNEN, Robert, Professor, Department of Earth and Environmental Sciences, July 1, 2010 to June 30, 2013.

McMARTIN, Isabelle, Professor, Department of Earth and Environmental Sciences, June 1, 2010 to May 31, 2013.

SINGER, Thomas D., Assistant Professor, School of Optometry, May 1, 2010 to August 31, 2010.

WEIHS, Gregor, Professor, Department of Physics and Astronomy, August 1, 2010 to July 31, 2013.

Graduate Teaching and/or Supervision and Research

BOYD, Shelley R., Assistant Professor, Department of Physics and Astronomy, July 1, 2010 to June 30, 2013.

KOREN, Gideon, Professor, School of Pharmacy, May 1, 2010 to April 30, 2011.

SCRIMGEOUR, Garry J., Professor, Department of Biology, July 1, 2010 to June 30, 2013.
Research

VAN GEMERT-PIJNEN, Lisette, Associate Professor, School of Optometry, July 1, 2010 to June 30, 2012.

Undergraduate Teaching

DENISON, Kyle R., Lecturer, Department of Physics and Astronomy, September 1, 2010 to December 31, 2010.

Adjunct Reappointments

Graduate Supervision

SPOELSTRA, John, Assistant Professor, Department of Earth and Environmental Sciences, May 1, 2010 to April 30, 2013.

Graduate Teaching and/or Supervision and Research

EVANS, Marlene S., Professor, Department of Biology, September 1, 2010 to August 31, 2013.

GUILDFORD, Stephanie J., Associate Professor, Department of Biology, September 1, 2010 to August 31, 2013.

HAWTHORN, Wayne R., (Professor Emeritus), Associate Professor, September 1, 2010 to August 31, 2013.

SMITH, D. Scott, Associate Professor, Department of Biology, August 1, 2010 to July 31, 2013.

SMOKOROWSKI, Karen E., Assistant Professor, Department of Biology, October 1, 2010 to September 30, 2013.

WEI, Li, Associate Professor, Department of Physics and Astronomy, September 1, 2010 to August 31, 2013.

Staff Appointed to Faculty

DINH, Tan N., Lecturer, Faculty of Science, September 1, 2010 to December 31, 2010.

MISKOVIC, Dragana, Lecturer, Department of Biology, September 1, 2010 to December 31, 2010.

Graduate Student Appointed as Part-Time Lecturer

OZERSKY, Tedy, Lecturer, Department of Biology, September 1, 2010 to December 31, 2010.

Postdoctoral Fellow Appointed as Part-Time Lecturer

OAKES, Ken, Lecturer, Department of Biology, September 1, 2010 to December 31, 2010.
Cross Reappointments

GU, Frank, Assistant Professor, Department of Chemical Engineering cross appointed to Department of Biology, August 1, 2010 to July 31, 2013.

STONE, Michael, Professor, Department of Geography and Environmental Management cross appointed to Department of Biology, September 1, 2010 to August 31, 2013.

B. ADMINISTRATIVE APPOINTMENTS

WAITE, Nancy, Interim Director, School of Pharmacy; Interim Associate Dean of Science for Pharmacy and Interim Director, Health Sciences Campus, July 1, 2010 to December 31, 2010.

C. RESIGNATION

PETERSON, Rachael, Research Assistant Professor, School of Optometry, effective April 27, 2010.

WEIHS, Gregor, Associate Professor, Department of Physics and Astronomy, effective August 1, 2010.

FOR APPROVAL BY THE BOARD OF GOVERNORS

D. SABBATICAL

BURKOV, Anton, Assistant Professor, Department of Physics and Astronomy, special early leave, January 1, 2011 to June 30, 2011, 100% salary arrangement.

LUTKENHAUS, Norbert, Associate Professor, Department of Physics and Astronomy, special early leave, January 1, 2011 to June 30, 2011, 100% salary arrangement.

ALREADY APPROVED BY THE BOARD OF GOVERNORS

UNGER, Andre, Associate Professor, Department of Earth and Environmental Sciences, September 1, 2010 to August 31, 2010, 94.7% salary arrangement.

T.B. McMahon
Dean
FOR INFORMATION

A. APPOINTMENTS

Probationary Term Appointments

CHARBONNEAU, Benoit, BSc Université du Québec à Montréal 1998, MSc Université du Québec à Montréal 1999, PhD Massachusetts Institute of Technology 2004, Assistant Professor, Department of Mathematics, St. Jerome’s University, July 1, 2010 to June 30, 2013. Benoit Charbonneau joins the Department of Mathematics at St. Jerome’s University on July 1, 2010 on a three-year probationary appointment having recently served (2007-2010) as Visiting Assistant Professor at Duke University. Prior to his Duke appointment, he was a postdoctoral fellow at McGill University (2004-2007) where he held a NSERC postdoctoral fellowship. His research interests are in gauge theory, a field of mathematics at the interface of differential geometry and physics. Dr. Charbonneau’s appointment continues St. Jerome’s commitment to teaching and research in Mathematics and solidifies the growing and dynamic geometry group of the Pure Mathematics department at University of Waterloo.

LAPPIN-FORTIN, Kerry, BA Glendon College/York University 1977, MA University of Toronto 1978, PhD Université de Montréal 1982, Assistant Professor, Department of Italian and French Studies, St. Jerome’s University, July 1, 2010 to June 30, 2013. Kerry Lappin-Fortin joins the Department of Italian and French Studies at St. Jerome’s University on July 1, 2010 on a three-year probationary appointment. Dr. Lappin-Fortin already holds a Distinguished Teacher Award from the University of Waterloo and she also received the Ontario Undergraduate Students’ Alliance Award for Excellence in Undergraduate Teaching (2009). She has created a new course offering in sociolinguistics (FR 373) and has recently published a textbook in advanced translation. Her appointment renews a St. Jerome’s tenure-track position in French which had lain dormant for a number of years.

WILLIAMS, David, AB Harvard University 2000, MPhil University of St. Andrews 2003, DPhil Balliol College/University of Oxford 2006, Assistant Professor, Department of English, St. Jerome’s University, July 1, 2010 to June 30, 2013. David Williams joins the Department of English at St. Jerome’s University on July 1, 2010 on a three-year probationary appointment. Dr. Williams arrives after three years as a British Academy Postdoctoral Fellow at the University of Oxford. His specialization in modern and contemporary British literature (especially poetry) solidifies an area of research long valued at St. Jerome’s University. His specific interest in poetry will expand the Department’s capacity for offerings in that area.

Probationary Term Reappointment

PENNY LIGHT, Tracy, Assistant Professor, Department of Sexuality, Marriage, and Family Studies, July 1, 2010 to June 30, 2013.

Definite Term Appointments

AUSTEN, Veronica, Assistant Professor, Department of English, August 1, 2010 to May 31, 2011.
DE SANTIS, Carm, Lecturer, Department of Sexuality, Marriage, and Family Studies, August 1, 2010 to May 31, 2011.

GREENWOOD, John, Lecturer, Human Sciences, July 1, 2010 to April 30, 2011.

RUKHOLM, Vanessa, Lecturer, Department of Italian and French Studies, August 1, 2010 to May 31, 2011.

SPIELMACHER, Mark, Lecturer, Department of English, August 1, 2010 to January 31, 2011.

Adjunct Sessional Appointments (appointed for instruction)

BRIGGS, Catherine, Lecturer, Departments of History & Sexuality, Marriage, and Family Studies, September 1, 2010 to April 30, 2011.

BURROWS, Kevin, Lecturer, Department of Sociology and Legal Studies, September 1, 2010 to April 30, 2011.

CAMPBELL, David, Lecturer, Department of Philosophy, January 1, 2011 to April 30, 2011.

DEMAN, Andrew, Lecturer, Department of English, September 1, 2010 to April 30, 2011.

GINGRICH, Nadine, Lecturer, Department of English, September 1, 2010 to December 31, 2010.

GOETTE, Richard, Lecturer, Department of History, September 1, 2010 to April 30, 2011.

HADFIELD, Dorothy, Lecturer, Department of English, September 1, 2010 to December 31, 2010.

HUTTER, Dan, Lecturer, Department of History, September 1, 2010 to December 31, 2010.

JACOBS, Stacey, Lecturer, Department of Sexuality, Marriage, and Family Studies, September 1, 2010 to December 31, 2010.

LAVIGNE, Paul, Lecturer, Department of History, September 1, 2010 to December 31, 2010.

LOBB, Diana, Lecturer, Department of English, September 1, 2010 to April 30, 2011.

MEANEY, Glenn, Lecturer, Department of Psychology, September 1, 2010 to December 31, 2010.

NEWFIELD, Timothy, Lecturer, Department of History, January 1, 2011 to April 30, 2011.

ORLANDO-NICCOLI, Francesca, Lecturer, Department of Italian and French Studies, September 1, 2010 to April 30, 2011.

PACI, Tim, Lecturer, Department of English, September 1, 2010 to December 31, 2010.

POWER, Anne-Marie, Lecturer, Department of Philosophy, September 1, 2010 to December 31, 2010.
PRIORESCHI, Alessandra, Lecturer, Department of Sociology and Legal Studies, January 1, 2011 to April 30, 2011.

SCOTT, Susan, Lecturer, Department of English, January 1, 2011 to April 30, 2011.

SMYTH, Jacqui, Lecturer, Department of English, September 1, 2010 to April 30, 2011.

STUMPF, Andrew, Lecturer, Department of Philosophy, September 1, 2010 to April 30, 2011.

SVENSON, Stephen, Lecturer, Department of Sociology and Legal Studies, January 1, 2011 to April 30, 2011.

TEAHEN, Kelley, Lecturer, Department of English, September 1, 2010 to December 31, 2010.

WAHL, Jim, Lecturer, Department of History, September 1, 2010 to December 31, 2010.

WHITE, Marybeth, Online Course Co-ordinator, Department of Religious Studies, September 1, 2010 to April 30, 2011.

WHITNEY-BROWN, Carolyn, Online Course Co-ordinator, Department of Religious Studies, September 1, 2010 to April 30, 2011.

ZETTEL, Pat, Lecturer, Department of English, September 1, 2010 to April 30, 2011.

B. TENURE AND PROMOTION OF FACULTY MEMBERS
Awarded Tenure and Promoted to Associate Professor, effective July 1, 2010
ZUNIC, Nikolaj, Department of Philosophy

C. SABBATICALS
Approved by the St. Jerome’s University Board of Governors
CONNOLLY, Tristanne, Department of English, July 1, 2010 to June 30, 2011.
GREGOIRE, Stephanie, Department of Philosophy, July 1, 2010 to June 30, 2011.
HEWITT, Conrad, Department of Mathematics, January 1, 2011 to June 30, 2011.
LACKENBAUER, Whitney, Department of History, July 1, 2010 to June 30, 2011.
McGEE, Ted, Department of English, July 1, 2010 to June 30, 2011.

D. LEAVE OF ABSENCE
LEDOHOWSKI, Lindy, Assistant Professor of English, July 1, 2010 to June 30, 2011.

MT:cs

Myroslaw Tataryn
Vice-President and Academic Dean
FOR APPROVAL

Undergraduate Council Appointment

Motion:
That Senate approve the appointment of Barb Moffat (biology), replacing Christine Dupont, term to April 30, 2012.
Alumni Relations
The Year Ahead

As stated in the Sixth Decade Plan, engaged alumni are vital to the university’s success. In 2010-2011, Alumni Affairs will work to increase alumni engagement, and move toward achieving the objectives of the Sixth Decade Plan, by:

Expanding life-long engagement opportunities for alumni
• Conducting the Alumni Engagement Challenge with the goal of capturing 50,000 challenge activities by December 31, 2010
• Hosting seventeen strategic alumni events around the globe that highlight alumni engagement opportunities
• Expanding young alumni/student programming

Encouraging alumni to expand their presence nationally and internationally
• Chapter Expansion - Launching alumni chapters in the following markets: New York, Singapore, Beijing, Trinidad & Tobago, San Diego, San Francisco, Korea
• Launching an ambassador website for uWaterloo volunteers around the world

Enhancing online resources
• Launching a new alumni eCommunity
• Revising alumni website to feature the new look and feel, improved navigation, enhanced readability and a more user-friendly interface
• Developing and deploying a comprehensive social media strategy for alumni

Engaging alumni to enhance corporate networks
• Hiring an Alumni Officer, Partnerships who will in turn develop and implement a strategic plan for enhancing alumni and corporate connections

Creating opportunities for alumni to become actively engaged in uWaterloo initiatives such as new student and international recruitment, and new co-op work opportunities
• Conducting meetings with key departments in order to expand partnerships and involvement of alumni with their programs and services

Meg Beckel,
Vice-President, External Relations
Senate Graduate & Research Council met on June 14, 2010 and agreed to forward the following items to Senate for information.

Further details are available at: www.adm.uwaterloo.ca/infosec/Committees/senate/sgrc.htm

FOR INFORMATION

Curricular Modifications
On behalf of Senate, council reviewed and approved curricular modifications for the Faculties of Applied Health Sciences (Health Studies & Gerontology), Arts (Anthropology, Economics, History), Engineering (Chemical Engineering), Environment (Geography, Planning), Mathematics (Centre for Education in Mathematics and Computing, Statistics, Combinatorics & Optimization, School of Computer Science), and Science (School of Pharmacy); and for the Quantum Information Collaborative Graduate Program.

Scholarships and Awards
On behalf of Senate, council approved creation of the Hira and Kamal Ahuja International Graduate Scholarship (endowment) and the Gage-Babcock Graduate Fire Safety Award (trust), and a revision to the Master of Public Health (MPH) Graduate Award (operating).

Centres and Institutes
Council heard that the Centre for Global Governance Research will change its name to the Centre for Research on Rapid Global Change.

ADMI Program in Engineering
Council was informed of the discontinuation of the Advanced Design and Manufacturing Institute (ADMI) program in Engineering (Master of Engineering – Design and Manufacturing). This is a consortium-based program for professionals involving McMaster, Queens, Toronto and Western, taught in an executive format. The program did not attract sufficient participants at uWaterloo to justify the administrative effort and there were no new applicants in 2010-11. Existing students will be assisted to complete the program, but no new students will be admitted.

/ew George Dixon Sue Horton
Vice-President, University Research Associate Provost, Graduate Studies
Senate Undergraduate Council met on June 8, 2010 and agreed to forward the following items to Senate for approval and information, as indicated below [further details may be obtained at: www.secretariat.uwaterloo.ca/Committees/senate/ugc.htm].

FOR APPROVAL

ACADEMIC PLAN CHANGES  [effective September 1, 2011]

Faculty of Arts
School of Accounting and Finance
Bachelor of Accounting and Financial Management

1. Motion: To approve the changes to this plan as provided below [bold = new text; strikeout = deleted text]:

Eligibility for the degree of Bachelor of Accounting and Financial Management (Co-op) requires:

1. Successful completion of 20 academic course units (40 courses) with an overall cumulative average of at least 60%. A minimum cumulative average of 70% is required in all of the courses identified in section (2) below, CS 100, MATH 109, and all AFM electives.

2. Successful completion of the following 27 32 courses:

- AFM 101, 102, 121, 131, 201, 211, 231, 241, 291, 311, 373, 331, 391, 433 482
- one of AFM 202, 203, 204
- one of AFM 274 273, 272
- one of AFM 274 273, 372
- one of AFM 411, 412
- one of AFM 434, 478
- one of AFM 280, MSCI 211
- one of AFM 333, ECON 231, PSCI 281 (see Note 3)
- one of AFM 471, 476
- five additional AFM courses at the 300-level or above
- ECON 101, 102, 344
- ENGL 210F
- one of AFM 431, PHIL 215
- PSYCH 101 and 338
- SPCOM 223
- INTST 101
- MATH 109 (See Note 2)
- SPCOM 111
- STAT 211
- five additional AFM courses at the 300-level or above

3. Successful completion of the following three courses:

- one course from the following language or culture courses:
  - one language course from CHINA, CROAT, DUTCH, FR, GER, GRK, ITAL, JAPAN, KOREA, LAT, POLISH, PORT, RUSS, SPAN, or other approved language, or
  - Chinese, Croatian, Dutch, French, German, Greek, Hebrew, Italian, Japanese, Korean, Latin, Polish, Portuguese, Russian, Spanish, Ukrainian or other approved language, or
  - JS 105A, 105B; RS 131, 132, 133, 134; or
• one culture course from CLAS 201, 202; EASIA 201R; FR 291, 292; GER 271, 272; ITALST 291, 292; REES 271, 272; SPAN 218, 221. (Students should note that these courses are taught in English, and may not be open to first year students);
• CS 100 (or another approved information technology course).

Note: Students may apply to the Undergraduate Officer for exemption from this course with evidence of adequate prior preparation in basic computing concepts and use of spreadsheets, wordprocessors, and database management systems;

• MATH 109

Note: This provides a minimum level of mathematics for the AFM program and the MAcc. Students contemplating further graduate work in accounting or in other fields are advised to contact the Undergraduate Officer for permission to take MATH 127 or MATH 137 in lieu of MATH 109. See also note 2 below.

4. Successful completion of six courses in a subject or discipline of the student's choice, other than AFM, with:
• o two courses at the 200 level or above;
• o two courses at the 300 level or above.

Note: At most one course may serve to satisfy this requirement and the program requirements in (2) above. Students should also note that ACTSC 291/391/471 cannot be used towards completion of this requirement.

Notes:
1. Students interested in qualifying as a Chartered Accountant are required by the governing professional body to take the courses listed as the Public Accounting Specialization below. Students interested in qualifying as a Certified Management Accountant are required by the governing professional body to take the courses listed as the Management Accounting Specialization below. Students interested in becoming a Chartered Financial Analyst are advised to take courses listed as the Finance Specialization below.

2. Students wishing to take AFM 272 and AFM 372 should take MATH 135/136 and 137/138 in lieu of MATH 109, and STATS 230/231 in lieu of STATS 211. Please consult the undergraduate officer for assistance before proceeding.

3. Students taking AFM 476 to satisfy the degree requirements are required to substitute AFM 471 for AFM 473. In lieu of “one of AFM 333, ECON 231, PSCI 281”, an alternate course may count towards this requirement provided the desired course has substantial international content. In this case, however, students must have the prior written approval of the undergraduate officer.

4. Students who have attempted, to the satisfaction of the School of Accounting and Finance, the Department of Co-operative Education and Career Services (CECS), and the Faculty of Arts Examination and Standings (E&S) Committee, to gain employment for all four available work terms, but are successful in so doing for only three work terms, will be considered for a co-op degree, provided they have received credit for all three of their work terms and all four of their work term reflections, and they have successfully completed all academic graduation requirements.

5. Students who meet all the academic graduation requirements for this plan, but who do not meet the minimum requirements for a co-op degree (see preceding note 4) may, in exceptional circumstances and at the discretion of the School of Accounting and Finance and the Faculty of Arts Examination and Standings (E&S) Committee, be awarded a Regular Honours Accounting and Financial Management degree.

Rationale: The School of Accounting and Finance has identified a set of learning outcomes, which align with UW's undergraduate degree level expectations, the university's Sixth Decade Plan, and the evolving definition of competencies required by accounting and finance professionals. The proposed changes are required to deliver the set of learning outcomes. The proposed changes in course requirements enable the following: addition of global perspective; breadth in orientation for co-op work
experience; addition of 4-course integrative learning experience; revision to timing/sequence corporate finance courses; change in organizational behaviour course; alignment of all courses in cumulative average; refinement of prefix for specializations; removal of area of interest; and clarification that the BAFM program is a co-op only program. (Further rationale may be found online: www.adm.uwaterloo.ca/infosec/governance/Undergraduate_Council/201000608ugc_ag.pdf; see page 28)

Accounting and Financial Management
Public Accounting Specialization
Management Accounting Specialization
Finance Specialization

2. Motion: To approve changes to these plans as provided below [bold = new text; strikeout = deleted text]:

Public Accounting Specialization
The specialization in public accounting is made up of the following courses: AFM 341, 351, 361, 362, 363, 382, 401, 411, 434, 451, 461, 462, 481, 491.

Management Accounting Specialization
The specialization in management accounting is made up of the following courses: AFM 333, 341, 352, 361, 362, 363, 382, 411, 434, 451, 481, 491, MSCI 432.

Finance Specialization
The specialization in finance is made up of the following courses: AFM 472, 473, 474, 475, 492, ECON 321, 101, AFM 322, 323, 412, 424, 425, 478, ECON 201, 202, plus at least two of AFM 321, 422, 423, 473, 477.

Rationale: The faculty recommends these changes which better: develop competencies required for accounting professionals; align with the required competencies for each specialization; develop global perspective. (Further rationale may be found online: www.adm.uwaterloo.ca/infosec/governance/Undergraduate_Council/201000608ugc_ag.pdf; see page 30)

Arts and Business, Co-op and Regular

3. Motion: To approve changes to these plans as provided below [bold = new text; strikeout = deleted text]:

1. Appropriate BA program-level requirements
2. Arts and Business plan-level requirements:
   • ARBUS 100 (0.0 unit)
   • Six and a half seven arts and business academic course units (14 courses) with a minimum cumulative average of at least 70%, including:
     o ARBUS 101, 102, 200, 201, 202, 204, 300, 301, 302, 400
     o ARTS 280 (or a statistics course from the arts major)
     o Computer Science (one course)
     o ECON 101
     o ENGL 210F
     o one of HIST 113, 243, PSCI 231
     o Second Language (one course)
     o SPCM 223
3. Appropriate plan-level requirements for the student's (honours) major. See the specific honours major, arts and business co-op and regular section of the calendar.

Rationale: The changes include the addition of new ARBUS courses, the elimination of a required computer science course, and changes to existing courses. The proposed changes are designed to provide students with a more rounded and complete education experience while not exceeding a total of 14 required courses.
Medieval Studies
Three-Year General Medieval Studies
Four-Year General Medieval Studies
Honours Medieval Studies
Honours Medieval Studies (Arts and Business Co-op and Regular)

4. Motion: To approve changes to these plans as provided below [bold = new text; strikeout = deleted text]:

Three-Year General Medieval Studies
1. Appropriate BA program-level requirements
2. Medieval studies plan-level requirements: at least seven eight academic course units (+4 16 courses) from the approved list of medieval studies or related courses with a minimum cumulative average of 65%, including:
   • MEDVL 105, 260
   • ...

Four-Year General Medieval Studies
1. Appropriate BA program-level requirements
2. Medieval studies plan-level requirements: at least 7 8.5 academic course units (+5 17 courses) from the approved list of medieval studies or related courses with a minimum cumulative average of 65%, including:
   • MEDVL 105, 260
   • ...

Honours Medieval Studies
1. Appropriate BA program-level requirements
2. Medieval studies plan-level requirements: at least eight nine academic course units (+6 18 courses) from the approved list of medieval studies or related courses with a minimum cumulative average of 75%, including:
   • MEDVL 105, 260
   • ...

Honours Medieval Studies (Arts and Business Co-op and Regular)
1. Appropriate BA program-level requirements
2. Medieval studies plan-level requirements: at least eight nine academic course units (+6 18 courses) from the approved list of medieval studies or related courses with a minimum cumulative average of 75%, including:
   • MEDVL 105, 260
   • ...

Rationale: The changes are being made to raise the profile of the medieval studies program and to have a specific designation for those courses which are considered fundamental to the medieval studies degree. Medieval studies is also the only interdisciplinary program without its own course rubric, so this change will bring the program into line with other such programs.

CHANGES TO FACULTY REGULATIONS  [effective September 1, 2011]

▶ Faculty of Engineering
Late Penalties

5. Motion: To approve the addition of the following section to the engineering and architecture section of the undergraduate calendar:

Due Dates for Courses Taught Within the Faculty of Engineering
Normally instructors will indicate the due date for all of the deliverables in the course syllabus (made available during the first week of the term). Although instructors may specify alternative penalties for students that cannot meet the due date, in the absence of such a statement, material not
submitted by the due date will be treated as receiving a grade of 0 (zero) in the calculation of the final grade.

**Rationale:** The proposed new text describes the outcome for students who do not meet the course deliverable deadlines when there is no statement about late penalties on the course syllabus. It is found that having no stated penalties leads to confusion.

**Faculty of Science**

**Transfer Students**

6. **Motion:** To approve the following changes to the text re: transfer students in the “Transfer and Mature Students” section of the science section of the undergraduate calendar [bold = new text; strikeout = deleted text]:

*Transfer Students*

Students may be accepted for transfer from other faculties in the university or from other universities. Transfer credit will be evaluated in terms of the number of units allowed and the number remaining for a degree. Normally transfer students will be required to complete a minimum of 50% at least half of their course work while registered in the Faculty of Science.

A maximum of 10.0 lecture units may be transferred for all honours programs, except science and aviation (see below). Lab units may be transferred beyond the 10.0 unit maximum. For the Three-Year General Program, a maximum of 7.5 units (any combination of lecture and lab units, with not more than 1.0 labs) may be transferred.

University of Waterloo students applying for internal transfer to the Faculty of Science will receive transfer credit for all relevant science courses taken at the university in which a minimum grade of 50% was attained. Consideration for transfer credit for non-Science courses will be given for courses completed with a minimum grade of 60%. Transfer credit will be considered for all relevant courses taken at another university in which a minimum of 60% was attained. Transfer credit will be considered for all relevant courses taken at another university in which a minimum of 60% was attained.

Rationale: Most science programs in other institutions have their laboratory components embedded with the lecture component, in contrast to Waterloo's practice in many courses where lectures (0.50 unit) are sometimes separated from labs (0.25 units). Transferring courses from another institution to Waterloo consequently often results in the maximum allowable transfer “space” being occupied by lab units instead of lecture units. In order to streamline the process, lab units transferred will no longer count toward the maximum allowable transfer credits, thus enabling transfer students to take full advantage of courses passed at their former institutions. The maximum allowable lecture credit was reduced to 10.0 units from 10.5 units to be consistent with a maximum of half of a program that can be transferred (20 lectures out of a typical 40 lecture units in a program). Consequently students may gain more than 10.0 transfer credits dependent upon the extra lab credits transferred, which are required for the program to which the student is admitted. At least half of the program lecture units, however, will be taken as a Waterloo student, thus meeting the residency rule.
FOR INFORMATION

Correction to Winter 2011 Calendar Dates

The Guidelines for Determining Academic Calendar Dates require that there be no fewer than 60 teaching days in a term, and that there be an even distribution of days in a term. The winter 2011 calendar dates approved by Senate at its January 2010 meeting (Ref: page ‘A90’, November 16, 2009 Senate agenda: www.adm.uwaterloo.ca/infosec/governance/Senate/200911160agsen.pdf) mistakenly included 61 teaching days which caused an uneven distribution of days in the term. The dates have now been corrected such that classes will end on Monday, April 4, 2011. Tuesday, April 5, 2011 will now be a study day, thus ensuring an even distribution of days in the term.

Academic Program Review Reports

Economics – See attachment #1.

German and Slavic Studies – See attachment #2.

Curricular modifications

On behalf of Senate, council approved changes to academic plans, new courses, course changes and course inactivations for Renison University College (social work) and the faculties of: applied health sciences (faculty examinations and standings rules, faculty letter of permission rules, health studies and gerontology, kinesiology, recreation and leisure studies); arts (accounting and financial management, arts and business, BA breadth requirements, drama, economics, English language and literature, fine and performing arts, French studies, history, interdisciplinary social science, international studies option, Italian studies, medieval studies, peace and conflict studies, philosophy, political science, psychology, social work, speech communication, women’s studies); engineering (architecture, management sciences, mechanical and mechatronics engineering, systems design engineering, work-term report courses); and science (biotechnology/chartered accountancy, earth and environmental sciences, optometry).

/kjj
June 22, 2010

Geoff McBoyle
Associate Vice-President, Academic
ECONOMICS

Review Process

This was the third departmental or undergraduate review of the Department of Economics. The second review was conducted December 2001. The self study for the present review of the undergraduate program of the Department of Economics was completed June 20, 2008 as part of an augmented review by The Ontario Council on Graduate Studies (OCGS) whereby both graduate and undergraduate programs are reviewed together. The site visit was conducted April 27 to 29, 2008 and the review team report was received on May 19, 2009.

Characteristics of the Program

Historical Overview

Although some service courses in economics were offered earlier, the Department of Economics was established as an independent unit in 1969 and a Master of Arts program in Economics was approved the next year. The master’s program admitted its first students in the fall of 1971, and the first doctoral candidates were admitted in the fall of 2004.

Program Objectives

The main objective of the Department of Economics at the University of Waterloo (UW) is to produce good applied research, and graduates and undergraduates who are also good at applied research.

Distinctiveness/Benchmarking

The Department of Economics at UW is underfunded relative to the G10 universities (University of British Columbia, Calgary, Western, McMaster, Toronto, Queen’s McGill, Laval and Montreal). This is reflected in research productivity and research funds raised. Instructional costs per full-time equivalent (FTE) student in the Department of Economics are the lowest of the G10 at $2,900, well below the average of $5,800. The FTE student/full-time faculty member ratio for the Department of Economics is 47.8, well above the G10 Departments of Economics’ average of 28.3. This high ratio can be traced to the large enrolments in economics courses from the growing and successful “X and Business” programs from across the university. Research dollars per tenured or tenure-track faculty member are slightly more than a quarter of the average for the G10 Departments of Economics. By many measures of research productivity the Department of Economics would rank in the bottom third of its G10 counterparts.

Academic Programs Offered

The Department offers the following plans: three-year General; four-year General; Honours; Honours Applied Economics (co-op); Honours (Arts and Business co-op and regular); joint Honours; and a Minor. Students majoring in Honours or a four-year General plan can pursue one
specialization from the following: econometrics; international economics; public policy; environmental economics; political economy/economic history; and finance.

**Students**

In 2007 the Department of Economics had 12,759 undergraduate course enrolments for 121 courses, together with 35 graduates in 25 courses, for a total of 146 courses. Currently only 17 per cent of these course enrolments are students registered in Economics. The Department has a heavy service teaching function.

Between 1997 and 2007 undergraduate course enrolments in the Department of Economics increased by 110 per cent from 5,951 to 12,759. Over the same time period the number of courses increased by 70 per cent, from 69 to 121, and the average class size increased by over 25 per cent, from 86 to 105. The FTE student/faculty member ratio at 47.8 is the highest of the G10 Departments of Economics which have an average of 28.3.

The growth in enrolment and the increase in class size in the Department of Economics can be traced to the “X and Business” programs. These programs depend on the Department of Economics to teach not only standard economics courses but courses that would normally be taught in a Business School, namely “entrepreneurship” and “marketing”. The Entrepreneurship course’s enrolment has increased from 102 in 1997 to 567 in 2007. The Marketing course did not exist in 1997 but by 2007 had eight sections with an enrolment of 687 students. It is unclear if the demand for these very popular and successful “X and Business” programs has peaked. The Department of Economics truly is a “University” Department.

Although there has been a significant growth in student course enrolments in Economics over the last decade, the percentage enrolled as Economics’ majors has remained steady over the decade; 16 per cent in 1997 and 17 per cent in 2007. Although students cannot enter any of the Economics’ programs until second year, the admission average of these students on entering the Faculty of Arts in year one has varied from 79.5 per cent to 83.7 per cent over the decade, 1997-2007.

Teaching evaluations using the Faculty of Arts’ survey instrument are carried out each term in every course in the Department of Economics. Even though sessionals teach more than half of the Department’s courses, which are large in size and grant grades lower than in many other Faculty of Arts’ Departments, the average course rating for Economics’ courses is only slightly below the mean for the Faculty of Arts. Over the last three years the course evaluation scores for Introductory Economics courses have varied from 3.55 to 3.93, on a five point scale where one is poor and five is excellent, while the Entrepreneurship and Marketing courses mentioned earlier have scores that vary from 4.05 to 4.19, and 3.73 to 4.32 respectively. When an instructor receives an average grade evaluation close to three or below, the Chair discusses the results with the instructor and works out a plan for improvement which may include the Centre of Teaching Excellence (CTE).
The co-op student cohort in Economics has averaged 60 students annually for the last decade, varying from 32 in 1997-98 to 83 in 1999-2000. Half of these students found co-op positions with financial and accounting firms; one third with non-government organizations; and less than 10 per cent with governmental organizations.

Cohort retention rates vary between 70 and 80 per cent with co-op students having a higher retention rate. From 1997-98 to 2002-03 inclusive, the retention rate for co-op students was 78.5 per cent while it was 62.5 per cent for regular students.

Over the last decade the number of degrees granted annually has doubled from 77 to 160 consistent with the course enrolment increase over the same period. The fastest growing degrees are four-year General and regular Honours. Co-op peaked in 2004 with 48 degrees granted and dropped thereafter to an annual average of 30. There is a trend away from co-op amongst Economics students with most students focusing on a four-year Honours degree. The co-op numbers have declined, not because of lack of positions, but because an increasing number of students enter the University with the intention of carrying on to graduate school or an MBA or a law degree and not directly into the work force.

**Faculty**

At the time of the self study the Department consisted of 27 full-time faculty members: six professors; seven associate professors; 12 assistant professors; and two continuing lecturers. Faculty members specialize in seven areas of Economics: economic theory; econometrics/finance; health/input output/technology; labour; resources/trade; public economics; and economic history. The Department is in the process of forming coalitions: for example, the econometrics/finance people are connecting with the finance faculty members in the School of Accounting and Finance; the health economists are pursuing joint research with the health group in the Faculty of Applied Health Sciences; and there is consideration of the formation of a Centre for Behavioural Economics between Psychology, Economics, Accounting and Finance, and Management Sciences.

The standard teaching load in Economics is four courses per year. For 2008-09 it is estimated that 27 faculty members will teach 79 courses and sessional lecturers will teach another 71 courses. The 2001 departmental review drew attention to the excessive use of sessional lecturers. This is still the situation. Most of the increase in course enrolments, as a result of the expansion of the “X and Business” programs, has been met by the Department hiring sessional lecturers. Approximately half of the Department’s course offerings are taught by sessionals. While there are some excellent sessional lecturers it is difficult to avoid the conclusion that the average quality of instruction has decreased since some sessionals have had difficulty communicating with the students.

Over the last decade there has been a fairly high degree of turnover of faculty members: 11 faculty members retired; two moved to take up positions elsewhere; and one died. Another two
faculty members will retire by fall 2010 and another four reach 65 years of age by 2015 and may possibly retire.

By many measures of research productivity the Department would rank in the bottom third of the G10 Departments of Economics. Although research dollars per tenured or tenure track faculty member are rising, they are still only slightly more than a quarter of the G10 average which is $40,000. To become competitive on research output and funding with the better Departments of Economics of the G10 the Department must recruit mid-career associate or full professors with strong records as researchers and PhD thesis supervisors.

Economics’ faculty members are involved in many forms of professional service. They serve on editorial boards of major journals and are heavily involved as referees for academic journals.

**Concerns/Opportunities for Improvement**

The Department believes it is at a tipping point. Faculty members are working hard to make the Department better but cannot succeed without help.

The Department of Economics at UW is underfunded relative to its G13 neighbours. The review team states:

“In the 2006-07 academic year, the G13 average instructional cost per weighted FTE student in economics was about $5,100, while the figure for UW economics was only about $2,800, which is about 55% of the G13 average. “

“The underfunding...is all the more striking when one notes that in other disciplines, such as political science and sociology, UW’s deviation from the G13 average is no more than 5%. (In Political Science, the instructional cost per weighted FTE student in 2006-07 was $4,482 compared with the G13 average of $4,582; the corresponding figures for Sociology are $4,457 at UW, and $4,815 for the G13 average.) “

The acquisition of five or six mid-career economists with strong CVs would go a long way to solving the Department’s problems. In addition, relative to other Departments of Economics in the G10, the excessive use of sessional lecturers and low research output of faculty members, mentioned in the December 2001 report, are still problems.

The reviewers further stated: “The ratio of weighted FTE economics students to full-time economics faculty members at UW was 49.4, which is very high when compared with the G13 average of 32.1.” Because of the substantial underfunding UW’s Department of Economics has to rely heavily on sessional lecturers. The reviewers stated that this heavy reliance on sessional lecturers has undesirable consequences for the quality of education. The Department, however, has been fortunate to have several continuing lecturers who carry out both teaching and
administrative tasks with dedication and efficiency. Even these individuals have found their workload becoming more and more stressful as student numbers increase.

The review team commented that:

“A striking feature of undergraduate teaching at UW is that students registered in economics programs are greatly outnumbered by students enrolled in economic courses but belonging to other programs. Five sixths of all economics course enrolments are accounted for by students outside the economics department. This unique feature constitutes a major challenge to the functioning of the economics department and the delivery of good quality economics education to undergraduates. The administrative burden of handling a large number of students with heterogeneous backgrounds without adequate resources is a considerable stress point for the department.”

Despite these difficulties the Department has done a good job, in terms of providing good quality education.

The Department has specially created courses for “X and Business” students (such as ECON 220 and ECON 344). This attempt at streamlining has proven popular. The diversion of “X and Business” students away from advanced courses in economic theory and econometrics is mutually beneficial to both groups of students. The review team also considers that the Department should teach separate courses at the 300 and 400 level to Honours economics and General economics students.

There are some startling gaps in the courses offered, such as game theory and experimental economics, which are taught at most G13 universities. In addition there appears to be insufficient communication between instructors teaching courses that form a sequence (such sequences are ECON 221, ECON 312, ECON 421; and ECON 201, ECON 301 and ECON 401) so that there is minimum repetition of content.

Space is also a concern. The Department does not have space to house three new faculty members never mind the “at least five” mentioned in the current job advertisement. Space problems are worse in the Department of Economics than any other Department in the Faculty of Arts.

**Conclusion**

As stated at the beginning of this section the Department of Economics is at a tipping point. Until the issue of an infusion of additional faculty and staff positions into the Department has been addressed it is impossible for the Department to consider developing a realistic strategic plan.
Two Year Progress Report of the Department of German and Slavic Studies

The Self Study for the Department of German and Slavic Studies was submitted July 11, 2007, and the review team’s report was received February 19, 2008. The report on German and Slavic Studies was approved by Senate Undergraduate Council on April 8, 2008, and was presented to Senate on May 20, 2008. This report describes the progress, in italics, made in the past two years on the reviewers’ recommendations and the Department’s strategic plan.

- Curriculum Review:
  - Examine how programs handle transition between language levels
    - Not done, but slated for review in 2010-11.
  - Develop an overall concept for online courses and their integration into the Departmental offerings
    - Ongoing. Online courses, e.g. REES 271/272 and GER 383, have been developed over the past two years. The Department now offers seven language courses in three languages and five culture courses in English.
  - Review all languages taught and their place in the core curricula
    - German
      - Advanced language courses have been revised to include new topics.
    - Russian
      - Content of courses and the introduction of a course in heritage Russian are currently being studied.
    - Ukrainian
      - Discontinued. The professor teaching Ukrainian retired
    - Croatian
      - Support from Government of Croatia/University of Split has made it possible to hire an eight-month lecturer on an on-going basis.
      - Plans to integrate Croatian more fully into the REES minor.
    - Dutch
      - Maintaining sessional support for four-term sequence (101, 102, 201, 202) is important to the Department; UW is one of two Canadian universities offering courses in Dutch.
    - Polish
      - 101 and 102 have been offered in the past two years, and the numbers have been strong. Second-year courses have yet to garner sufficient enrolment to be viable, and staffing pressures in the Slavic programs due to sabbaticals require that Polish not be offered in 2010-11.
  - Review transition from undergraduate to graduate programs
    - The Department recruits about one to two undergraduate students per year into its graduate program. This process will be reviewed in 2010-11.
Workload and Research:
- Follow-up with the Dean on the idea of a three-year limited term appointment in Russian or a staff position for a Russian language instructor
  - The Dean has said no – enrolments do not justify it.
- Find ways of reducing teaching along lines suggested by the reviewers’ report (nine courses over two years with a further reduction to four courses/year in the future)
  - German faculty members are currently teaching four courses/term plus graduate supervision.
  - Slavic faculty members are currently teaching five courses/term plus minimal graduate supervision.
  - These levels are possible when sufficient numbers of graduate students are available for teaching training. A dip in graduate student numbers, and the desire of the Faculty of Arts to reduce expenditures on sessionals, may force the course load upwards.
- Find a way to acquire a permanent incremental position for Slavic Studies to participate both in the undergraduate and graduate programs
  - Current staffing level (three full-time Slavic faculty members) makes it nearly impossible to maintain both undergraduate and graduate programs. In 2010-11 two of the faculty members are on six-month sabbaticals, therefore the Department has decided not to accept any MA Russian students for the coming year while it reviews the feasibility of maintaining a graduate program.

Space:
- Resolve inequities in faculty members’ offices
  - Modern Language (ML) space was reallocated by the Dean’s Office. Inequities cannot be resolved without reducing the size of some offices, and the layout of other offices prevents any reduction of size. The Department has been allocated some extra space in the ML office reallocation, and it has also shared offices with Classics and French to help those Departments reduce their office shortages.
- Provide more space for graduate and undergraduate students
  - New undergraduate study space opened Fall 2009.
  - Graduate space reorganized providing more study space for MA students.
- Provide a larger office for the undergraduate secretary
  - No space available for this to be done. Also, the undergraduate secretary position was reduced to a half-time position in 2009, and devoting a large office to a half-time position was considered inadvisable.
- Get action on ML classrooms
  - Registrar’s Office has been advised twice in the past two years of the problems with the ML “corner” classrooms where many German and Slavic Studies courses are held, and the Chair of German and Slavic Studies has offered to assist in planning a redevelopment of those spaces. The response has been a resounding “we have a committee that will look into it.” Further response from the Registrar’s Office: “The ML classroom space is included in the registrar’s classroom redevelopment plan. However, at this moment, they are not at the top of the priority list.”
• Other:
  o Develop a strategy for filling the Diefenbaker Chair and hire an outstanding candidate
    ▪ Done. *In Fall 2009 an advertising blitz yielded some first-rate applications, and six outstanding candidates were invited to campus. An offer has been extended to one of these candidates.*
  o Develop strategies for integrating with Faculty/University initiatives
    ▪ *German curriculum was revised and new courses were introduced that should be attractive to students from across the Faculty. Some of the courses have been offered as cross-listings with other Departments.*
    ▪ *German and Slavic Studies contributed significantly to the development of the new plans in Visual Studies and will take a role in teaching core courses of the program.*
    ▪ *German and Slavic Studies contributes core courses in the Applied Language Studies and the Arts and Business programs.*
  o Develop strategy for new hires to become involved in Faculty-wide teaching
    ▪ *Professor Alice Kuzniar has taught courses in Fine Arts, English, and Women’s Studies in addition to Germanic and Slavic Studies.*

• Joint MA in Intercultural German Studies with the Universität Mannheim:
  o *German and Slavic Studies has developed a unique program (the only MA program of its kind in North America) that would see students from UW and Mannheim received a joint Waterloo-Mannheim degree in German Studies. Students would spend a year at their “home” university and a year at the “partner” university. This program builds on the very successful 35+ year exchange relationship between the two universities. The program has been approved by the Senates of both institutions and is now undergoing external review by various accreditation bodies.*
  o A $500,000 donation from the Storck family of Waterloo will enable the Department to offer improved scholarships for students interested in exchanges.
  o *German and Slavic Studies has an agreement with the Russian Department at Dalhousie University to channel UW students into Dalhousie’s very successful Russian study abroad program at St. Petersburg University.*
University of Waterloo
SENATE
September 20, 2010

FOR APPROVAL

Review of 4:00 p.m. Start-time
On the recommendation of the Senate Executive Committee, the following motion:
Motion: That Senate approve continuing to commence its meetings at 4:00 p.m.

Background: Given that Senate meetings had been extending well beyond 6:30 p.m., at its May 19, 2009 meeting, Senate approved a motion to begin meetings at 4:00 p.m. (instead of 4:30 p.m.) on the understanding that the practice would be reviewed after one year.