AGENDA

Consent Agenda

4:00

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

1. Approval of the March 28, 2011 Minutes [enclosed] Decision

2. Report of the President
   a. Recognition and Commendation 1 Information

3. Reports from the Faculties [excluding environment] 2-12 Information

4. Report on Academic Colleagues’ Meetings 13-17 Information

Regular Agenda

4:05

5. Business Arising from the Minutes

4:10

6. Elections to Senate Committees and Councils and to the Board of Governors 18 Decision

4:20

7. Spring Term Undergraduate Student By-Election to Senate 19 Decision

4:25

8. Co-op Education & Centre for Career Action 20-23 Information

4:45

9. Report of the President Oral Information

4:55

10. Q & A Period Oral Information

5:05


5:15

12. Report of the University Librarian 24 Information

5:25

13. Reports from Committees and Councils
   a. Executive Committee 25 Decision/Information
   b. Graduate & Research Council 26-29 Information
   c. Honorary Degrees Committee [news release will be available at Senate] Information
   d. Undergraduate Council 30 Information

6:00

14. Other Business

EW:tad

April 11, 2011

Erin Windibank
Associate University Secretary
University of Waterloo  
SENATE  
Report of the President  
April 18, 2011

FOR INFORMATION

Recognition and Commendation

Three Waterloo faculty members and one student are among the “young leaders in our community” who have been honoured this year as the “Top 40 Under 40” by the Waterloo Region Record newspaper: kinesiology student Emma Glofcheski, who also volunteers with the Special Olympics and other groups; philosophy professor and human rights author Brian Orend; Slim Boumaiza, wireless networks researcher in the electrical & computer engineering department; and Joseph Emerson of the applied mathematics department and the Institute for Quantum Computing. [Daily Bulletin, Feb. 28/11]

A Waterloo student team is the grand prize winner in this year’s Hydrogen Student Design Contest, sponsored by the US Department of Energy, Praxair, Honda, and Proton Energy Systems. Winners were announced at the 2011 Fuel Cell and Hydrogen Energy conference, held at the Gaylord National Convention Center outside Washington, DC. The Waterloo team included Kirby Skinn, Lisa Tong, and Nicholas Hartmann of chemical engineering, and Anna Beznogova of architecture. “This Grand Prize marks the fifth award for the University of Waterloo in the six-year history of the contest,” a news release says. “Contest newcomers Imperial College London and University of California Riverside were awarded honorable mentions.” For the 2011 contest, students were challenged to plan and design a residential hydrogen fueling system. “Universities from all around the world submitted entries for the 2011 Contest,” said Kyle Gibeault, contest manager. [Daily Bulletin, Feb. 28/11]

Teams of students from Waterloo’s Master of Business, Entrepreneurship & Technology program cleaned up at this year’s Next Great Innovator Challenge, sponsored by the Royal Bank of Canada. Each year RBC asks graduate-level business students to answer a real-world business challenge. This year’s challenge: to “suggest an innovation that will be critical to Canadian financial services in 2015.” Submissions came from 22 schools across Canada and the top three winners all came from the MBET cohort. Coming home with the $20,000 first prize were Krishna Nuthi, Michelle Berelowitz and Wei Wei, who call themselves Team ROKUR ALL. Their proposal was “the We Care portal.” They explain: “This video-based technology will address the link between the aging Canadian population and their caregivers with a novel mix of strategy and technology to create real value in banking interactions.” Coming in second was Team Mighty Moguls, consisting of Pierre-Marc Pepin, Catherine Carroll, Hui Zhang and Prasath Nagendran. This quartet “looked ahead to how the banking needs of Canadians will change in 2015. They introduced a three-phased program to transform banking for the new Canadians of today, and in the future.” And in third place were David Saint-Onge, Gerrit Ellerwald, Carla Tafich Salim, Keinide Odomosu and Rahim Kanji, making up Tycoons of Tomorrow. This team “demonstrated what the financial services industry could do today to help children become financially literate. The team introduced an interactive educational account that links financial knowledge, education, and play to address the impact in reducing the many problems faced by today’s adults.” [Daily Bulletin, Mar. 10/11]

The Graduate Admissions project has been selected as the winner of the Ontario University Registrars’ Association Innovation Award for 2011. The award program is designed to recognize, reward and share university achievements in improving the quality and reducing the cost of academic administration. The award is valued at $5,000 to be given in the form of an endowment to fund a student scholarship at the winning institution. [GSO email, Mar. 11/11]
FOR INFORMATION

A. APPOINTMENTS

Probationary-term Appointment Date Change
GIANGREGORIO, Lora, Assistant Professor, Department of Kinesiology, from July 1, 2008 to June 30, 2011 to July 1, 2008 to June 30, 2012.

Adjunct Appointment
Graduate Supervision and Research
PENNY LIGHT, Tracy, Assistant Professor, Department of Health Studies & Gerontology, March 1, 2011 to August 31, 2011.

Susan J. Elliott
Dean, Applied Health Sciences
FOR INFORMATION

A. APPOINTMENTS

Probationary-term Appointments

CHEN, Tao, BA Shanghai International Studies University 2001, PhD in Economics University of Connecticut 2011, PhD in Mathematics University of Connecticut (ABD), Assistant Professor, Department of Economics, July 1, 2011 to June 30, 2014. Dr. Chen is specialized in theoretical micro-econometrics, semi-parametric model identification and specification testing in particular. Besides having a doctoral degree in Economics, he is working toward a second doctoral degree in Mathematics. He has published in Journal of Physics and Fractals.

COOPER, Tara, BFA Queen’s University 1994, BEd Queen’s University 1995, MFA College of Art, Architecture and Planning, Cornell University 2008, Assistant Professor, Department of Fine Arts, July 1, 2011 to June 30, 2014. Ms Cooper works in a range of mediums from print, photography, and video to installation and book arts. As an educator, she has worked at OCAD University, Sheridan College, the Canadian Art Foundation and the Art Gallery of Ontario. Ms Cooper has participated in many national and international artist residencies and her exhibition record spans more than a decade and includes local, national and international venues. She is a member of Open Studio and the Toronto artist collective Loop. Ms Cooper’s strengths reside in her commitment to interdisciplinarity with a strong belief in collaboration as a working model.

ESSELMENT, Anna, BA McMaster 1999, MA Dalhousie 2000, PhD University of Western Ontario 2009, Assistant Professor, Department of Political Science, July 1, 2011 to June 30, 2014. Dr. Esselment’s dissertation concentrated on intergovernmental relations within Canada and her publications include an article in the top journal in the field of Canadian politics, Canadian Journal of Political Science. She has taught at the University of Guelph, WLU and UWO and worked as a senior policy advisor at Queen’s Park for three years. Dr. Esselment is now engaged in new research on the role of political advisors to government leaders and cabinet ministers in Canada. She will make an important contribution to the department’s Canadian politics program as well as to the new Master of Public Service by strengthening course offerings in Canadian governance, the history and politics of Canadian policy-making institutions, and public policy analysis.

FORAND, Jean Guillaume, BA University of Ottawa 2001, MA Université du Québec à Montréal 2003, PhD University of Toronto 2010, Assistant Professor, Department of Economics, July 1, 2011 to June 30, 2014. Dr. Forand joins the Department of Economics following a one year stay as a visiting assistant professor at the Wallis Institute for Political Economy at the University of Rochester, a leading research institute at the frontier of economics and political science. Jean Guillaume’s research interests are in microeconomic theory, political economy and the economics of organizations. His principal focus is the study of theoretical models representing the dynamics of political phenomena. Dr. Forand has been invited to present his research at numerous international conferences and in seminars in economics departments in North America, Europe, Hong Kong and Australia.

ROFF, Heather BA University of Arizona 2001, MA University of Wisconsin 2005, PhD University of Colorado at Boulder 2010, Assistant Professor, Department of Political Science, July 1, 2011 to June 30, 2014. Although she has only just completed her PhD, Dr. Roff has already a number of publications including articles in the Journal of Military Ethics and the Annual Review for Law and...
Ethics. She has particular expertise in political theory and international ethics. She will make an important contribution to the department’s political theory program as well as to the new graduate programs in Global Governance by strengthening our offerings in the history of political theory, modern political philosophy, and global social justice.

Probationary-term Appointment Date Changes
AURINI, Janice, Assistant Professor, Department of Sociology & Legal Studies, from July 1, 2007 to June 30, 2010 to July 1, 2007 to June 30, 2011.

RUS, Horatio, Assistant Professor, Department of Economics, from July 1, 2008 to June 30, 2011 to July 1, 2008 to June 30, 2012.

THOMPSON, James, Assistant Professor, School of Accounting & Finance, from November 1, 2008 to June 30, 2012 to November 1, 2008 to June 30, 2013.

Probationary-term Reappointment Date Changes
HUANG, Alan, Assistant Professor, School of Accounting & Finance, from July 1, 2010 to June 30, 2013 to July 1, 2010 to June 30, 2014.

RYBCZYNSKI, Kathleen, Assistant Professor, Department of Economics, from July 1, 2009 to June 30, 2012 to July 1, 2009 to June 30, 2013.

Definite-term Appointment
BERBERICH, Greg, BMath University of Waterloo 1992, PhD University of Waterloo 2005, Lecturer, School of Accounting & Finance, May 1, 2011 to June 30, 2012. Dr. Berberich joins the financial accounting and auditing areas of the school. He received his CA designation in 1993 from the Institute of Chartered Accountants of Ontario. Berberich’s teaching interests are in auditing and financial accounting. In 2001 he was named as a Doctoral Consortium Fellow by the American Accounting Association. He will contribute to the expansion plans of the School of Accounting & Finance by strengthening teaching in our auditing and financial accounting areas.

Definite-term Reappointments
DUSAUILLANT-FERNANDES, Valérie, Lecturer, Department of French Studies, September 1, 2011 to August 31, 2012.

KRAFT, Deborah, Lecturer, School of Accounting & Finance, May 1, 2011 to June 30, 2012.

VIDEKAANIC, Bojana, Lecturer, Department of Fine Arts, July 1, 2011 to April 30, 2012.

Adjunct Appointments
Instruction
CLARKE, Warren, Lecturer, Department of Political Science, May 1, 2011 to August 31, 2011.

MEMON, Kashif, Lecturer, Department of Economics, May 1, 2011 to August 31, 2011.

MILKOREIT, Manjana, Lecturer, Department of Political Science, May 1, 2011 to August 31, 2011.

Graduate Supervision
SPROTT, Jane, Associate Professor, Department of Sociology & Legal Studies, February 1, 2011 to January 31, 2014.
Adjunct Reappointments

Instruction

BAKER, Gary, Lecturer, School of Accounting & Finance, May 1, 2011 to August 31, 2011.

BOEHMER, Greg, Lecturer, School of Accounting & Finance, January 1, 2011 to April 30, 2011.

DUCHARME, Robert, Lecturer, School of Accounting & Finance, May 1, 2011 to August 31, 2011.

FATIMA, Nafeez, Lecturer, Department of Economics, May 1, 2011 to August 31, 2011.

HANNAN, Usman, Lecturer, Department of Economics, May 1, 2011 to August 31, 2011.

KWUN, Nancy, Lecturer, School of Accounting & Finance, January 1, 2011 to April 30, 2011.

LOCKWOOD, Eric, Lecturer, School of Accounting & Finance, January 1, 2011 to April 30, 2011.

LUM, Michelle, Lecturer, School of Accounting & Finance, May 1, 2011 to August 31, 2011.

MAES, Nick, Assistant Professor, Department of Classical Studies, May 1, 2011 to August 31, 2011.

ORLOV, Georgy, Lecturer, Department of Economics, May 1, 2011 to August 31, 2011.

OSBORNE, Chris, Lecturer, School of Accounting & Finance, January 1, 2011 to April 30, 2011.

TRIMARCHI, Angela, Lecturer, Department of Economics, May 1, 2011 to August 31, 2011.

WENSLEY, Karen, Lecturer, School of Accounting & Finance, May 1, 2011 to August 31, 2011.

WOOLSTENCROFT, Peter (Professor Emeritus), Associate Professor, Department of Political Science, May 1, 2011 to August 31, 2011.

Graduate Supervision

BROWN, Gregory, Associate Professor, Department of Sociology & Legal Studies, January 1, 2011 to December 31, 2014.

B. ADMINISTRATIVE APPOINTMENTS

COLEMAN, William, Director, Global Governance Programs, January 1, 2011 to June 30, 2014.

DAWSON, Lorne, Chair, Department of Sociology & Legal Studies, July 1, 2011 to June 30, 2015.


INSLEY, Margaret, Chair, Department of Economics, July 1, 2011 to June 30, 2015.

LEONI, Monica, Chair, Department of Spanish & Latin American Studies, May 1, 2011 to April 30, 2015.

MCWEBB, Christine, Director, Global Business & Digital Arts Program, May 1, 2011 to April 30, 2015.
PARÉ, François, Associate Chair, Graduate Studies, Department of French Studies, May 1, 2011 to December 31, 2012.

ADMINISTRATIVE REAPPOINTMENT
EASTON, Fraser, Chair, Department of English Language & Literature, July 1, 2011 to June 30, 2015.

ADMINISTRATIVE APPOINTMENT DATE CHANGE
MCWEBB, Christine, Associate Chair, Graduate Studies, Department of French Studies from September 1, 2010 to August 31, 2011 to September 1, 2010 to April 30, 2011.

C. RESIGNATION
BALLARD, Robert, Assistant Professor, Department of Drama & Speech Communication, effective July 31, 2011.

Ken S. Coates
Dean, Faculty of Arts
FOR INFORMATION

A. APPOINTMENTS

Definite-term Appointment

Definite-term Reappointment
YU, Aiping, Assistant Professor, Department of Chemical Engineering, January 31, 2012 – January 31, 2015.

Visiting Appointments
BUDARAPU, Pattabhi, Scholar, Department of Civil & Environmental Engineering, September 1, 2011 – April 30, 2012.

HILTUNEN, Heli, Scholar, Department of Chemical Engineering, May 1, 2011 – October 31, 2011.

LIU, Yan, Scholar, Department of Chemical Engineering, February 22, 2011 – February 29, 2012.


MEHBOOB, Nazia, Scholar, Department of Chemical Engineering, June 15, 2011 – December 15, 2011.

NATIVEL, Damien, Scholar, Department of Chemical Engineering, April 1, 2011 – August 31, 2011.

PATIN, Amandine, Scholar, Department of Mechanical & Mechatronics Engineering, May 30, 2011 – August 26, 2011.

SATIR, Benhur, Scholar, Department of Mechanical & Mechatronics Engineering, March 1, 2011 – May 31, 2011.

WANG, Bo, Scholar, Department of Electrical & Computer Engineering, May 1, 2011 – March 31, 2012.

Zhou, Haoli, Scholar, Department of Chemical Engineering, April 1, 2011 – March 31, 2012.

Adjunct Appointments

Instruction
AYAD, Hanan, Lecturer, Department of Electrical & Computer Engineering, January 1, 2011 – April 30, 2011.
Graduate Supervision and Research


KARAN, Mehmet (Matt), Professor, Department of Civil & Environmental Engineering, March 1, 2011 – February 28, 2013.

Graduate Student to Part-time Lecturer Appointment
LEE, Bertina, Department of Systems Design Engineering, May 1, 2011 – August 31, 2011.

B. ADMINISTRATIVE APPOINTMENT
TZOGANAKIS, Costas, Interim Director, Institute for Polymer Research, Department of Chemical Engineering, January 1, 2011 – April 30, 2011.

C. SABBATICALS
For Approval by the Board of Governors
HAAS, Carl, Professor, Department of Civil & Environmental Engineering, May 1, 2011 – October 31, 2011, at 100% salary.

LAM, Patrick, Assistant Professor, Department of Electrical & Computer Engineering, November 1, 2011 – April 30, 2012, at 100% salary.

MILLER, Daniel, Professor, Department of Electrical & Computer Engineering, September 1, 2011 – August 31, 2012, at 85% salary.

REMPLE, Garry, Professor, Department of Chemical Engineering, July 1, 2011 – December 31, 2011, at 100% salary.

SMUCKER, Mark, Assistant Professor, Department of Management Sciences, July 1, 2011 – December 31, 2011, at 100% salary.

THISTLE, John, Associate Professor, Department of Electrical & Computer Engineering, September 1, 2011 – August 31, 2012, at 85% salary.

Adel Sedra
Dean, Faculty of Engineering
A. APPOINTMENTS

Tenured

For Approval by the Board of Governors

ZENG, Leilei, BSc (1998), Nankai University; MMath (2000), PhD (2005), University of Waterloo, Associate Professor, Dept. of Statistics and Actuarial Science, April 15, 2011. Dr. Zeng began her academic career as a post-doctoral fellow in statistics and actuarial science at Simon Fraser University in 2005. The following year, she received an NSERC University Faculty Award and began a joint appointment at Simon Fraser as an Assistant Professor in the newly-formed Faculty of Health Sciences and Statistics and Actuarial Science. Dr. Zeng is a promising young researcher with interests in the development and application of statistical methods for public health and medical research. Her appointment strengthens the department’s research and teaching capacity in health and biomedical statistics.

Probationary-term Reappointment

REICHARDT, Ben, BS (2001), Stanford University; PhD (2006), University of California, Berkeley, Assistant Professor, David R. Cheriton School of Computer Science, July 1, 2011 – June 30, 2014.

Definite-term Reappointments

EDEN, Mike, Lecturer, Office of the Dean, March 1, 2012 – April 30, 2016.

PAPOULIA, Katerina, Associate Professor, Dept. of Applied Mathematics, September 1, 2011 – August 31, 2013.

Continuing Lecturer Appointment

MATHESON, Brent, BSc (1992), University of Windsor; MSc (1997), University of Western Ontario; MBA (1999), University of Windsor, Lecturer, Office of the Dean, June 1, 2011.
Mr. Matheson’s duties will be to teach five courses per year and assume responsibilities in the Math Business Program.

Visiting Appointments

KIM, Sehjeong, Research Associate, Dept. of Applied Mathematics, December 1, 2010 – November 30, 2011.


TANG, Yang, Research Associate, David R. Cheriton School of Computer Science, February 13, 2011 – February 12, 2012.

WANG, Weihong, Research Associate, David R. Cheriton School of Computer Science, April 1, 2011 – September 30, 2011.
Adjunct Reappointments

Instructor

BELTAOS, Andrew, Lecturer, Office of the Dean, May 1, 2011 – August 31, 2011.

CELMINS, Uldus, Lecturer, Dept. of Combinatorics and Optimization, May 1, 2011 – August 31, 2011.

PEI, Martin, Lecturer, Dept. of Combinatorics and Optimization, May 1, 2011 – August 31, 2011.

ROH, Patrick, Lecturer, Dept. of Combinatorics and Optimization, May 1, 2011 – August 31, 2011.

SHALIT, Orr, Lecturer, Dept. of Pure Mathematics, May 1, 2011 – August 31, 2011.

Research

DICKEY, Leroy (Professor Emeritus), Lecturer, Dept. of Pure Mathematics, May 1, 2011 – April 30, 2014.

B. SABBATICAL CANCELLATION

For Approval by the Board of Governors

GHODSI, Ali (Assistant Professor), Dept. of Statistics and Actuarial Science, March 1, 2011 – August 31, 2011, at 100% salary.

Ian P. Goulden
Dean
FOR INFORMATION

A. APPOINTMENTS

Probationary-term Reappointment
REED, Bruce H., Assistant Professor, Department of Biology, July 1, 2012 to June 30, 2015. [B.Sc., University of Guelph (1988); Ph.D., University of Cambridge (1992).]

Definite-term Appointment
ENGELHARDT, Heidi, Lecturer, Department of Biology, April 1, 2011 to March 31, 2014. [B.Sc., University of Guelph (1983); M.Sc., University of Guelph (1986); Ph.D., University of Western Ontario (1992).] Heidi Engelhardt has been involved in developing and teaching courses in basic Biology for many years. She designed the first-year general course at Brandon University. More recently she has also taught more advanced courses in animal physiology, embryology and development. Dr. Engelhardt is very active in outreach activities with the general public and through local high schools. The Department of Biology’s strategic plan includes efforts to address the growing student-to-faculty ratio resulting from the growth of interest in Life Sciences among many programs at the university. One step in that plan is to increase the teaching capacity through lecturer faculty positions.

OAKES, Ken, Lecturer, Department of Biology, April 1, 2011 to March 31, 2014. [Fish and Wildlife Technician Diploma, Sir Sanford Fleming College (1990); Fish and Wildlife Technologist Diploma, Sir Sanford Fleming College (1991); B.Sc., University of Guelph (1995); Ph.D., University of Guelph (2004).] Ken Oakes has taught a broad range of courses for the department as a sessional lecturer, during his tenure as a research associate at Waterloo. He will contribute to courses in the field-based Ecology areas, in Environmental areas such as toxicology, as well as in molecular and cell biology. Dr. Oakes has also been active in outreach in several capacities, including the Let’s Talk Science program in high schools. The Department of Biology’s strategic plan includes efforts to address the growing student-to-faculty ratio resulting from the growth of interest in Life Sciences among many programs at the university. One step in that plan is to increase the teaching capacity through lecturer faculty positions.

Definite-term Reappointment
CONANT, Brewster, Research Assistant Professor, Department of Earth and Environmental Sciences, March 1, 2011 to February 28, 2012.

Adjunct Reappointments
Graduate Supervision

GIBSON, John, Professor, Department of Earth and Environmental Sciences, April 1, 2011 to March 31, 2014.

HALDEN, Norman M., Professor, Department of Earth and Environmental Sciences, February 1, 2011 to January 31, 2014.

LEATHERLAND, John F., Professor, Department of Biology, May 1, 2011 to April 30, 2014.
MAYER, Ulrich K., Assistant Professor, Department of Earth and Environmental Sciences, March 1, 2011 to February 28, 2014.

THERRIEN, Rene, Professor, Department of Earth and Environmental Sciences, January 1, 2011 to December 31, 2013.

Graduate Supervision and Research
MUNKITTRICK, Kelly R., Professor, Department of Biology, March 1, 2011 to February 28, 2014.

Undergraduate Instruction
GILBERT, Dara E., Lecturer, Department of Chemistry, May 1, 2011 to August 31, 2011.

Cross Reappointments
CHOH, Vivian, Assistant Professor, School of Optometry cross appointed to Department of Biology, June 1, 2011 to May 31, 2014.

SLAVCEV, Roderick, Assistant Professor, School of Pharmacy cross appointed to Department of Biology, June 1, 2011 to May 31, 2014.

Appointment Changes
CHRISTIAN, Lisa, Lecturer, School of Optometry, position changed from definite term to continuing, effective March 1, 2011.

FORSEY, Steven P., Lecturer, Department of Chemistry, position changed from definite term to continuing, effective July 1, 2011.

Graduate Student to Part-time Lecturer Appointment
JONES, Kyra, Lecturer, Department of Biology, May 1, 2011 to August 31, 2011.

B. ADMINISTRATIVE APPOINTMENT
BUTLER, Barbara, Associate Chair, Undergraduate Studies, Department of Biology, April 18, 2011 to April 17, 2012.

C. SABBATICAL LEAVE
For Approval by the Board of Governors
BAUGH, Jonathan D., Assistant Professor, Department of Chemistry, September 1, 2011 to February 29, 2012, 100% salary arrangement.

T.B. McMahon
Dean
FOR INFORMATION

Council of Ontario Universities
Report on Academic Colleagues' (AC) Meetings - Ottawa
April 7-8, 2011 - Paul D. Guild

The topics below were among those considered at this COU meeting of AC.

A. Academic Colleagues Update

- ACs will continue to work with the new format for seeding discussion papers by inviting guest speakers at the outset.
- More timely topics will be addressed in briefer one- or two-page discussion papers.
- A discussion paper on Teaching Evaluations will be presented at Fall 2011 meeting.

B. COU and Executive Update (Peter Gooch joined the group and led discussions)

B1. Enrolment Funding in Provincial Budget
A much-appreciated multi-year funding commitment has been made for enrolment growth in Ontario (five years, with three year rollout). It remains unclear how growth will be allocated among institutions, and a process for determining this is needed. The growth over five years is likely to be 60,000 undergrad and grad students (ratio unclear).

B2. Granting Trends Toward Larger But Fewer Grants to Fewer Researchers
Senior officials from NSERC, CIHR and CFI gave a presentation to the Executive Heads' Forum that showed, while recent past funding has been healthy, we should expect larger grants to fewer projects. Would this change have consequences for: recent past growth in the professoriate; faculty workloads, satisfaction and career path; and the ratio between research and teaching? What might this mean for institutional rankings? What might be implications for graduate students? Are our larger institutions better equipped to maximize their benefits because infrastructure is in place? Future AC reports will consider such factors associated with this new approach to research funding.

B3. Nursing Degree Granting by Colleges Ontario
Soon nursing degrees are likely to be offered by colleges; Humber College feels they meet accreditation requirements now. COU points out that dismantling of the current partnership system may be costly, it impede quality assurance, and it could increase the redundancy of offerings. Might this be the first step toward similar drives in other disciplines, such as engineering? If this becomes more pervasive, to what extent will research inform teaching? Some colleges cultivate images of agility and say they offer attractive low cost alternative to university education.
**B4. Funding Cut to Executive Offices**
The Ontario Government is calling for a permanent 10% reduction of funding from executive offices of major government agencies and institutions supported through provincial transfer payments. The funds are to be reallocated to "front line services". Cuts in the university sector, for example, would be directed at the office of presidents and those who are direct reports. The COU Secretariat looking at data to characterize the impact this could have on senior administrative operations.

**C. COU Meeting on April 8th at University of Ottawa**
Among the topics before Council were the following.

**C1. Update on Teaching and Learning Task Force**
The Task Force has gathered results from surveys of institutions in order to identify exemplary and/or innovative teaching and learning practices that are being used, or considered for use, by Ontario universities. Discussions are underway with the Council of Ontario Educational Developers (COED), an OCAV affiliate, on how COED might best support the Task Force in meeting its objectives. New learning from the survey will be disseminated broadly.

**C2. AC Discussion Paper on Some Implications of Teaching-Stream Positions**
Among the paper’s recommendations are:
- Where teaching-stream positions are instituted they should remain a small proportion of the faculty complement.
- In any event, flexible workloads should be introduced for traditional faculty in a positive rather than punitive fashion, and that it be clear teaching excellence is the responsibility of all faculty.
- Teaching-stream faculty should be required to engage in research and scholarship, at least into the pedagogy of their discipline, but preferably in matters of their choosing, although at a lower threshold of activity than traditional faculty; they should be eligible for research and travel support, regular sabbaticals, and so on.
- Graduate faculties should develop programs that will comprise teacher education for all students, a certification program as credential for teaching-stream positions, and consider instituting doctoral programs more appropriate for teaching-stream positions.
- Institutions should alter their culture so that teaching is valued equally with research.

**C3. Update on Credit Transfer**
This policy is fundamentally geared to credit transfer between programs within or between institutions. However, students will use it often to move between colleges and universities. Further to recent AC reports on this topic, there are two new elements of note in the policy statement:

(1) The statement makes it explicit that MTCU supports the development of credit transfer agreements among multiple partner institutions. This direction has been implicit since the outset of work with the steering committee and has been expressed in the awarding of funds for projects through the College University Consortium Council.
(2) The policy statement makes explicit that MTCU sees as a positive innovation the determination of learning equivalency using program standards rather than course-by-course comparison. This is an approach that is strongly favoured by the college sector (which has developed provincial learning outcomes for some diploma programs) and is being explored through some CUCC projects.

MTCU also confirmed in its announcement that the government will establish a new coordinating body to be known as the Ontario Council on Articulation and Transfer (ONCAT). While institutional allocation needs to be determined, likely based on the number of transferred students, MTCU indicated the allocation of the announced $74 million among the various aspects of the credit transfer initiative over five years:

- $23.5 million for an Innovation Fund (for projects to develop new pathways, much like the recent calls for proposals by the CUCC),
- $10.6 million for a new website and the ongoing operations of the new coordinating body (ONCAT),
- $39.6 million for annual allocations to institutions to support credit transfer.

C4. Update on Online Learning
A draft report has been prepared by the working group setting out proposed COU recommendations to the Special Advisor and MTCU, and includes recommendations:

(1) Membership in the OOI should be voluntary and unrestricted among publicly-assisted institutions. Institutions should be permitted to join the consortium as they wish in the future.
(2) Publicly assisted colleges and universities should hold a majority position within the governance structure of the organization. This will ensure that OOI is responsive to its member institutions, builds upon the existing expertise and online capacity within the Ontario postsecondary sector, and meets students’ needs.
(3) The role of the OOI should be to facilitate the effective and efficient delivery of online learning by its member institutions, with the recommended roles set out below. The OOI should have no role in standard setting, to avoid unnecessary duplication with institutions’ responsibilities.
(4) The OOI should have a lean structure and staffing. MTCU should provide sufficient funding to enable the OOI to meet its facilitative mandate.
(5) The respective roles of OOI and Contact North/elearnnetwork.ca should be distinct, and this distinguished within the OOI by a separate mandate and budget.

C5. Update on Quality Council
Progress has been made as reflected in the fact that the Quality Council ratified more than half of the IQAP documents of universities. Six university IQAPs were ratified as presented while a further six were ratified subject to one or two minor changes. Revised IQAPs are being received from the remaining universities and will be reviewed as soon as possible at an upcoming meeting. The Quality Council has appointed its first Appraisal Committee (n=7) from the nominations received from Vice-Presidents (Academic) and will begin meeting as soon as the first new program proposals are submitted to the Quality Council (anticipated by July 2011).
C6. Update on University Pension Plans
- A third party reviewer of 70 smaller pension plans is to be appointed by government.
- On March 29, the Ontario 2011 Budget included the statement:
  “The government will appoint a third party to pursue options for greater efficiencies, including the consolidation of plan administrative functions, pooling of assets for investment purposes and use of technology. The purpose of this review would be to achieve savings and help manage pension funding requirements.”
- Based on a conversation with the MOF staff, all universities pension plans will be included in the scope of this review. The review is part of the government’s broader exercise to eliminate the deficit through efficiencies, improvements and innovations.


C7. Update on Postsecondary Education Mental Health and Addictions Issues
Last December, the MOHLTC released its final report, Respect, Recovery, Resilience: Recommendations for Ontario’s Mental Health and Addictions Strategy. Unfortunately, despite the growing mental health challenges on campus, the report does not recognize or deal directly with mental health-related issues at postsecondary institutions. The COU Sub-Group has signaled concerns about this omission and MTCU has agreed to raise the issue with MOHLTC. The Sub-Group has met several times and has identified five primary areas of concern. It has begun to undertake a number of collective actions and activities to address these issues, including: legal (e.g., involuntary withdrawal), awareness (e.g., seeking corporate / philanthropic sponsorship), training (e.g., a tool is being developed), policy refresh and development, partnerships (e.g., better protocols among various community services and institutions). Council was greatly saddened by recent tragic deaths at an Ontario university:


C8. Update on Ontario Institute for Cancer Research (OICR)
OICR had its 5th Anniversary and is working to bridge Ontario initiatives to top projects around the world. MRI has launched a global program in cancer imaging. Several research program highlights in Ontario were described.

C9. COU President’s Report included:
- COU will host a financial innovations day (May 25th) showcasing Ontario university sector; universities are willing to learn and change.
- MRI funding HPC in Ontario ($4M) for coming year but long term need is closer to $150M moving forward. MRI is looking at HPC from a business perspective.
- A HEQCO report on tuition for universities in Ontario provides a frank and open conversation.

C10. AUCC Report - 100th Anniversary in Oct 2011!
- With the federal election injecting uncertainty into our sector, universitiesmatter.ca
provides testimonials about value of higher education and research in Canada feed the 
campaign process.
- Party platform analyses for all parties are available from AUCC web site.
- The federal budget was neither as robust as hoped for nor as bad as feared.
- Enrolment in Canada has increased 57% in last 15 years. Half of university faculty 
members have been hired within last decade. New faculty positions have increased by 
some 6000, and research support has quadrupled during past 10 years.
- AUCC is refreshing the position statement on Academic Freedom.
- Copyright issues are under close examination; Access Copyright would increase costs to 
universities if implemented.

http://www.accesscopyright.ca/

C11. Report from the Academic Colleagues
A brief report covered the main topics of discussion from the AC meeting:
- A new format for seeding position papers, with guest speakers
- Timely topics are to be addressed in one- to two-page papers
- Teaching evaluations paper will be presented at Fall 2011 meeting
- Further on the Ontario Online Institute, many aspects were said to be unclear. On 
surface the idea is good but key questions include: (a) can the initiative meet 
expectations of saving costs? (b) is an economic analysis needed as part of due 
diligence? (c) is this alternative delivery mode one that may not suit all learners? (d) 
should OOI be motivated simply to save money?
- Future AC reports will consider the new approach to research funding with fewer but 
larger grants to be awarded to fewer researchers.

C12. Update on the Quality Council (QC)
More than half of the IQAP documents of universities are now approved; six university 
IQAPs were ratified as presented while a further six were ratified subject to one or two 
minor changes. Revised IQAPs are being received from the remaining universities and will 
be reviewed as soon as possible. The first Appraisal Committee has been appointed.

C13. Report from the Committee on Nominations
Outgoing members of COU were thanked for their service and new roles were approved as 
of July 1, 2011 including Alastair Summerlee and Linda Garcia as new chairs of COU and CA 
respectively.

C14. Modified OCGS Constitution
Modifications to the Constitution of the Ontario Council on Graduate Studies were 
presented for ratification with current bylaws being set forward in streamlined form to go 
with new scaled-back mandate. Following feedback on changes, a motion approved.

A report from the Board of Directors provided an opportunity for Council members to ask 
questions or seek clarification on matters put before them in their capacity as Members of 
COU Holding Association Inc.
To: Senate

From: Erin Windibank, Associate University Secretary

Date: March 25, 2011

Subject: Elections to Senate Committees and Councils and to the Board of Governors

Elections to the Executive and Honorary Degrees Committees, Graduate & Research and Undergraduate Councils, Committee on Student Appeals and the Board of Governors will take place at the beginning of the meeting. Elections to Finance and Long Range Planning will take place when the results of the Executive election are known. If an elected senator’s name is on Finance and has been elected to Executive, then that name is deleted from the Finance ballot. Similarly, if an elected senator’s name is on Long Range Planning and has been elected to either Executive or Finance, then that name is deleted from the Long Range Planning ballot. Further nominations to Senate Committees and Councils and to the Board of Governors will be accepted from the floor.
To: Senate

From: Erin Windibank, Associate University Secretary

Date: April 18, 2011

Subject: Spring Term Undergraduate Student By-Election to Senate

Motion: That Senate approve a one-time exception to Senate Bylaw 5 in order to permit a by-election for an undergraduate student to represent the Faculty of Arts.

Rationale: The current undergraduate senator for the Faculty of Arts, Luke Burke, has resigned his seat following his election as vice-president, internal of the Federation of Students. Bylaw 5 does not permit undergraduate student by-elections to be held between April 1 and September 15. As a result, the Faculty of Arts will be without an undergraduate student representative until mid-fall. The Federation of Students will be holding elections for a portion of its council seats (held over to accommodate co-op students) in early May and would like to elect an arts senator to fill the vacancy at that time.

Background: Senate Bylaw 5 relating to the selection of members of the Senate states that:

No by-election shall be called or held in any constituency between July 1 and September 15. In addition, no by-election shall be held in any undergraduate constituency between April 1 and September 15.

The Federation of Students policy dealing with elections (Federation Council Procedure 6) permits elections during the spring term provided they are not conducted during an examination period.

Undergraduate students would like Senate to consider amending Senate Bylaw 5 to allow for spring term by-elections; however, further examination and discussion, including whether additional changes should be proposed, is recommended before initiating the amendment process. In addition, the amendment process requires two readings in Senate and could not be completed in time for the Federation’s upcoming elections.

This request was discussed and approved by the Undergraduate Student Relations Committee on Friday, April 1, 2011.
Co-operative Education and Centre for Career Action
Report to Senate, meeting of April 18, 2011

This report covers the following areas:
1. Trends in enrolment, employment rates and student/employer quality rankings
2. Key accomplishments
3. Priorities for next two years

Trends in enrolment, employment rates and student/employer quality rankings

The student employment rates have remained above 95% through the last 14 consecutive terms. Since the calendar year 2006, the number of students scheduled for co-op work terms has increased from 12,500 to an anticipated 16,250 for the calendar year 2011. This represents a compound growth rate of over 6%. During this period, more than 20 new programs which include co-op have been created in various Faculties. Both trends are expected to continue.

CECS continues to obtain high employment rates by absorbing the increase in number of students through more employment by focusing on job development with current and new employers. This is being accomplished in an economy that has been only slowly recovering as well as being exposed to increased competition from co-op programs at other institutions. The employment rate is consistently higher than the national and provincial average employment rates and moved upward in 2010.

The number of co-op visa students has grown to an all-time high of 350 in Winter term 2011. The employment rate of visa students is slightly above the overall average.

Increased employer demands and inherent job market challenges did not impair Waterloo co-op students’ ability to perform extremely well on their work terms. Since Winter 2006, over 90% of all students, regardless of level, received rankings of very good to outstanding. Visa students’ rankings are approximately the same as the overall student averages.

As important as the employers’ evaluations are the positive experiences of the students while on work terms. On a scale of 1-10, with 10 being the highest, Waterloo co-op students continue to enjoy meaningful and relevant employment and reap the positive benefits of the co-op program. At all three student levels, rankings of 7 and above comprised over 90% of all student rankings. Visa students’ ratings are consistent with the overall student population.

Note: Students are classified as junior, intermediate and senior depending on the number of work terms in their program.

<table>
<thead>
<tr>
<th>Classification</th>
<th>4 Work Terms</th>
<th>5 Work Terms</th>
<th>6 Work Terms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior</td>
<td>1</td>
<td>1</td>
<td>1 and 2</td>
</tr>
<tr>
<td>Intermediate</td>
<td>2</td>
<td>2 and 3</td>
<td>3 and 4</td>
</tr>
<tr>
<td>Senior</td>
<td>3 and 4</td>
<td>4 and 5</td>
<td>5 and 6</td>
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</table>
Key accomplishments

- **Centre for Career Action**
  Working toward our Sixth Decade goal to be “a more highly visible Career Services unit”, and based on research conducted over the past two years, we launched our new brand in fall 2010. The new name emphasizes our goal to have students take a more active role in their career development. Results to date are encouraging. Fall 2010 brand tallies show our top three descriptors with students as “professional,” “relevant” and “motivating”. Based on anecdotal evidence, the campus community has improved understanding of what we do and whom we work with (all students at all levels, all types of career needs). Student use of the Centre has been strong.

Numbers of students who sought individual advising appointments remained steady while attendance at regularly offered student workshops rose by 45%. Job listings for graduating students increased dramatically (up 44% for this recruitment season compared to last). Student use of the job posting service also increased.

- **Co-op renewal**
  A key initiative in the overall renewal strategy is a department-wide reorganization. Design is almost complete, and implementation will begin in Spring term 2011. Major changes include focus on new employer development, employer retention and expansion, rationalizing student advising roles, and reducing the number of onsite work term visits to students. The process has involved extensive staff consultation, opportunities for student input, and regular communication on process and progress.

In 2010 a new technology platform to support renewal was piloted with Architecture students and employers. Concerns about sustainability and scalability led to the cancellation of that project in February 2011. Plans are underway for an upgrade to the existing JobMine system as an interim solution.

A third initiative in the renewal strategy is the introduction of an integrated accounts approach to our larger employers. This initiative is in its pilot phase with four employers, two each in financial services and technology. Employers who were invited to participate consistently hire relatively large numbers of Waterloo co-op students, and have centralized recruiting resources with whom we can partner. Employers will benefit from integrated support for their campus co-op and graduate recruiting, an opportunity to share best practices and provide input to the department, and assistance liaising with other parts of the University. The department will benefit from focused input and a willing incubator for new approaches and services. We anticipate expanded co-op hiring in these partner companies; hiring has already increased with one of the companies.

- **Co-op learning outcomes**
  Regular reviews of undergraduate programs must provide evidence of the attainment of University Degree Level Expectations (UDLEs) as set out by the Ontario Council of Academic Vice-presidents (OCAV). We have begun one approach to measuring UDLEs. Co-op employers evaluate student job performance every work term. The evaluation form is standardized and includes competency measures that map to many of the UDLEs as well as the Canadian Engineering Accreditation Board (CEAB) learning outcome attributes. Employers are independent, third-party assessors of student achievement on these competencies over several successive work terms, providing trend data that
relates to outcome attainment. Preliminary analysis is very promising, with data showing increasing attainment of learning outcomes coinciding with student progress in academic programs. In collaboration with Engineering and other Faculties, we are working to improve the rigour and reliability of job performance evaluations for assessing UDLEs and CEAB attribute attainment.

• International initiatives
The first group of Engineering students from the UAE campus achieved successful work terms in Spring 2010. 17 second year students and 57 first year students are scheduled out to work in the UAE in Spring 2011. Job development continues to be considerably challenging in the face of the mid-East business culture and economy. An experienced CECS staff member was recently seconded to Waterloo International to manage the co-op program, emphasizing new employer relations and job development. Engineering and Mathematics stakeholders are actively supporting CECS efforts to drive a mix of traditional and innovative co-op employment strategies.

The Faculty of Environment partnership with Nanjing University of Finance and Economics (NUFE) has had challenges with NUFE students participating in co-op in Waterloo. The majority of the first group returned to China for their co-op work terms after arriving in Canada, notwithstanding additional preparation and support from CECS and the Faculty. Beginning with the 2013 class, co-op will be optional in the program and international students will be screened to ensure their employability in Canada in order for them to enter the co-op option.

Small Business Internship Program
Waterloo’s success as a delivery agent for this Industry Canada program was recognized by renewal of the funding for 2011, the third year of the program. The program supports businesses hiring students to increase their e-commerce capabilities. For 2011, CECS received almost one quarter of the Ontario funding with the mandate of addressing needs in the GTA, and has contributed several best practices to the administration of the program.

Priorities for the next two years
CECS priorities have been consistent for the past few years: student employment, and moving the renewal agenda forward to reaffirm the University’s leadership in co-operative education. Our priority areas through 2011 are student employment, implementing the employment relations strategy, determining a new technology direction, building capability within CECS, and responding effectively to University-driven initiatives. Specific initiatives include:
• Assessing the integrated accounts pilot and determining its viability going forward.
• Continuing to increase job development and retention capacity.
• Implementing and stabilizing the department reorganization.
• Completing the 7-year review of co-operative education.
• Supporting University-driven initiatives, such as:
  o Completing a four-year planning cycle.
  o Feasibility studies for proposed academic programs and programs under review.
  o Co-op at the UW campus in Dubai including student support, administration, and employment relations.
  o Building understanding of learning outcomes involved with co-op work terms, and contributing the to the articulation and evaluation of (C)UDLES as they relate to co-op.

FOR INFORMATION

The Bright Spots: The Library in 2011 and Moving Forward

The university librarian’s report will focus on the following “bright spots”:

- Supporting Students
- Supporting Research
- Lending Our Expertise

The following link provides an outline of his report:
In order to encourage greater engagement and more active participation at Senate meetings, the following measures were discussed by the Senate Executive Committee at its meeting on April 4, 2011 and are presented for information and approval. For further information, please contact the committee secretary at extension 32225.

FOR APPROVAL

Senate Timing
1. **Motion:** That Senate meetings be held Fridays at 2:00 p.m., effective September 2011.

**Rationale:** Recently, a number of comments have been received, including from the FAUW Status of Women and Equity Committee, that holding Senate meetings outside of ordinary working hours creates difficulty for senators/potential senators with young children. A survey of G15 universities and University of Waterloo practices over time shows significant variation in meeting times; however, Waterloo is one of only two universities in the group holding Senate meetings at 4:00 p.m. The committee believes that Friday afternoon meetings will create the least amount of conflict with scheduled classes.

Research Presentations
2. **Motion:** That Senate hear a short faculty research presentation at each meeting, effective September 2011.

**Rationale:** The committee believes that Senate would benefit from gaining a broad understanding of the university’s research base by inviting short, focused presentations highlighting the activities of researchers from different faculties at a high level. In order to accommodate the additional time required, regularly scheduled presentations will be limited to one per meeting wherever possible.

FOR INFORMATION

Changes to the Senate Agenda

**Report of the Chair.** Effective immediately, this item will be replaced with a “Report of the President.” The environmental scan will be discontinued in its current format. The president will, among other things, continue to present relevant information about the context in which the university operates from a variety of perspectives.

**Time Saving Measures.** In order to conserve time for discussion and participation at Senate, senior executives will be asked to limit their reports to short summaries rather than formal presentations. In addition, committee and council chairs will be asked to consider proposing that items of a purely routine nature coming from their respective bodies be included in the consent agenda. Any senator who believes that an item in the consent agenda merits discussion may ask that it be moved to the regular agenda at the beginning of the meeting.

**Fostering Discussion and Debate.** Starting in the fall of 2011, the committee will periodically bring issues of strategic interest to the university to Senate for moderated discussion. It is the committee’s hope that full and open discussion in Senate will help to inform Senate committees and councils in their deliberations.

/ew

Feridun Hamdullahpur
Chair
Senate Graduate & Research Council met on March 14, 2011 and agreed to forward the following items to Senate. Further details are available at: www.adm.uwaterloo.ca/infosec/Committees/senate/sgrc.htm

FOR INFORMATION

GRADUATE PROGRAM REVIEWS
On behalf of Senate, council approved an academic review of the Master of Theological Studies program offered by Conrad Grebel University College in accordance with the Institutional Quality Assurance Framework adopted by Senate in May 2010.

Based on the material presented in the Final Assessment Report (Attachment 1) and the report of the reading subcommittee, which was formed by council to review the self study and program materials in depth, request additional information and provide recommendations, the program was found to be of good quality.

It was noted that the program attracts excellent calibre students and exploits synergies with other theological studies programs. Recommendations for improvement, which were well received by the academic unit, included: providing details as to how the program might increase enrolment, making additional use of the Centre for Teaching Excellence, and collecting additional data for the next full program review.

CURRICULAR MODIFICATIONS
On behalf of Senate, council reviewed and approved curricular modifications for the Faculties of Applied Health Sciences (health studies and gerontology, and recreation and leisure studies), Arts (Master of Digital Innovation) and Mathematics (statistics and actuarial science, computer science, Master of Mathematics for Teachers and applied mathematics).

SCHOLARSHIPS AND AWARDS
On behalf of Senate, council approved creation of the TD Graduate Bursary in the Environment (endowment).

/ew  George Dixon  Sue Horton
Vice-President, University Research  Associate Provost, Graduate Studies
Background and Process

The Master of Theological Studies (MTS) was originally offered by Conrad Grebel University College commencing in 1987. As of April 2007, 57 students had graduated, of whom 20% went on to doctoral studies in theology, and 50% to pastoral ministry either in congregations or in the social sector. Conrad Grebel University College discontinued the independent degree at the end of the 2006-07 academic year, and offered a new Master of Theological Studies conjointly with the University of Waterloo starting in 2007-08. During the transition, 41 students from the previous degree switched to the conjoint degree.

Under the previous OCGS procedures, all programs related to religious studies in the province were to be reviewed in 2010-11. For this reason, the new conjoint MTS was scheduled for review in 2010-11, even though the program had only run for three academic years. In such cases, the previous OCGS practice was to hold an “expedited” review (without bringing in external reviewers), such that the new program could enter the normal cycle. Such an expedited review required a shorter self-study, since a detailed new program brief had only recently been prepared.

2010-11 also marked the first year of operation of the revised University of Waterloo Guidelines for Academic Review (passed by Senate in May 2010), under which cyclical reviews of graduate programs occur within the university. Accordingly, the internal process followed is similar to the one OCGS used in the past. Namely, the review occurred without external consultants, and the academic unit prepared a somewhat abbreviated brief without the full set of tables.

A reading committee was formed from members of Senate Graduate and Research Committee, consisting of one faculty member, an Associate Dean, and a staff member (none of these were from Conrad Grebel University College). These individuals read the self study (dated June 2010), provided a short review of the materials, with recommendations, and asked for additional information. The Program Director provided the information requested, responded to the comments, and outlined plans for the future. This Final Assessment Report summarizes these various documents.

Self Study

The MTS is a two-year program, with 3 modalities:

1. Thesis option – for students contemplating further studies in theology
2. Applied studies – for students preparing for ministry
3. Coursework only

Program requirements for the thesis option are 8 courses plus a thesis; for applied studies 13 courses plus two internships plus an Integration Seminar which is the culmination of the internships; and the coursework program entails 16 courses, including a Research Seminar in which the student presents a research paper.

The program’s curriculum is divided into four primary areas. Biblical-textual studies focuses on the interpretation and the study of meaning of religious texts. Philosophical-theological-historical studies include analysis of texts, examining the philosophy of religion, and studying theology in historical and cultural context. These are the two main areas emphasized in the program. Pastoral-practical studies are offered in the Applies Studies Option, using
internships for experiential learning, as well as courses emphasizing leadership skills. Formational studies are a small portion of the curriculum and also rely on internships as well as fostering a “community of learners”.

Students can take electives from other areas at UW including history, sociology, English and peace and conflict studies. There is also the option of electives from the related degrees at St. Jerome’s (Master of Catholic Thought) and Wilfrid Laurier University/Waterloo Lutheran Seminar (Master of Arts in Theology).

The program is supported by seven full-time and seven part-time (adjunct) faculty. One faculty member retired in 2007-08 and was replaced by a new appointment. Approximately 20 courses are taught each academic year, primarily in fall and winter.

Of the students who transferred from the previous program (41), 25 have since graduated, 6 are still in progress, and the others withdrew shortly after entering the new program. The program currently takes about 10 new students per year. The aim is to build to a steady state of 40-50 students, of whom about half will be full time (expecting to complete in 2 to 2.5 years), and half part-time (taking about 3-5 years to complete). Around 15% take the thesis option, 35% the applied option, and about half the coursework option.

Students in the coursework option are the most heterogeneous. They may be interested in the program for personal reasons, or professional reasons (active in Church, teaching in the Catholic school system, etc.) Students in the applied option are generally preparing for pastoral, chaplaincy, or social service professions. Students in the thesis option are generally interested in further graduate studies and/or teaching, and generally enter within 2-3 years after completing an undergraduate degree in Religious Studies or other areas of Arts.

80% of the entering students have an entrance average over 80%. 76% have undergraduate degrees in Arts, and 45% have more than one undergraduate degree or a graduate degree. Applicants to the thesis option are expected to have previous study in religion or theology. Students from other backgrounds can be admitted as transitional students before being permitted to move to the thesis option.

There was a slightly higher than usual number of withdrawals from the program in 2006-07 and 2007-08, likely associated with changed expectations for the revised program. The new program has attracted more full-time students than the previous, likely related to its ability to provide partial financial support for 6 terms to all full-time students. In addition, almost 90% of the part-time students receive some award, such as a tuition award. Two of the new students have also received SSHRC fellowships.

Of the 31 students who have graduated between 2007 and 2010 (of whom 25 had begun in the previous program, and 6 in the new one), 6 have gone on to further study in theology, 10 are pastors, 11 are in the social sector (education, social services, health, justice), and the remaining 4 are homemakers or retired.

Conrad Grebel University College in its new Academic Plan (2010-15) is committed to develop mission statements for all programs.

Report of reading committee

The reading committee used the Quality Council assessment criteria and made the following comments:

1. They recommended providing additional details as to how the program might build up to 40-50 students
2. They were unable to assess the curriculum (this requires external reviewers with expertise in the area)
3. They recommended that the program might make additional use of the resources of the Centre for Teaching Excellence, for teaching and assessment, and also for assessing quality enhancement in the program
4. For the next full review, they recommended obtaining information on entering grades for the different streams, on providing enrolment by course, examining course evaluations, and surveying program graduates to get their evaluation of the program.

In their view, out of the four possible categories (good quality: minor changes required to program: major changes to program: not approved to continue), they recommended that the program be assessed as "Good Quality".

The academic unit response was that these suggestions were well taken, and that item 3 (using support from the Centre for Teaching Excellence) was indeed a priority, as explained below.

Implementation plan

Conrad Grebel’s Academic Plan 2010-15 includes the following priorities:

- Develop mission statements for all programs;
- Maintain and strengthen the “multi-disciplinary arts” character of the academic program and maximize collaboration among program areas;
- Develop annual academic program plans. Include the assessment of programs as part of annual program reports;
- Establish budgetary provision for program development and assessment

The Master of Theological Studies program has as a priority to address the issues of program goals, assessment of learning/outcomes, and quality indicators and is committed to providing its first report internally in June 2011. The Centre for Teaching Excellence has indeed been involved, and will be involved further.

As required by University of Waterloo’s Institutional Quality Assurance Framework, the Director of the program will provide a two-year Implementation Report by September 1, 2013. This will be presented to Senate Graduate and Research Council and Senate in fall 2013 for information.
Senate Undergraduate Council met on March 8, 2011 and agreed to forward the following items to Senate for information, as indicated below [further details may be obtained at: www.secretariat.uwaterloo.ca/Committees/senate/ugc.htm].

FOR INFORMATION

Curricular modifications

On behalf of Senate, council approved changes to academic plans, new courses, course changes and course inactivations for the faculties of: arts (economics, German, social development studies); engineering (civil engineering, general engineering, management engineering, mechanical engineering, mechatronics engineering, professional development for engineering students, systems design engineering); mathematics (computer science); and science (earth and environmental sciences, physics and astronomy).

/kjj
March 8, 2011

Geoff McBoyle
Associate Vice-President, Academic