University of Waterloo
SENATE
Minutes of the Monday, April 18, 2011 Meeting

Present: Feridun Hamdullahpur (chair), Erin Windibank (secretary), Luke Burke, Glenn Cartwright, Joseph Cheriyann, Jonathan Cluett, Ken Coates, Tara Collington, Carol Cressman, Rick Culham, Shannon Dea, Brian Dixon, Tom Duever, Fraser Easton, Susan Elliott, John Flanagan, George Freeman, Mariam Gill, Ian Goulden, Mark Haslett, Keith Hipel, Sue Horton, Dennis Huber, Reemah Khalid, Kevin Lamb, Ken Lavigne, John Lawrence, Kate Lawson, Susan Leat, Michael Makahnouk, Geoff McBoyle, Stephen McColl, Terry McMahon, Bruce Mitchell, Hassan Nasir, Wayne Oldford, Henry Paetkau, Diana Parry, Tracy Penny Light, David Perrin, David Porreca, Metin Renksizbulut, Manoj Sachdev, Mark Seasons, Adel Sedra, Jay Shah, Dave Smith, Peter van Beek, Robert Jan van Pelt, Olaf Weber, Beth Weckman, Andrew Williams

Rocco Fondacaro, Shawn Gilbertson, Peggy Jarvie, Ross Johnston, Kerry Mahoney, Jesse McGinnis, Janet Passmore, Bud Walker


*regrets

OPEN SESSION

Consent Agenda
Senate heard an omnibus motion to approve or receive for information by consent items 1-4 below.

1. APPROVAL OF MINUTES
The minutes of the March 28, 2011 meeting were approved as distributed.

2. REPORT OF THE PRESIDENT
Recognition and Commendation. Senate received this report for information.

3. REPORTS FROM THE FACULTIES
Senate received these reports for information.

4. REPORT ON ACADEMIC COLLEAGUES’ MEETING
Senate received this report for information.

Hamdullahpur and Porreca. Carried.

Regular Agenda

5. BUSINESS ARISING FROM THE MINUTES
There was no business arising.
6. **ELECTIONS TO SENATE COMMITTEES AND COUNCILS AND TO THE BOARD OF GOVERNORS** [matrix and ballots at senators’ places]

It was noted that the deans, the chair of the heads of the Federated University & Affiliated University Colleges (FUAC) and the presidents of the Federation of Students and the Graduate Student Association (GSA) had recommended names of nominees as bolded and underlined on the matrix and reflected on the ballots. Also, that further nominations would be accepted from the floor. A senator noted that ideally, elections would not be conducted before at-large positions on Senate are filled. The president indicated his desire for future committee and council elections to be conducted electronically.

An election was held for the arts representative to the Executive Committee with the following result: Sheila Ager, 22 votes; Geoffrey Hayes, 25 votes. Hayes was declared the successful candidate. Senate then heard motions to acclaim the membership of committees and councils as printed on the ballots and as follows:

**Executive Committee, 2011-12:** Richard Wells (applied health sciences), Manoj Sachdev (engineering), Brent Doberstein (environment), Michele Mosca (mathematics), Susan Leat (science), Susan Schultz Huxman (FUAC), Jesse McGinnis (undergraduate student, mathematics), Michael Makahnouk (president-designate, GSA).

Hamdullahpur and Dea. Carried.

**Nominating Committee for Honorary Degrees, 2011-12:** Diana Parry (applied health sciences), Kate Lawson (arts), Keith Hipel (engineering), Jean Andrey (environment), Joseph Cheriyan (mathematics), Brian Dixon (science), Glenn Cartwright (FUAC), Jeffrey Bunn (undergraduate student, at large), Reemah Khalid (undergraduate student, at large), Feisal Rahman (graduate student, engineering).

Hamdullahpur and Smith. Carried.

**Graduate & Research Council, 2011-13:** Richard Staines (applied health sciences), Fraser Easton (arts), Jamie Forrest (science), Tracy Peressini (FUAC), Feisal Rahman (graduate student, engineering), Earl Oliver (graduate student, mathematics), Helen Stubbs (graduate student, science); 2011-12: Rob de Loë (environment).

Hamdullahpur and Burke. Carried.

**Undergraduate Council, 2011-13:** Linda Jessup (applied health sciences), Emanuel Carvalho (arts), John Lewis (environment), Judi Jewinski (Affiliated University Colleges); 2011-12: Alana Vandervoort (undergraduate student, arts), Owen Coutts (undergraduate student, engineering), Paul Baribeau (undergraduate student, environment), Jue Hou (undergraduate student, mathematics), Anthony Ho (undergraduate student, science).

Hamdullahpur and Freeman. Carried.

**University Committee on Student Appeals, 2011-13:** Steve Smith (applied health sciences), Grit Liebscher (arts), Merrin Macrae (environment), David Siegel (mathematics), Christine Dupont (science).

Hamdullahpur and Porreca. Carried.
Board of Governors, 2011-13: Tara Collington (arts), Diana Denton (arts), Geoffrey Hayes (arts), Michele Mosca (mathematics), Jonathan Cluett (undergraduate student, science); 2011-12: Sheila Ager (arts), Matt Colphon (president-designate, Federation of Students), Mariam Gill (undergraduate student, environment), Michael Makahnouk (president-designate, GSA).

Hamdullahpur and Burke. Carried.

Finance Committee, 2011-12: Paul Eagles (applied health sciences), Tara Collington (arts), Metin Renksizbulut (engineering), Olaf Weber (environment), Peter Forsyth (mathematics), David Barton (science), Graham Brown (FUAC), Ben Selby (undergraduate student, engineering), Jordan Vandjelovic (undergraduate student, applied health sciences), Joshua Armstrong (graduate student, applied health sciences), Andrew Williams (alumni).

Hamdullahpur and Burke. Carried.

Long Range Planning Committee, 2011-12: Steve McColl (applied health sciences), David Porreca (arts), Tom Duever (engineering), Robert Shipley (environment), Joseph Cheriyan (mathematics), Brian McNamara (science), David Perrin (FUAC), Mariam Gill (undergraduate student, environment), Carol Cressman (alumni).

Hamdullahpur and Hipel. Carried.

7. SPRING TERM UNDERGRADUATE STUDENT BY-ELECTION TO SENATE
Senate heard a motion to approve a one-time exception to Senate Bylaw 5 in order to permit a spring term by-election for an undergraduate student to represent the Faculty of Arts.

Mitchell and Smith. Carried.

8. CO-OP EDUCATION & CENTRE FOR CAREER ACTION
[www.secretariat.uwaterloo.ca/20110418coop.pdf; two handouts at senators’ places: “Take Your Next Step,” “Co-op Student Achievements”]
Peggy Jarvie, executive director, Co-operative Education & Career Services (CECS), spoke to her PowerPoint presentation, noting that: co-op employment rates are highest in fall and lowest in spring; compound annual growth rate for co-op participation was six per cent over the last four years; and average employment date is 41 days into the term. Senators heard that CECS is encouraging employers to incorporate co-op as part of their talent management strategy, identifying opportunities to enhance the hiring experience, focusing on new and “underemployed” programs (Hire Waterloo campaign, new lead management process), and analysing work term evaluation data against learning outcomes (e.g., Canadian Engineering Accreditation Board, Undergraduate Degree Level Expectations). In the next year, a risk management framework will be developed for co-op students working outside North America (senators heard that ten students in Japan at the time of the earthquake and tsunami are all safe and were able to access logistical and emotional support from the university).

Jarvie reported that the Centre for Career Action recently completed a major rebranding exercise and that the centre supports a wide range of constituents (regular and co-op students, graduate students, alumni and staff) with job search tactics, career strategies and graduate school preparation. Current initiatives include: developing support for graduate students pursuing non-academic careers, developing an academic advisor referral tool, working with the Faculty of Science to present options beyond medical school, and working with social media.
In discussion, senators heard that: students who do not find employment are given support to prepare for the next round and extra work terms are built into nearly every program; international students (including UAE and Nanjing) have access to the full job pool while they are in Canada; alternatives to traditional work term reports, such as portfolios, are being investigated in partnership with the faculties; future challenges include enhancing ability to react to changes in the external environment, investigating how co-op fosters innovative thinking, and helping employers convert co-op students into regular hires following graduation.


The president focused his remarks on the following issues and events:

- **Internal Overview:** The university is happy with the success of a former engineering undergraduate student who donated $1M to VeloCity; however, the president noted that the individual is involved in litigation with RIM and strongly encouraged him to complete his degree. The president and provost were pleased with the level of engagement and thanked senators for their participation in the recent town hall meeting. The Sixth Decade Plan will be revisited in depth at the annual Executive Council retreat; next goal is to develop an implementation plan with specific accountabilities and measurements; as the exercise proceeds, more clarity will be brought re: form of consultation with faculty, staff and students. The Lieutenant Governor of Ontario visited the Institute for Quantum Computing, and was impressed by the level of scholarship and accessibility of the campus for people with disabilities. The Canadian Index of Wellbeing @uWaterloo: was recently launched in the Faculty of Applied Health Sciences. The president had a very productive series of meetings in Calgary: the university has a large co-op and alumni presence in Alberta and there is interest from the corporate sector in developing closer research connections (e.g., helping oil and gas companies to understand and address environmental impact of their business).

- **Association of Universities and Colleges of Canada (AUCC):** Discussion at the recent meeting focussed on: student mental health and increased rate of suicide on campuses (universities are encouraged to study the issue further and increase counselling resources; discussion will be opened at Waterloo led by Bud Walker); challenges to academic freedom (unanimous agreement that this is the most fundamental aspect of our existence as universities and that it must be protected and highlighted as a distinctive and fundamental aspect of any university); AUCC tenth anniversary initiative to re-emphasize the place and importance of universities in Canada (senators were encouraged to send comments and suggestions to AUCC).

- **Government Affairs:** The Ontario budget includes a $50M matching contribution to Perimeter Institute over next ten years, funds for undergraduate and graduate growth to 2013/14, 41,000 of 60,000 student spaces allocated to universities, and a requirement that executive offices reduce operating costs by ten per cent over two years (not sure what this means yet). All federal parties have acknowledged importance of post-secondary education and the issue of rising tuition fees in their election platforms, but no party has proposed measures to stop increasing tuition.

- **QS World University Rankings by Subject:** Engineering and technology results were presented (others not available yet). Other Canadian universities included were University of Toronto, McGill, University of British Columbia, and University of Alberta.

- **Senior Position Vacancies:** The following openings are being addressed: vice-president, academic and provost, and dean of engineering (search committees are being populated in accordance with university policy); vice-president university research and dean of science (incumbents to be reviewed for potential reappointment in accordance with university policy); vice-president external relations (to be filled in an interim capacity pending review of the portfolio); secretary of the university (open search to be conducted with the aid of a committee, portfolio will be reviewed); associate provost, students (Walker is holding on an interim basis, search process will begin soon).
Senators Whose Terms are Expiring April 30, 2011: The president paid tribute to the following individuals: faculty – Carol Acton, Dan Brown, Kevin Cai, Shannon Dea, Marlene Epp, John Flanagan, Kevin Lamb, Brendon Larson, John Lawrence, John Lewis, Stephen Murphy, Wayne Oldford, Peter van Beek, Robert Jan van Pelt; undergraduate students – Luke Burke, Heather Mawhinney, Bradley Moggach (president, Federation of Students), Jay Shah, Dave Smith; graduate Students – Mohamed AbdelRazik Mansour, James Law, Hassan Nasir (president, GSA).

10. Q & A PERIOD
In discussion, the following issues were raised:

- **Undergraduate Growth**: The provost indicated that provincial funds are targeted to students from Ontario; growth is expected to continue to 2015/16 and then plateau. It was noted that projections also reflect government desire for a higher participation rate.
- **Senior Position Vacancies**: The president confirmed that strategic issues re: the Sixth Decade Plan will be considered as these positions are filled.
- **Sixth Decade Plan Consultations**: The president indicated that an open process will be developed, but it will be necessary to proceed expeditiously, and that any decision made will be reported to Senate.
- **Formula SAE Team**: The dean of engineering welcomed the opportunity to provide clarification re: his reasons for suspending the team’s access to the student design centre, highlighting that: use of space in the centre is a team responsibility and teams are expected to police themselves; administration did not find out about the unauthorized photo shoot until a student complaint was received weeks later; a large number of people were in attendance at the photo shoot, which was held for a student who wished to appear in a calendar put out by a for-profit external organization erroneously characterized as a charity; no individual including the poser, photographer, other team members in attendance or gallery of students cheering the event will be penalized; and polite letters are being answered by the dean’s office.
- **Student Mental Health and Access to Counselling Services**: Walker reported that: wait times are tracked and have been increasing; a year and a half ago, the Student Services Advisory Committee gave support to hire two additional counsellors and three more will be hired in connection with the Student Success Office (to work as both counsellors and success coaches); and Health Services and Counselling Services are working together to streamline their services in this area.

11. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST
The provost did not report.

Mark Haslett, university librarian, provided a brief report on library activities, focusing on bright spots in: listening to students (through surveys, focus groups, etc. and following up to: address noise issues in the Davis Centre Library, redesign the library website, create express workstations, and make better use of study rooms), reaching out to students (library is now involved in orientation; successful button campaign on library day; arts endowment fund provided 18 new study carrels; turnstile counts have trended consistently upwards since 2002/03), supporting research (through workshops, online tutorials and subject guides, connecting faculty to information providers, and exploring and implementing new technologies such as Primo) and lending expertise on campus and within the broader research community.

In discussion, senators heard that the library is looking to conduct a comprehensive space review as the TUG Annex storage facility is nearing capacity. Haslett also provided background to the Access Copyright (AC) situation (licence for print photocopying expired last December; AC attempted to
increase fee from $0.35 to $45 per FTE; AUCC is challenging through the Copyright Board of Canada; a series of “interrogatories” is now underway where either side can ask questions of the other) and reported that as part of the interrogatory process, AC has delivered 130 questions that are massive in scope with a very tight timeframe. The university has been advised that it is obligated to respond and once the question list has been finalized, a meeting of department and unit heads will be called to co-ordinate the response. The president thanked Haslett for his efforts in managing this process.

13. REPORTS FROM COMMITTEES AND COUNCILS

Executive Committee

- Senate Timing. Senate heard a motion to approve that Senate meetings be held Fridays at 2:00 p.m., effective September 2011.

Hamdullahpur and Dea.

In discussion, senators heard that: there are standard course timeslots from 1:30 p.m. – 2:20 p.m. on Fridays; it is difficult for student senators on co-op to attend during working hours; evening hours present difficulties in terms of work-life balance, and for early career faculty members and students with childcare obligations; there is desire for consistency year over year; technology could be used to increase flexibility (e.g., allow attendance via teleconference). In light of the concerns raised, a motion was heard to refer the issue back to the Senate Executive Committee for further consideration.

Freeman and Makahnouk. Carried.

- Research Presentations. Senate heard a motion to approve that Senate hear a short faculty research presentation at each meeting, effective September 2011.

Hamdullahpur and Porreca. Carried.

The remaining items in the report were received for information.

Graduate & Research Council. Senate received this report for information.

Honorary Degrees Committee. The president referred senators to the press release available at the back of the room: “University of Waterloo will award 11 honorary degrees at spring convocation.”

Undergraduate Council. Senate received this report for information.

14. OTHER BUSINESS

There was no other business.

Senate convened in confidential session.

Erin Windibank
Associate University Secretary

May 8, 2011