**OPEN SESSION**

<table>
<thead>
<tr>
<th>Time</th>
<th>Consent Agenda</th>
<th>Page</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:30</td>
<td><strong>Motion:</strong> That Senate approve or receive for information by consent items 1-4 below.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1. Approval of the June 20, 2011 Minutes [enclosed]</td>
<td>1-2</td>
<td>Decision/Information</td>
</tr>
<tr>
<td></td>
<td>2. Reports from the Councils</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. Graduate &amp; Research</td>
<td>3</td>
<td>Information</td>
</tr>
<tr>
<td></td>
<td>b. Undergraduate</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. Report of the President</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. Honorary Degrees at Fall Convocation [at senators’ places]</td>
<td>4-5</td>
<td>Information</td>
</tr>
<tr>
<td></td>
<td>b. Recognition and Commendation</td>
<td>6</td>
<td>Information</td>
</tr>
<tr>
<td></td>
<td>c. Tenure and Promotion of Faculty Members</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Reports from the Faculties</td>
<td>7-35</td>
<td>Information</td>
</tr>
</tbody>
</table>

**Regular Agenda**

<table>
<thead>
<tr>
<th>Time</th>
<th>Item</th>
<th>Page</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:35</td>
<td>Business Arising from the Minutes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3:40</td>
<td>Research Presentation: Professor Fong, Psychology</td>
<td></td>
<td>Information</td>
</tr>
<tr>
<td>3:50</td>
<td>Report from the Undergraduate Council</td>
<td>36-39</td>
<td>Decision</td>
</tr>
<tr>
<td>4:00</td>
<td>Report of the President</td>
<td></td>
<td>Information</td>
</tr>
<tr>
<td>4:10</td>
<td>Q &amp; A Period with the President</td>
<td></td>
<td>Information</td>
</tr>
<tr>
<td>4:20</td>
<td>Report of the Vice-President, Academic &amp; Provost</td>
<td></td>
<td>Information</td>
</tr>
<tr>
<td></td>
<td>a. Copyright: Fair Dealing Advisory</td>
<td>40-47</td>
<td>Information</td>
</tr>
<tr>
<td>4:30</td>
<td>Report of the Vice-President, External Relations</td>
<td></td>
<td>Information</td>
</tr>
<tr>
<td>4:40</td>
<td>Report of the Vice-President, University Research</td>
<td></td>
<td>Information</td>
</tr>
<tr>
<td>4:50</td>
<td>Other Business</td>
<td></td>
<td>Decision</td>
</tr>
<tr>
<td></td>
<td>a. Report from the Diploma Review Committee</td>
<td>48-49</td>
<td>Decision</td>
</tr>
</tbody>
</table>

**CONFIDENTIAL SESSION**

<table>
<thead>
<tr>
<th>Time</th>
<th>Item</th>
<th>Page</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>5:00</td>
<td>Approval of the June 20, 2011 Minutes [enclosed]</td>
<td></td>
<td>Decision</td>
</tr>
<tr>
<td>5:05</td>
<td>Report from the Chancellor Nominating Committee [to be distributed at the meeting]</td>
<td></td>
<td>Decision</td>
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</tbody>
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**EW:**

Erin Windibank
Associate University Secretary
Senate Graduate & Research Council met on June 13, 2011 and agreed to forward the following items to Senate for information and approval. These items are recommended for inclusion in the consent agenda.

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

FOR APPROVAL

ADMINISTRATION OF GRADUATE STUDIES

Self-funded Full-time Doctoral Admissions

1. **Motion:** To approve addition of the following condition to offers of admission to self-funded applicants for admission to full-time doctoral programs:

   You are offered admission only with evidence of sufficient external sponsorship and/or personal funds to cover all study and living costs. To complete this condition you must submit to the university a signed declaration stating that you will be responsible for all study and living costs for your program, and official documentation such as a sponsorship letter from an institution or a person providing you with funding, or personal bank statements from the past six months. If there is any change in your funding situation, the university may re-evaluate our offer of admission and reserves the right to discontinue you in your graduate program.

   **Rationale:** Where the department and faculty permit self-funding and recommend a self-funded applicant for admission to a full-time doctoral program, the proposed condition is intended to help prevent cases in which self-funded students are found to have misrepresented or lost their financial support. Such situations have sometimes resulted in students living in dire conditions and, for some international students, being unable to return to their countries of origin.

Graduate Studies Calendar – Admissions Section

2. **Motion:** To approve changes to the admissions section of the Graduate Studies Calendar as described below [underline = new text; ; strikeout = deleted text]:

   Financial Support
   Inquiries should be directed to the department/school/program to which you are applying.

   Graduate students may be eligible for scholarships, teaching assistantships and/or research assistantships or studentships. Teaching assistantships and research assistantships are paid as monthly stipends. Scholarships and research studentships are paid as awards by term during the first month of term.

   Students are responsible for all study and living costs as listed online: Study and Living Costs for Graduate Students.

   **International Foreign Graduate Students** applicants are required to applying to Citizenship and Immigration Canada (CIC) for a Study Permit (IMM 1442) and must provide evidence of financial support to cover the cost of study and living costs. International applicants should consult the CIC website – Studying in Canada.
Minimum Support for Doctoral Students

The annual minimum level of financial support provided for doctoral students whose admission is effective May 1, 2010 or later will be not less than $19,650. This commitment applies to the first three years of full-time enrollment in a doctoral program.

Rationale: The proposed changes are intended to replace outdated terminology, provide clarity re: study and living costs, and reflect the university’s guarantee of minimum support for doctoral students.

FOR INFORMATION

RENEWAL OF CENTRES AND INSTITUTES

Heritage Resources Centre (HRC)

Under the direction of Robert Shipley, HRC does applied research in and for communities aimed at providing information to municipal decision-makers re: land-use planning decisions around mature/older neighbourhoods. It has worked with 41 municipalities in the past five years on issues such as heritage conservation districts, heritage property tax relief programs, heritage property designations and heritage impact assessments. Shipley noted that although it is a small field, the University of Waterloo has become the “go-to” place for heritage research.

In addition to regularly producing studies and reports, HRC offers workshops for professionals and community members throughout Ontario, has developed an online Canadian Built Heritage Research Inventory, and regularly engages in contract work for municipalities (although it does not compete against private firms). In the past five years, HRC has employed approximately 23 people (primarily co-op students, graduate students and new graduates) and currently has two full-time employees. HRC would like to continue to professionalize its staff by securing funding to hire on a continuing “contingent on funding” rather than a contract basis.

Recognizing that HRC brings profile to issues of heritage and facilitates community engagement, and is often consulted for policy development, council approved its renewal for a five-year term (July 2011 – June 2016) on behalf of Senate (on the understanding that the centre’s governance provisions may become subject to review following the release of recommendations by the committee organized by the vice-president, university research).

CURRICULAR MODIFICATIONS

On behalf of Senate, council reviewed and approved curricular modifications for the Faculties of Arts (accounting and finance, and Germanic & Slavic studies), Engineering (civil & environmental) Mathematics (statistics & actuarial science) and Science (pharmacy).

REVISIONS TO UNIVERSITY OF WATERLOO STATEMENT ON HUMAN RESEARCH

On behalf of Senate, council approved changes to the statement to reflect creation of the Clinical Research Ethics Committee and ensure consistency with the recently released Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans, 2nd edition.

/ew George Dixon
Vice-President, University Research

Sue Horton
Associate Provost, Graduate Studies
Senate Undergraduate Council met on June 14, 2011 and on behalf of Senate, approved changes to academic plans, new courses, course changes and course inactivations. Council agreed to forward the following items to Senate for information. Council recommends that these items be included in the consent agenda. Items recommended for inclusion in the regular agenda are contained within in a separate report.

Further details are available at: www.secretariat.uwaterloo.ca/Committees/senate/ugc.htm.

FOR INFORMATION

CHANGES TO ACADEMIC PROGRAMS  [effective September 1, 2012]

Faculty of Arts

English Language and Literature

Honours English Literature (Arts and Business Co-op and Regular); Honours English Literature and Rhetoric (Arts and Business Co-op and Regular); Honours English Rhetoric and Professional Writing (Arts and Business Co-op and Regular)

The number of required discipline-based academic course units is being changed from ten to eight (from 20 to 16 courses). In addition, the way in which the courses are divided among academic years has been revised.

Rationale: Most other arts disciplines allow arts and business students to follow joint honours requirements (14 or 16 discipline-based courses) rather than single honours requirements (18 or 20 discipline-based courses). This change brings English into line with the majority of arts disciplines and allows English arts and business students to complete degree requirements more expeditiously.

Political Science

Joint Honours Political Science

The number of required discipline-based academic course units is being changed from 21 to 20 (from 42 to 40 courses).

Rationale: The number of political science courses in any political science joint honours plan is 14 term courses. While this number has remained the same from the early years, the number of courses required in joint honours political science plans has varied. Until the 1990s the faculty required 44 term courses. Now it requires 42 term courses. Many joint honours plans require 40 term courses. The faculty sees no good reason to require, in addition to the minimum 40 term courses, 2 term courses in some discipline other than political science in order to meet the political science side of a joint honours plan.

CURRICULAR MODIFICATIONS

Changes to academic plans, new courses, course changes and course inactivations were approved for the Global Experience Certificate, and the faculties of: arts (accounting and financial management, applied language studies, arts, arts and business, BA breadth requirements, Chinese, digital arts communication, drama and speech communication, East Asian studies, English language and literature, Germanic and Slavic studies, global business and digital arts, Japanese, Korean, medieval studies, music, peace and conflict studies, psychology, religious studies, sociology and legal studies, Spanish and Latin American studies, speech communication, studies in Islam, women’s studies); arts and mathematics (computing and financial management).
FOR INFORMATION

Recognition and Commendation

Five Waterloo graduate students – Nadia Charania (environment & resource studies), Hoan Dang (physics & astronomy), Ryan Henry (computer science), Colleen Merrifield (psychology) and Kurt Schreiter (physics & astronomy) – have received Vanier Canada Graduate Scholarships, prestigious awards that recognize top academic achievement and leadership skills. The national awards, announced during a ceremony at McMaster University, celebrate scholarly accomplishment in the social sciences and humanities, natural sciences and engineering, and health fields. The awards are valued at $50,000 annually for up to three years. [Aug. 4/11 Daily Bulletin]

Earth & environmental sciences graduate student Michael Makahnouk is the winner of The Walker Mineralogical Club 2011 Peacock Memorial Prize. The annual award of $1,500 is in memory of Dr. M.A. Peacock, who was a professor of crystallography and mineralogy at the University of Toronto and a founding member of the club. [http://www.ccfms.ca/clubs/Walker/public/peacockprize.html]

The University of Waterloo WAVElab Robotics Team won the Grand Award (and $5,000) and also captured first place in the Design ($350), Drag Race ($350) and Circuit ($350) competitions at the International Autonomous Robot Racing Competition held at the University of British Columbia. The team is supervised by mechanical & mechatronics engineering professors Steve Waslander and Sanjeev Bedi. [July 28/11 Daily Bulletin]

University of Waterloo students have triumphed in the Games4Girls Competition for the second year in a row. Waterloo teams not only took the top spot and the prize of $2,000 at this year’s competition, they also took second place (and $1,500), and received an honourable mention as well. Their faculty advisor was computer science lecturer Lori Case. In this contest, hosted by the University of Illinois at Urbana-Champaign, teams of up to four female university or college students are challenged to create computer games that will appeal to senior public school or high school girls. First-place team members for “Prince”: Denise Chan (science), Wing Shan (Sara) Kam (computer science); second-place team members for “Korora”: Estelle Wan Pang Cheung (computer science), Christine Li (computer science), Komal Sandhu (computer science); Honourable Mention team members for “Love Adventure”: Yeming Ma (mathematics), Jennifer Qiao (computer science), Sammy Zhang (computer science), Sasa Zhong (mathematics). [July 7/11 Daily Bulletin]

More than 160 competitors and volunteers took part in the spring iteration of the Waterloo Engineering Competition. Undergraduate competitors, in teams of four, were given a previously unreleased engineering problem to solve. This term’s winners: Senior Team Design – Shahid Haider, Benjamin Tan, Yiling Wang, Martin Lui (all in systems design engineering); Junior Team Design – Kumar Singh (electrical & computer engineering), Ayush Kapur (mechanical & mechatronics engineering), Drupandh Manjunath (chemical engineering); Consulting Engineering – Amir Taleghani, Caitlin Speicher, Matthew Casswell, Stuart Pearson (all in civil & environmental engineering). Each first-place team will represent Waterloo at the Ontario Engineering Competition in Toronto next February where, if they place in the top two, they will progress to the Canadian Engineering Competition next March in Vancouver. The Waterloo Engineering Competition is held twice a year, in the spring and fall terms. The competition is organized by undergraduate engineering students from the
The University of Waterloo **Alternative Fuels Team** was the top-ranking Canadian team and took third place overall in the final phase of the three-year EcoCAR Challenge held in June in Washington, D.C. Waterloo’s vehicle also won first prize for Best Overall Outreach Program as well as awards for Best Media Relations Campaign, Best Sponsor Success Story, Best Consumer Campaign, and Best Final Presentation. The team, made up of engineering, business and environment students from the University of Waterloo and Wilfrid Laurier University, was one of 16 university teams from across North America that have spent the last three years re-engineering a donated General Motors vehicle into the next generation EcoCAR, says a news release sent out by Eric Mallia, the team’s director of outreach and a master’s student in environment & resources studies. In all, the team won $10,000 in prize money that it can use to reinvest in its next competition, EcoCAR2: Plugging into the Future, which begins in the fall. [July 7/11 Daily Bulletin]
FOR INFORMATION

TENURE & PROMOTION OF FACULTY MEMBERS

The 2010/11 tenure and promotion cycle carried out under Policy 77 has resulted in the following individuals being awarded tenure and/or promoted, effective July 1, 2011.

**Awarded Tenure and Promoted to Associate Professor**
- Eihab Abdel-Rahman, Systems Design Engineering
- Slim Bounaiza, Electrical & Computer Engineering
- Neil Brisley, School of Accounting & Finance
- Shahrazad Esmeeili, Mechanical & Mechatronics Engineering
- Ali Ghodsi, Statistics & Actuarial Science
- Ian Goldberg, School of Computer Science
- Daniel Gorman, History
- David Hammond, Health Studies & Gerontology
- Craig Hardiman, Classical Studies
- Carin Holroyd, Political Science
- Natalie Hutchings, School of Optometry
- David Jao, Combinatorics & Optimization
- Mohammad Kohandel, Applied Mathematics
- Bonwoo Koo, Management Sciences
- Jean-Paul Lam, Economics
- David Landriault, Statistics & Actuarial Science
- Edward Lank, School of Computer Science
- Brendon Larson, Environment and Resource Studies
- Ondrej Lhotak, Computer Science
- John Lin, Earth & Environmental Sciences
- Jennifer Lynes, Environment & Resource Studies
- Merrin Macrae, Geography & Environmental Management
- Michael Mayer, Mechanical & Mechatronics Engineering
- Aimee Morrison, English Language and Literature
- David Moscovitch, Psychology
- Francis Poulin, Applied Mathematics
- Joe Quadrilatero, Kinesiology
- Uzma Rehan, Psychology
- Kevin Resch, Physics and Astronomy
- David Saunders, Statistics & Actuarial Science
- Mikal Skuterud, Economics

**Awarded Tenure**
- Chaitanya Swamy, Combinatorics & Optimization
- Michael Terry, School of Computer Science
- Christina Vester, Classical Studies
- Zhou Wang, Electrical & Computer Engineering
- Tracey Winton, School of Architecture

**Awarded Tenure**
- Hany Aziz, Electrical & Computer Engineering
- Joel Dubin, Statistics & Actuarial Science
- Sonny Lee, Chemistry
- Paul Stolee, Health Studies and Gerontology
- Mark Weber, School of Environment, Enterprise & Development

**Promoted to Professor**
- Philip Beesley, School of Architecture
- Jun Cai, Statistics & Actuarial Science
- Lori Curtis, Economics
- James Diamond, Religious Studies
- Sherry Dupuis, Recreation and Leisure Studies
- Samir Elhedhli, Management Sciences
- Christopher Elia, Philosophy
- Eric Fillion, Chemistry
- Richard Helmes-Hayes, Sociology and Legal Studies
- Bin Ma, School of Computer Science
- Daniela O'Neill, Psychology
- Maria Del Carmen Sillato, Spanish & Latin American Studies
- Ken Seng Tan, Statistics & Actuarial Science
- Mary Wells, Mechanical & Mechatronics Engineering
- Christine Wiedman, School of Accounting and Finance
- Changbao Wu, Statistics & Actuarial Science

**Awarded Tenure and Promoted to Professor**
- Norbert Lutkenhaus, Physics and Astronomy
- Frank Wilhelm-Mauch, Physics and Astronomy
- Liang-Liang Xie, Electrical & Computer Engineering
FOR INFORMATION

A. APPOINTMENTS

Probationary-term Appointment
LEATHERDALE, Scott, Associate Professor, School of Public Health and Health Systems, August 1, 2011 to June 30, 2014. [B.P.H.E. (Health Promotion), Laurentian University, 1998; M.A. (Human Development), Laurentian University, 2000; Ph.D. (Health Studies), University of Waterloo, 2004]. Dr. Leatherdale’s research expertise in population health intervention is an excellent fit with the school’s future direction.

Definite-term Reappointments
ANTHONY, Kelly, Lecturer, School of Public Health and Health Systems, July 1, 2011 to August 31, 2012.

CAMPBELL, Sharon, Research Associate Professor, Faculty of Applied Health Sciences, June 1, 2011 to May 31, 2016.

MANSKE, Steve, Research Associate Professor, Faculty of Applied Health Sciences, January 1, 2012 to December 31, 2017.

RILEY, Barbara, Research Associate Professor, Faculty of Applied Health Sciences, September 1, 2011 to August 31, 2016.

WARD, Glenn, Lecturer, School of Public Health and Health Systems, September 1, 2011 to August 31, 2012.

Visiting Appointments
HEINTZMAN, Paul, Associate Professor, Department of Recreation and Leisure Studies, September 1, 2011 to December 31, 2011.

SELISKE, Patrick, Associate Professor, School of Public Health and Health Systems, November 1, 2011 to October 31, 2014.

Adjunct Appointments
Graduate Instruction
BURNS, Robert, Lecturer, Department of Kinesiology, July 1, 2011 to June 30, 2013.

COSTELLO, Mary Jean, Lecturer, School of Public Health and Health Systems, September 1, 2011 to December 31, 2011.

FREEMAN, Shannon, Lecturer, School of Public Health and Health Systems, September 1, 2011 to December 31, 2011.
HAIGHT, Murray, Associate Professor, School of Public Health and Health Systems, September 1, 2011 to December 31, 2011.

MATHIAS, Krista, Lecturer, School of Public Health and Health Systems, September 1, 2011 to December 31, 2011.

MULCAHY, Caitlin, Lecturer, Department of Recreation and Leisure Studies, January 1, 2012 to April 30, 2012.

SMITH, Alison, Lecturer, Department of Recreation and Leisure Studies, September 1, 2011 to April 30, 2012.

THOMSON, Maria, Lecturer, School of Public Health and Health Systems, January 1, 2012 to April 30, 2012.

TODD, Laura, Lecturer, School of Public Health and Health Systems, January 1, 2012 to April 30, 2012.

Graduate Supervision
CARMICHAEL, Barbara, Professor, Department of Recreation and Leisure Studies, July 1, 2011 to June 30, 2014.

CRAVEN, Beverley, Assistant Professor, Department of Kinesiology, July 1, 2011 to June 30, 2013.

Graduate Supervision and Research
SHAW, Susan, Professor, Department of Recreation and Leisure Studies, July 1, 2011 to June 30, 2012.

Undergraduate Instruction
BROWN, Judy, Associate Professor, School of Public Health and Health Systems, September 1, 2011 to December 31, 2011.

MINAKER, Leia, Lecturer, School of Public Health and Health Systems, September 1, 2011 to December 31, 2011.

Adjunct Reappointments
Graduate Supervision
FENNEll, David, Professor, Department of Recreation and Leisure Studies, July 1, 2011 to June 30, 2014.

MITCHELL, Gail, Professor, Department of Recreation and Leisure Studies, July 1, 2011 to June 30, 2014.

Graduate Supervision and Research
SCHWEIZER, Tom, Assistant Professor, Department of Kinesiology, July 1, 2011 to June 30, 2013.
Undergraduate Instruction
ALMEIDA, Quincy, Associate Professor, Department of Kinesiology, July 1, 2011 to June 30, 2013.

Research and Collaboration
SHARRATT, Michael (Distinguished Professor Emeritus), Professor, Department of Kinesiology, July 1, 2011 to June 30, 2013.

Cross Reappointments
BIGELOW, Philip, Associate Professor, School of Public Health and Health Systems to Department of Kinesiology, January 1, 2011 to December 31, 2014.

COOK, Richard, Professor, Department of Statistics and Actuarial Science to School of Public Health and Health Systems, September 1, 2011 to August 31, 2014.

HANNING, Rhona, Associate Professor, School of Public Health and Health Systems to Department of Kinesiology, January 1, 2011 to December 31, 2014.

Postdoctoral Fellow to Research/Part-time Lecturer Appointment
GILLIES, Jennifer, Department of Recreation and Leisure Studies, October 1, 2011 to September 30, 2012.

Postdoctoral Fellow to Research Appointment
HOLMES, Mike, Department of Kinesiology, September 1, 2011 to August 31, 2012.

B. ADMINISTRATIVE APPOINTMENTS
McILROY, William, Associate Dean, Research, Faculty of Applied Health Sciences, July 1, 2011 to June 30, 2012.

TYAS, Suzanne, Associate Dean, Graduate Studies, Faculty of Applied Health Sciences, July 1, 2011 to June 30, 2015.

C. SABBATICALS
DICKERSON, Clark, Associate Professor, Department of Kinesiology, January 1, 2012 to December 31, 2012 at 93.3% salary.

ROY, Eric, Professor, Department of Kinesiology, January 1, 2012 to June 30, 2012 at full salary.

D. RETIREMENT
SHAW, Susan, Professor, Department of Recreation and Leisure Studies, July 1, 2011.

Susan J. Elliott
Dean, Applied Health Sciences
FOR INFORMATION

A. APPOINTMENTS

Probationary-term Appointments

GROSSMANN, Igor (BS, Albert-Ludwigs-Universität Freiburg, 2005; PhD, University of Michigan, expected 2011), Assistant Professor, Department of Psychology, January 1, 2012 to June 30, 2015. Following a PhD in social psychology at the University of Michigan, including Michigan's joint program in human development with the Freie Universität Berlin, the Humboldt Universität Berlin, the University of Virginia, and the University of Zurich, Mr. Grossmann joins the social psychology division in the Department of Psychology. His major area of research concerns the psychology of culture, focusing on culture and emotional regulation. Thus, he will add breadth to the social psychology division’s expertise in the critical area of cultural psychology.

LEPAGE, Elise (MA, Université de Grenoble 3, 2004; MA, Université de Lyon 2, 2005; PhD, University of British Columbia, 2010), Assistant Professor, Department of French Studies, May 1, 2011 to June 30, 2014. Dr. Lepage taught at the University of British Columbia and at the Collège universitaire de Saint-Boniface before she joined Waterloo in 2010 as a definite-term lecturer. She is currently working on a ground-breaking book project on French Canadian and Québécois “espaces littéraires.”

Probationary-term Appointments: Date Changes

BLATHERWICK, David, Assistant Professor, Department of Fine Arts, from January 1, 2009 to June 30, 2012 to January 1, 2009 to June 30, 2013.

PIERARD, Emmanuelle, Assistant Professor, Department of Economics, from July 1, 2009 to June 30, 2013 to July 1, 2009 to June 30, 2014.

RYBCZYNSKI, Kathleen, Assistant Professor, Department of Economics, from July 1, 2009 to June 30, 2013 to July 1, 2009 to June 30, 2014.

Probationary-term Reappointments

AURINI, Janice, Assistant Professor, Department of Sociology & Legal Studies, July 1, 2011 to June 30, 2014.

SCHULENBERG, Jennifer, Assistant Professor, Department of Sociology & Legal Studies, July 1, 2011 to June 30, 2014.

ZIMMERMAN, Amber, Assistant Professor, Department of Drama & Speech Communication, July 1, 2011 to June 30, 2014.

Definite-term Appointments

ECCLESTONE, Andrew (BMath, University of Waterloo, 1981; MBA, York University, 1988), Lecturer, School of Accounting & Finance, September 1, 2011 to August 31, 2012. Mr. Ecclestone joins the finance area of the school. He received his CFA in 1998 and has most recently worked as a portfolio manager at Mountainview Asset Management Inc. He brings this portfolio management
experience to strengthen the accounting & finance program. Mr. Ecclestone will contribute to the expansion plans of the School of Accounting & Finance by strengthening teaching in the finance area.

GEOFFREY, Craig (BA, Queen’s University, 1998; MBA, Rotman School of Management, 2007), Lecturer, School of Accounting & Finance, July 1, 2011 to June 30, 2012. Mr. Geoffrey joins the finance area of the school. He received his CFA in 2005 and has most recently worked as a managing partner at Montrose Hammond & Co. He brings extensive experience in all aspects of investment management to the accounting & finance program. Mr. Geoffrey will contribute to the expansion plans of the School of Accounting & Finance by strengthening teaching in the finance area.

**Definite-term Reappointments**
PSUTKA, Donna, Lecturer, School of Accounting & Finance, September 1, 2011 to June 30, 2013.

SPROULE, Robert, Lecturer, School of Accounting & Finance, September 1, 2011 to June 30, 2013.

TSEDRYK, Kanstantsin, Lecturer, Department of French Studies, August 31, 2011 to August 31, 2013.

**Visiting Appointment**
WANG, Hongying, Associate Professor, Department of Political Science, July 1, 2011 to June 30, 2012.

**Cross Appointments**
COSKUN, Altay, Associate Professor, Department of Classical Studies to Department of History, July 1, 2011 to June 30, 2016.

WARRINER, Keith, Associate Professor, Department of Sociology & Legal Studies to School of Planning, September 1, 2011 to August 31, 2014.

**Special Appointment**
MASUTANI, Koji, Artist in Residence, Faculty of Arts, July 1, 2011 to June 20, 2013.

**Adjunct Appointments**

**Instruction**
AURANGZEB, Zeb, Lecturer, Department of Economics, September 1, 2011 to December 31, 2011.

BAKER, Jayne, Lecturer, Department of Sociology & Legal Studies, September 1, 2011 to December 31, 2011.

BARANOV, Anton, Lecturer, Department of Germanic & Slavic Studies, September 1, 2011 to April 30, 2012.

GEORGE, Ryan, Lecturer, Department of Economics, September 1, 2011 to December 31, 2011.

HINTON, Rory, Lecturer, Department of Philosophy, September 1, 2011 to December 31, 2011.

HUTCHINSON, Daniel, Lecturer, Department of Fine Arts, September 1, 2011 to December 31, 2011.

KHAN, Sharif, Lecturer, Department of Economics, September 1, 2011 to December 31, 2011.
KOPP, Elisabeth, Lecturer, Department of Germanic & Slavic Studies, September 1, 2011 to April 30, 2012.

SCHNEIDER, Claire, Lecturer, Women’s Studies, September 1, 2011 to December 31, 2011.

SHARMA, Ajay, Lecturer, Department of Political Science, September 1, 2011 to December 31, 2011.

TUCKER, Thomas, Lecturer, Department of Economics, September 1, 2011 to December 31, 2011.

YANG, Lihua, Lecturer, Department of Political Science, September 1, 2011 to December 31, 2011.

Miscellaneous (research, consultations, etc.)
GOYDER, John (Professor Emeritus), Professor, Department of Sociology & Legal Studies, July 1, 2011 to June 30, 2014.

KOROVKIN, Tanya (Professor Emerita), Professor, Department of Political Science, September 1, 2011 to August 31, 2015.

Adjunct Reappointments
Instruction
AFROS, Elena, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

ANTONIO, Jessica, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

ARTHUR, David, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

BLUM, Alan, Professor, Department of Sociology & Legal Studies, May 1, 2011 to August 31, 2011.

BRIGGS, Catherine, Lecturer, Department of History, September 1, 2011 to December 31, 2011.

BURT, Sandra (Professor Emerita), Associate Professor, Department of Political Science, January 1, 2012 to April 30, 2012.

CALERON-CALLEJAS, Betty, Lecturer, Department of Spanish & Latin American Studies, September 1, 2011 to December 31, 2011.

CHANDLER, Siobhan, Lecturer, Department of Sociology & Legal Studies, September 1, 2011 to December 31, 2011.

CORRIGAN, Alan, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

DAVIDSON, Tina, Lecturer, Women’s Studies, September 1, 2011 to December 31, 2011.

DEMAN, Andrew, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.
DESROCHES, Fred, Professor, Department of Sociology & Legal Studies, May 1, 2011 to December 31, 2011.

DIGNAN, Paul, Lecturer, Department of Fine Arts, September 1, 2011 to December 31, 2011.

DIXON, Shane, Lecturer, Department of Sociology & Legal Studies, September 1, 2011 to December 31, 2011.

DONOVAN, Anne-Marie, Lecturer, Department of Drama & Speech Communication, September 1, 2011 to December 31, 2011.

FLERAS, Augie, Professor, Department of Political Science, September 1, 2011 to December 31, 2011.

FLERAS, Augie, Professor, Department of Sociology & Legal Studies, September 1, 2011 to December 31, 2011.

GINGRICH, Nadine, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

HANNAN, Usman, Lecturer, Department of Economics, September 1, 2011 to December 31, 2011.

HARTLING, Shannon, Lecturer, School of Accounting & Finance, May 1, 2011 to August 31, 2011.

HARTLING, Shannon, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

HILL, Heather, Lecturer, Department of Drama & Speech Communication, September 1, 2011 to December 31, 2011.

HORTON, Don (Professor Emeritus), Associate Professor, Department of History, September 1, 2011 to December 31, 2011.

JAIMES-DOMINGUEZ, Luis, Lecturer, Department of Spanish & Latin American Studies, September 1, 2011 to December 31, 2011.

KHIMJEE, Husein, Assistant Professor, Department of Religious Studies, September 1, 2011 to December 31, 2011.

KRELLER, Paul, Lecturer, Department of English Language & Literature, September 1, 2011 to April 30, 2012.

KROEKER, Ronald, Assistant Professor, Department of Classical Studies, September 1, 2011 to December 31, 2011.

LAM, Ibis, Lecturer, Department of Spanish & Latin American Studies, September 1, 2011 to December 31, 2011.

MACNAUGHTON, William (Professor Emeritus), Professor, Department of English Language & Literature, September 1, 2011 to December 31, 2011.
MAES, Nick, Assistant Professor, Department of Classical Studies, September 1, 2011 to December 31, 2011.

MANSUTTI, Pamela, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

MATTE, Nicholas, Lecturer, Women’s Studies, September 1, 2011 to December 31, 2011.

MCARTHUR, Kathryn, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

MCCAULEY, Eva, Lecturer, Department of Fine Arts, September 1, 2011 to December 31, 2011.

MCCLINCHHEY, Barry, Associate Professor, Department of Sociology & Legal Studies, September 1, 2011 to June 31, 2012.

MEMON, Kashif, Lecturer, Department of Economics, September 1, 2011 to December 31, 2011.

MIATRA, Srabani, Lecturer, Women’s Studies, September 1, 2011 to December 31, 2011.

MITTELSTAEDT, Walter, Lecturer, Department of Psychology, May 1, 2011 to August 31, 2011.

MOTA, Fatima, Lecturer, Department of Spanish & Latin American Studies, September 1, 2011 to December 31, 2011.

NABERT-CHUBB, Rebecca, Assistant Professor, Department of Political Science, January 1, 2012 to April 30, 2012.

NEEDHAM, Brent, Lecturer, Department of Political Science, January 1, 2012 to April 30, 2012.

NOLAN, Kathleen, Lecturer, Department of Political Science, January 1, 2012 to April 30, 2012.

RAINVILLE, Janelle, Lecturer, Department of Drama & Speech Communication, September 1, 2011 to December 31, 2011.

RAYMOND, Mark, Lecturer, Department of Political Science, September 1, 2011 to December 31, 2011.

ROTH, Wendy, Lecturer, Department of Economics, September 1, 2011 to December 31, 2011.

SARKANY, Laszlo, Lecturer, Department of Political Science, September 1, 2011 to December 31, 2011.

SCHWEITZER, David, Assistant Professor, Department of History, September 1, 2011 to December 31, 2011.

SIEBEL-ACHENBACH, Sebastian, Assistant Professor, Department of History, September 1, 2011 to December 31, 2011.

SMITH, Larry, Associate Professor, Department of Economics, September 1, 2011 to August 31, 2012.
SOKOLOV, Danila, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

SHAKESPEARE, David, Lecturer, Department of English Language & Literature, September 1, 2011 to December 31, 2011.

THISTLEWAITE, Jason, Lecturer, Department of Political Science, September 1, 2011 to December 31, 2011.

TRANJAN, J. Ricardo, Lecturer, Department of Political Science, September 1, 2011 to December 31, 2011.

TRUONG, Khuong, Lecturer, Department of Economics, September 1, 2011 to December 31, 2011.

WATSON, Patrick, Lecturer, Department of Sociology & Legal Studies, September 1, 2011 to December 31, 2011.

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

Miscellaneous (research, consultations, etc.)

HOWARD, Michael (Distinguished Professor Emeritus), Professor, Department of Economics, July 1, 2011 to June 30, 2012.

KERTON, Robert (Distinguished Professor Emeritus), Professor, Department of Economics, July 1, 2011 to June 30, 2012.

Staff to Faculty Appointments

GLOVER, Adam (Department of Fine Arts), Lecturer, Department of Fine Arts, September 1, 2011 to December 31, 2011.

MCSPURREN, Kathleen (Department of Statistics & Actuarial Science), Lecturer, Dean of Arts Office, September 1, 2011 to December 31, 2011.

THOMPSON, Andrew (Department of Political Science), Lecturer, Department of Political Science, September 1, 2011 to December 31, 2011.

Graduate Student to Part-time Lecturer Appointments

CHEKETE, Godrick, Department of French Studies, May 1, 2011 to August 31, 2011.

CHRISTELIS, Angela, Department of Philosophy, September 1, 2011 to December 31, 2011.

FINN, Tracy, Department of Philosophy, September 1, 2011 to December 31, 2011.

FLAGLER, Jenny, Department of Sociology & Legal Studies, September 1, 2011 to December 31, 2011.

HOCHSTEIN, Eric, Department of Philosophy, September 1, 2011 to December 31, 2011.

MACDONALD, Kirsten, Department of Philosophy, September 1, 2011 to December 31, 2011.
NICKERSON WHITE, Sara, Department of Sociology & Legal Studies, September 1, 2011 to December 31, 2011.

PULIS, Jessica, Department of Sociology & Legal Studies, September 1, 2011 to December 31, 2011.

SIMARD SMITH, Paul, Department of Philosophy, September 1, 2011 to December 31, 2011.

VIJAYAN, Devika, Department of French Studies, May 1, 2011 to August 31, 2011.

WUDARZEWSKI, Amanda, Department of Psychology, May 1, 2011 to August 31, 2011.

B. ADMINISTRATIVE APPOINTMENTS

BLATHERWICK, David, Associate Chair, Graduate Studies, Department of Fine Arts, July 1, 2011 to June 30, 2014.

DEA, Shannon, Associate Chair, Undergraduate Studies, Department of Philosophy, July 1, 2011 to June 30, 2014.

DONG, Weizhen, Associate Chair, Undergraduate Studies (Sociology), Department of Sociology & Legal Studies, July 1, 2011 to December 31, 2011.

GRAFFAM, Gray, Associate Chair, Undergraduate Studies, Department of Anthropology, July 1, 2011 to June 30, 2012.

HELLEINER, Eric, Interim Chair, Department of Political Science, February 1, 2011 to December 31, 2011.

HELMES-HAYES, Rick, Associate Chair, Graduate Studies, Department of Sociology & Legal Studies, July 1, 2011 to December 31, 2011.

MCCLINCHEY, Barry, Associate Chair, Undergraduate Studies (Legal Studies), Department of Sociology & Legal Studies, July 1, 2011 to December 31, 2011.

PORRECA, David, Associate Chair, Graduate Studies, Department of Classical Studies, September 1, 2011 to August 31, 2012.

SCHMENK, Barbara, Associate Chair, Graduate Studies, Department of Germanic & Slavic Studies, July 1, 2011 to June 30, 2013.

SILLATO, Maria del Carmen, Associate Chair, Undergraduate Studies, Department of Spanish & Latin American Studies, July 1, 2011 to April 30, 2012.

SUDERMAN, W. Derek, Associate Chair, Undergraduate Studies, Department of Religious Studies, July 1, 2011 to June 30, 2014.

TOMASSON GOODWIN, Jill, Interim Chair, Department of Drama & Speech Communication, September 1, 2011 to August 31, 2012.

TURRI, John, Associate Chair, Graduate Studies, Department of Philosophy, July 1, 2011 to December 31, 2011.
VESTER, Christina, Associate Chair, Undergraduate Studies, Department of Classical Studies, September 1, 2011 to August 31, 2012.

ADMINISTRATIVE APPOINTMENTS: Changes
BARRICKMAN, Nancy, from Associate Chair, Undergraduate Studies, Department of Anthropology, July 1, 2011 to June 30, 2012 to Associate Chair, Graduate Studies, Department of Anthropology, July 1, 2011 to June 30, 2012.

GRAFFAM, Gray, Director, Master of Digital Innovation Program, from January 1, 2011 to August 31, 2012 to January 1, 2011 to June 20, 2011.

HABIB, Jasmin, Associate Chair, Graduate Studies, Department of Anthropology, from May 1, 2010 to August 31, 2012 to May 1, 2010 to June 30, 2012.

SIMPSON, Jennifer, Interim Chair, Department of Drama & Speech Communication, from October 1, 2011 to June 30, 2012 to October 1, 2011 to August 31, 2012.

NUTBROWN, Richard, Chair, Department of Political Science, from July 1, 2008 to December 31, 2011 to July 1, 2008 to June 30, 2011.

C. RETIREMENTS/RESIGNATIONS
BALLARD, Robert, Assistant Professor, Department of Drama & Speech Communication, resignation effective July 31, 2011.

FITZSIMONS, Grainne, Associate Professor, Department of Psychology, resignation effective June 30, 2011.

HOLMES, John, Professor, Department of Psychology, retirement effective September 1, 2011.

KAY, Aaron, Associate Professor, Department of Psychology, resignation effective June 30, 2011.

ROSS, Michael, Professor, Department of Psychology, retirement effective September 1, 2011.

D. SABBATICALS: For Approval by the Board of Governors
DONG, Weizhen, Associate Professor, Department of Sociology & Legal Studies, January 1, 2012 to June 30, 2012 at 85% of salary.

DOUGLAS, Alan, Associate Professor, School of Accounting & Finance, November 1, 2011 to October 31, 2012 at 85% of salary.

GREENBERG, Joel, Professor, Department of Drama & Speech Communication, March 1, 2012 to August 31, 2012 at full salary.

HULAN, Shelley, Associate Professor, Department of English Language & Literature, January 1, 2012 to December 31, 2012 at 85% of salary.

LAWSON, Kate, Associate Professor, Department of English Language & Literature, January 1, 2012 to December 31, 2012 at 85% of salary.
ROBERTS-SMITH, Jennifer, Assistant Professor, Department of Drama & Speech Communication, January 1, 2012 to June 30, 2012 at full salary.

SBARDELLATI, John, Assistant Professor, Department of History, January 1, 2012 to June 30, 2012 at full salary.

TAN, Hongping, Assistant Professor, School of Accounting & Finance, January 1, 2012 to June 30, 2012 at full salary.

ZIMMERMAN, Amber, Assistant Professor, Department of Drama & Speech Communication, January 1, 2012 to June 30, 2012 at full salary.

SABBATICAL: Date Change
HELLEINER, Eric, Professor, Department of Political Science, from July 1, 2011 to June 30, 2012 to January 1, 2012 to December 31, 2012 at 92.6% salary.

SABBATICAL: Cancellation
BALLARD, Robert, Assistant Professor, Department of Drama & Speech Communication, from January 1, 2012 to June 30, 2012, resignation effective July 31, 2011.

Douglas Peers
Dean, Faculty of Arts
FOR INFORMATION

A. APPOINTMENTS

Probationary-term Appointments

ABOUEE MEHRIZI, Hossein, Assistant Professor, Department of Management Sciences, September 1, 2011 – June 30, 2014. PhD candidate Rotman School of Management, University of Toronto 2011; MSc Sharif University of Technology 2005; BSc Sharif University of Technology 2003. Mr. Abouee Mehrizi’s research interest is in the area of stochastic processes, an area in which the department requires more researchers. He is capable of teaching many of the department’s undergraduate and graduate courses in the area of applied operations.

BASU, Dipanjan, Assistant Professor, Department of Civil & Environmental Engineering, September 1, 2011 – June 30, 2014. PhD Purdue University 2006; MSc Indian Institute of Technology 2001; BA Jadavpur University 1997. Dr. Basu’s research interests lie in developing comprehensive design solutions to engineering problems pertaining to geomechanics and geotechnical engineering. He has research experience and expertise in constitutive, analytical and numerical modeling, and geo-sustainability. As an assistant professor at the University of Connecticut he focused on high strain-rate modeling of soil, geo-sustainability, and foundation engineering and soil structure interaction.

BOHNS, Vanessa, Assistant Professor, Department of Management Sciences, July 1, 2011 – June 30, 2014. PhD Columbia University 2008; MPhil Columbia University 2007; MA Columbia University 2005; BA Brown University 2000. Dr. Bohns’ research interest is in the area of pro social behaviour. The department has been in need of additional faculty in the behavioural area and she will be helpful both in teaching and supervision of graduate students. She will be able to teach both undergraduate and graduate courses in the area of management technology.

GOLAB, Lukasz, Assistant Professor, Department of Management Sciences, September 1, 2011 – June 30, 2014. PhD University of Waterloo 2006; BSc University of Toronto 2001. Dr. Goblab has been a researcher at AT&T for the past six years. His area of research is data mining. He will be able to teach many of the department’s courses in the information system area.

OZALTIN, Osman, Assistant Professor, Department of Management Science, September 1, 2011 – June 30, 2014. PhD candidate University of Pittsburgh (expected August 2011); MSc University of Pittsburgh 2007; BSc Bogazici University 2005. Mr. Ozaltin’s area of research is application of operations research methods to medical decision making. His research will strengthen the department’s research in the area of health care. He will be able to teach many of the department’s undergraduate and graduate courses in the area of applied operations research.

PAGSUYOIN, Sheree Ann, Assistant Professor, Department of Civil & Environmental Engineering, September 1, 2011 – June 30, 2014. PhD University of Virginia 2010; MSc University of the Philippines-Diliman 2005; BSc University of the Philippines-Diliman 2000. Dr. Pagsuyoin has experience with sustainable land development, water and wastewater technologies, sewerage and sanitation, and environmental management issues. Her PhD research dealt with the occurrence, fate and transport of estrogenic compounds in the mixing zone of receiving water bodies. At UW she plans to focus on water quality and public health in developing countries.

Probationary-term Reappointments

JEON, Soo, Assistant Professor, Department of Mechanical & Mechatronics Engineering,

**KWON, Hyock Ju**, Assistant Professor, Department of Mechanical & Mechatronics Engineering, July 1, 2012 – June 30, 2015. PhD University of Alberta 2007; MSc University of Alberta 2003; MSc KAIST 1988; BSc Seoul National University 1985.


**Definite-term Reappointment**

**SHELLEY, Cameron**, Lecturer, Department of Systems Design Engineering, September 1, 2011 – August 31, 2013.

**Visiting Appointments**


**BAKA, Mohamed**, Scholar, Department of Management Sciences, May 1, 2011 – April 30, 2014.


**DENG, Xiaogang**, Scholar, Department of Mechanical & Mechatronics Engineering, September 1, 2011 – August 31, 2012.

**DJAFARI PETROUDY, Seyed**, Scholar, Department of Chemical Engineering, February 1, 2012 – November 30, 2012.

**FAN, XiQiu**, Scholar, Department of Mechanical & Mechatronics Engineering, September 1, 2011 – August 31, 2012.

**FARID, Mehrdad**, Scholar, Department of Mechanical & Mechatronics Engineering, September 1, 2011 – August 31, 2012.


KILIC, Mustafa, Scholar, Department of Mechanical & Mechatronics Engineering, June 6, 2011 – August 26, 2011.

KIZIKOGLU, Atahan, Scholar, Department of Mechanical & Mechatronics Engineering, June 20, 2011 – July 22, 2011.

LENG, Yixin, Scholar, Department of Chemical Engineering, September 1, 2011 – February 29, 2012.

MEHBOOB, Nazia, Scholar, Department of Chemical Engineering, September 1, 2011 – February 29, 2012.


SEIFI, Abbas, Associate Professor, Department of Systems Design Engineering, June 19, 2011 – September 19, 2011.

SHIN, Bonghun, Researcher, Department of Mechanical & Mechatronics Engineering, May 1, 2011 – August 31, 2011.

SIMON, Gwendal, Scientist, Department of Electrical & Computer Engineering, September 1, 2011 – August 31, 2012.

SILKA, Wael, Scholar, Department of Civil & Environmental Engineering, June 20, 2011 – September 20, 2011.

TAJALIZADEH DASHTI, Sepideh, Scholar, Department of Chemical Engineering, July 1, 2011 – September 30, 2011.

TAJVIDI, Mehdi, Researcher, Department of Chemical Engineering, August 1, 2011 – July 30, 2012.

TAVAKOL, Shima, Scholar, Department of Chemical Engineering, September 1, 2011 – May 31, 2012.

THEISSING, Simon, Scholar, Department of Electrical & Computer Engineering, May 1, 2011 – August 31, 2011.

WANG, Jing, Scholar, Department of Chemical Engineering, October 21, 2011 – October 20, 2012.

WAGNER, Andreas, Scholar, Department of Chemical Engineering, September 1, 2011 – April 30, 2012.


**Visiting Reappointments**
DONG, Mianxiong, Scholar, Department of Electrical & Computer Engineering, April 1, 2011 – March 31, 2012.

MASOOD, Farha, Scholar, Department of Chemical Engineering, July 14, 2011 – August 31, 2011.


NG, George, Researcher, Department of Mechanical & Mechatronics Engineering, August 1, 2011 – July 31, 2012.

YAN, Jing, Scholar, Department of Chemical Engineering, October 21, 2011 – October 20, 2012.

**Adjunct Appointments**

*Instruction*

BETTO, Walter, Assistant Professor, School of Architecture, May 1, 2011 – August 31, 2011.

LUZAR, Brigitte, Assistant Professor, School of Architecture, May 1, 2011 – August 31, 2011.

POTTER, John, Assistant Professor, School of Architecture, May 1, 2011 – August 31, 2011.

SUGDEN, Kevin, Lecturer, School of Architecture, May 1, 2011 – August 31, 2011.

*Graduate Supervision*

MAHMUD, Shohel, Assistant Professor, Department of Mechanical & Mechatronics Engineering, May 1, 2011 – April 30, 2014.

PILLAR, Robert, Professor, Department of Mechanical & Mechatronics Engineering, January 1, 2011 – December 31, 2012.

**Adjunct Reappointments**

*Instruction*

HUNT, Lloyd, Associate Professor, School of Architecture, May 1, 2011 – August 31, 2011.

HUNTER, Andrew, Lecturer, School of Architecture, May 1, 2011 – August 31, 2011.

LEVITT, Andrew, Associate Professor, School of Architecture, May 1, 2011 – August 31, 2011.

SCHNURR, Daryl, Associate Professor, Engineering Undergraduate Office, May 1, 2011 – April 30, 2012.

*Research*

BEHR, Bradford, Assistant Professor, Department of Systems Design Engineering, February 1, 2011 – January 31, 2013.
FOX, Steven, Assistant Professor, Department of Civil & Environmental Engineering, July 1, 2011 – June 30, 2013.

GLADWELL, Graham, Professor, Department of Civil & Environmental Engineering, July 1, 2011 – June 30, 2014.

HIRMER, Lisa, Lecturer, School of Architecture, May 1, 2011 – August 31, 2011.

MACPHIE, Robert, Professor, Department of Electrical & Computer Engineering, October 1, 2011 – September 30, 2014.

SRIVASTAVA, Narendra, Professor, Department of Civil & Environmental Engineering, June 1, 2011 – May 31, 2013.

TOPPER, Tim, Professor, Department of Civil & Environmental Engineering, September 1, 2011 – August 31, 2014.

Research and Graduate Supervision

ANDREWS, Susan, Associate Professor, Department of Civil & Environmental Engineering, May 1, 2011 – April 30, 2014.

BOUCHARD, Derrick, Associate Professor, Department of Electrical & Computer Engineering, May 1, 2011 – April 30, 2014.

FANG, Liping, Professor, Department of Systems Design Engineering, September 1, 2011 – August 31, 2014.

KOMLJENOVIC, Dragan, Professor, Department of Civil & Environmental Engineering, July 1, 2011 – June 30, 2013.

WONG, Andrew, Professor, Department of Systems Design Engineering, September 1, 2010 – September 30, 2013.

Graduate Supervision


HAAS, Ralph, Professor, Department of Civil & Environmental Engineering, September 1, 2011 – August 31, 2014.

ZHANG, Fan, Professor, Department of Mechanical & Mechatronics Engineering, September 1, 2011 – August 31, 2012.

Cross Appointment

THOMPSON, Russell, Assistant Professor, Department of Physics & Astronomy to Department of Chemical Engineering, May 1, 2011 – April 30, 2014.

Cross Reappointment

LAMBERT, Stephan, Professor, Department of Mechanical & Mechatronics Engineering to Department of Systems Design Engineering, November 1, 2011 – October 31, 2014.
Graduate Student to Part-time Lecturer Appointments

AHMED, Mohamed, Department of Electrical & Computer Engineering, September 1, 2011 – December 31, 2011.

AL-HAMMOUD, Rania, Department of Civil & Environmental Engineering, September 1, 2011 – December 31, 2011.

ABDEL WAHAB, Noran, Department of Civil & Environmental Engineering, May 1, 2011 – August 31, 2011.

NORRIS, Ryan, Department of Mechanical & Mechatronics Engineering, May 1, 2011 – August 31, 2011.

SAAD, John, Department of Electrical & Computer Engineering, May 1, 2011 – August 31, 2011.

SHAHI, Arash, Department of Civil & Environmental Engineering, September 1, 2011 – December 31, 2011.

B. ADMINISTRATIVE REAPPOINTMENTS

CROISET, Eric, Associate Chair, Undergraduate Studies, Department of Chemical Engineering, September 1, 2011 – August 31, 2012.

WELLS, Mary, Associate Dean, Outreach, September 1, 2011 – August 31, 2014.

C. SABBATICALS

For Approval by the Board of Governors

MACDONALD, Marie-Paule, Associate Professor, School of Architecture, January 1, 2012 – June 30, 2012 at 100% salary.

MELEK, William, Associate Professor, Department of Mechanical & Mechatronics Engineering, January 1, 2012 – June 30, 2012 at 100% salary.

MEYER BOAKE, Terri, Associate Professor, School of Architecture, July 1, 2012 – December 31, 2012 at 100% salary.

TOLSON, Bryan, Assistant Professor, Department of Civil & Environmental Engineering, November 1, 2011 – April 30, 2012 at 85% salary.

D. RESIGNATION

HESJEDAL, Thorsten, Associate Professor, Department of Electrical & Computer Engineering, June 30, 2011.

Adel Sedra
Dean, Faculty of Engineering
FOR INFORMATION

A. APPOINTMENTS

Probationary-term Appointment

WOLFE, Sarah, Assistant Professor, Department of Environment and Resource Studies,
January 1, 2012 to June 30, 2015: PhD, University of Guelph, 2006; MA, University of Toronto,
2000; BA, University of Guelph, 1999. Dr. Wolfe’s appointment is in the area of Social Aspects of
Water Resources. Water resource issues are as much, if not more, related to social factors as to bio-
geophysical ones, and Dr. Wolfe’s focus on the former is particularly important to ERS and the
university in several regards. Her international and gender interests represent cultural sensitivity; she
will add immensely to the capabilities of the Water Institute.

Continuing Lecturer Appointment

TAN, Su-Yin, Lecturer, Department of Geography and Environmental Management, November 1,
2011: PhD, University of Cambridge, 2008; MSc, University of Oxford, 2004; MA, Boston
University, 2003; BSc, University of Guelph, 2001. Dr. Tan joined the University of Waterloo in the
fall of 2008 as a Lecturer (definite-term appointment) contributing to the department’s Geomatics
plan. She has since taken on a variety of teaching assignments from large undergraduate lecture/lab
courses to graduate seminars, as well as the supervision of senior honours thesis students and master’s
students. Dr. Tan’s commitment to the continuing development of her teaching and scholarship
makes her a welcome addition to the department.

Adjunct Appointments

Instruction

BEEBE, John, Lecturer, Department of Geography and Environmental Management, September 1,
2011 to December 31, 2011.

BRODHEAD, Tim, Associate Professor, School of Environment, Enterprise and Development,
May 1, 2011 to April 30, 2014.

FARROW, Ron, Associate Professor, School of Planning, September 1, 2011 to December 31, 2011.

FERGUSON, Philip, Lecturer, Faculty of Environment, January 1, 2012 to April 30, 2012.

HAIGHT, Murray (Professor Emeritus), Associate Professor, School of Planning, July 1, 2011 to
June 30, 2014.

MOORE, Leith, Lecturer, School of Planning, September 1, 2011 to December 31, 2011.

MORRIS, David, Lecturer, Department of Geography and Environmental Management, January 1,
2012 to April 30, 2012.

PANT, Laxmi, Assistant Professor, School of Environment, Enterprise and Development,
September 1, 2011 to December 31, 2011.

SOUTH, George, Lecturer, School of Planning, September 1, 2011 to December 31, 2011.

Graduate Supervision/Committee Membership

HAIGHT, Murray (Professor Emeritus), Associate Professor, School of Planning, July 1, 2011 to
June 30, 2014.
Research

BRODHEAD, Tim, Associate Professor, School of Environment, Enterprise and Development, May 1, 2011 to April 30, 2014.

HAIGHT, Murray (Professor Emeritus), Associate Professor, School of Planning, July 1, 2011 to June 30, 2014.

Cross Appointments

GIBSON, Robert, Professor, Department of Environment and Resource Studies to the Department of Geography and Environmental Management, July 1, 2011 to June 30, 2014.

MITCHELL, Bruce, Professor, Department of Geography and Environmental Management to the School of Planning, September 1, 2011 to August 31, 2014.

SWATUK, Larry, Associate Professor, School of Environment, Enterprise and Development to the School of Planning, July 1, 2011 to June 30, 2014.

WISMER, Susan, Associate Professor, Department of Environment and Resource Studies to the School of Planning, September 1, 2011 to December 31, 2011.

Staff to Faculty Appointment

McKENZIE, Ian, Associate Professor, Department of Geography and Environmental Management, July 1, 2011 to June 30, 2014.

Graduate Student to Part-time Lecturer Appointments

ASHPOLE, Sara, Faculty of Environment, September 1, 2011 to April 30, 2012.

GLIEDT, Travis, School of Environment, Enterprise and Development, September 1, 2011 to December 31, 2011.

B. ADMINISTRATIVE APPOINTMENT

FEICK, Rob, Undergraduate Officer, School of Planning, July 1, 2011 to June 30, 2012.

ADMINISTRATIVE REAPPOINTMENTS

CASELLO, Jeffrey, Associate Dean, Undergraduate Studies and Educational Liaison, Faculty of Environment, July 1, 2011 to June 30, 2012.

PARKER, Paul, Associate Dean, Graduate Studies, Faculty of Environment, July 1, 2011 to June 30, 2012.

C. SABBATICAL LEAVES

DUGUAY, Claude, Professor, Department of Geography and Environmental Management, January 1, 2012 to June 30, 2012 at 85% salary.

For Approval by the Board of Governors

LI, Jonathan, Professor, Department of Geography and Environmental Management, January 1, 2012 to June 30, 2012 at 85% salary.

WANDEL, Johanna, Department of Geography and Environmental Management, January 1, 2012 to June 30, 2012 at full salary.

A. Roy
Dean
FOR INFORMATION

A. APPOINTMENTS

Probationary-term Appointments

KÖNIG, Robert (Diploma [MSc] 2003, Swiss Federal Institute of Technology; PhD 2008, University of Cambridge), Assistant Professor, Dept. of Applied Mathematics, August 1, 2012 – June 30, 2015. Dr. König was a post-doctoral research fellow at the Caltech Institute for Quantum Information from 2007-2011 and is currently a postdoctoral fellow at IBM. His research interests are in quantum information theory and the inter-relations between mathematics, physics and computer science. Dr. König will be a member of the Institute for Quantum Computing. He will broaden the mathematical physics group in the applied mathematics department.

WONG, Bernard (BASc 2003, University of Waterloo; MSc 2007, PhD 2011, both from Cornell University), Assistant Professor, David R. Cheriton School of Computer Science, August 1, 2011 – June 30, 2014. Dr. Wong's research is in networks and distributed systems, with the concept of localization as a major theme. He has considered localization with respect to “network distance” to improve the efficiency of network applications. He has also considered geolocalization, which is determining the geographic location of network hosts. He is interested in real-world application of his fundamental discoveries. During his PhD studies, he undertook an internship at Google and also worked with Akamai, in both cases on projects related to geolocalization. Research activity in networks and distributed systems has been a historic strength of computer science at Waterloo and a point of cooperation between computer science and electrical and computer engineering. Dr. Wong’s research and its relevance to industry will complement and enhance this existing strength.

Definite-term Appointments

ALI, Javid (BMath 2009, MMath 2011, both from the University of Waterloo), Lecturer, Department of Statistics and Actuarial Science, September 1, 2011 – August 31, 2012. Mr. Ali will teach six courses as well as participate in departmental activities as required.

BONAKDARPOUR, Borzoo (BSc 1999, University of Esfahan; MSc 2004, PhD 2008, both from the Michigan State University), Research Assistant Professor, David R. Cheriton School of Computer Science, May 1, 2011 – April 30, 2014. Dr. Bonakdarpour will participate in research activities as well as assist in co-ordinating, managing and maintaining group activities as well as student advising. He will also present the research activities in research and industrial organizations in Canada and overseas.

DAWOUD, Dina (BSc [Actuarial Science and Statistics] 2007, BSc [Honours in Statistics] 2008, both from the University of KwaZulu-Natal; MMath 2001, University of Waterloo), Lecturer, Dept. of Statistics and Actuarial Science, May 1, 2011 – April 29, 2013. Ms. Dawoud will teach six courses per year as well as participate in departmental activities as required.

HE, Meng (BSc 2000, Nanjing University of Posts and Communications; MMath 2003, PhD 2008, both from the University of Waterloo), Research Assistant Professor, David R. Cheriton School of Computer Science, August 1, 2011 – August 31, 2013. Dr. He will teach two courses per year as well as collaborate on research projects with members of the David R. Cheriton School of Computer Science.
LIMAN, Noura (BS 2001, Ecole Nationale des Sciences de l’Informatique; MS 2002, PhD 2007, both from the Université de Paris), Research Assistant Professor, David R. Cheriton School of Computer Science, September 1, 2011 – August 31, 2013. Dr. Liman will conduct research in computer networks and distributed systems and teach two courses per year.

LIZOTTE, Daniel (BCS 2001, University of New Brunswick; MSc 2003, PhD 2008, both from the University of Alberta), Assistant Professor, David R. Cheriton School of Computer Science, August 1, 2011 – July 31, 2014. Dr. Lizotte has a standard research-faculty position which consists of teaching, research and service.

PORTH, Lysa (BComm 2002; MBA 2006, PhD 2011, all from the University of Manitoba), Assistant Professor, Department of Statistics and Actuarial Science, August 1, 2011 – August 31, 2012. Dr. Porth will teach three courses per year, engage in research and scholarly activities as well as participate in the service activities of the department.

TOMPKINS, David (BSc 1994, BESc 1996, both from the University of Western Ontario; MSc 2000, PhD 2010, both from the University of British Columbia), Lecturer, David R. Cheriton School of Computer Science, September 1, 2011 – August 31, 2013. Dr. Tompkins will teach six courses per year and participate in activities of the school.

Definite-term Reappointments
BLAKE, Peter, Lecturer, Office of the Dean, July 1, 2011 – August 31, 2012.

WEST, Joseph, Lecturer, Dept. of Applied Mathematics, September 1, 2011 – August 31, 2014.

Continuing Lecturer Appointment
MORTON, Andrew (BSc 1993, MSc 1996, both from the University of Guelph; PhD 2005, University of Waterloo), Lecturer, David R. Cheriton School and Computer Science and the Department of Electrical and Computer Engineering, July 1, 2011.

Visiting Appointments


RABABAH, Abadallah, Researcher, David R. Cheriton School of Computer Science, September 1, 2011 – August 31, 2012.

ZHANG, Lifeng, Assistant Professor, David R. Cheriton School of Computer Science, August 1, 2011 – July 31, 2012.

Adjunct Appointments

Instructor
CHENG, Michael Yin-Hei, Lecturer, Dept. of Pure Mathematics, September 1, 2011 – December 31, 2011.

Research

Adjunct Reappointments
Instructor
BELTAOS, Andrew, Lecturer, Office of the Dean, September 1, 2011 – December 31, 2011.

CELMINS, Uldis, Lecturer, Dept. of Combinatorics and Optimization, September 1, 2011 – December 31, 2011.

CHEN, Helen, Lecturer, David R. Cheriton School of Computer Science, September 1, 2011 – December 31, 2011.

KOU, Tian, Lecturer, David R. Cheriton School of Computer Science, September 1, 2011 – December 31, 2011.

LOO, Clinton, Lecturer, Office of the Dean, September 1, 2011 – December 31, 2011.

PEI, Martin, Lecturer, Dept. of Combinatorics and Optimization, September 1, 2011 – December 31, 2011.

ROH, Patrick, Lecturer, Dept. of Combinatorics and Optimization, September 1, 2011 – December 31, 2011.


Research

BRILLINGER, Peter, Associate Professor, Office of the Dean, July 1, 2011 – June 30, 2012.


ROBINSON, Jack (Professor Emeritus), Professor, Dept. of Statistics and Actuarial Science, July 1, 2011 – June 30, 2014.


Grad Committee
LAWLESS, Jerry (Professor Emeritus), Professor, Dept. of Statistics and Actuarial Science, September 1, 2011 – August 31, 2014.
Cross Reappointment

COOK, Richard, Professor, Dept. of Statistics and Actuarial Science to the Dept. of Health Studies and Gerontology, September 1, 2011 – August 31, 2014.

Graduate Student to Part-time Lecturer Appointments

ACKERMAN, Margareta, David R. Cheriton School of Computer Science, September 1, 2011 – December 31, 2011.


OLIVER, Earl, David R. Cheriton School of Computer Science, September 1, 2011 – December 31, 2011.


Graduate Student to Part-time Lecturer Reappointments


IVKOVIC, Igor, David R. Cheriton School of Computer Science, September 1, 2011 – December 31, 2011.

STEINMOELLER, Derek, Dept. of Applied Mathematics, September 1, 2011 – December 31, 2011.

Postdoctoral Fellow to Part-time Lecturer Appointments


Postdoctoral Fellow to Part-time Lecturer Reappointment


B. ADMINISTRATIVE APPOINTMENTS


GIESBRECHT, Mark, Director of First Year Studies, Computer Science, David R. Cheriton School of Computer Science, July 1, 2011 – June 30, 2013.

INGALLS, Brian, Associate Chair, Undergraduate Studies, Dept. of Applied Mathematics, July 1, 2011 – June 30, 2013.


C. SABBATICALS
MUNRO, Ian, Professor, David R. Cheriton School of Computer Science, September 1, 2011 – February 28, 2012 with 100% salary.

For Approved by the Board of Governors
ZORZITTO, Frank, Professor, Dept. of Pure Mathematics, January 1, 2012 – June 30, 2012 with 94.7% salary.

D. RETIREMENT
MacKay, Jock, Associate Professor, Dept. of Statistics and Actuarial Science, effective December 31, 2011.

Ian P. Goulden
Dean
FOR INFORMATION

A. APPOINTMENTS

Tenured Appointment

EDWARDS, David, Professor, School of Pharmacy, June 1, 2011. [B.Sc., Pharmacy, University of Toronto (1978); Pharm. D., University of Buffalo (1981); Master’s in Public Health, Wayne State University (2011).] Dr. Edwards has joined the School of Pharmacy as the new director. He comes to us from Wayne State University where he was chair of the Department of Pharmacy Practice. Dr. Edwards’ research is in the area of pharmacokinetics, especially drug metabolism and disposition. He has published over 80 peer-reviewed papers. Much of his recent research has focussed on the elucidation of the mechanism and significance of the interaction between orally administered drugs and grapefruit juice. Dr. Edwards also has an exemplary teaching record having received 12 teaching awards during his time at Wayne State. We are very pleased to have Dr. Edwards join the School of Pharmacy.

HOLYOAK, Todd, Associate Professor, Department of Biology, September 1, 2011. [B.Sc., University of Waterloo (1994); Ph.D., University of Notre Dame (2000).] Following his Ph.D., Dr. Holyoak was a postdoctoral fellow at Brandeis University. Just before being recruited to the Department of Biology at Waterloo, Dr. Holyoak was granted tenure at University of Kansas. He is primarily a structural enzymologist, using molecular structure information to understand the mechanism and dynamics of enzyme reactions. At Kansas, he has been most interested in human metabolic enzymes as potential targets for clinical inhibitors, and also of microbial factors involved in infection. Within biology, he will interact closely with the microbiology and molecular genetics faculty members. Dr. Holyoak will also have common interests with faculty in biochemistry and pharmacy.

KARTTUNEN, Mikko, Professor, Department of Chemistry, September 1, 2011. [M.Sc., Tampere University of Technology (1993); Ph.D., McGill University (1999).] Dr. Karttunen was recently associate professor in the Department of Applied Mathematics, University of Western Ontario. His research is focussed in the area of computational aspects of biological and nano-level systems including biological membranes, fiber filament networks, nanotubes and wires, materials modelling and proteins, among other areas. Dr. Karttunen was awarded the Faculty of Science Distinguished Research Professorship at UWO in 2009-10. He complements the expertise in nanomaterials and biomaterials research in the chemistry department and broadens the scope of the area of bionanotechnology on campus.

Probationary-term Appointment

HOPKINS, W. Scott, Assistant Professor, Department of Chemistry, August 1, 2011 to June 30, 2014. [B.Sc., University of New Brunswick (2001); Ph.D., University of New Brunswick (2006).] Dr. Hopkins was recently a postdoctoral fellow at the Chemistry Research Laboratory, Oxford University, UK. He has extensive expertise in spectroscopy and chemical dynamics and their application to the structure and reactivity of gas-phase and nanocluster atomic and molecular complexes. His research will further strengthen the chemistry department’s as well as the University of Waterloo’s initiatives in nanomaterials and catalysis research. Dr. Hopkins’ ability to develop advanced instrumentation to study metal cluster-substrate interactions during catalysis will propel the department into leading edge studies on industrial catalysts.
Probationary-term Reappointments

JENNEWEIN, Thomas, Associate Professor, Department of Physics and Astronomy (Institute for Quantum Computing), July 1, 2012 to June 30, 2015. [Matura in Electronics, Technical College Innsbruck I (1991); M.Sc., University of Innsbruck (1997); Ph.D., University of Vienna (2002).]

LUPASCU, Adrian, Assistant Professor, Department of Physics and Astronomy (Institute for Quantum Computing), July 1, 2012 to June 30, 2015. [B.Sc., University of Bucharest (2000); Ph.D., Delft University of Technology (2005).]

WETTIG, Shawn, Assistant Professor, School of Pharmacy, July 1, 2013 to June 30, 2014. [B.Sc., University of Lethbridge (1994); Ph.D., University of Saskatchewan (2000).]

Definite-term Appointment

COUTURE, Raoul-Marie, Research Assistant Professor, Department of Earth and Environmental Sciences, June 1, 2011 to May 31, 2014. [B.Sc., Laval University (2004); Ph.D., Université du Québec (2010).] Dr. Couture’s research focusses on reactive-transport modelling to study the mobility and cycling of environmentally relevant trace elements, such as arsenic and selenium, in soils and aquatic sediments. This position is in support of the Canada Excellence Research Chair in Ecohydrology.

Definite-term Reappointment

AMOS, Richard T., Research Assistant Professor, Department of Earth and Environmental Sciences, June 1, 2011 to May 31, 2014.

Adjunct Appointments

Graduate Supervision

FONN, Desmond (Professor Emeritus), Professor, School of Optometry, July 1, 2011 to June 30, 2016.

JEEN, Sung-Wook, Assistant Professor, Department of Earth and Environmental Sciences, July 1, 2011 to June 30, 2014.

WOLKERSDORFER, Christian, Professor, Department of Earth and Environmental Sciences, July 1, 2011 to June 30, 2014.

Graduate Supervision and Research

SINGER, Thomas D., Assistant Professor, Department of Biology, May 1, 2011 to April 30, 2014.

Undergraduate and Graduate Teaching, Graduate Supervision and Research

SCHAFFLER, Klaus D., Professor, School of Pharmacy, July 1, 2011 to June 30, 2012.

Undergraduate Teaching

COULSTON, Barbara, Assistant Professor, School of Pharmacy, August 15, 2011 to August 14, 2012.

RAMSOOMAIR, Franklin, Lecturer, Faculty of Science, September 1, 2011 to December 31, 2011.

Adjunct Reappointments

Graduate Supervision

FARWELL, Andrea J., Assistant Professor, Department of Biology, October 1, 2011 to September 30, 2014.
FERNANDO, C. Herbert (Distinguished Professor Emeritus), Professor, Department of Biology, July 1, 2011 to June 30, 2014.

KARROW, Paul F. (Professor Emeritus), Professor, Department of Earth and Environmental Sciences, September 1, 2011 to August 31, 2014.

LEE, David R., Professor, Department of Earth and Environmental Sciences, July 1, 2011 to June 30, 2014.

PELTIER, Wm. Richard, Professor, Department of Earth and Environmental Sciences, May 1, 2011 to April 30, 2014.

VAN DER KAMP, Garth, Professor, Department of Earth and Environmental Sciences, July 1, 2011 to June 30, 2014.

WHITE, Owen L., Professor, Department of Earth and Environmental Sciences, July 1, 2011 to June 30, 2014.

Graduate Supervision and Research

GUINEL, Frédérique C., Professor, Department of Biology, September 1, 2011 to August 31, 2014.

TREVORS, Jack T., Professor, Department of Biology, October 1, 2011 to September 30, 2014.

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

PATERSON, Andrew M., Assistant Professor, Department of Biology, October 1, 2011 to September 30, 2014.

VAN DER KRAAK, Glen, Professor, Department of Biology, October 1, 2011 to September 30, 2014.

WERETILNYK, Elizabeth A., Professor, Department of Biology, August 1, 2011 to July 31, 2014.

GOMIS, Jaume, Professor, Department of Physics and Astronomy, June 1, 2011 to May 31, 2016.

Research

COWAN, Donald D. (Distinguished Professor Emeritus), Professor, Department of Biology, September 1, 2011 to August 31, 2014.

KENDRICK, W. Bryce (Distinguished Professor Emeritus), Professor, Department of Biology, September 1, 2011 to August 31, 2014.

TANDLER, Amos, Professor, Department of Biology, October 1, 2011 to September 30, 2014.

Staff to Faculty Appointment

DINH, Tan N., Lecturer, Faculty of Science, September 1, 2011 to December 31, 2011.
Graduate Student to Part-time Lecturer Appointment
DELANEY, Keith, Lecturer, Department of Earth and Environmental Sciences, May 1, 2011 to August 31, 2011.

Cross Reappointments
PALMER, Michael, Associate Professor, Department of Chemistry cross appointed to Department of Biology, May 1, 2011 to April 30, 2014.

SCHIFF, Sherry, Professor, Department of Earth and Environmental Science cross appointed to Department of Biology, September 1, 2011 to August 31, 2014.

B. ADMINISTRATIVE APPOINTMENTS
PACE, Rodger, Interim Clinic Director, Main Campus Clinic, School of Optometry, September 1, 2011 to February 15, 2012.

SPAFFORD, Marlee, Interim Director and Interim Associate Dean of Science for Optometry, School of Optometry, June 27, 2011 to June 30, 2012.

ADMINISTRATIVE REAPPOINTMENT
LIN, Shoufa, Associate Dean, International Programs, Faculty of Science, September 1, 2011 to August 31, 2014.

C. SABBATICALS
For Approval by the Board of Governors
DULEY, Walter W., Professor, Department of Physics and Astronomy, January 1, 2012 to June 30, 2012, 85% salary arrangement.

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

D. RESIGNATION
McMAHON, Timothy, Professor, School of Optometry, effective August 31, 2011.

T.B. McMahon
Dean
Senate Undergraduate Council met on June 14, 2011 and agreed to forward the following items to Senate for approval. Council recommends that these items be included in the regular agenda. Items recommended for inclusion in the consent agenda are contained within a separate report.

Further details may be obtained at: www.secretariat.uwaterloo.ca/Committees/senate/ugc.htm.

FOR APPROVAL

GUIDELINES FOR OTHER TESTS AND EXAMINATIONS

1. **Motion:** Council recommends approval of the proposed guidelines for Other Tests and Examinations (other than final examinations) which will be included in the university’s “Examination Regulations and Related Matters” as provided in attachment #1, effective immediately.

NEW ACADEMIC PROGRAMS  [effective September 1, 2012]

- **Faculty of Arts**
  - **Renison University College**
  - **Diploma in Arabic Language; Certificates in Arabic Language**

2. **Motion:** To approve the following new plans:

   **Diploma in Arabic Language**
   
   Students enrolled in any non- or post-degree academic plan may pursue the Diploma in Arabic Language. This diploma may be of particular interest to students who seek to acquire a basic introductory understanding of, but not fluency in, Arabic. The Diploma in Arabic Language requires successful completion of a minimum of three academic course units (six courses) with a minimum cumulative average of 65%, including:
   

   **Rationale:** In keeping with current practice in East Asian studies, the diploma provides recognition of proficiency in Arabic for non-degree or post-degree students.

   **Certificates in Arabic Language**
   
   For students registered in degree programs at the University of Waterloo, two certificates are offered: Arabic Language I and Arabic Language II. Students must successfully complete two academic course units (four courses) with a cumulative average of 70% as follows:
   
   **Arabic Language I**
   
   SI 101R, 102R, 201R, 202R

   **Arabic Language II**
   
   SI 201R, 202R, 301R, 302R

   Students who have completed these courses may apply in writing to the director of Studies in Islam for the appropriate certificate. Please note that certificates I and II are mutually exclusive. Only one certificate will be granted.

   **Rationale:** To provide recognition of proficiency in Arabic for students registered in degree programs at the University of Waterloo, Renison University College proposes the certificates in Arabic Language.
ACADEMIC PLAN INACTIVATION  [effective September 1, 2012]

Faculty of Arts
Arts and Business Co-op and Regular – Human Resources Management Specialization

3. Motion: To approve the inactivation of the above plan.

Rationale: The faculty proposes inactivating the Human Resources Management Specialization to eliminate confusion regarding plan eligibility, plan requirements, and the appearance of double- and triple-counting, and to simplify administration of the Human Resources Management program. Arts and business students will now be able to pursue the Human Resources Management Minor, where the course sequence and minimum average are well-tailored for students wishing to obtain the Canadian Human Resources Professional (CHRP) designation at or following graduation.

/kjj
August 23, 2011

Geoff McBoyle
Associate Vice-President, Academic
Undergraduate Operations proposes creation of guidelines for tests and examinations other than final examinations as below. Upon approval, this information will be included in the university’s “Examination Regulations and Related Matters”.

Other Tests and Examinations

Instructors are encouraged to hold other tests or examinations during the regularly scheduled class times for their courses. The date and time of a test or examination should be included on the course outline when possible; when not possible, the date and time should be announced well in advance of the test or examination. Normally, the minimum time will be two weeks. Except under extreme circumstances, this time and date should not be subsequently changed without general consent from the class.

An instructor who chooses to schedule a test or examination outside of, or to extend beyond the regularly scheduled class time, will be required to provide suitable alternative time arrangements for any students with legitimate conflicts.

Material tested on a test or examination should be introduced sufficiently in advance of the examination date to allow students reasonable time to seek clarification or greater understanding of concepts. Normally, this period will be two working days.

Such tests or examinations are administered at the department level, with departments responsible for the printing of examination question papers, the conduct of the examinations, and the supplying of all answer papers and other supplies necessary for such examinations.

Normally, instructors may not hold major term tests in the last five teaching days of the lecture schedule in any term. Major term tests are those which account for more than twenty-five percent of the final course grade. Exceptions must be approved in advance by the instructor’s department Chair and the Associate Dean (Undergraduate) of the Faculty concerned.

Note: Senate approval has been given to the Faculty of Science to hold final examinations during the latter part of the term in laboratory courses, which may require laboratory facilities. Instructors are encouraged to avoid requiring students to sit for tests or examinations during the time when co-operative work-term employment interviews are scheduled for them.

No student shall be required to sit for a test or examination during the formal lecture period which is held outside the time period 8:30 a.m. - 10:00 p.m., Monday through Friday inclusive. An instructor who chooses to schedule a test or examination outside that time period must provide suitable alternative time arrangements within the Monday to Friday time period for any students who request such an alternative time.

In instances where a student has adjacent tests or examinations or when a student has more than two tests or examinations in a given day, the student should request relief from instructors within one week of the notification that caused the conflict. The relief may take the form of moving a test or examination to a new time or date; shifting the weight of the test to other evaluation mechanisms within the course; or other mutually agreed upon solutions.

Any unresolved disputes between an instructor and student regarding the “legitimacy” of conflicts or the “suitability” of alternative time arrangements will be decided by the appropriate Associate Dean(s). When in doubt, students should approach the Associate Dean from the student’s home Faculty.
any regularly scheduled University academic activity will be given precedence in the resolution of a conflict with a test or examination in another course.

Requests for Examination Relief
Senate has determined that the University will strive to schedule final examinations conflict free and with:

a. No student having two examinations in a row
b. No student writing in the last period on one day and the first period the next day;

Where this cannot be accomplished for a particular student, the University shall ensure relief by making alternative scheduling arrangements for that student. Students can elect to accept examination combinations that violate these constraints. In doing so, they understand that petitions or appeals based on a violation of a. or b. will not be granted.
Fair Dealing Advisory

Background

The legal counsel for the Association of Universities and Colleges of Canada has prepared this fair dealing advisory.

The advisory outlines the copying of published works that can be made in print or electronic format by a university through its staff and faculty members under the exception for fair dealing in sections 29 to 29.2 of the Copyright Act without seeking permission of the copyright owner. The advisory does not apply to audio or video recordings.

The advisory does not address exceptions in the Copyright Act other than fair dealing. Depending on the circumstances, other exceptions in the Act may also permit the copying of works without the permission of the copyright owner. One example of an exception is section 29.4(1). It provides that it is not an infringement of copyright for an educational institution to make a manual reproduction of a work onto a dry-erase board, flip chart or other similar surface intended for the display of handwritten material. Another example is section 30.2 which provides that it is not an infringement of copyright for a library to do anything on behalf of any patron that the patron could do herself under fair dealing.

Some licence agreements that universities have with publishers that provide access to publications in electronic format restrict the making or dissemination of copies. Where there is a conflict between the terms of a licence agreement and the fair dealing advisory, the terms of the licence agreement apply.

Paragraph 10 of the advisory sets out the factors to be considered in determining whether the making of a copy for one of the fair dealing purposes is fair. If the copying is for one of such purposes and the making of the copy is fair, the copying can be made under the fair dealing exception without the permission of the copyright owner.

I. Copying Guidelines

1. Except where otherwise stated, these guidelines apply to a university making a single copy from a work protected by copyright for the purposes of research, private study, review, criticism or news reporting in circumstances in which the consent of the owner of copyright has not been secured and is not required by reason of the fair dealing exception in the Copyright Act. Permission from a copyright holder may be required where the copy falls outside of these guidelines.

2. Single copies that are permitted to be made pursuant to this advisory must be made only from publications in which copyright subsists, such as, books, journals and other periodical publications, newspapers and magazines ("Published Works"). A copy may only be made from a lawful copy of the work in the possession of the university, and if the lawful copy is in electronic form, there is no restriction against making a copy under the contractual terms relating to the Published Work.

3. No copying may exceed 10 per cent of a Published Work, other than a textbook produced primarily for the post-secondary education market, or the following, whichever is greater: a. an entire chapter from a book provided that it does not exceed 20 per cent of the book;

b. an entire article from a periodical publication;

c. an entire short story, play, poem or essay from a book or periodical publication;

d. an entire entry from an encyclopedia, dictionary, annotated bibliography or similar reference book;
e. an entire reproduction of an artistic work from a book or periodical publication; and

f. a single musical score from a book or periodical publication.

4. No copying may exceed 5 per cent of a textbook produced primarily for the post-secondary education market, or the following, whichever is greater:
   a. an entire chapter from a textbook provided that it does not exceed 10 per cent of the textbook;
   b. an entire short story, play, poem or essay from the textbook provided that it does not exceed 10 per cent of the textbook; and
   c. an entire reproduction of an artistic work or a single musical score from the textbook provided that it does not exceed 10 per cent of the textbook.

5. Notwithstanding any of the other provisions of these guidelines, no copies may be made of the following:
   a. any of the works referred to in paragraphs 3(b) to 3(f) of these guidelines where the publication containing the work does not contain other works. For example, no copy may be made of a play from a publication containing the play but no other work;
   b. unpublished works, subject to the provisions of paragraph 10 below;
   c. proprietary workbooks, work cards, assignment sheets, tests and examination papers;
   d. instruction manuals;
   e. newsletters with restricted circulation intended to be restricted to a fee paying clientele; or
   f. business cases which are made available for purchase.

6. Each paper copy made pursuant to Parts II, III and IV of these guidelines shall contain, on at least one page, the name of the author or artist (where known), the title of the publication from which the copy was made, the name of the publisher of that publication and the following statement:

   This copy is made solely for the use by a student, staff member, faculty member or library patron for research, private study, review, criticism or news reporting. Any other use may be an infringement of copyright if done without securing the permission of the copyright owner.

7. Each electronic copy made pursuant to Parts II, III and IV of these guideline shall have the information and statement referred to in paragraph 6 on at least one page, except for an electronic copy made available from a server pursuant to these guidelines, where that information and statement could instead be associated with the copy such that notice of that information and statement would come to the attention of the person who accesses the copy.

8. If a fee is charged for making a copy the fee is set no more than an amount representing a reasonable approximation of the actual cost of making and delivering the copy.

9. University staff shall use reasonable efforts to guard against systematic, cumulative copying from the same work which in total exceeds the portion of the work that may be copied pursuant to these guidelines and to ensure that the number of copies made complies with this advisory. If university staff suspects that a student, other staff member or faculty member is engaged in systematic, cumulative copying, the matter must be referred to the university staff member.
responsible for administering this advisory or his or her delegate for review, and any further requests from that student, staff member or faculty member for a copy may be refused.

10. Requests for the making of copies which fall outside these copying guidelines and requests for making of copies of unpublished works may be referred to Associate University Librarian, Information Resources & Services, Susan Routliffe. A determination will be made as to whether the proposed copies are permissible in all the circumstances relating to the requests and may ultimately be refused. The evaluation will examine all relevant circumstances, including:
   a. the purpose of the proposed copying, including whether it is for research, private study, review, criticism or news reporting;
   b. the character of the proposed copying, including whether it involves single or multiple copies, and whether the copy is destroyed after it is used for its specific intended purpose;
   c. the amount or proportion of the work which is proposed to be copied and the importance of that work;
   d. alternatives to copying the work, including whether there is a non-copyrighted equivalent available;
   e. the nature of the work, including whether it is published or unpublished; and
   f. the effect of the copying on the work, including whether the copy will compete with the commercial market of the original work.

II. Interlibrary Loan
11. These copying guidelines on interlibrary loan apply to a loan from one university library in Canada at the request of another university library in Canada for delivery to that library or for transmission to a student, staff member or faculty member of that other university. These guidelines do not apply to a loan from a university library to a public or commercial library or to a library located outside of Canada. Depending on the circumstances surrounding the request for the loan, these guidelines may apply by analogy. Specific consideration of all the circumstances would have to be given to determine whether these guidelines would apply by analogy.¹

Paper Copies
12. A single copy may be made onto paper pursuant to the Copying Guidelines for interlibrary loan, subject to the following safeguards:
   a. the library making the copy has received written confirmation in paper or electronic form from the library requesting the copy or from the patron of that library that the patron requires the copy for research, private study, review, criticism or news reporting, and that the patron is a student, staff member or faculty member of the university requesting the copy;
   b. where the patron requires the copy for review, criticism or news reporting, the library making the copy advises that, in using the copy for any of those purposes, the patron mentions:
      i. the source; and
      ii. if given in the source, the name of the author of the work; and
   c. where the purpose of making the paper copy is to use it to make an electronic copy for use in interlibrary loan, the paper copy is promptly destroyed after the electronic copy is made.
Electronic Copies
13. A single copy may be made in electronic form pursuant to the Copying Guidelines for interlibrary loan and may be transmitted to the library requesting the copy using Ariel or similar technology, subject to the following safeguards:
   a. the library making the copy has received written confirmation in paper or electronic form from the library requesting the copy that the patron of that library requires the copy for research, private study, review, criticism or news reporting, that the patron requiring the copy is a student, staff member or faculty member of the university requesting the copy, and that once that library received the electronic copy and makes a copy onto paper it will delete the electronic copy;
   b. where the patron requires the copy for review, criticism or news reporting, the library making the copy advises that, in using the copy for any of those purposes, the patron mentions:
      i. the source; and
      ii. if given in the source, the name of the author of the work;
   c. the library making the copy has received written acknowledgement from the library requesting the copy that it will only use the electronic copy transmitted to it for the purpose of making a copy onto paper for the patron of that library that required the copy and will delete the electronic copy once it has furnished the paper copy to its patron; and
   d. the Ariel or similar technology used to transmit the copy is set or configured so that the copy is deleted once the transmission is completed.

14. A single copy may be made in electronic form pursuant to the Copying Guidelines for interlibrary loan and may be transmitted to a patron of the library requesting the copy in electronic form by desktop delivery, subject to the following safeguards:
   a. the library making the copy has received written confirmation in paper or electronic form from the library requesting the copy that the patron of that library is a student, staff member or faculty member of the university requesting the copy;
   b. where the patron requires the copy for review, criticism or news reporting, the library making the copy advises the patron of the library requesting the copy that, in using the copy for any of those purposes, the patron mentions:
      i. the source; and
      ii. if given in the source, the name of the author of the work;
   c. the library making the copy has, before transmitting the copy, received written confirmation in paper or electronic form from the patron of the library requesting the copy that the patron requires the copy for research, private study, review, criticism or news reporting, that the patron will only use that copy for research, private study, review, criticism or news reporting, and that the patron will not transmit the copy to any third party;
   d. the electronic copy is made available to the patron requesting the copy either by email sent directly to the patron, or from a secure server protected by a technological protection measure that ensures that the copy is only made available to the patron requesting the copy;
   e. the electronic copy is transmitted to the patron requesting the copy in PDF format or a similar format that restricts the copy from being altered by the patron; and
f. if transmitting the copy by email, the library deletes its sent email once the email has been transmitted, and if making the copy available from a secure server, the library deletes the copy stored on its server once the patron requesting the copy has downloaded one copy from the server and is not transmitted to another patron requesting a copy.

III. University Library Reserve
15. These guidelines apply to paper copies made by a staff or faculty member for library reserve, and to electronic copies made by a staff member of the university library or other administrative unit from Published Works for a student of the university. These guidelines do not permit the making of electronic copies for library reserve by a faculty member who is a course instructor.

Paper Copies
16. One paper copy for each 30 students in a course of instruction up to a maximum of 3 may be made onto paper pursuant to the Copying Guidelines for library reserve, subject to the following safeguards:
   a. the paper copies are made by or at the request of a faculty member in respect of a specific course of instruction offered by the university;
   b. the paper copies are made as an optional and supplementary source of information for students and must be a small proportion (no more than 25 per cent) of the required reading for a particular course, and the university library has received, from the faculty member requesting the copies, a written acknowledgement in paper or electronic form confirming that the copies are intended as an optional and supplementary source of information for students and that the copies amount to no more than 25 per cent of the required reading for the course;
   c. the use of library reserve must not substitute for the purchase of books, course packs or other published materials;
   d. prior to loaning the paper copy to a student, the library has received from the student a written acknowledgement in paper or electronic form that he or she is a student enrolled in a course of instruction at the university, that the student requires the copy for research, private study, review, criticism or news reporting, and that the student will not use the copy for any other purposes;
   e. where the student requires the copy for review, criticism or news reporting, the library advises the student that, in using the copy for any of those purposes, the student mentions:
      i. the source; and
      ii. if given in the source, the name of the author of the work;
   f. the paper copy is loaned to the student for a period of limited duration;
   g. the paper copy is destroyed within a reasonable time once the course of instruction or series of courses it pertains to comes to an end; and
   h. where the purpose of making the paper copy is to use it to make an electronic copy for library reserve, the paper copy is promptly destroyed after the electronic copy is made.

Electronic Copies
17. A single copy in electronic form may be made available to a student for library reserve from a university server pursuant to the Copying Guidelines, subject to the following safeguards:
   a. the electronic copy is made at the request of a faculty member in respect of a specific course of instruction offered by the university;
b. the electronic copy is made as an optional and supplementary source of information for students and must be a small proportion (no more than 25 per cent) of the required reading for a particular course, and the university library has received, from the faculty member requesting the copies, written acknowledgement in paper or electronic form confirming that the copies are intended as an optional and supplementary source of information for students and that the copies amount to no more than 25 per cent of the required reading for the course;

c. the use of library reserve must not substitute for the purchase of books, course packs or other published materials;

d. prior to providing a student with access to the electronic copy, the library has received from the student a written acknowledgement in paper or electronic form that he or she is a student enrolled in the course of instruction at the university for which the copy was made, that the student requires the copy for research, private study, review, criticism or news reporting, that the student will not use the copy for any other purpose, that the student will not transmit the copy to any third party and that the student will only print out one paper copy from the electronic copy;

e. the electronic copy is made available to the student from a secure server protected by a technological protection measure that ensures that the copy is only made available to the students enrolled in the course of instruction for which the copy was made;

f. the electronic copy is made available to the student on a read-only basis in PDF format or a similar format that prevents the copy from being altered by the student; and the electronic copy made by the university is deleted once the course of instruction or the series of courses it pertains to has come to an end.

IV. Document Delivery
18. These guidelines on document delivery apply to copies made by the university library from Published Works for a patron of the library.

Paper Copies
19. A single copy may be made onto paper pursuant to the Copying Guidelines for document delivery for a patron of the university library who is a student, staff member or faculty member of the university, subject to the following safeguards:

a. the library has received written confirmation in paper or electronic form from the patron that is a student, staff member or faculty member of the university, and that the patron requires the copy for research, private study, review, criticism or news reporting;

b. where the student requires the copy for review, criticism or news reporting, the library advises the student that, in using the copy for any of those purposes, the student mentions:
   i. the source; and
   ii. if given in the source, the name of the author of the work; and

c. where the purpose of making the paper copy is to use it to make an electronic copy to provide to the patron, the paper copy is promptly destroyed after the electronic copy is made.

20. A single copy may be made onto paper pursuant to the Copying Guideline for document delivery, for a patron who is not a student, staff member or faculty member of the university, subject to the following safeguards:

a. the library has permitted the patron to have access to its premises and the patron requests the copy while on the premises of the library;
b. the library has received written confirmation in paper or electronic form from the patron that
the patron requires the copy for research, private study, review, criticism or news reporting;
and

c. where the patron requires the copy for review, criticism or news reporting, the library advises
the patron that, in using the copy for any of those purposes, the patron mentions:
   i. the source; and

   ii. if given in the source, the name of the author of the work.

Electronic Copies
21. A single copy may be made in electronic form pursuant to the Copying Guidelines for document
delivery for a patron of the university library, subject to the following safeguards:
   a. the library has received written confirmation in paper or electronic form from the patron that
      the patron is a student, staff member or faculty member of the university, that the patron
      requires the copy for research, private study, review, criticism or news reporting, that the
      patron will only use that copy for research, private study, review, criticism or news reporting,
      and that the patron will not transmit the copy to any third party;

   b. where the patron requires the copy for review, criticism or news reporting, the library advises
      the patron that, in using the copy for any of those purposes, the patron mentions:
      i. the source; and

      ii. if given in the source, the name of the author of the work;

   c. the electronic copy is made available to the patron requesting the copy either by email sent
      directly to the patron, or from a secure server protected by a technological protection measure
      that ensures that the copy is only made available to the patron requesting the copy;

   d. the electronic copy is transmitted to the patron requesting the copy in PDF format or a similar
      format that restricts the copy from being altered by the patron; and

   e. if transmitting the copy by email, the library deletes its sent email once the email has been
      transmitted, and if making the copy available from a secure server, the library deletes the
      copy stored on its server once the patron requesting the copy has downloaded one copy from
      the server.

V. Faculty Member Fair Dealing
22. These guidelines on faculty fair dealing apply to paper and electronic copies made from
Published Works by a faculty member, or by a staff member of the university for a faculty
member.

Paper Copies
23. A single copy may be made by a faculty member pursuant to the Copying Guidelines, subject to
the following safeguards:
   a. the faculty member requires the copy for the faculty member’s personal research, private
      study, review, criticism or news reporting; and

   b. where the faculty member uses the paper copy for review, criticism or news reporting, the
      faculty member mentions:
      i. the source; and

      ii. if given in the source, the name of the author of the work.
24. A single paper copy may be made by a staff member of the university for a faculty member pursuant to the Copying Guidelines, subject to the following safeguards:
   a. the faculty member advises the staff member that the faculty member requires the copy for the faculty member's personal research, private study, review, criticism or news reporting;

   b. the faculty member uses the copy for the faculty member's personal research, private study, review, criticism or news reporting; and

   c. where the faculty member uses the paper copy for review, criticism or news reporting, the faculty member mentions:
      i. the source; and

      ii. if given in the source, the name of the author of the work.

**Electronic Copies**

25. A single copy in electronic form may be made by a faculty member pursuant to the Copying Guidelines, subject to the following safeguards:
   a. the faculty member requires the copy for the faculty member's personal research, private study, review, criticism or news reporting;

   b. where the faculty member uses the electronic copy for review, criticism or news reporting, the faculty member mentions:
      i. the source; and

      ii. if given in the source, the name of the author of the work; and

   c. the faculty member does not transmit the electronic copy to a third party, except where the transmission is pursuant to the purpose of review, criticism or news reporting.

26. A single copy in electronic form may be made by a staff member of the university for a faculty member pursuant to the Copying Guidelines, subject to the following safeguards:
   a. the faculty member advises the staff member that the faculty member requires the copy for the faculty member's personal research, private study, review, criticism or news reporting;

   b. the faculty member uses the copy for the faculty member's personal research, private study, review, criticism or news reporting;

   c. where the faculty member uses the electronic copy for review, criticism or news reporting, the faculty member mentions:
      i. the source; and

      ii. if given in the source, the name of the author of the work.

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1 This advisory has been written to clarify fair dealing for access to university library resources. Fair dealing, of course, has wider application and is legitimately and reasonably called upon in other contexts and circumstances. While this advisory does not specifically address all such circumstances it can, as noted in clause 11, apply by analogy in certain situations. It is not unreasonable to expect for example that, subject to a consideration of the facts, fair dealing would apply in the context of an interlibrary loan request from a local public library to a university library.
FOR APPROVAL

Diploma Review Committee
In 2010, Senate directed the registrar and CPA to “develop diploma designs guided by the new graphic standard, incorporating the new university seal; consult widely to confirm support for a new diploma or a preference for retaining the current design; recommend a diploma design and implementation schedule to Senate.”

Early in 2011, the registrar assembled a committee made up of graduate and undergraduate student leaders; Christine Goucher, Creative Services; Jason Coolman, Alumni Affairs; Tina Roberts, Marketing and Undergraduate Recruitment; and Debbie Knepper, Registrar’s Office.

The committee:
• reviewed the current diploma, identifying its strengths and weaknesses
• examined diplomas from other universities, identifying attractive elements and shortcomings
• administered a survey to all graduate and undergraduate students, staff and faculty, inviting opinions about the current diploma design and asking for characteristics of a potential new diploma
• consulted with Alumni Council
• developed three new diploma designs informed by the results of the survey
• administered another survey to all graduate and undergraduate students, staff, faculty and Alumni Council, inviting preferences for the three new designs and the current diploma. One of the new designs and the current diploma were rated equally.
• administered a person-on-the-street poll and a survey of the university community and Alumni Council, inviting opinions about the preferred new design and the current diploma.

The committee concluded that there was not support for a new diploma but a preference for retaining the current diploma with modifications. These modifications are:
• new seal
• new size: from 33 cm x 25.75 cm (13” x 9.75”) to 39.4 cm x 26.7 cm (15.5” x 10.5”)
• simplified text so that the name of the university, the graduate’s name and degree are more prominent

Paper stock, colour and font are unchanged. The prototype of the recommended diploma [attached] will be available at Senate.

Ken Lavigne, Registrar
September 9, 2011
University of Waterloo

The Senate confirms that

Jonathan David Smith

is admitted to the degree

Master of Business, Entrepreneurship and Technology

with all associated rights, privileges and obligations.