

**University of Waterloo**  
**SENATE**  
**Minutes of the Monday 17 October 2016 Meeting**

**Present:** Jean Andrey, Sandra Banks, Katherine Bergman, Catherine Booth, Jessica Brake, Robert Bruce, Carmen Bruni, Jeffrey Bunn, Lutz-Alexander Busch, Jeff Casello, Jennifer Clapp, Andrew Clubine, Mario Coniglio, Simon Courtenay, Douglas Cowan, Ray Darling, David DeVidi, George Dixon, Michael Drescher, Bernard Duncker, Fraser Easton, Marlene Epp, Mavis Fenn, Wendy Fletcher, Sacha Forstner, Robert Gorbet, Sally Gunz, Feridun Hamdullahpur, Dennis Huber, Mike Hudson, Pallavi Hukerikar (telephone), Marios Ioannidis, Beth Jewkes, Spiro Karigiannis, Scott Kline, Alysia Kolentzis, Greta Kroeker, Robert Lemieux, Christos Lolos, Mungo Marsden, Robin Mazumder, Barb Moffatt, Michele Mosca, Richard Myers, Daniel O'Connor, Ian Orchard, James Pankratz, Diana Parry, Douglas Peers, David Perrin, David Porreca, Christopher Pugh, Neil Randall, James Rush, Mark Seasons, Samantha Shortall, James Skidmore, Richard Staines, Pearl Sullivan, Tomson Tran, Stephen Watt, Ross Willard, Dan Wolczuk, Alexander Wray

**Guests:** Bruce Campbell, Carleen Carroll, Mahejabeen Ebrahim, Donna Ellis, Kim Gingerich, Sarah Hildebrandt, Alexis Hunt, Peggy Jarvie, Jennifer Kieffer, Derek Madge, Bruce Muirhead, Alice Raynard, Chris Read, Ian Rowlands, Kate Rybczunski, Daniela Seskar-Hencic, Allan Starr, Maria Strack, John Thompson

**Secretariat & Office of General Counsel:** Logan Atkinson, Karen Jack, Emily Schroeder

**Absent:** Hannah Beckett\*, Brian Cepuran\*, Tara Collington\*, Eric Croiset\*, David Edwards\*, Samir Elhedhli, Paul Fieguth\*, Murray Gamble\*, Shikha Gandhi\*, John Garcia\*, Mark Giesbrecht\*, Craig Janes\*, Tom Jenkins\*, Karim S. Karim\*, Shoufa Lin, Paul Murphy, Mohammad Nasif, Angela Pereira\*, Tristan Potter, Bruce Richter\*, Erin Sargeant Greenwood\*, Michael Stork\*, Gordon Stublely\*, Neil Thomson\*, Hamid Tizhoosh\*, Johanna Wandel\*, William Watson\*

\*regrets

**Organization of Meeting:** Feridun Hamdullahpur, chair of Senate, took the chair, and Logan Atkinson, secretary of Senate, acted as secretary. Atkinson advised that due notice of the meeting had been given, a quorum was present, and the meeting was properly constituted.

The chair welcomed James Pankratz, the interim president at Conrad Grebel University College, and Douglas Cowan, new representative from Renison University College, attending their first meetings of Senate.

### OPEN SESSION

#### **1. DECLARATIONS OF CONFLICT OF INTEREST**

Senators were asked to declare any interests they may have in relation to the items on the agenda in open session. No conflicts were declared.

#### **Consent Agenda**

Senate heard a motion to approve or receive for information the items on the consent agenda, being items 2-5 below.

Skidmore and Lolos.

It was agreed to move the Final Assessment Report for Society, Technology and Values appearing in the report from Senate Undergraduate Council to the regular agenda.

During discussion of the motion, some questions were raised about items two and three in the responses to recommendations appearing in the Final Assessment Report for Environment and Resource Studies and

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Social and Ecological Sustainability brought forward by Senate Undergraduate Council, especially with respect to apparent non-essential tasks currently being performed by faculty members. Clapp advised that the department is in the process of reviewing and revising its committee structure to reduce overlap, in the hope that this will free up some time for greater availability for student advising.

**2. MINUTES OF THE 19 SEPTEMBER 2016 MEETING**

Senate approved the minutes of the meeting.

**3. REPORTS FROM COMMITTEES AND COUNCILS**

**Graduate & Research Council**

Senate received the report for information.

**Undergraduate Council**

**Faculty of Science, Conditional Standing**

Senate approved changes to the Faculty's regulation on conditional standing.

Senate received the remainder of the report for information.

**4. REPORT OF THE PRESIDENT**

**Recognition and Commendation.** Senate received the report for information.

**Tenure and Promotion.** Senate received the report for information.

**5. REPORTS FROM THE FACULTIES**

Senate received the reports for information.

The question was called, and the motion carried.

**Regular Agenda**

**6. BUSINESS ARISING FROM THE MINUTES**

**PhD Enrollment.** Casello referred to data assembled by faculty to summarize PhD enrolments, applications and confirmation rates. About 35% of graduate students are international students. Comparable data is available on enrolments from the U15, although not on admissions. Work continues on assessing the comparative quality of PhD applicants at this University to other universities continues.

**Completion rates of students who enter with averages of 95% or greater.** Allan Starr of the University's office of Institutional Analysis and Planning informed Senators that those entering the University in fall 2008 had completion rates of 76% for those with an entering average of less than 90%, 87.3% for those with entering averages between 90% and 94.9%, and 91.6% for those with entering averages of 95% and above.

**7. RESEARCH PRESENTATION**

**MARIA STRACK, NSERC CANADA RESEARCH CHAIR: ECOSYSTEM AND CLIMATE, ASSOCIATE PROFESSOR IN THE DEPARTMENT OF GEOGRAPHY AND ENVIRONMENTAL MANAGEMENT**

Dr. Strack was introduced by Andrey. Strack informed senators about her work investigating the potential impact of climate change on peatlands through plot to ecosystem scale manipulation of temperature and water table and evaluating the subsequent changes in soil properties, plant community and greenhouse gas fluxes. In response to questions, Strack discussed how climate change will affect the peatland carbon stock, and how land use affects the behavior of those peatlands. She discussed the implications of harvesting peat for both horticultural purposes and for fuel.

## 8. REPORTS FROM COMMITTEES AND COUNCILS

### **Graduate & Research Council**

Senate heard motions to the following effects:

**Faculty of Applied Health Sciences, Recreation and Leisure Studies.** To approve changes to the curricular requirements for the doctoral plan.

Casello and Rush. Carried.

**Survey Research Centre.** To approve amendments to the constitution of the Survey Research Centre.

Casello and Bruce.

During debate, it was agreed to amend the motion to read as follows: “To approve amendments to the constitution of the Survey Research Centre, and to note the practice that, where two directors are appointed, one is appointed from the Faculty of Arts and one is appointed from the Faculty of Mathematics.”

Carried, as amended.

### **Undergraduate Council**

**Office of the Registrar, DRNC Grade.** Senate heard a motion to approve “DRNC” as a new grade designation on the official transcript for undergraduate plans.

Darling and Forstner.

It was agreed that the word “new” was to be removed from the motion by way of amendment.

The question was called on the motion as amended, and it carried.

**The Final Assessment Report on Society, Technology and Values.** This item was brought forward from the consent agenda.

Forstner pointed out that a number of inconsistencies and contradictions appeared in the report, and referred to the lack of attention to the program’s potential for growth relative to its current capacity. He suggested that, because of the nature of the program, consideration ought to be given to moving it from engineering to philosophy or knowledge integration.

Coniglio responded. The points raised have been discussed through the generation of the final assessment report. There is no doubt that there are contradictions in the report, and the idea of the proper location of the program has been canvassed thoroughly. There will never be a perfect fit, and positioning in the Faculty of Engineering is likely the best situation. According to Sullivan, the Faculty of Engineering would like its students to take greater breadth in their programs, but at the moment students are constrained to some extent. The Science, Technology and Values program teaches a large number of engineering students each year, and we ought to be careful about disrupting that.

While there are two research chairs in philosophy working in related areas, we must be very careful with disturbing the relationships that already exist due in some measure to the location of the program. Discussions on this point are ongoing.

Coniglio reminded Senate that, in two years, the program must report back to Senate to document the progress made in responding to the report. That will give Senate an opportunity to ask some of these questions once again.

Senate heard a motion to approve the Final Assessment Report for Society, Technology and Values.

Coniglio and Porreca. Carried.

## **9. REPORT OF THE PRESIDENT**

Hamdullahpur reported on a number of items, including: the “Stop and Talk” initiative by the president to increase engagement with students; discussions with the deans on the relationship between teaching and research; reunion weekend; formal openings of the AHS building extension and the Toby Jenkins Applied Health Research building naming; update on the provincial funding formula review, and the relationship with funding connected to student satisfaction, and with possible funding of special projects; significance of the number of PhD students at the University and its impact on certain international rankings, especially with respect to the numbers of PhDs awarded, and the number of PhDs awarded per faculty member (both of which tend to adversely affect our ranking); renewed mandate letters from the premier to all ministers, with consistent reference to the need to improve numbers in the highly skilled workforce.

Hamdullahpur briefly spoke to the Fall 2016 Update to the Strategic Plan 2013-2018, and invited Orchard to say a few words. Orchard thanked Daniela Seskar-Hencic and the various theme leads for their continued excellent work in implementing the strategic plan. He referred to documents distributed to senators to assist in the mid-cycle update, and provided some detail on the work of each of the theme groups. He referred in particular to the issue of undergraduate research, which has been added as a multiple theme group collaboration as the strategic plan evolves.

Slides used in Orchard’s presentation may be viewed here: [https://uwaterloo.ca/secretariat-general-counsel/sites/ca.secretariat-general-counsel/files/uploads/files/9.a.strategic\\_plan\\_-\\_orchard.pdf](https://uwaterloo.ca/secretariat-general-counsel/sites/ca.secretariat-general-counsel/files/uploads/files/9.a.strategic_plan_-_orchard.pdf).

## **10. Q&A PERIOD WITH THE PRESIDENT**

In response to questions on the strategic plan update, it was noted that the HeforShe target for percentage of women faculty relates to tenure and tenure-track faculty.

Graduate student enrolments can be broken down by gender, and Casello agreed to bring that information back to Senate. The point is that the percentage of women in graduate studies generally is growing, and it would be helpful to know if this University is keeping pace.

There was some discussion of the metrics used in the update, including the percentage of student space, the earnings of co-op students and the need to normalize those numbers and some others, some concern with the student satisfaction measurements. On student space, Orchard observed that, while we are below the standard set by the Council of Ontario Universities, we are comfortably ahead of the sector average.

Co-op 2.0 was pointed out as a defining trait of this University that must be considered very carefully in the face of increasing competition and apparent government support for the wide expansion of co-op programs generally.

Senators discussed student study space, and were informed that work is ongoing to improve both study space and social space, and the metrics on this item ought to improve over the near and medium term. We must be careful to measure not just the amount of space available for these

purposes, but also the precise ways in which these spaces are used. This remains a high priority for the University.

Some concern was expressed about mental health on campus and the integration of health and counselling services under “Campus Wellness.” This is a very important area of focus operationally, and the “campus wellness” model has allowed for the integration of services. Wait times continue to decrease, a single medical record is in place, and a single circle of care has been implemented. Read agreed to bring back a report on this work.

Casello agreed to bring forward a comprehensive report on graduate student enrolments, both generally and in relation to the strategic plan.

Senate was advised that the province has not yet indicated what metrics will be used in measuring student satisfaction for the purposes of a renewed funding formula.

## 11. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST

- a. **Budget Model Update.** Orchard advised that the new model is very close to finalization. He led Senate through examples to suggest how the model will work in practice. More detail will be brought forward to a future Senate meeting.

Orchard was asked whether there is a way to see to cost effectiveness among academic support units. He advised that yes, the Accountability Board will oversee the use of funds allocated to academic support units to ensure that resources are deployed properly and efficiently.

A question was raised as to why space costs are not allocated based on actual expenses rather than on a proportionate sharing. Huber advised that this solution is much fairer than an actual cost allocation, given that it is virtually impossible to precisely allocate costs to building operation.

Orchard noted that the model would be reviewed again in three years, at which point adjustments may be made.

Slides used in the presentation may be seen here: [https://uwaterloo.ca/secretariat-general-counsel/sites/ca.secretariat-general-counsel/files/uploads/files/item\\_11.a\\_-\\_orchard\\_budget\\_model.pdf](https://uwaterloo.ca/secretariat-general-counsel/sites/ca.secretariat-general-counsel/files/uploads/files/item_11.a_-_orchard_budget_model.pdf).

- b. **Degrees, Diplomas and Certificates.** Senate heard a motion to approve the lists of candidates for degrees, diplomas and certificates as recommended by the Faculty Councils and the associate provost, graduate studies, and to authorize the chair, on behalf of Senate, to add to or change the lists of candidates for degrees, diplomas and certificates as approved at this meeting, provided that such additions or changes are based on the recommendation of the Registrar or (in the case of graduate students) the associate provost, graduate studies, and provided that the chair report back to Senate to advise of any such additions or changes.

Darling and Pugh. Carried.

- c. **Policy 42 – Prevention and Response to Sexual Violence.** Orchard invited Mahejabeen Ebrahim, Director of Equity, to inform Senators about the coming policy. Ebrahim advised Senate on the status of the new policy.

Orchard thanked the Director, the working group of the Provost’s Advisory Committee on Equity (“PACE”), and PACE itself, for their very strong work on this initiative. He mentioned as well that the position of sexual violence response coordinator will be located in the Provost’s office. Trained external investigators will be used where investigations are required. The

educational and communication components will be key to the implementation of the policy. A review of the policy and the relevant procedures will be initiated in January to confirm that they are appropriate for this institution. He emphasized the commitment to work with all stakeholders to ensure that the continued development of the policy and procedure, and the implementation, will be done with all constituents involved.

The Director of Equity was asked to check the definition of “sexual harassment” in the policy for consistency with the Occupational Health and Safety Act.

In response to a question about who has supervisory authority, the Director of Equity advised that the policy has applied a well-established model in human rights practice. She further explained the opportunity to “disclose” an experience of sexual violence without the requirement to generate a formal report.

On behalf of the Faculty Association, Gunz thanked those involved on behalf of FAUW for the progress that had been made on this matter.

Slides used in the Director’s presentation may be seen here: [https://uwaterloo.ca/secretariat-general-counsel/sites/ca.secretariat-general-counsel/files/uploads/files/11.c.policy\\_42\\_mahejabeen.pdf](https://uwaterloo.ca/secretariat-general-counsel/sites/ca.secretariat-general-counsel/files/uploads/files/11.c.policy_42_mahejabeen.pdf).

## 12. REPORT OF THE VICE-PRESIDENT, UNIVERSITY RESEARCH

[Secretary’s note: there was no report from the Vice-President, University Research. However, he provided notes to the secretary, highlights of which are as follows:

NSERC Strategic Projects 2016 Competition results: 14 submitted, 4 funded, 1 rejected, total funding – \$2,429,223 over three years.

SSHRC Connection Grant September 2016 Competition results: 4 submitted, 2 awarded, total funding – \$49,892, one application placed on the supplemental list (formerly the 4A list).

Ontario Research Fund – Research Excellence results: 9 submitted, 3 awarded, total funding – \$9,214,243.

CFI John R. Evans Leaders Fund results: 5 submitted, 5 awarded, total funding – \$488,715.

CFI – Innovation Fund 2017: 21 applications have been submitted, aligning to our maximum allocation of \$36,500,000.]

## 13. OTHER BUSINESS

Student senators thanked the president for his engagement with students as the term opened.

Senate convened in confidential session.

18 October 2016

Logan Atkinson  
University Secretary & General Counsel  
Secretary to Senate