

University of Waterloo
SENATE
Minutes of the Monday 18 September 2017 Meeting

Present: Bilal Akhtar, Jean Andrey, Michael Balogh, Sandra Banks, Chris Bauch, Hannah Beckett, Katherine Bergman, Antonio Brieva, Robert Bruce, Kofi Campbell, Jeff Casello, Brian Cepuran, Jennifer Clapp, Andrew Clubine, Tara Collington, Mario Coniglio, Simon Courtenay, Eric Croiset, Shannon Dea, Charmaine Dean, David DeVidi, George Dixon, Tia Driver, Bernard Duncker, Fraser Easton, Marlene Epp, Mavis Fenn, Paul Fieguth, Wendy Fletcher, George Freeman, Matthew Gerrits, Mark Giesbrecht, Robert Gorbet, Julia Goyal, Feridun Hamdullahpur (chair), Craig Hardiman, Dennis Huber, Karen Jack (secretary), Beth Jewkes, Spiro Karigiannis, Scott Kline, Alysia Kolentsis, Greta Kroeker**, Robert Lemieux, Mungo Marsden, Katie Misener, Grant Mitchell, Barb Moffatt, Rick Myers, Mohammad Nasif, Jim Pankratz, Diana Parry, Douglas Peers, Angela Pereira**, David Perrin, William Pristanski**, Bruce Richter, James Rush, Mark Seasons, Samantha Shortall, Joanne Shoveller, James Skidmore, Richard Staines, Gordon Stuble, Pearl Sullivan, Bryan Tolson, Tomson Tran, Johanna Wandel, Stephen Watt, Ross Willard, Dan Wolczuk, Alexander Wray

Guests: Mary Lynn Benninger, Bruce Campbell, Aldo Caputo, Andrea Chappell, Rick Eastep, Donna Ellis, Jacqueline Feke, Sally Gunz, Alison Hitchens, Michael Jack, Peggy Jarvie, Ross Johnston, Andrea Kelman, Jennifer Kieffer, Kate Lawson, Alice Raynard, Chris Read, Ian Rowlands, Emily Schroeder, Daniela Seskar-Hencic, Rashmee Singh, Allan Starr, Brandon Sweet, Susan Tighe, Maya Venters, Glen Weppler, Sarah Wilkins-Laflamme, Kathy Winter

Absent: Anne Bordeleau*, Carmen Bruni*, Jeffrey Bunn, Claudio Canizares*, David Edwards*, Cindy Forbes*, Shikha Gandhi*, Thorsten Heins, Marios Ioannidis, Craig Janes*, Tom Jenkins*, Karim S. Karim*, Cathy Newell Kelly*, Daniel O'Connor, David Porreca*, Christopher Pugh*, Neil Randall*, Beth Sandore Namachchivaya*, Hamid Tizhoosh*, En-Hui Yang*

*regrets

**joined by telephone

OPEN SESSION

Consent Agenda

The chair welcomed members to the meeting and expressed his hope that all had enjoyed the summer. He welcomed Bryan Tolson to his first meeting as FAUW president and noted the two items at members' places: the report of the Vice-President, University Research and a handout re: the United Way 2017 campaign. He also advised that a by-election is required for the vacant faculty seat on the Board of Governors due to Sally Gunz' departure as FAUW president, and that it will occur soon.

Senate heard a motion to approve or receive for information the items on the consent agenda.

Dea and Clubine.

1. MINUTES OF THE 19 JUNE 2017 MEETING

Senate approved the minutes of the meeting.

2. REPORTS FROM COMMITTEES AND COUNCILS

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

Undergraduate Council. Senate received the report for information.

3. REPORT OF THE PRESIDENT

Recognition and Commendation. Senate received the report for information.

4. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST

Call for Nominations for University Professor. Senate received the report for information.

University Research Chairs. 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 unanimously.

Regular Agenda

6. BUSINESS ARISING FROM THE MINUTES

There was no business arising.

7. REPORTS FROM COMMITTEES AND COUNCILS

Graduate & Research Council

Master of Health Informatics. Following Casello's brief review, Senate heard a motion to approve the deletion of the existing masters in health informatics (MHI) and MHI – co-operative program in computer science, as of January 2018.

Casello and Watt. Carried unanimously.

Undergraduate Council

Articulation Agreement. Senate heard a motion to approve the articulation agreement with George Brown College per the attachment.

Coniglio and Dea.

In discussion, Senate heard that "XX" in the course equivalency list means that there is no equivalent course at Waterloo, and that the language in the agreement is common to other agreements coming from Arts.

The question was called and the motion carried with two absentions.

2+2 Agreements. Following a review by Coniglio which included some clarifications, including that science and environment are also involved, Senate heard a motion to approve the five new agreements for 2+2 programs with China University of Geosciences Beijing, East China University of Science and Technology, Harbin Institute of Technology, Shandong University of Finance and Economics, and Zhongnan University of Economics and Law effective 1 January 2018.

Coniglio and Peers.

In discussion, Senate heard: the intellectual property framework is being worked on; assessments of the partner institutions are undertaken as to their quality and reputation; no substantive changes will be made to the agreements following Senate's approval, if given.

The question was called and the motion carried with one abstention.

School of Architecture. Senate heard a motion to approve changes to offerings within the School of Architecture as described in the report.

Coniglio and Freeman.

In discussion: normally, such changes have been delegated to council, but given the number of changes, council thought it necessary to bring them to Senate to satisfy the Institutional Quality Assurance Process; there are some discrepancies between what is presented and what is in the current calendar. Coniglio agreed to follow up with one senator regarding one course offline, and to advise Senate about clarifications regarding the other apparent discrepancies.

The question was called and the motion carried with three abstentions.

Senate heard a motion to the following effects:

Conrad Business, Entrepreneurship and Technology Centre. To approve changes to the minor in entrepreneurship as described in the attachment, effective 1 September 2018.

Conrad Business, Entrepreneurship and Technology Centre. To approve changes to the option in entrepreneurship as described in the attachment, effective 1 September 2018.

Coniglio and Sullivan.

In response to a question, Coniglio agreed to follow up with a senator offline.

The question was called and the motion carried unanimously.

Senate heard a motion to the following effects:

Environmental Sciences. To approve a new plan in environmental science as described in the report, effective 1 September 2018.

Environmental Sciences. To approve a new co-operative plan in environmental science as described in the report, effective 1 September 2018.

Coniglio and Lemieux. Carried unanimously.

8. REPORT OF THE PRESIDENT

The president provided senators with a broad update including: reflections on the recent orientation activities and positive interactions with incoming students and their parents; fall enrollment estimates; congratulations to the new Royal Society of Canada Fellows (David Blowes, Geoffrey Fong, and Weihua Zhuang); new faculty hire data; world university ranking data to date; federal and provincial government developments (Naylor Report and U15 requests, work on a joint collaborative centre with NRC, Sheldon Levy stepping down); the federal Innovation Supercluster initiative with results still to come; a progress update on the Strategic Mandate Agreement (will be posted online once final, graduate student target information); a brief review of the recent Innovation Summit; building activities (new residence is open, Engineering 7 is progressing); HeForShe update (Parity Report to be launched tomorrow, grant and scholarship activities continue as planned); notification that Parry is working on the University's indigenous strategy and next steps; an update on the President's Advisory Committee on Student Mental Health activities; a welcome to new executive members (George Dixon, Charmaine Dean, Susan Tighe, Beth Sandore Namachchivaya, and Diana Parry); a report that the search committee for the Vice-President, Academic & Provost has met two times and is making good progress.

9. Q&A PERIOD WITH THE PRESIDENT

After opening the floor to questions, in response to a senator's inquiry about deferred maintenance and renovation plans with respect to the residences, Glen Wepler, the director of Housing & Residences, advised that capital work is undertaken every year and a long-term plan is being worked on between Housing and Plant Operations regarding renovations. In response to a question about the budget model and teaching activities where one Faculty takes responsibility for teaching material also offered by another Faculty without consultation, the president advised that he is grateful that we now have a model, acknowledged that some issues like this need to be worked out, noted that Susan Tighe's role will assist the provost with such issues, and asked Tighe to say a few words. Tighe spoke to consultation activities she has undertaken and plans to continue, and invited individuals to raise concerns with their deans so that she will hear about them. Dixon agreed to investigate how many of the 74 new faculty members hired are tenured or on tenure-track.

10. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST

Course Evaluation Project – Report and Recommendations.

Following Dixon's brief remarks about the initiative's process thus far, Coniglio introduced the report and recommendations, tying the project team's work to the strong academic programming theme of the strategic plan. He thanked the group for its work and invited Senator Seasons, chair of the Course Evaluation Project Team, to make a short presentation outlining key points in the report (the challenges; historical practice; reasons for change; best practices elsewhere; key recommendations, including: changes in terminology, the use of complimentary evaluation methods, three levels of questions, information management protocols and standardization; developing training; the next phase: designing, testing and refining; monitoring, evaluating and revising post-implementation; accessing expert advice; committing resources).

Following Seasons' presentation, Senate heard a motion to endorse the principles and recommendations provided in the CEPT report dated 27 April 2017 and endorse Phase 2 of the project to commence in fall 2017.

Dixon and Clubine.

In a lengthy discussion, senators heard:

- a suggestion by one member to amend the motion, and subsequent agreement that debate about the original motion should proceed first; followed by agreement by another senator to raise the amendment later in the meeting due to the initiator of the amendment having to leave the meeting;
- support from two senators, separately, for the recommendations and acknowledgement from both that while the plan represents a step in the right direction, it is not the final destination, more will need to be done to address the bias concerns, but what is proposed significantly improves on what exists now;
- historical perspective from one senator who was involved in a previous review of this activity ten years ago who advised that many of that group's recommendations are addressed in this report;
- a commitment from Seasons that bias issues were top of mind for the project team and the intention is to continue to assess and develop the tool once it is in place;
- a suggestion that a distinction needs to be made between the use of course evaluations as tools to improve teaching and tools by which to determine remuneration;
- a response to that point that Policy 77 speaks to how these evaluations are used and a review of that policy was not part of this group's mandate;
- a summary by one senator of the collection of communications she and another senator received from approximately 30 colleagues regarding the report, including concerns about: bias and the use of course evaluations in relation to compensation not being covered

properly, the CAUT policy statement regarding the use of these evaluations and OCUFA's caution apparently not being recognized, their potential use as a measure of instructional quality, and the apparent unwillingness of the project team to consult with Waterloo faculty with expertise in this area;

- a suggestion that students need an outlet to tell the University about their experiences with the teaching enterprise, the link to several of the strategic plan's themes, a suggestion that bias can be assessed better with data, and a suggestion that faculty concerns about how the tool is used is an employee relations matter and not one in which either the project team or Senate should be involved;
- a perspective from a member of the project team who has had much experience with reviewing evaluations, his support for the motion because it formalizes that which is ad hoc currently, and that maintaining the status quo does not enable positive change;
- a question as to the University's support of the in-house built platform, assurances that security has been addressed, and whether more frequent feedback is possible with this system (from Andrea Chappell, director Instructional Technologies and Media Services in IST that indeed support is in place, security has been carefully considered, and the software is capable of different feedback frequency options);
- a request for clarification as to whether the tool will continue to be used in faculty performance evaluations and whether this will be considered in phase two, and a response that since it is a policy matter, it was and remains out of scope for the project team;
- a rejection of the suggestion that biases can be addressed, and a statement by the senator that he will vote against the motion;
- from another senator that he disagrees bias cannot be addressed as long as the right controls are put in place;
- a reminder from a senator that any ties to faculty performance require Policy 77 to be changed;
- a statement that faculty do take student opinions about teaching seriously, but bias is not properly addressed in the report, and while more has been stated at this meeting about that subject, what Senate is being asked to approve is less clear;
- a caution that CAUT's policy statements rarely match Waterloo faculty perspectives and so its statement on this subject should be considered carefully; and that in the senator's experience, bias colours every aspect of performance reviews, so chairs already manage it;
- a reading of the relevant text in Policy 77 (re: Assessment of Teaching, "Student course evaluations are an important source of information, but they should be supplemented with peer evaluation of teaching skills, course content and course materials.") and a caution that a key problem is that the policy is not applied uniformly.

Seasons thanked Senate for a healthy and constructive discussion which echoes what he has heard over the last three years. A round of applause followed.

The question was called and the motion carried with ten opposed and one abstention.

As agreed at the start of the discussion, Senator Wray moved the following motion and Senator Bruce seconded it: that Senate requests that the administration provide sufficient resources for the development of Phase 2 with the objective of running a pilot in the Fall Term 2017 with the goal of full implementation in the Winter Term 2018.

In discussion: concern that the timeline is impossible to meet if the process is intended to consider equity and bias issues properly; a suggestion that while the intention is well meant, the testing and redesign will suffer if rushed; a request for, and a subsequent commitment to the necessary resources from the chair and Dixon for the project.

The question was called and the motion was defeated unanimously.

Senator Dea requested to bring a new motion to the floor. Senate heard a motion to strike a working group to research and develop methods of assessing teaching and learning complementary to Student Course Perception surveys.

Dea and Clubine.

The president suggested that this motion be brought forward to the next meeting of Senate, to which both Dea and Clubine agreed and the motion was withdrawn.

11. REPORT OF THE VICE-PRESIDENT, UNIVERSITY RESEARCH

Dean provided members with a brief report on activities and mentioned how pleased she was with the recent achievements of faculty, staff and students. She particularly highlighted the University's stellar performance with the Ontario Centres of Excellence as noted in her report.

12. OTHER BUSINESS

There was no other business.

Senate convened in confidential session.

30 September 2017

Karen Jack
University Secretary