# OPEN SESSION

**3:30**  
**Consent Agenda**  
**Motion:** To approve or receive for information by consent items 2-5 below.  

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<td>a.</td>
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<td>b.</td>
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<td>c.</td>
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<td>Reports from the Faculties</td>
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<td>5.</td>
<td>Committee Appointment</td>
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## Regular Agenda

**3:35**  
6. Business Arising from the Minutes  

**3:40**  
7. Research Presentation – Blair Feltmate, Head, Impact Centre on Climate Adaptation, School of Environment, Enterprise and Development, Faculty of Environment  

**3:55**  
8. Reports from Committees and Councils  
   a. University Appointment Review Committee | Information |
   b. Executive Committee | Decision |
   c. Undergraduate Council | Decision |

**4:20**  
9. Report of the President  

**4:30**  
10. Q&A Period with the President  

**4:40**  
   a. 2017-2018 Operating Budget Update | Information |

**4:50**  
12. Report of the Vice-President, University Research | Information |

**5:00**  
13. Report of the Dean of Arts  
   a. Naming Proposal | Decision |

**5:10**  
14. Other Business | Information |
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<thead>
<tr>
<th>Time</th>
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<td>5:15</td>
<td>15. Minutes of the 15 January 2018 Meeting</td>
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<td>5:20</td>
<td>16. Minutes of the extraordinary 5 February 2018 Meeting</td>
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<td>5:25</td>
<td>17. Business Arising from the Minutes</td>
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<td>5:30</td>
<td>18. Reports from Committees and Councils</td>
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<tr>
<td></td>
<td>a. Honorary Degrees Committee</td>
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<tr>
<td>5:35</td>
<td>19. Other Business</td>
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16 February 2018
KJJ/ees
Karen Jack
University Secretary
The chair welcomed new senators Mathieu Doucet (faculty-at-large representative) and Samantha Hossack (graduate student representative) to their first meeting of Senate and noted that a revised committee appointments report was at members’ places.

The chair updated members on the Senate to Board elections which closed on Wednesday 13 December 2017. Julia Goyal was elected as the Senate graduate student representative on the Board of Governors, term to 30 April 2018. The faculty representative election resulted in a tie between Robert Gorbet and Bryan Tolson. At the chair’s invitation, Jack noted the lack of protocol in the event of a tie in Senate’s procedures, but recommended that in light of the Board’s use of Bourinot’s Rules of Order, that procedure be followed, which entails a run-off between the two tied candidates. Senate heard that Gorbet and Tolson agreed to this process, and Senators were invited to provide comment. In the absence of remarks, Senators understood that a run-off election will occur beginning 16 January and running for two days. [Secretary’s note: the election resulted in Senator Gorbet being elected to the Board, term to 30 April 2018.]

OPEN SESSION

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

DeVidi and Dea.

1. MINUTES OF THE 20 NOVEMBER 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**  
   University Research Chairs. Senate received the report for information.

5. **REPORTS FROM THE FACULTIES**  
   Senate received the reports for information.

6. **COMMITTEE APPOINTMENTS**  
   Senate approved the appointment of Leia Minaker, faculty representative to the Amit and Meena Chakma Awards for Exceptional Teaching by a Student Committee, term to 30 December 2018.

   Senate approved the following appointments to the Distinguished Teacher Awards Committee: Firas Mansour, faculty representative, term to 31 December 2019; Tiffany Bradley, alumni representative, term to 31 December 2019; Wanis Nafo and Colin Van Niejenhuis (replacing Laura Williams), graduate student representatives, terms to 30 December 2018.

   Senate approved the appointment of Michael Balogh as COU Academic Colleague Alternate, term to 30 June 2020.

   The question was called, and the motion carried unanimously.

**Regular Agenda**

7. **BUSINESS ARISING FROM THE MINUTES**  
   Casello spoke to a question raised at the last meeting re: the Final Assessment Report for Combinatorics & Optimization about underrepresentation of women. He advised that the report’s language only reflected the external reviewers’ comments and also should have included the department’s response which is that definitive steps are being taken, and the department has identified several ways to find exceptional women candidates.

8. **TEACHING PRESENTATION**  
   Following an introduction by Coniglio, Jason Grove, graduate attributes lecturer in chemical engineering, presented to Senate on “Building Experiential Classes to the Masses – How a Blended Approach Enables High-Value Use of Class Time.” Grove spoke to his efforts over the last few years to lead improvements in experiential learning. Highlights included: the significance of interactive work in both supporting required deliverables and making the subject matter more engaging; the value of offering blended learning environments to meet students’ needs; lessons learned re: teaching innovations to enable new classroom experiences. In discussion: the importance of learning by both instructors and students; support is needed for instructors to take risks; data re: student success are being examined.

9. **REPORTS FROM COMMITTEES AND COUNCILS**  
   Executive Committee  
   Senate heard a motion that it approve the proposed bylaw changes at its second reading.

   Dea and Clubine. Carried unanimously.
Joint Report from Graduate & Research Council and Undergraduate Council

Senate heard a motion to approve the 2018-19 calendar dates as presented in the report.

Casello and Coniglio. Carried unanimously.

Graduate & Research Council:

Senate heard motions to the following effects:

**Faculty of Mathematics.** To approve a new Type II Graduate Diploma in Quantum-Safe Cryptography, effective 1 January 2018, as presented in the report.

Casello and Watt.

In response to a question about the viability of meeting the diploma’s requirements, Casello advised of the plan’s vetting process where no concerns had been raised and Watt indicated that he viewed the diploma as an enhancement of current offerings for those students who have longer time options. Casello advised Senate of the difference between diploma “types”: “I” is for those who begin a Master’s program but do not finish, “II” is undertaken by students concurrent with a degree program, and “III” are direct-entry, stand-alone plans. The question was called and the motion carried unanimously.

**Faculty of Environment.** To approve a new Type III Graduate Diploma in Climate Risk Management, effective 1 September 2018, as presented in the report.

Casello and Andrey. Carried unanimously.

Undergraduate Council

Senate heard the following motion:

**Faculty of Arts, Articulation Agreement.** That Senate approve the proposed admission standards for the Honours Bachelor of Arts, Honours Arts and Honours Bachelor of Arts, Social Development Studies outlined in the attached articulation agreement with Conestoga College Institute of Technology and Advanced Learning (“Conestoga”), effective 1 September 2018.

Coniglio and Peers. Carried unanimously.

10. REPORT OF THE PRESIDENT

Hamdullahpur provided a wide-ranging report in which he spoke to: the conclusion of the 60th anniversary celebrations last month; coming activities in developing the next strategic plan; applications by the University for the federal “supercluster” initiative have been submitted and are under review; the University’s success in being awarded three of the Government of Canada’s “150 Chairs”; continuing work on Canada Research Chairs; the committee undertaking the search for the next vice-president, academic & provost has made excellent progress, and senators should watch for an extraordinary meeting invitation soon; good conversations are occurring about engaging the University community on the important dialogue about academic freedom and freedom of expression.

11. Q&A PERIOD WITH THE PRESIDENT

There were no questions.
12. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST
At Dixon’s invitation, DeVidi spoke to progress being made on the next stage of the course evaluation project and expressed his hope that the committee will complete its work in the calendar year.

Dixon advised: the search for Peers’ successor as Dean of Arts will begin soon; the School of Pharmacy is celebrating its tenth anniversary and offered congratulations; today is Peggy Jarvie’s last meeting before her retirement. On behalf of the president and his office, he expressed thanks to Jarvie for her excellent leadership over the last several years; a round of applause followed.

13. REPORT OF THE VICE-PRESIDENT, UNIVERSITY RESEARCH
Dean provided members with a brief report on activities, including an update that Peter Huck’s Industrial Research Chair in Water Treatment has been renewed, and that her office’s equity plan is online. Dean invited feedback on the latter item and members received her written report for information.

14. REPORT OF THE DEAN OF ENVIRONMENT
Andrey advised members about the proposed changes to the Constitution of the Faculty of Environment. Senate heard a motion that pursuant to Section 15 of Senate Bylaw 1, it approve the revised Constitution of the Faculty of Environment.

Andrey and Gorbet. Carried unanimously.

15. OTHER BUSINESS
There was no other business.

Senate convened in confidential session.

20 January 2018

Karen Jack
University Secretary
Secretary to Senate
CONFIDENTIAL SESSION

The confidential minutes have been removed.
Senate Graduate & Research Council met on 15 January 2018 and agreed to forward the following items to Senate for information as part of the consent agenda.

Further details are available at: https://uwaterloo.ca/secretariat/committees-and-councils/senate-graduate-research-council

FOR INFORMATION

RESEARCH CENTRES AND INSTITUTES
On behalf of senate, council approved amendments to the constitution of the Waterloo Institute for Hellenistic Studies compliant with Policy 44.

CURRICULAR SUBMISSIONS
On behalf of Senate, new courses, course revisions, and minor program revisions were approved for the Faculty of Arts (economics, psychology, sociology).

OFFICE OF RESEARCH
On behalf of Senate, council approved: (1) change to frequency of meetings (UW/SSHRC Grant Review Committee) and (2) new and re-classified membership (Clinical Research Ethics Committee).

GRADUATE AWARDS
On behalf of Senate, council approved the Pat Rowe I/O Psychology Graduate Scholarship (endowment).

/kw  Jeff Casello  Charmaine Dean
      Associate Vice-President, Graduate Studies and Postdoctoral Affairs  Vice President, University Research
The Senate Nominating Committee for Honorary Degrees met on 7 February 2018, and agreed to forward the following item to Senate for approval [further information is available from the secretary, extension 36773].

FOR APPROVAL

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COMMITTEE TERMS OF REFERENCE

Motion: That Senate approve the revised terms of reference for the Senate Nominating Committee for Honorary Degrees as presented in Attachment #1.

Background and Rationale: A change is being proposed to the language regarding representation from the Affiliated and Federated Institutions of Waterloo (AFIW). The proposed change seeks to clarify that any senator from the AFIW is permitted to serve on the committee, including the elected faculty and ex officio heads of the AFIW. There is a concern that the current wording could be interpreted as precluding the ex officio heads of the AFIW from serving on the committee. Historically, one of the heads serves as the AFIW representative, because they communicate with one another regularly, and are, therefore, better able to represent each other’s views. The intent of the proposed change is to confirm the permissibility of this practice, while preserving the flexibility to appoint an elected AFIW faculty senator at any point.

/rmw

Feridun Hamdullahpur
Chair
Senate Nominating Committee for Honorary Degrees
Terms of Reference

1. To consider and make recommendations to Senate for inclusion in a 'pool' of candidates for honorary degrees those candidates who meet the established criteria.

To select from the pool of approved names, the individuals to receive degrees at any particular convocation, and to approach these individuals.

**Note:** The name of an individual recommended for an honorary degree is to be removed from the pool if no degree has been awarded to that person within a period of four years.

2. To consider and make recommendations to Senate for the conferring of the title "Distinguished Professor Emeritus" on those candidates who meet the established criteria. Senate will then forward the recommendation(s) to the Board of Governors for approval.

3. To consider and make recommendations to Senate for the conferring of the title "Honorary Member of the University" on those candidates who meet the established criteria. Nominations will be forwarded to the Senate Committee from the Honorary Member of the University Committee. The Senate Committee will also be responsible for appointing members to the Honorary Member of the University Committee.

Membership and Frequency of Meetings:

- the president of the university, chair
- the vice-president, academic & provost
- the vice-president, advancement
- the associate provost, graduate studies
- the chair of the Honorary Member of the University Committee
- one **faculty** member of Senate from the federated university and affiliated colleges
- one elected faculty member of Senate from each faculty of the university
- two members of Senate from the elected undergraduate student members
- one member of Senate from the elected graduate student members
- one member of Senate from among the alumni members

The committee will normally meet not more often than four times per year.

*Amended by Senate, January 15, 1996*
*Amended February 22, 2010 (title only)*
*Amended by Senate, November 19, 2012*
*Amended by Senate, November 18, 2013*
*Amended by Senate [...]*
Senate Undergraduate Council met on 16 January 2018 and agreed to forward the following items to Senate. Council recommends that these items be included for information or approval, as noted, in the consent agenda.

Further details are available at: uwaterloo.ca/secretariat/committees-and-councils/senate-undergraduate-council

FOR APPROVAL

ACADEMIC REGULATORY CHANGES

1. Repeated Courses

Motion: That Senate approve the following revisions to the section of the undergraduate calendar titled “Course Selection…Repeated Courses”, effective as of 1 September 2019.

Background and Rationale:
The current policy can be found at: http://ugradcalendar.uwaterloo.ca/page/ARTS-Course-Selection.

Text with revisions inline (strikeout = deleted text, bold = new text):

Repeated courses

When a course is repeated, both grades are entered with all other grades in calculating the student's averages. Only one of the two attempts will count for credit towards the degree.

In rare cases when a student repeats a successfully completed course that has subsequently been cleared (given credit but grade does not count in average), the second instance will not receive credit and will normally not count in the student's averages.

- A failed course may be repeated only once unless further repetition is approved by the student’s academic advisor.
- A passed course may not be repeated except under exceptional circumstances, and then only once and only under all the following conditions:
  1. if the student's academic advisor recommends the repetition;
  2. if, in the event that the course in question is not within the student's major, the department offering the course also recommends the repetition; and
  3. if the Arts Examinations and Standings Committee approves the petition for repetition of the course in advance of registration for the repetition.

Rationale for the proposed revisions: Arts would like to clarify that a failed course may be repeated more than once with the approval of the student’s academic advisor. Currently, students are restricted to one attempt at repeating a failed course. This can pose problems if the course being attempted is a degree requirement.
CURRICULAR MODIFICATIONS

1. Council approved the following on behalf of Senate:
   • minor plan changes for: the Faculty of Arts (three-year general peace and conflict studies plan, four-year general philosophy plan, honours peace and conflict studies plan, peace and conflict studies minor and diploma in peace and conflict studies, offered by Conrad Grebel University College; the digital arts communication minor; and the Spanish/English translation specialization and certificates in Spanish language).
   • new courses for the Faculty of Arts (School of Accounting & Finance, Conrad Grebel University College (peace & conflict studies), Germanic & Slavic studies, and St. Paul’s University College (indigenous studies and Canadian studies)).
   • course changes for the Faculty of Arts (digital arts communication, fine arts, Germanic & Slavic studies, history, psychology, Renison University College (applied language studies, social development studies), Spanish and Latin American studies, and St. Paul’s University College (indigenous studies)).

Mario Coniglio
Associate Vice-President, Academic
Tenure and Promotion of Faculty Members

The 2016/17 tenure and promotion cycle carried out under Policy 77 has resulted in the following individuals being awarded tenure and/or promoted, effective 1 July 2017.

**Awarded University Professor:**
- Joanne Wood
- Xuemem Shen

**Awarded Tenure and Promoted to Associate Professor:**
- Hossein Abouee Mehrizi, Management Sciences
- Nasser Abukhdeir, Chemical Engineering
- Nandita Basu, Civil and Environmental Engineering
- James Beck, Psychology
- Sarah Burch, Geography and Environmental Management
- Feng Chang, School of Pharmacy
- Tara Cooper, Fine Arts
- Philip Curry, Economics
- Anna Esselment, Political Science
- Brad Fedy, Resources and Sustainability
- Christopher Fletcher, Geography and Environmental Management
- Bryan Grimwood, Recreation and Leisure Studies
- Igor Grossmann, Psychology
- Scott Hopkins, Chemistry
- Peter Johnson, Geography and Environmental Management
- Matthew Kennedy, Pure Mathematics
- Hyung-Sool Lee, Civil and Environmental Engineering
- Élise Lepage, French Studies
- Jennifer Liu, Anthropology
- Emmett Macfarlane, Political Science
- Ian Milligan, History
- Graham Murphy, Chemistry
- Luke Potwarka, Recreation and Leisure Studies
- Derek Rayside, Electrical and Computer Engineering
- Derek Robinson, Geography and Environmental Management
- Susan Roy, History
- Horatiu Rus, Economics
- Laura Sanità, Combinatorics and Optimization
- Joyce Tian, Accounting and Finance
- Bryan Tripp, Systems Design Engineering
- Daniel Vogel, Computer Science
- Ruodo Wang, Statistics and Actuarial Science
- Sarah Wolfe, Resources and Sustainability
Awarded Tenure:
Jennifer Harris, English Language and Literature
Ellen MacEachen, School of Public Health and Health Systems
Mark Oremus, School of Public Health and Health Systems
Zbig Wasilewski, Electrical and Computer Engineering

Awarded Tenure and Promotion to Professor:
Christopher Wilson, Electrical and Computer Engineering

Promoted to Professor:
Eihab Abdel-Rahman, Systems Design Engineering
Derek Armitage, Resources and Sustainability
Jeff Casello, School of Planning
Zhongwei Chen, Chemical Engineering
Tara Collington, French Studies
Michael Collins, Mechanical & Mechatronics Engineering
Joan Coutu, Fine Arts
Clark Dickerson, Kinesiology
Steve Drekic, Statistics and Actuarial Science
Monica Emelko, Civil and Environmental Engineering
Riener Faber, Classical Studies
Ali Ghodsi, Statistics and Actuarial Science
Daniel Gorman, History
Kenneth Graham, English Language and Literature
David Hammond, School of Public Health and Health Systems
Dorin Jakobsh, Religious Studies
Brendon Larson, Resources and Sustainability
Kate Larson, Computer Science
Christiane Lemieux, Statistics and Actuarial Science
Yuning Li, Chemical Engineering
Juewen Liu, Chemistry
David Moscovitch, Psychology
Pascal Poupart, Computer Science
Pavle Radovanovic, Chemistry
Kevin Resch, Physics and Astronomy
Ken Stark, Kinesiology
Larry Swatuk, Enterprise and Development
David Toman, Computer Science
John Turri, Philosophy
To: Senate

From: Feridun Hamdullahpur, president and vice-chancellor

Date: 26 February 2018

Subject: Call for Nominations for Honorary Degrees

An honorary degree is the highest honour conferred by the University. Through the conferring of honorary degrees, the University of Waterloo seeks to recognize outstanding achievement, whether academic or through service to society. These achievements are celebrated at Convocation where they inspire those in attendance and, in particular, our newly graduating students.

Guidelines for the awarding of honorary degrees, including selection guidelines, procedures, considerations to make in assessing a candidate’s qualifications, and details on what to submit in a nomination package, can be found on the website for the Senate Nominating Committee for Honorary Degrees (https://uwaterloo.ca/secretariat/committees-and-councils/honorary-degrees-committee/guidelines-awarding-honorary-degrees). You are also welcome to contact the committee secretary, Rebecca Wickens (rebecca.wickens@uwaterloo.ca) for information and assistance.

We invite you to consider nominating a worthy candidate for this honour. Please note, the University embraces and appreciates diversity and wants to ensure a diverse pool of candidates. With the community’s input we can continue to maintain a substantial pool of deserving individuals whose achievements the University would be delighted to celebrate and honour.

Thank you in advance for your contribution to this important tradition.
FOR INFORMATION

Recognition and Commendation

Three people with strong links to the University of Waterloo were among the newest appointees to the Order of Canada. Her Excellency the Right Honourable Julie Payette, Governor General of Canada, announced the 125 appointees on December 29, 2017.

Raymond Laflamme, founding executive director of the Institute for Quantum Computing, was named an Officer of the Order of Canada. Laflamme received the honour “for his outstanding achievements as an administrator and researcher who has advanced quantum science and technology in Canada.” Laflamme led the Institute for Quantum Computing (IQC) at Waterloo from its inception from 2002 to 2017. Under his leadership, IQC grew into a world-class community of more than 200 researchers and became a global player in the quantum race. “I am honoured to receive this recognition,” said Laflamme, who holds the Mike & Ophelia Lazaridis John Von Neumann Chair at the Institute for Quantum Computing. “Quantum computing has the power to transform the way we approach everything from the way we conceive the world to medicine to geographical exploration, and more. Like the information revolution shaped the 20th century, the quantum revolution will define the 21st. We are really just at beginning of seeing the major impacts quantum will have on our lives.”

Keith Hipel of systems design engineering was named an Officer of the Order of Canada. Hipel was cited “for his extensive contributions to the field of environmental engineering and for his leadership within multiple academic and professional institutions.” During a career spanning decades, much of it dedicated to solving challenging problems related to conflict resolution in engineering, Hipel has taught thousands of students and supervised dozens of candidates for graduate degrees. He has a global reputation for pioneering contributions to environmental systems engineering and holds the title of University Professor, the highest academic honour at Waterloo.

Douglas Stenton, an adjunct professor of anthropology who serves as heritage director in Nunavut, was named a Member of the Order of Canada. Stenton was cited “for his enduring contributions to the preservation of Canada’s northern heritage.” “Over his career Dr. Douglas Stenton has been a scholar, educator and civil servant, devoting his exceptional energies to the archaeological heritage of what is today Nunavut,” writes Professor Robert Park of Waterloo’s anthropology department. “He introduced several generations of young Inuit to archaeology through field schools and through employing them on salvage excavations, providing those young people with unique opportunities to learn about their own heritage and about their ancestors’ lives. And since 2007 Doug planned and personally led the Government of Nunavut’s participation in the investigation of Sir John Franklin’s catastrophic 1845 Northwest Passage expedition. A major part of his contribution was ensuring that land-based investigations formed part of the search, and it was a 2014 find from that land-based research that led to the discovery of Sir John Franklin’s ship Erebus.”

Created in 1967, the Order of Canada is one of Canada’s highest civilian honours, and recognizes outstanding achievement, dedication to the community and service to the nation. The date of the investment ceremony has not yet been set. (adapted from the Daily Bulletin, 4 January 2018)
University of Waterloo
REPORT OF THE DEAN OF APPLIED HEALTH SCIENCES TO SENATE

February 26, 2018

FOR INFORMATION

A. APPOINTMENTS

Probationary-term appointment

LOPEZ, Kimberly, Assistant Professor, Department of Recreation and Leisure Studies, January 1, 2018 – June 30, 2021. [PhD, Recreation and Leisure Studies, University of Waterloo, 2017; MA, Recreation and Leisure Studies, University of Waterloo, 2012; Ontario Graduate Certificate in Therapeutic Recreation, Georgian College, Orillia, ON, 2009; Honours Bachelor of Science, Integrative Biology, Psychology, University of Toronto, 2008.] Dr. Lopez’s research interests focus on well-being and care among personal support workers in long-term care homes, therapeutic recreation, and aging, health and well-being. Her educational background and experience is a good fit and she will help support and teach the therapeutic recreation courses within the Department.

Adjunct appointment

SCHUSTER-WALLACE Corinne, Associate Professor, School of Public Health and Health Systems, January 1, 2018 – December 31, 2022.

Adjunct reappointments

Graduate Supervision and Research

ARAI, Susan, Associate Professor, Department of Recreation and Leisure Studies, July 1, 2017 – June 30, 2018.

RAMCHANDANI, Rohit, Assistant Professor, School of Public Health and Health Systems, January 1, 2018 – December 31, 2022.

Postdoctoral fellow appointment

MARRIOTT, Kendal, Department of Kinesiology, January 1, 2018 – December 31, 2018.

Special appointment

Undergraduate Instruction

BURNS, Robert, Lecturer, Department of Kinesiology, January 2, 2018 – April 30, 2018.

James W.E. Rush, Dean
Faculty of Applied Health Sciences
UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF THE FACULTY OF ARTS TO SENATE
February 26, 2018

FOR INFORMATION

A. APPOINTMENTS

Probationary Term Appointments

BROWNE, Dillon, (BA 2009 University of Guelph, MA 2011 PhD 2016 University of Toronto), Assistant Professor, Department of Psychology, August 1, 2018 to June 30, 2021. Dr. Browne is a clinical psychologist whose research focuses on mental health outcomes in families at higher risk for psychological disorders due to social disadvantage (e.g., poverty). In his work, he delineates the cognitive and socioemotional mechanisms that place children from such families at elevated risk for mental health problems.

Continuing Lecturer Appointments

KROEKER, Ronald (BSc 1979 Wilfrid Laurier University, MCS 1984 Regent College, PhD 2002 University of Alberta), Department of Classical Studies, effective January 1, 2018.

Definite Term Appointments

FONG, Laura (BSc 2011 MA 2013 Kent State University), Lecturer, Fine Arts, Faculty of Arts, January 1, 2018 to December 31, 2019. With five years of teaching experience and experience in curriculum design at Mercer University and at Kent State University, Ms Fong also brings solid industry experience as a photojournalist and documentary film producer of award-winning documentaries. The areas she will cover in her teaching span video production, photography, issues in contemporary media, and visual storytelling. With her interdisciplinary background in visual journalism, digital arts and cultural studies, Laura is an excellent fit for this position.

Definite Term Reappointments

AL ETHARI, Lamees, Lecturer, Department of English Language and Literature, September 1, 2018 to August 31, 2021.

Visiting Appointment

LOCHNER, Martin, Visiting Research Associate, Department of Psychology, January 1, 2018 to December 31, 2018.

SCHWARTZ, Herman Mark, Visiting Researcher, Balsillie School of International Affairs, January 1, 2018 to May 31, 2018.

YU, Hanzhi, Visiting Scholar, Department of Political Science, March 1, 2018 to February 28, 2019.

Adjunct Appointments – Instruction

ALBERT, Michael, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

KESTLE, Michelle, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

LOWERISON, Carin, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.
MARSUEZ, Reyna, Lecturer, Department of Spanish and Latin American Studies, January 1, 2018 to April 30, 2018.

Adjoint Appointments – Graduate Supervision
JEFFERS, Chike, Associate Professor, Department of Philosophy, January 1, 2018 to December 31, 2020.

Adjoint Reappointments – Instruction
BALTRUSAITIS, Jonathan, Lecturer, Faculty of Arts, Stratford Programmes, January 1, 2018 to April 30, 2018.

BULLOCH, Dean, Lecturer, Department of Psychology, January 1, 2018 to April 30, 2018.

CHAPUT, Louise, Lecturer, Department of Political Science, January 1, 2018 to April 30, 2018.

DRUMMOND, Glen, Lecturer, Faculty of Arts, Stratford Programmes, January 1, 2018 to April 30, 2018.

GERNON, Mark, Lecturer, Department of Psychology, January 1, 2018 to April 30, 2018.

GLADKOVA, Olga, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

HARVIE, Jo, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

HILL, Heather, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

JOLLIFFE, Cameron, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

LALONDE, Patrick, Lecturer, Department of Sociology and Legal Studies, January 1, 2018 to April 30, 2018.

LAZAR, Karen, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

LOPES, Maria, Lecturer, School of Accounting and Finance, January 1, 2018 to April 30, 2018.

MACDONALD, Christy, Lecturer, School of Accounting and Finance, January 1, 2018 to April 30, 2018.

MACINNIS, Matthew, Lecturer, School of Accounting and Finance, January 1, 2018 to April 30, 2018.

MANNING, Thomas, Lecturer, School of Accounting and Finance, January 1, 2018 to April 30, 2018.

MCGOWAN, Rosemary, Lecturer, Department of Political Science, January 1, 2018 to April 30, 2018.

MEWHORT-BUIST, Tracy, Lecturer, Department of Psychology, January 1, 2018 to April 30, 2018.
O’HARA, Kathleen, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

REDDOCK, Jennifer, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

REICHERT, Tetyana, Lecturer, Department of Germanic and Slavic Studies, January 1, 2018 to April 30, 2018.

RUDDUDEEN, Zamal, Lecturer, School of Accounting and Finance, January 1, 2018 to April 30, 2018.

SCHWARTZ, Shira, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

WHITE, Matthew, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

WIENS, Brianna, Lecturer, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

YAZDANI, Amin, Lecturer, Department of Psychology, January 1, 2018 to April 30, 2018.

Adjunct Reappointments – Miscellaneous (research, consultations, etc.)
SMITH, Larry, Associate Professor, Department of Economics, January 1, 2018 to December 31, 2018.

ZELLER, Anne, Professor (Professor Emerita), Department of Anthropology, December 1, 2017 to November 30, 2019.

Adjunct Reappointments – Graduate Supervision
PRUS, Robert, Professor, (Professor Emeritus), Department of Sociology, January 1, 2018 to December 31, 2020.

Graduate Students Appointed as Part-Time Lecturers
BROOKS, Skylar, Department of Political Science, January 1, 2018 to April 30, 2018.

BUFFONE, Sonya, Department of Sociology and Legal Studies, January 1, 2018 to April 30, 2018.

CHENIER, Allison, Department of Sociology and Legal Studies, January 1, 2018 to April 30, 2018.

CONNOY, Laura, Department of Sociology and Legal Studies, January 1, 2018 to April 30, 2018.

DEFRAEYE, Julien, Department of French Studies, January 1, 2018 to April 30, 2018.

DEGHANI, Morteza, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

DUSOWOTH, Sushma, Department of French Studies, January 1, 2018 to April 30, 2018.

KUANG, Si-Jia (Amy), Department of French Studies, January 1, 2018 to April 30, 2018.

MATSONHE, Daniel, Department of French Studies, January 1, 2018 to April 30, 2018.
MITCHELL, S James, Department of French Studies, January 1, 2018 to April 30, 2018.

PABLA, Majit, Department of Sociology and Legal Studies, January 1, 2018 to April 30, 2018.

PENCOLE, Claire, Department of French Studies, January 1, 2018 to April 30, 2018.

RILEY, Meghan, Department of Drama and Speech Communication, January 1, 2018 to April 30, 2018.

SHANG, Nan, Department of French Studies, January 1, 2018 to April 30, 2018.

SMITS, Tessa, Department of French Studies, January 1, 2018 to April 30, 2018.

VALNION, Taylor, Department of French Studies, January 1, 2018 to April 30, 2018.

YESAYA, David, Department of French Studies, January 1, 2018 to April 30, 2018.

B. ADMINISTRATIVE APPOINTMENTS

CLUETT, Cora, Associate Chair, Graduate Studies, Department of Fine Arts, January 1, 2018 to June 30, 2018.

HENSTRA, Daniel, Associate Chair, Undergraduate Studies, Department of Political Science, January 1, 2018 to June 30, 2018.

CHANGE in DATES

COOPER, Tara, Associate Chair, Graduate Studies, Department of Fine Arts, from July 1, 2016 to June 30, 2018 to July 1, 2016 to December 31, 2017.

C. SABBATICAL LEAVES

For approval by the Board of Governors:

DEVIDI, David, Professor, Department of Philosophy, September 1, 2018 to August 31, 2019, twelve months at full salary.

FEKE, Jacqueline, Assistant Professor, Department of Philosophy, July 1, 2018 to December 31, 2018, six months at full salary.

GRAHAM, Kenneth, Professor, Department of English Language and Literature, July 1, 2018 to December 31, 2018, six months at 85% salary.

HENSTRA, Daniel, Associate Professor, Department of Political Science, July 1, 2018 to December 31, 2018, six months at 85% salary.

Douglas M. Peers
Dean, Faculty of Arts
UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF ENGINEERING TO SENATE
February 26, 2018

FOR INFORMATION

A. APPOINTMENTS

Probationary Term

ARAMI, Arash, Assistant Professor, Department of Mechanical & Mechatronics Engineering, December 1, 2017 – June 30, 2021. PhD Ecole Polytechnique Federale de Lausanne (EPFL), Switzerland 2014; MSc University of Tehran, Iran, 2009; BSc University of Tabriz, 2006. Dr. Arash Arami’s research is in the area of assistive robotics, prosthetics, biomechanics and rehabilitation engineering. He was a postdoctoral fellow at Imperial College London, working in the Human Robotics Group led by Professor Etienne Burdet prior to joining the MME department in December 2017. He joins the Automation & Control group as part of the Mechatronics Engineering program expansion.

AZAD, Sahar Pirooz, Assistant Professor, Department of Electrical & Computer Engineering. January 1, 2018 – June 30, 2021. PhD University of Toronto 2013; MSc University of Tehran, Iran 2009; BSc University of Tehran 2007. Dr. Azad works in the area of power systems and high voltage engineering, and is being hired as part of the expansion to the Mechatronics Engineering undergraduate program. She was previously on faculty at the University of Alberta.

BIRO, Elliot, Assistant Professor, Department of Mechanical & Mechatronics Engineering, March 1, 2018 – June 30, 2021. PhD McMaster University 2014; MASc University of Waterloo 2001; BASc University of Waterloo 2000. Dr Elliot Biro’s research is in welding processes and metallurgy of steels including the characterization of mechanical properties and microstructures of steels under development. He has been with ArcelorMittal Global Research in Hamilton in various research capacities since 2002, where he is currently Principal Researcher – Welding. Elliot will join the MME department in March 2018 in support of Dr. Adrian Gerlich’s NSERC-Trans Canada Pipelines Industrial Research Chair.

Probationary Term Reappointments

BACHMANN, Chris, Assistant Professor, Department of Civil & Environmental Engineering, July 1, 2018 – June 30, 2021. Master of Business, Entrepreneurship and Technology (MBET) candidate; University of Waterloo; PhD University of Toronto 2014; MASc University of Toronto 2011; BASc University of Toronto 2009.

REIMER, Michael, Assistant Professor, Department of Electrical & Computer Engineering; July 1, 2018 – June 30, 2021. PhD University of Ottawa 2010; MSc Technical University of Munich, Germany 2004; BSc University of Waterloo 2000.

Definite Term – Reappointment – full-time

ANDERSON, William, Research Associate Professor, Department of Civil & Environmental Engineering, January 1, 2018 – December 31, 2019.

PELDSZUS, Sigrid, Research Associate Professor, Department of Civil & Environmental Engineering, January 1, 2018 – June 30, 2018.

WRIGHT, Derek, Lecturer, Department of Electrical & Computer Engineering, April 15, 2018 – April 14, 2021.

**Visiting Appointments**
AZIMIFAR, Zohreh, Associate Professor, Department of Systems Design Engineering, January 17, 2018 – January 16, 2019.


NIU, Kai, Scholar, Department of Chemical Engineering, February 1, 2018 – May 31, 2018.

WANG, Liang, Assistant Professor, Department of Chemical Engineering, December 12, 2017 – December 11, 2018.

**Visiting Reappointments**

LI, Geng (Richard), Scholar, Department of Mechanical & Mechatronics Engineering, December 5, 2017 – December 22, 2017.

MORALEJO, Carol, Scholar, Department of Chemical Engineering, January 1, 2018 – December 31, 2018.

SAIKIA, Ankita; Researcher, Department of Chemical Engineering, January 1, 2018 – December 31, 2018.


**Special Appointments**
Undergraduate Instruction
AMELARD, Robert, Lecturer, Department of Systems Design Engineering, January 1, 2018 – April 30, 2018.

BARTOSIK, Michal, Lecturer, School of Architecture, January 1, 2018 – April 30, 2018.

CHEN, Wei-Ting (Scott), Lecturer, Department of Electrical & Computer Engineering, January 1, 2018 – April 30, 2018.

CHIK, Alex, Lecturer, Department of Civil & Environmental Engineering, January 1, 2018 – April 30, 2018.

KAIFOSH, Carol, Lecturer, School of Architecture, January 1, 2018 – April 30, 2018.
KHANIYEV, Taghi, Lecturer, Department of Management Sciences, January 1, 2018 – April 30, 2018.

MACLEOD, Michaela, Lecturer, School of Architecture, January 1, 2018 – April 30, 2018.
MEUNIER, Sarah, Lecturer, Department of Chemical Engineering, January 1, 2018 – April 30, 2018.

MOHAMMADI, Saman, Lecturer, Department of Systems Design Engineering, January 1, 2018 -April 30, 2018.
MOURSI, Manar, Lecturer, School of Architecture, January 1, 2018 – April 30, 2018.
NASSAR, Mohammed, Lecturer, Department of Electrical & Computer Engineering, January 1, 2018 – April 30, 2018.

RIVAS, Endrina, Lecturer, Department of Civil & Environmental Engineering, January 1, 2018 – April 30, 2018.

ROSAMOND, Madeline, Lecturer, Department of Civil & Environmental Engineering, January 1, 2018 – April 30, 2018.

SCHMIDILIN, Karin, Lecturer, Conrad Business Entrepreneurship & Technology Centre, January 1, 2018 – April 30, 2018.

SHAMS, Shoeleh, Lecturer, Department of Civil & Environmental Engineering, January 1, 2018 – April 30, 2018.

UNSWORTH, Grant, Lecturer, Department of Mechanical & Mechatronics Engineering, January 1, 2018 – April 30, 2018.

YEKRANGIAN, Delnaz, Lecturer, School of Architecture, January 1, 2018 – April 30, 2018.

Special Appointments

Undergraduate Instruction
ATKINS, Andrea, Lecturer, School of Architecture, January 1, 2018 – April 30, 2018.

Special Reappointments

Undergraduate Instruction
AHMADI, Lena, Lecturer, Department of Chemical Engineering, January 1, 2018 – April 30, 2018.

BALESHTA, James, Lecturer, Department of Mechanical & Mechatronics Engineering, January 1, 2018 – April 30, 2018.

FARD, Ali, Lecturer, School of Architecture, January 1, 2018 – April 30, 2018.

FOHRING, Michael, Lecturer, School of Architecture, January 1, 2018 – April 30, 2018.

HASSAN, Fathy, Lecturer, Department of Chemical Engineering, January 1, 2018 – April 30, 2018.
HOSSEINKHANI, Yasin, Lecturer, Department of Mechanical & Mechatronics Engineering, January 1, 2018 – April 30, 2018.

LIAO, Lihua (Melody), Lecturer, Department of Mechanical & Mechatronics Engineering, January 1, 2018 – April 30, 2018.

TEERTSTRA, Peter, Lecturer, Department of Mechanical & Mechatronics Engineering, January 1, 2018 – April 30, 2018.

Special Appointments
Graduate Instruction
DOWLING, Paul, Lecturer, School of Architecture, January 1, 2018 – April 30, 2018.

Adjunct Appointments
Graduate Supervision
CHRISTIAN, Beverly, Associate Professor, Department of Mechanical & Mechatronics Engineering, January 1, 2018 – December 31, 2020.

Adjunct Appointments
Graduate Supervision & Research
YANG, Lin, Professor, Department of Chemical Engineering, January 1, 2018 – December 31, 2020.

Adjunct Appointments
Graduate Research
KARGAR, Mehdi, Assistant Professor, Department of Management Sciences, December 1, 2017 -November 30, 2020.

SZLICHTA, Jaroslaw, Assistant Professor, Department of Management Sciences, December 1, 2017 – November 30, 2020.

Adjunct Reppointments
Graduate Supervision
KODUR, Venkatesh, Professor, Department of Mechanical & Mechatronics Engineering, November 1, 2017 – October 31, 2020.

NGUYEN, Tam, Assistant Professor, Department of Mechanical & Mechatronics Engineering, January 1, 2018 – December 31, 2020.

Adjunct Reppointments
Graduate Supervision & Research
PAN, Qinmin, Professor, Department of Chemical Engineering, January 1, 2018 – December 31, 2019.

PAPOULIA, Katerina, Associate Professor, Department of Mechanical & Mechatronics Engineering, April 1, 2018 – March 31, 2021.

RAITHBY, George, Professor, Department of Mechanical & Mechatronics Engineering, July 1, 2017 – June 30, 2020.
SILINS, Uldis, Professor, Department of Civil & Environmental Engineering, December 1, 2017 – November 30, 2019.

Cross Appointments
LUPASCU, Adrian, Associate Professor, Department of Physics & Astronomy, IQC to Department of Electrical & Computer Engineering, November 1, 2017 – October 31, 2020.

Changes in Appointments
SEDWARDS, Sean, Definite Term, Research Assistant Professor, Department of Electrical & Computer Engineering, was October 1, 2017 – March 31, 2018 changed to December 1, 2017 – March 31, 2018.

B. ADMINISTRATIVE APPOINTMENTS
ABUKHDEIR, Nasser, Associate Chair, Graduate Studies, Department of Chemical Engineering, January 1, 2018 – December 31, 2019.

ADMINISTRATIVE REAPPOINTMENTS
GOLAB, Lukasz, Director, Management of Technology Distance Master’s Program, Department of Management Sciences, January 1, 2018 – December 31, 2018.

C. RESIGNATIONS
WASLANDER, Steven, Professor, Department of Mechanical & Mechatronics Engineering, April 30, 2018.

D. SABBATICAL LEAVES
For Approval by the Board of Governors
ENGLISH, Elizabeth, Associate Professor, School of Architecture, May 1, 2018 – April 30, 2019, twelve months at 85% salary.

HASAN, Anwar, Professor, Department of Electrical & Computer Engineering, May 1, 2018 – April 30, 2019, twelve months at 100% salary.

JEWKES, Beth, Professor, Department of Management Sciences, July 1, 2018 – June 30, 2020, 24 months at 100% salary.

Pearl Sullivan
Dean, Faculty of Engineering
FOR INFORMATION

A. APPOINTMENTS

Adjunct Appointments

Graduate Supervision

POLLOCK, Rebecca, Assistant Professor, School of Environment, Resources and Sustainability, October 1, 2017 to December 31, 2020.

Graduate Supervision and Research

AMARAL, Valter, Assistant Professor, School of Environment, Resources and Sustainability, November 1, 2017 to December 31, 2018.

BALSDON, Jennifer, Assistant Professor, School of Environment, Resources and Sustainability, February 1, 2018 to January 31, 2020.

Special Appointments

Instruction

BAKER, Denise, Lecturer, School of Planning, January 1, 2018 to April 30, 2018.

NG, Garrick, Lecturer, School of Environment, Enterprise and Development, January 1, 2018 to April 30, 2018.

SMITH, Nancy, Lecturer, School of Planning, January 1, 2018 to April 30, 2018.

STIRBET, Hari, Lecturer, School of Environment, Enterprise and Development, January 1, 2018 to April 30, 2018.

B. ADMINISTRATIVE APPOINTMENTS

de LOË, Rob, Director, Collaborative Water Program [Water Institute], January 1 2018 to December 31, 2019.

Jean Andrey
Dean
A. **APPOINTMENTS** (already approval by the Board of Governors)

**Tenured**

**BOYKOV, Yuri** (Bachelor’s Diploma, 1992, Moscow Institute of Physics and Technology; PhD, 1998, Cornell University), Professor, David R. Cheriton School of Computer Science, July 1, 2018.
Following a PhD in Operations Research at Cornell University, and time as a research scientist at Siemens Research, he has been a professor at Western University since 2003. His research is in the area of computer vision and biomedical image analysis. Amongst many honours, he received Helmholtz Prize from IEEE, a Test of Time Award in 2011 by the International Conference on Computer Vision, a Distinguished Research Professorship at Western in 2014, and the Florence Bucke Science Prize at Western in 2008.

**VEKSLER, Olga** (BA, 1995, New York University; MSc, 1999; PhD, 1999, both from Cornell University), Professor, David R. Cheriton School of Computer Science, July 1, 2018. Following a PhD in Computer Science from Cornell University and postdoctoral fellowship at NEC Research, she has been a professor at Western University since 2003. Her research is in computer vision, where she has received many honours, including an Early Researcher Award from the Canadian Ministry of Research and Innovation, an NSERC Discovery Accelerator Supplement (DAS) Award, and a “Test-of-Time Award” at the International Conference on Computer Vision (ICCV 2011).

(to be approved by the Board of Governors)

**LAYTON, Anita** (BA, 1994; BS, 1994 both from Duke University; PhD, 2001, University of Toronto), Professor, Dept. of Applied Mathematics, July 1, 2018. Dr. Layton is a world leader in mathematical medicine and biology. Dr. Layton will enable Waterloo to assume a leadership role in forming and implementing computational solutions to physiological challenges that are arguably greatest in the biomedical sciences. She is an exceptional applied mathematician who has made outstanding contributions to important physiological and clinical areas and to mathematics itself. She has established and distinguished herself as a global leader in the field of mathematical biology and medicine. Dr. Layton holds a Canada 150 Research Chair in Mathematical Biology and Medicine.

**Probationary-Term Appointments**

**STEVENS, Nathaniel** (BMath, 2010; MMath, 2011; PhD, 2015, all from the University of Waterloo), Assistant Professor, Dept. of Statistics and Actuarial Science, January 1, 2019 – June 30, 2022. Dr. Stevens is currently an assistant professor and the Data Science program and co-director in the Department of Mathematics and Statistics at the University of San Francisco. His research interests include industrial statistics, measurement system assessment, process monitoring, design of experiments and data science. Dr. Stevens research will complement our existing strength in business and industrial statistics and provide both research and administrative expertise to our new Data Science programs.

**Definite Term – Appointments**

**ALIAKBARI, Shahla** (BSc, 2000, Teacher Training University; MSc, 2003; PhD, 2012 both from the University of Waterloo), Lecturer, Dept. of Applied Mathematics, January 1, 2018 – December 30, 2019. Dr. Aliakbari’s duties will be the development and review of digital assets associated with courses using differential equations. Course development and teaching duties are to be assigned by the Assistant Dean for Online Studies.
PASHKOVICH, Kanstantsin (Diploma in Mathematics, 2008, Belarusian State University; PhD, 2012, Otto-von-Guericke University), Research Assistant Professor, Dept. of Combinatorics and Optimization, January 1, 2018 – December 31, 2020. Dr. Pashkovich will conduct independent research, can supervise graduate students and will teach 3 courses per year.

Definite Term - Reappointments
BAUMAN, Shane, Lecturer, Office of the Dean, August 1, 2018 – July 31, 2021.

PEI, Martin, Lecturer, Dept. of Combinatorics and Optimization, December 31, 2018 – December 30, 2019.

Visiting Appointments
AGHAMOLLAEI, Gholamreza (Shahid Bahonar University of Kerman), Researcher, Dept. of Pure Mathematics, July 2, 2018 – July 2, 2019.
CESMELIOGLU, Aycil (Oakland University), Researcher, Dept. of Applied Mathematics, September 1, 2018 – December 31, 2018.

Visiting Reappointments
MARTIN, Robert, Research Associate, Dept. of Applied Mathematics, October 1, 2017 – March 31, 2018.

Adjunct Reappointments
Instructor
AKINYEMI, John, Lecturer, David R. Cheriton School of Computer Science, May 1, 2018 – August 31, 2018.
LaFOREST, Martin, Lecturer, Office of the Dean, January 1, 2018 – April 30, 2018.
LANCTOT, Kevin, Lecturer, David R. Cheriton School of Computer Science, May 1, 2018 – August 31, 2018.
SHARMA, Puneet, Lecturer, Dept. of Applied Mathematics, January 1, 2018 – April 30, 2018.

Graduate Students appointed as Part-time Lecturers
DE JONG, Jamie, Dept. of Combinatorics and Optimization, January 1, 2018 – April 30, 2018.
GAUTHIER-SHALOM, Dept. of Combinatorics and Optimization, January 1, 2018 – April 30, 2018.
ZHAN, Henmeng, Dept. of Combinatorics and Optimization, January 1, 2018 – April 30, 2018.

Postdoctoral Fellows appointed as Part-time Lecturers
GUPTA, Aakar, David R. Cheriton School of Computer Science, December 1, 2017 – November 30, 2018.
A.1 Changes in Appointments

**ABARI, Omid** (BEng, 2010, Carleton University; MSc, 2013; PhD, exp 2017, both from the Massachusetts Institute of Technology), Assistant Professor, David R. Cheriton School of Computer Science (*ref.* Deans Report to Senate, September 2017)

*From:* May 1, 2018 – June 30, 2021
*To:* January 15, 2018 – June 30, 2021

**WALLMAN, Joel** (BSc, 2008; PhD, 2013, both from the University of Sydney), Research Assistant Professor, Dept. of Applied Mathematics (*ref.* Deans Report to Senate, June 2017)

*To:* December 1, 2017 – November 30, 2022.

B. Administrative Reappointments

**CHAITANYA, Swamy**, Associate Chair of Graduate Studies, Dept. of Combinatorics and Optimization, September 1, 2017 – August 31, 2018.

C. Sabbaticals (for approval by the Board of Governors)

**D’ALESSIO, Serge**, Professor, Office of the Dean, July 1, 2018 – June 30, 2019, with 100% salary.

D. Special Leave

**D’ALESSIO, Serge**, Professor, Office of the Dean, July 1, 2019 – October 31, 2019, with 100% salary. This is an administrative leave.

**DE STERCK, Hans**, Professor, Dept. of Applied Mathematics, January 1, 2018 – March 31, 2018. This is an unpaid leave.

**GORBUNOV, Sergey**, Assistant Professor, David R. Cheriton School of Computer Science, January 15, 2018 – January 14, 2019. This is an unpaid leave.

Stephen M. Watt
Dean
For information:

A. **APPOINTMENTS**

**Continuing Lecturer**

**RICHARD, Cynthia.** Continuing Lecturer, School of Pharmacy, January 1, 2018. [B.Sc., Dalhousie University (2001); Ph.D., Dalhousie University (2006).] Appointment converted from definite term to continuing.

**Definite-Term Reappointment – Full-time**

**RICHARDSON, Jean,** Lecturer, Dean of Science Office, July 1, 2018 to June 30, 2021.

**SRINIVASAN, Sruthi,** Research Assistant Professor, School of Optometry and Vision Science, March 1, 2018 to February 29, 2020.

**Adjunct Appointments**

**Graduate Supervision**

**CHAN, Kelvin,** Associate Professor, School of Pharmacy, December 1, 2017 to November 30, 2020.

**DIXON, Heather,** Assistant Professor, School of Pharmacy, December 1, 2017 to November 30, 2020.

**PARENT, Lucie,** Professor, Department of Biology, December 1, 2017 to November 30, 2020.

**Undergraduate Instruction**

**PATEL, Chintankumar,** Lecturer, School of Pharmacy, January 1, 2018 to December 31, 2018.

**Graduate Supervision and Research**

**HIROTA, Jeremy,** Assistant Professor, Department of Biology, November 1, 2017 to October 31, 2020.

**Adjunct Reappointments**

**Research**

**SMITH, Stephen M.,** (Professor Emeritus), Professor, Department of Biology, February 1, 2018 to January 31, 2021.
Undergraduate Instruction

AL-SHAIKH, Passant, Lecturer, School of Pharmacy, January 1, 2018 to December 31, 2018.

DHAMI, Rita, Assistant Professor, School of Pharmacy, January 1, 2018 to December 31, 2018.

Graduate Supervision and Research

FLEMING, Ian, Professor, Department of Biology, April 1, 2018 to March 31, 2021.

QUAID, Patrick, Assistant Professor, School of Optometry and Vision Science, January 1, 2018 to December 31, 2020.

Cross Appointment

MITRA, Sushanta, Professor, Mechanical and Mechatronics Engineering, cross appointed to Department of Physics and Astronomy, September 1, 2017 to August 31, 2022.

Cross Reappointments

CHOU, C. Perry, Professor, Department of Chemical Engineering, cross appointed to Department of Biology, August 1, 2017 to July 31, 2020.

Special Appointments

Undergraduate Instruction

PACEY, Dean, Lecturer, School of Pharmacy, January 1, 2018 to April 30, 2018.

SINGH, Arvind, Lecturer, School of Pharmacy, January 1, 2018 to April 30, 2018.

Special Reappointments

Undergraduate Instruction

DURR, Hans, Lecturer, Department of Earth and Environmental Sciences, January 1, 2018 to April 30, 2018.

ROSAMOND, Madeline, Lecturer, Department of Earth and Environmental Sciences, January 1, 2018 to April 30, 2018.
Postdoctoral Fellow Reappointed as Lecturer

LEKIN, Kristina, Lecturer, Department of Chemistry, January 1, 2018 to April 30, 2018.

R.P. Lemieux
Dean
FOR APPROVAL

Committee Appointment
Motion: To approve the following appointment:

- **Distinguished Teacher Awards Committee:** Monica Barra (chemistry) as faculty representative, term ending 31 December 2018.
FOR INFORMATION

Proposals Reviewed: September 2016 to August 2017 (September 2015 to August 2016 in parentheses) UARC reviewed a total of 90 (69) proposals for regular faculty appointments. Of the files reviewed 34 (22) females, 56 (47) males, 16 (10) were tenured, 50 (47) were for probationary, and 24 (12) were for definite-term appointments. More detail is provided in the Table contained within this report. The percentage of females at the rank of lecturer, assistant professor, associate professor and professor were 54.2%, 34.8%, 16.7% and 37.5% respectively. For comparison purposes, the total number of proposals reviewed in recent years was 58 (2009-10), 79 (2010-11), 87 (2011-12), 68 (2012-13), 70 (2013-14), 85 (2014-15) and 69 (2015-16).

Length of the Review Process

Appointment proposals from academic units and faculties generally were very good, and department chairs/schools directors have been very helpful in providing any additional information requested. Advance notice of proposals continues to be important to ensure speedy turnaround. Policy 76 specifies five working days for the review process. During the past year, UARC members were able to complete most reviews within five working days unless there was some missing information and discussions with the chair/director or dean were required.

Administration

The Summary of Recruiting Efforts for UW Faculty positions form which chairs/directors are required to complete can be found at: https://uwaterloo.ca/secretariat-general-counsel/submission-files-uarc

UARC Members, September 2016 to August 2017

Jack Callaghan (AHS), Clark Dickerson (AHS), Rhona Hanning (AHS), Andrew Faulkner (ARTS), Doreen Fraser (ARTS), Catherine Rosenberg (ENG), Gerry Schneider (ENG), Johnathan Li (ENV), Johanna Wandel (ENV), Ken Davidson (MATH), Kevin Lamb (MATH), Peter van Beek (MATH), Christopher Godsil (MATH), Tadeusz Gorecki (SCI), Brian Dixon (SCI) Flora Ng (ENG) (Chair).
### Summary of Proposals for Regular Faculty Appointments for Two Years or More

Reviewed by UARC

September 2016 – August 2017

<table>
<thead>
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<th>Faculty</th>
<th>Files</th>
<th>Nationality</th>
<th>Gender</th>
<th>Appointment Type</th>
<th>Professorial Rank</th>
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<td>Foreign Acad.</td>
<td>U nk.</td>
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</tbody>
</table>

Of the 56 who accepted offers 24 (43%) were female, 32 (57%) were male. Of the 26 who declined offers, 8 were female, 18 were male.

Flora T.T. Ng
Chair, UARC
The Executive Committee met on 5 February 2018 and agreed to forward the following item to Senate for approval.

FOR APPROVAL

_________________________
Chancellor Nominating Committee
The chancellor’s term expires 30 June 2018. Therefore, consistent with past practice and in keeping with The University of Waterloo Act * (Section 30.1), the following motion is proposed:

Motion: That Senate appoint its Executive Committee as a nominating committee to seek the next chancellor of the University.

*The University of Waterloo Act
30. CHANCELLOR AND VICE-CHANCELLOR
   1. Election of Chancellor
      There shall be a Chancellor of the University who shall be elected by the Senate in such manner as the Senate shall determine.

   2. Term of Office
      The term of office of the Chancellor shall be three years, provided that he shall be eligible for re-election for one additional term.
Senate Undergraduate Council met on 16 January 2018 and agreed to forward the following items to Senate for approval. Council recommends these items be included in the regular agenda.

Further details are available: https://uwaterloo.ca/secretariat/committees-and-councils/senate-undergraduate-council

**FOR APPROVAL**

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**NEW ACADEMIC PLANS**

**Faculty of Arts**

**Germanic and Slavic Studies – Cultural Identities**

1. **Motion:** That Senate approve the creation of a new minor plan in cultural identities as described below, effective 1 September 2018.

   **Rationale:** The proposed new minor in cultural identities is a joint effort of the departments of Germanic and Slavic Studies and Spanish and Latin American Studies. The minor focuses on the complex role culture plays in the formation, negotiation, and interpretation of individual and group identities. It rests on the research and teaching strengths in the two hosting departments, which integrate different approaches to cultural analysis and have developed a particular emphasis on transcultural perspectives. It adds complementary perspectives from other departments and programs in Arts.

   Students will be introduced to:
   - The construction of cultural identities and their representation through language, discourse, literature, film, and other means of expression,
   - The development of a capacity for critical inquiry into how cultural identities are formed, negotiated, and represented, both globally and in Canada,
   - Issues surrounding cultural identities in the 21st century,
   - The processes of mediating between various cultural identities, functioning within different cultures, and connecting with members of other cultures.

   The minor will complement any major at the university. Longer term, it is the first step towards establishing a major in cultural identities.

   **Faculty of Arts**

   **Spanish and Latin American Studies**

2. **Motion:** That Senate approve the creation of a new certificate in Latin American Studies as described below, effective 1 September 2019.

   **Rationale:** The proposed certificate in Latin American Studies requires successful completion of two academic units (four courses) taught in English with a minimum cumulative average of 70%, selected from the following: Four of SPAN 150, SPAN 217, SPAN 218, SPAN 400, SPAN 410, SPAN 418.

   The certificate is designed to meet the needs of students who are interested in learning about Latin American culture, history and politics. Recognizing the relevance of Latin America to numerous areas of study at the university, and building on the continuing interest in regular department courses taught in English, this program will be delivered entirely in English and will serve students with a demonstrated interest in Latin America.

   Students registered in degree programs at the University of Waterloo may pursue the certificate program in Latin American Studies. However, the certificate is not open to students pursuing a Spanish plan.
Faculty of Arts
St. Paul’s University College – Canadian Studies

3. **Motion:** That Senate approve the creation of a new Canadian studies minor as described below, effective 1 September 2019.

**Rationale:** Canadian studies was for many years St. Paul’s only unshared discipline. It included courses focused on indigenous topics that ran under the separate prefix NATST (Native Studies). The major and minor in Canadian studies were inactivated a number of years ago because few students were completing the plans (despite the popularity of some specific courses). Although the plans were inactivated, St. Paul’s has continued to offer NATST courses.

The proposed new Canadian studies minor requires successful completion of a minimum of four academic course units (eight courses) with a minimum cumulative average of 65%, including:

- three required courses: CDNST 201/INDG 201, CDNST 211, CDNST 212
- one of HIST 253, HIST 254
- four electives to be chosen, with a maximum of two courses from the same subject field, from: ENGL 313, ENGL 315, ENGL 316, ENGL 318, FR 276, HIST 103, HIST 106, HIST 113, HIST 221, HIST 226, HIST 305, HIST 351, HIST 388, INDG 216/FINE 216, INDG 272/ANTH 272, PSCI 260/LS 206, PSCI 360, PSCI 461

All departments offering courses listed above have been consulted and have expressed their support.

The Canadian studies minor contributes to the undergraduate degree level expectations (UDLEs) by:
- offering additional opportunity for interdisciplinary study;
- enhancing diversity through promotion of knowledge about Indigenous peoples in Canada;
- enhancing students’ capacity to apply knowledge by drawing on scholarly work to understand major problems and evaluate alternative responses to them; and
- developing students’ communication skills through writing-intensive core courses.

Students enrolled in any degree program may pursue a minor designation in Canadian studies.

Faculty of Arts
St. Paul’s University College – Indigenous Studies

4. **Motion:** That Senate approve the creation of a new indigenous studies minor as described below, effective 1 September 2019.

**Rationale:** Waterloo is the only Ontario university apart from University of Ontario Institute of Technology that currently offers no academic credential in indigenous or native studies. In our post-Truth and Reconciliation Commission world, this is not acceptable. St. Paul’s has traditionally offered courses in native studies as part of its Canadian studies programming. St. Paul’s proposes to expand its course offerings in this field and combine them with existing offerings in a variety of Arts departments to create a coherent and viable minor in indigenous studies.

The minor includes four required indigenous studies courses and draws on existing courses in anthropology, English, history, political science, and social development studies for the rest of the plan. Those departments have been consulted and have expressed their support.

The indigenous studies minor requires successful completion of a minimum of four academic course units (eight courses) with a minimum cumulative average of 65%, including:

- INDG 201/CDNST 201, INDG 272/ANTH 272, INDG 216/FINE 216, INDG 301
• four of ANTH 233, ENGL 211, HIST 269, HIST 271, HIST 380, PSCI 362, PSCI 462/LS 462, SDS 311R/SWREN 311R/LS 373

The indigenous studies minor contributes to the UDLEs by:
• offering an additional opportunity for interdisciplinary study;
• introducing students to new methodologies (indigenous ways of knowing);
• enabling students to understand the limits of mainstream thinking about indigenous peoples; and
• enhancing diversity through the promotion of knowledge about indigenous peoples in Canada.

Students enrolled in any degree program may pursue a minor designation in indigenous studies.

CHANGES TO ACADEMIC PLANS

Faculty of Arts
2+2 Agreement

5. Motion: That Senate approve the proposed admission pathway, standards and progression requirements for Honours French Studies outlined in the attached 2+2 agreement with Shandong Normal University, China (“SDNU”), effective 1 September 2018.

Rationale: This agreement allows eligible students from SDNU to apply to the Faculty of Arts, Honours French Studies program and to obtain an Honours Bachelor of Arts degree from Waterloo, provided they meet the admission and progression requirements outlined in the agreement. In order to be considered for study at Waterloo in years three and four, applicants will be required to maintain a 70% average in the first two years of study at SDNU in jointly recognized curriculum, pass written and oral proficiency tests in French administered by Waterloo, meet Waterloo’s English language proficiency and other admission requirements for the program, and maintain averages for Waterloo’s required courses as specified in the undergraduate calendar. See Attachment #1 for more information.

INACTIVATION OF ACADEMIC PLANS

Faculty of Arts
Diploma in Spanish/English Translation
Spanish/English Translation Minor
Latin American Literatures and Cultures Minor
Latin American Literatures and Cultures Specialization

6. Motion: That Senate approve the inactivation of the following: Diploma in Spanish/English Translation, Spanish/English Translation Minor, Latin American Literatures and Cultures Minor, and Latin American Literatures and Cultures Specialization, effective 1 September 2019

Rationale: The named programs have not met departmental expectations and are thus being inactivated. Required courses for these programs will continue to be offered on a regular basis and students currently enrolled in them will be able to complete them in a timely fashion. Similarly, after inactivation, students who follow a calendar where these programs are listed will be allowed to enroll in them and complete them.

Mario Coniglio
Associate Vice-President, Academic
THIS AGREEMENT FOR UNDERGRADUATE EDUCATIONAL COLLABORATION made this  day of
, 2018 (the “Effective Date”)

BETWEEN:

SHANDONG NORMAL UNIVERSITY, a university established under the laws of People’s Republic of China
with its main campus located at 88 Wenhua East Road, Lixia, Jinan, Shandong, China, 250014.
(“SDNU”)

AND

UNIVERSITY OF WATERLOO, a university established by an Act of the Legislature of the Province of Ontario,
with its main campus located at 200 University Avenue West, Waterloo Ontario, Canada N2L 3G1.
(“Waterloo”)

WHEREAS, SDNU and Waterloo (together, the “Institutions” and each an “Institution”) wish to establish
a collaborative undergraduate program in the department of French Studies, Faculty of Arts (the “Program”) where
students will spend two years at SDNU’s campus in China and two years at Waterloo’s campus in Canada.

WHEREAS, benefits of the Program for Waterloo are to: increase opportunities for Chinese students to
experience Canadian higher education; promote Waterloo’s international reputation; increase interaction with
Chinese universities; expose Waterloo’s students to Chinese culture and customs through interaction with SDNU’s
students; and attract the most talented students worldwide.

AND WHEREAS benefits of the Program for SDNU are to: promote SDNU’s international reputation;
increase interaction with Canadian universities; enhance SDNU’s ability to attract top students; expose SDNU’s
students to Canadian culture and customs; and enhance the ability of SDNU’s graduates to compete in the national
and international job markets;

The Institutions therefore agree as follows:

1 Admissions

1.1 Potential participants (“Applicants”) will apply for admission to SDNU through its standard
procedures in any of its eligible programs.

1.2 Waterloo and SDNU will work together to select up to 5 Applicants each year to participate in the
Program.

1.2.1 SDNU will pre-select Applicants according to qualification criteria established by Waterloo.

1.2.2 SDNU is responsible for making Applicants aware of the Program in order to attract the most
talented students.
1.2.3 The written abilities of the Applicants will be tested through the Waterloo French Proficiency Test ("WFPT") administered by Waterloo (see 2.2.3.1).

1.2.4 The oral abilities of the Applicants will be tested through a Skype interview conducted by a Faculty member of Waterloo’s French Studies Department (see 2.2.3.2).

1.2.5 Applicants should enroll and successfully complete FR192A in their first semester at Waterloo, and enroll and successfully complete, in their second semester at Waterloo, the two courses FR192B and FR250. After these two semesters, the SDNU students should enroll and successfully complete two to three Waterloo French Studies courses listed on the Honours French program website every semester and maintain the averages specified in the Waterloo undergraduate calendar for a total of 16 Honours required courses.

1.2.6 Other requirements of the French Honours Program are outlined in the attached Addendum A.

1.3 Admission decisions will be made by each university in accordance with this agreement, subject to each university’s policies, procedures and regulations in effect at the time of the decision.

1.3.1 Applicants can apply to the following eligible undergraduate programs at Waterloo:

Faculty of Arts: Honours French Studies

1.3.2 Minimum admission requirements to Waterloo programs include both English Language Proficiency ("ELP") and program specific academic requirements.

1.3.2.1 Applicants who satisfy all of the academic and ELP requirements (including the submission of required official transcripts and official ELP results) set out in this agreement ("Participating Students"), will receive an official offer of admission.

1.3.3 Participating Students are not permitted to apply for transfer to other Waterloo programs or faculties, where agreements do not already exist with SDNU, or to another university.

1.3.4 Application forms for admission to Waterloo are currently available at: http://horizon.ouac.on.ca/uw/agreements/.

1.3.5 Waterloo admission deadlines and required supporting documents are subject to change. Waterloo will advise SDNU of relevant deadlines on an annual basis.

1.3.6 Waterloo reserves the right to refuse Applicants based on space limitations of the Program, fiscal constraints, an Applicant’s failure to meet admission standards, or external factors such as failure of the Applicant to obtain a valid student visa.

1.3.7 Applicants are responsible for all relevant application fees at each university.
2 Eligibility

2.1 Applicants wishing to enter the Program must obtain qualifying grades satisfactory to both universities.

2.2 Before travelling to Canada and entering Waterloo for study, Participating Students must:

2.2.1 Successfully complete the first two years of jointly recognized curriculum, including completing all courses with a minimum grade of 70%; and

2.2.2 Meet English Language Proficiency (ELP) standards established by the Waterloo as described in section 9 of this agreement; and

2.2.3 Meet both of the following French language proficiency standards:

2.2.3.1 Write and pass the Waterloo French Proficiency Test (WFPT) administered by Waterloo.

2.2.3.2 Complete and pass an oral Skype interview conducted by a faculty member from Waterloo’s French Studies Department; and

3 Registration and Required Residence

3.1 Applicants requiring English language proficiency training will receive an official conditional offer of admission requiring successful completion of the appropriate EFAS program, or the submission of a satisfactory English language proficiency test result, prior to enrolment in full-time regular studies.

3.2 Applicants who are accepted to Waterloo will be responsible for maintaining continuous registration at both universities.

3.3 The Program is designed for completion within four years of full-time study comprised of two years of full-time residence at SDNU followed by four full-time academic terms in residence at Waterloo. The actual length of study at Waterloo will depend on the number of transfer credits and the number of courses a Participating Student takes each term.

3.4 Part-time enrolment in the Program is not permitted.

3.5 Waterloo is solely responsible for decisions regarding Participating Students’ progression in years three and four of the Program.

4 Tuition and Expenses

4.1 Participating Students will pay tuition and incidental fees to the university at which they are in residence, as set by that university according to its usual procedures. While at Waterloo, Participating Students will be charged according to the relevant international student tuition standard.
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4.2 Participating Students are solely responsible for any and all expenses incurred under this agreement including travelling, living and accommodation, books, medical care, ELP training and personal expenses.

4.3 Participating Students are solely responsible for obtaining and maintaining valid travel and study documents (e.g., passport, study permit, and temporary resident visa) and for any and all related expenses.

4.4 All Participating Students and faculty who travel to Waterloo as part of the Program must maintain appropriate health insurance (and other insurance, if required) while in residence at Waterloo.

4.5 All Participating Students studying at Waterloo are required to maintain coverage from the University Health Insurance Plan (UHIP) and UW’s FEDS/GSA Health and Dental Plan during the period of residence at Waterloo.

4.6 At Waterloo’s discretion, Participating Students may be awarded Waterloo entrance awards.

4.7 While resident at Waterloo, Participating Students are entitled to apply for any scholarship or bursary funds for which they are eligible.

5 Academic Regulations
Participating Students must comply with the regulations of the university at which they are then resident, including those governing academic and non-academic misconduct, and the ethical conduct of research.

6 Intellectual Property
6.1 Participating Students shall be subject to the Intellectual Property policy of the university in which they are in residence. The Participating Student’s physical residence for the purpose of completing this program will determine which institutional intellectual property policy will be applied. For further clarity, if a student is residing at Waterloo, the Waterloo Intellectual Property Policy will apply for all work created during said period of time. Further, if the student is residing at SDNU, the SDNU Intellectual Property Policy will apply for all work created during said period of time.

6.1.1 At Waterloo, ownership of intellectual property is governed by Policy 73 – Intellectual Property Rights, as it is amended from time to time, which operates under the principle that intellectual property rights created in the course of teaching and research activities belong to the creator. Where a Participating Student wishes to enter into an agreement that waives, limits or assigns intellectual property rights, that agreement must be reviewed and approved by Waterloo’s Associate Provost, Graduate Studies, or delegate. Waterloo’s Policy 73 is available online at: http://www.secretariat.uwaterloo.ca/Policies/policy73.htm.

6.1.2 At SDNU, ownership of intellectual property is governed and managed by Amendment 4 of Policy 2000-171-Intelectually Property Management, which states the principle that intellectual property rights created in the course of teaching and research activities belong to the creator and the creator’s employer or registered university in China, unless otherwise stated.
7 Records
7.1 Each university will maintain official records for Participating Students during their time of residence.
7.2 Participating Students will be issued official transcripts by each university as appropriate.
7.3 Subject to applicable laws or regulations regarding privacy and access to student information, each university will transmit to the other:
7.3.1 Grades for all courses completed or attempted by Participating Students and
7.3.2 Discipline case summaries when a penalty has been imposed.

8 Transfer Credits and Degree Completion
8.1 Waterloo will grant transfer credits for the first two years of course work to Participating Students who obtain marks that are at, or above, 70% in examinations set by SDNU. Only courses that qualify as either core or electives in the relevant program at Waterloo will be considered for transfer, to a maximum of 10.0 credit units (or 20 semester courses), plus any transferable lab credits.
8.2 SDNU will provide sufficient course information, including typical exam questions and student responses, to allow Waterloo to determine which of its courses qualify for Waterloo transfer credits.
8.3 Where possible, SDNU will incorporate courses, information and materials from Waterloo into its curricula in order to help Participating Students to meet Waterloo prerequisites for upper year courses.
8.4 Waterloo will issue the appropriate Honours Bachelor’s Degree to Participating Students who successfully fulfill all degree requirements, including requirements relating to enrolment, progression and coursework.
8.5 SDNU agrees to accept returning Participating Students who cannot, for academic or other reasons, continue their study at Waterloo. For any Participating Students who return having not completed Waterloo degree requirements, SDNU will assess successfully completed Waterloo courses for possible credit transfer, so that these courses may count towards degree completion at SDNU.

9 English Language Proficiency Training
9.1 Waterloo’s English language proficiency requirements for international students are outlined on Waterloo’s admissions website (https://uwaterloo.ca/future-students/). Students must complete one of the listed official English language proficiency tests, with satisfactory scores, for admission to fulltime regular studies.
9.2 Where possible, SDNU will create opportunities for Participating Students and encourage them to take part in extracurricular English language training while resident at SDNU.
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9.3 Waterloo will send staff to examine and interview Applicants during the fall of their second year at SDNU for English language skills. Waterloo will be responsible for travel and living expenses of its staff while visiting SDNU. Emphasis will be on assessing Participating Students’ potential for success in academic programs at Waterloo and ability to understand and communicate effectively in English.

9.4 Waterloo will coordinate placement of Participating Students who satisfy all conditions for admission in level 400 (as required by the Faculty of Arts) of the 6-week English for Academic Success (“EFAS”) program offered through Renison University College.

9.5 Participating Students who are exempt from providing an ELP test score, as well as those who have successfully met one of the ELP test criteria, as published in Waterloo’s Undergraduate Studies Academic Calendar, are exempt from completing the EFAS program, although they are strongly recommended to take part in the program.

9.6 Participating Students who qualify are responsible for applying, enrolling in and attending the EFAS program, which will begin in mid- or late July.

9.7 Participating Students are responsible for all costs associated with the English language training.

9.8 Students whose English skills meet the standards set for academic study at Waterloo at the end of the EFAS program will enroll in their program of study at Waterloo in early September. Students who require additional intensive language training will have their enrollment deferred for up to one term until their English skills meet the standards.

10 Faculty Co-operation

10.1 Waterloo and SDNU will work together to facilitate curriculum compatibility in support of the Program.

10.1.1 Neither Institution will be responsible for any expenses incurred by visiting faculty from the other, including travel, living and accommodation, medical care nor personal expenses, except as may be arranged on a case by case basis.

11 Term and Termination

11.1 The Term of this agreement will commence on the Effective Date and continue for a period of five years, unless terminated earlier in accordance herewith. The agreement will automatically renew for subsequent five year periods unless an Institution delivers at least 12 months’ prior written notice of termination to the other Institution in accordance with this section.

11.2 This agreement may be terminated by either Institution at any time upon 12 months’ written notice, provided that:

(i) the termination shall not affect any other contracts between the Institutions (including, but not limited to exchange agreements) and any such other contracts shall be completed in accordance with their terms; and
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(ii) the termination shall not affect any Participating Students in good standing in the Program, who will be permitted to complete the Program in accordance with the terms of this agreement.

11.3 If an Institution elects to terminate this agreement pursuant to this section, all Program arrangements will cease on the effective date of the termination, save and except for arrangements regarding Participating Students in the process of completing the Program as described above. Any changes or accommodations required to permit Participating Students to complete the Program will be negotiated in good faith.

11.4 This agreement may be amended or modified at any time by mutual written consent of the Institutions. Any such amendments or modifications will take the form of letters of agreement signed by all Institutions in support of this agreement.

11.5 The agreement requires approval from the Senate at Waterloo prior to the enrollment of students.

12 Designated Representatives
Each Institution will appoint a Designated Representative for co-ordination and administration of this agreement. The universities may change their Designated Representatives at any time by providing written notice.

The Designated Representative(s) for Waterloo are:

Dr. Tara Collington
Associate Chair, Undergraduate Studies,
Department of French Studies,
Faculty of Arts,
University of Waterloo
200 University Avenue West
Waterloo, Ontario, Canada   N2L 3G1

Admissions Coordinator
Registrar’s Office
University of Waterloo
200 University Avenue West
Waterloo, Ontario, Canada   N2L 3G1
Telephone: +1 (519) 888-4567, ext. 31768
Email: registrarsofficechina2plus2@uwaterloo.ca

The Designated Representative for SDNU is:

Mr. Sun Quanzhi
Deputy Director, Office of International Exchange and Cooperation
Shandong Normal University, Shandong Province, China 250014
Waterloo and SDNU
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Tel: 86-531-8618-2227
Fax: 86-531-8618-0954
E-mail: sunqzh@sdnu.edu.cn or michaelsun1026@163.com

13 Notices
Any notice to be given under this Agreement should be in writing and addressed to:

Contact Person for Waterloo:
Manager, International Agreements
Waterloo International
University of Waterloo
200 University Avenue West
Waterloo, Ontario, Canada   N2L 3G1
Telephone: +1 (519) 888-4567, ext. 31589
Email: international.agreements@uwaterloo.ca

Contact Person for SDNU is:
Sun Quanzhi (Toby)
Deputy Director
Office of International Exchange and Cooperation
Shandong Normal University
Tel: 86-531-8618-2227
Fax: 86-531-8618-0954
E-mail: sunqzh@sdnu.edu.cn or michaelsun1026@163.com

Notice will be deemed given:
(i) When verified by written receipt if sent by courier, or when received if sent by mail without verification of receipt or
(ii) When verified by automated receipt or electronic logs if sent by facsimile or email. Notices sent by facsimile or email should be followed as soon as possible by original signed documents.

14 Other Terms and Conditions
14.1 Disruption of Academic Activity
In the event of a disruption of academic activity at either university, the Institutions, through their Designated Representatives, will negotiate in good faith in the interest of the Participating Students to enable them to complete the Program.

14.2 Non-Exclusivity
This agreement in no way restricts the universities from participating in similar activities or arrangements with others.

14.3 News Releases
Any public announcements or news releases resulting from this agreement should be coordinated with Waterloo’s Office of Marketing and Strategic Initiatives and SDNU’s Office of Publicity.
14.4 **Independent Institutions**
Nothing contained in this agreement should be construed to create or imply a joint venture, partnership, principal-agent or employment relationship between the universities.

14.5 **Counterparts**
This agreement may be executed in one or more identical counterparts, each of which shall be deemed an original, but all of which taken together constitute one and the same instrument.

14.6 **Governing Jurisdiction**
All disputes, controversies, or claims arising out of or relating to this Agreement or the interpretation, enforceability, performance, breach, termination, or validation of this Agreement (collectively and individually, a “Dispute”) shall be resolved in accordance with the Dispute Resolution mechanisms outlined under Section 14.7 Dispute Resolution and Section 14.8 Mediation of this Agreement.

14.7 **Dispute Resolution**
14.7.1 Any Institution may deliver a written notice of dispute to the Designated Contact of the other Institution involved in the Dispute (a “Notice of Dispute”), upon delivery the Notice of Dispute shall initiate the Dispute Resolution process described herein. To be effective, the Notice of Dispute must expressly state that it is a notice of dispute, set out the particulars of the matter in dispute, describe the remedy or resolution sought by the Institution issuing the Notice of Dispute, and be signed by the Institution issuing the Notice of Dispute.

14.7.2 Each of the Institutions involved in the Dispute:

i) Will be represented by their respective Designated Contact throughout the negotiation process;

ii) Will make a bona fide effort to resolve by amicable negotiations any and all Disputes arising between them;

iii) Will adhere to both Institutions’ established policies and guidelines. In regards to Waterloo, the established polices and guidelines can be found under the Secretariat: https://uwaterloo.ca/secretariat/policies-procedures-guidelines;

iv) Will provide to the other Institution on a without prejudice basis, frank, candid, and timely disclosure of relevant facts as may be required or reasonably requested by the other Institution to facilitate resolution of the Dispute; and

v) Will make a bona fide effort to have all Disputes resolved at the lowest level of the dispute resolution processes described in this Section 14.7 Dispute Resolution.

14.8 **Mediation**
14.8.1 If a Dispute is not resolved within twenty (20) business days after receipt of the Notice of Dispute or such longer time as may be mutually agreed by the Institutions, then at any time after the expiry of such period of time, either Institution may, by notice in writing to the other Institution, refer the Dispute to mediation to be held in Toronto, Ontario and bear equally the costs of the mediation. The language of the mediation shall be English.

14.8.2 The Institutions will jointly appoint a mutually acceptable mediator. If they fail to do so within ten (10) calendar days after the expiration of the twenty (20) business day period referred to in Subsection 14.8.1, then upon application of either Institution, the mediator shall be selected by the then appointing committee of ADR Chambers, Toronto. Such appointee shall be the mediator for the Dispute.

14.8.3 The Institutions agree to participate in good faith in the mediation and negotiations related thereto for a period of thirty (30) calendar days.

14.9 Indemnification

14.9.1 Waterloo shall indemnify and hold SDNU, its governors, directors, officers, faculty, students, employees, independent contractors, agents and volunteers harmless in respect of any claim, demand, action, cause of action, damage, loss, injury, cost, liability, or expense, which may be made or brought against SDNU or which SDNU may suffer or incur as a result of or arising out of:

i) Any breach or non-fulfillment of any representations, warranties, covenants, or other contractual obligations under this agreement on the part of Waterloo; or

ii) Any negligence or willful misconduct on the part of Waterloo or anyone for whom Waterloo is responsible at law.

iii) Waterloo agrees that the foregoing indemnity shall survive the termination of this Agreement notwithstanding any provisions of this Agreement to the contrary.

14.9.2 SDNU shall indemnify and hold Waterloo, its governors, directors, officers, faculty, students, employees, independent contractors, agents and volunteers harmless in respect of any claim, demand, action, cause of action, damage, loss, injury, cost, liability, or expense, which may be made or brought against Waterloo or which Waterloo may suffer or incur as a result of or arising out of:

i) Any breach or non-fulfillment of any representations, warranties, covenants, or other contractual obligations under this Agreement on the part of SDNU; or

ii) Any negligence or willful misconduct on the part of SDNU or anyone for whom SDNU is responsible at law.
iii) SDNU agrees that the foregoing indemnity shall survive the termination of this Agreement notwithstanding any provisions of this Agreement to the contrary.
Waterloo and SDNU
Undergraduate Educational Collaboration Agreement

In signing hereunder, the signatories affirm their legal authority to bind their respective Institutions into this Agreement on the dates shown hereunder. The Institutions have executed this agreement on the dates shown hereunder.

Dated at Waterloo, Ontario, Canada this day of , 20

UNIVERSITY OF WATERloo

per: 
                      
    Dr. Feridun Hamdullahpur, President & Vice-Chancellor

per: 
                      
    Dr. Ian Rowlands, Associate Vice-President, International

per: 
                      
    Dr. Douglas Peers, Dean, Faculty of Arts

Dated at Jinan, Shandong, China this day of , 20

SHANDONG NORMAL UNIVERSITY

per: 
                      
    Dr. Tang Bo, President

per: 
                      
    Dr. Zhang Wenxin, Vice-president, International
Addendum A

1. **In order to complete the 16 courses in the French Honours program, SDNU students must successfully complete the following requirements and maintain the averages specified on the following website:**
   http://ugradcalendar.uwaterloo.ca/page/ARTS-Honours-French

   In order to complete the French Honours program requirements in a minimum of seven semesters, SDNU students should enroll and successfully complete FR192A in their first semester at the Waterloo, and enroll and successfully complete, in their second semester at the Waterloo, the two courses FR192B and FR250. After these two semesters, the SDNU students should enroll and successfully complete two to three Waterloo French studies courses listed on the Honours French program website every semester and maintain the averages specified in the Waterloo calendar, for a total of 16 Honours required courses.

2. **If some SDNU students are able to take additional French courses in their last year or extend their stay by one or two semesters, they could qualify for one of the two following specializations:**

   **A) Professional French Specialization:**
   The Professional French Specialization is open to all students majoring in French. / The Professional French Specialization requires successful completion of four courses from the following list:
   FR 203, FR 255, FR 303, FR 353, FR 355, FR 400, FR 403
   https://ugradcalendar.uwaterloo.ca/page/ARTS-Specializations-in-French

   **B) Intensive French and Francophone Literatures and Cultures Specialization:**
   In combination with the Honours French plan-level requirements listed above, students interested in pursuing the Intensive French and Francophone Literatures and Cultures Specialization will be required to fulfill the following requirements:
   1. A minimum French major average of 75%.
   2. Successful completion of a total of ten academic course units (20 courses) in French, including four additional FR literature and culture courses at the 300-level or above from:

   The Intensive French and Francophone Literatures and Cultures Specialization is only open to students majoring in the Honours French academic plan. Students must achieve a cumulative major average of at least 75% in all French courses counted towards their Honours French major. Students who have completed courses towards this specialization but are not able to sustain the required 75% major average but are still eligible for Honours standing will normally be allowed to continue in the Honours French major but without the specialization.
   https://ugradcalendar.uwaterloo.ca/page/ARTS-Honours-French
Vice-President Research Report to Senate February 2018

Major Awards

In September of 2017, the University of Saskatchewan solicited calls for the second round of funding tied to the Canada First Research Excellence Fund (CFREF). The University of Waterloo received funding for eight projects (six internal and two external that are awaiting confirmation of funding amounts).

The following Principal Investigators from University of Waterloo received Round 2 Global Water Futures initiative awards (total = $1,415,000):

1. Walter Illman: Significance of Groundwater Dynamics within Hydrologic Models - $85,000
2. Fereidoun Rezanazhad: Wind Soil Processes in Transition - $300,000
3. Kevin Lamb: Evaluation of ice models in Large Lakes using Three Dimensional Coupled Hydrodynamic-Ice Models - $170,000
4. Rob de Loe: Linking Water Governance in Canada to Global Economic, Social and Political Drivers - $300,000
5. Mark Servos: Linking multiple stressors to adverse ecological responses across watersheds - $300,000
6. Bruce MacVicar: Linking stream network process models to robust data management systems for the purpose of land-use decision support - $260,000

The following Principal Investigators external to University of Waterloo received awards in Round 2. The coinvestigators highlighted are from University of Waterloo; the funding that they received is yet to be finalized.

1. Integrating networked citizens, scientists and local decision makers: WLU led (PI = Colin Robertson) ($591,000)
   a. Co-I: Robert Feick
2. Sensor and Sensing Systems for Water quality Monitoring: McMaster led (PI = P. Ravi Selvaganapathy) ($1,500,000)
   a. Co-I: Juewen Liu
   b. Co-I: Phillippe van Cappellen
   c. Co-I: Carolyn Ren

Waterloo Earth Science researchers, David Blowes and Carol Ptacek, have developed a low cost system to treat phosphorous contamination, referred to as the Phosphex™ system. Phosphex™ has been shortlisted from 114 technology submissions to among 10 remaining competitors for the $10-million George W. Barley Water Prize, the largest water treatment prize of its kind. The Waterloo team will participate in a competitive side-by-side technology demonstration project to be conducted in Ontario in February 2018. Four contestants will be shortlisted from the Ontario phase of the competition to undertake a larger scale demonstration project in Florida later in 2018 where the winning technology will be awarded the $10M prize.
International Research

Waterloo- Technion Institute of Technology Research Partnership
Based on a generous gift from a donor, 10 collaborative research projects have recently reported significant results in the key areas of quantum computing, nanotechnology and water, many of them with a clear applied slant and tangible commercialization potential.

Waterloo –Bordeaux Research Partnership
Waterloo and the University of Bordeaux are developing a strategic plan to broaden and deepen partnership collaboration in research and education. A forthcoming workshop will highlight the results of 28 joint research projects funded in complimentary areas of Materials Science, Aging and Water. An expansion of joint research and student mobility programs is envisaged.

Chinese Research Partnerships
Since 2007, Chinese research partnership agreements have generated $7.2M in new research and contract training funding; $531,000 in matching funds from partners and $4.8 M in new additional research funding to UW researchers. Several joint research centres/labs have been developed with Tsinghua University (Nanotechnology); Beijing Institute of Technology (Green Auto), Chang’an University (Pavement Technology) and Capital Normal University (Geomatics).
FOR APPROVAL

CREATION OF NEW UNIT IN THE FACULTY OF ARTS

**Motion:** That Senate recommend to the Board of Governors creating the Stratford School of Interaction Design and Business as a new unit in the Faculty of Arts as described in Attachment 1 and effective 1 July 2018.

**Rationale:** The University of Waterloo Stratford Programs, the Bachelor of Global Business and Digital Arts (GBDA) and the Master of Digital Experience Innovation (MDEI), are currently administered by the Office of the Dean of Arts. They do not constitute an academic unit and consequently dedicated faculty to develop and support the program cannot be hired directly. The creation of a new unit in the Faculty of Arts will allow bringing the Stratford Programs in line with UW policy (notably policies 76 – Faculty Appointments, and 77 – Tenure and Promotion of Faculty Members). The proposed name reflects the interdisciplinary nature and content of both programs and research.
The Stratford School of Interaction Design and Business

Proposal

In September 2011, the Stratford Institute (as it was called at that time) launched the Master of Digital Experience Innovation Program (MDEI), followed by the launch of the Bachelor of Global Business and Digital Arts program (GBDA) in September 2012. The Stratford Programs are not administered or delivered by an academic unit, such as a department or a school. Therefore, they fall outside of university policy from a governance point of view. In order to bring the Stratford Programs in line with existing UW policy (specifically policies 76 and 77), which would enable it to operate according to principles of collegial governance, we propose to create the Stratford School of Interaction Design and Business as an academic unit comparable to existing departments and schools in the Faculty of Arts and the broader university community. This proposal has been endorsed by the Faculty of Arts’ Faculty Council at its meeting on January 9, 2018.

Context and Rationale

Since their inception, the Stratford Programs have been governed by the Dean of Arts. Locally, an Executive Director oversaw the campus operations and a Director for Academic Programs was in charge of the academic operation. On June 30, 2016, the Executive Director role was discontinued; the Director of Academic Programs currently oversees the campus and its two programs directly reporting to the Dean of Arts. Since 2013, six tenure-line faculty members have been appointed to Stratford with teaching, research, and service duties, as well as nine definite-term or continuing lecturers with varying course loads. The staff complement started with one FTE in fall 2012 and increased to twelve full-time staff currently. In particular the undergraduate program in Global Business and Digital Arts has been highly successful and has exceeded all expectations, rising from an intake of 92 students in 2012 to 200+ students in 2017. The initial estimates had been for an entry class of fifty students. Student numbers overall have grown from 16 in 2011 to 561 currently. The job placement rate one year post-graduation for the undergraduate students is 88% and for the graduate students 92%. It has been a challenge for the Faculty to meet such growing student demand without the governance and administrative structures of a departmental/school in place.
a) Governance
Policy 76 (Faculty Appointments) states that, “Faculty appointments can be made in departments, schools, Faculties, or other academic units approved by the Board of Governors.” The Stratford Programs do not constitute an academic unit and, therefore, faculty appointments cannot be made directly to the Stratford programs, but must be housed in different academic units such as a department/school or the Dean of Arts office. The current make-up of faculty with teaching/research/service duties to the Stratford programs is the following:

Tenure-line faculty:
- 2 pre-tenure faculty members - Department of Drama and Speech Communication
- 2 pre-tenure faculty members - Department of Fine Arts
- 2 pre-tenure faculty members - Department of Sociology/Legal Studies
- 1 tenured faculty member - Department of French Studies (seconded; Director position)

Lecturers:
- 1 continuing lecturer - Dean of Arts
- 5 definite-term lecturers - Dean of Arts
- 1 part-time lecturer - Department of Drama and Speech Communication
- 1 definite-term lecturer - Department of Fine Arts
- 1 definite-term lecturer - Department of Economics

Policy 77 (Tenure and Promotion of Faculty Members) states that, “Candidates for tenure and promotion must apply to the department Chair not later than June 1st in order that their applications can be considered by the DTPC and FTPC during the fall term.” Since the Stratford Programs are not a department/school, the six appointed tenure-line faculty members must apply to their home department for tenure and promotion, although they exercise 50% of their teaching and service at the Stratford campus and are involved in research related to their activities at the Stratford campus (such as grant applications, creating lab space, hiring MDEI students as research assistants, etc.). The exclusion of the Stratford Programs from policies 76 and 77 has a direct negative impact on:

- Recruitment and hiring of tenure-line faculty
- Tenure and Promotion
- Research activity at the Stratford Campus
- Director of Academic Programs role (i.e., policy does not allow for such a position)

b) Name
On March 18, 2016, the Dean of Arts led a retreat at the Stratford campus where all serving associate deans, the executive director and director of the Stratford campus debated a viable governance structure for the Stratford Programs. As a result of these meetings and subsequent consultation with Stratford faculty and Arts General Group (October 11, 2016 and August 31,
2017) and with the support of the Vice-President Academic and Provost, the creation of a School was retained as the most appropriate solution. Under current university policy, the terms ‘school’ and ‘department’ serve identical administrative and governance functions at the University of Waterloo. We believe that the term ‘school’ reflects the interdisciplinary nature of our curriculum and research agenda more accurately than that of ‘department’ because we combine design with business and technology bridging multiple disciplinary fields. Moreover, the use of the term school to denote multi/interdisciplinarity is consistent with its most recent iterations across campus.

The choice of “Interaction Design and Business” was deliberate and strategic, and a result of extensive research and consultation with faculty and staff, undergraduate and graduate students, employers, Marketing and Undergraduate Recruitment (MUR) as well as other stakeholders within the Faculties of Arts and Engineering. The name of the Stratford School reflects our current and future teaching and research practices and disciplines, and positions us better with respect to our current and future competitors:

- “Interaction design” is a term used and understood by industry as a field within the overarching design discipline that focuses on designing interactive digital products, systems and services.

- “Interaction Design” combined with “Business” aptly describes the focus of our academic programs and research where we explore the methods, meanings, impacts, and futures of design in heterogeneous global business contexts. We practice human-centered interaction design in the sense that we combine creative exploration, critical thinking and design research to create positive technology-enhanced user experiences.

In September 2018, we are intending to introduce a new undergraduate curriculum in Global Business and Digital Arts that combines knowledge streams in experience and interaction design on the one hand and business financials, marketing, project management, ethics and data analytics on the other.

Christine McWebb        Douglas Peers
Director, Academic Programs       Dean
Stratford Campus        Faculty of Arts