UNIVERSITY OF WATERLOO

SENATE
MONDAY 17 APRIL 2023
3:30 P.M. EST
NH3407/TEAMS

TIME	AGENDA ITEM	PAGE	ACTION
	OPEN SESSION		
3:30 p.m.	1. Conflict of Interest	Oral	Declaration
	2. Approval of the Agenda	Oral	Decision
	3. Minutes of the 27 March 2023 Meeting	5	Decision
	4. Business Arising from the Minutes	Oral	Input
	5. Senate Work Plan	11	Information
3:35 p.m. (40 mins)	6. Report of the President		
	a. President's Update	Oral	Information
	b. Strategic Plan Thematic Session – Communities [Sustainability User Panel]	13	Information
4:15 p.m. (10 mins)	7. Report of the Provost		
	a. University Appointments Review Committee [Schneider]	27	Information
4:25 p.m. (5 mins)	8. Report - Teaching Awards Committees		
	a. Amit & Meena Chakma Awards for Exceptional Teaching by a Student Committee [Casello]	Oral	Information
	b. Distinguished Teacher Awards Committee [DeVidi]	Oral	Information
4:30 p.m. (30 mins)	9. Association Annual Updates		
	a. Faculty Association [Porreca]	Oral	Information
	b. Waterloo Undergraduate Student Association [Ye-Mowe]		Information
	c. Graduate Student Association [Surdi]	Oral	Information
5:00 p.m. (5 mins)	10. Report – Senate Graduate & Research Council		
	Graduate Studies Academic Calendar Revisions	37	Decision
	Motion: To approve revisions to the Grading scheme text in the Grades and grading section of the Graduate Studies Academic Calendar, as presented and effective Spring 2023.		

TIME	AGENDA ITEM	PAGE	ACTION
5:05 p.m. (15 mins)	11. Reports - Senate Executive Committee *a.* Elections to Senate Committees & Councils and to Board of Governors *Motion: To acclaim the membership of Senate committees and councils and the Board of Governors as provided on the list of nominees (see attached).* *Motion: To delegate approval to the Senate Executive Committee for any vacancies which exist*	45	Decision
	b. Delegation of Authority for Approval of Roster of Graduands *Motion: That Senate approve the delegation of its authority for the approval of the roster of graduands jointly to the chair and vice-chair of Senate, for convocation ceremonies scheduled in June 2023 and October 2023 and that a full report on the complete roster of graduands be presented for information to the Senate meeting following the relevant convocation.*	51	Decision

	c. Amendment to Bylaw 4 – Ex-Officio Membership
	Motion: That Senate gives first reading to the amendments to Senate Bylaw4 as presented in this report, with said amendments to effect:
	      i. *Removal of the Vice-President, Advancement, the Vice-President University Relations, and the Deputy Provost, Integrated Planning and Budgeting as ex-officio members of Senate*
	      ii. *Addition of the Associate Vice-President, Equity, Diversity, Inclusion and Anti-Racism, the Associate Vice-President, Indigenous Relations, and the Associate Vice-President Academic Operations as ex-officio members of Senate*
		53	First Reading

5:20 p.m. (5 mins)	12. Amendment to Bylaw1 – Senate Meeting Schedule and Format *Motion: That Senate gives second and final reading to the amendments to Senate Bylaw 1, and ensures the guidelines for the annual schedule of meetings and approve the changes to the annual work plan, all as presented in the report's recommendation*	57	Second Reading Approval
5:25 p.m. (5 mins)	**Consent Agenda** *Motion: To approve or receive for information the items on the consent agenda, listed as items 13– 16 of the Senate agenda*		

If you require assistance or need to convey regrets, please contact the Secretariat at senate@uwaterloo.ca

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TIME	AGENDA ITEM	PAGE	ACTION
	13. Report – Senate Graduate & Research Council	63	Information
	14. Report – Senate Undergraduate Council	65	Information
	15. Report - Vice-President, Research & International	67	
	a. Awards, Distinctions, Grants, Waterloo International Engagements		Information
	16. Report of the Provost – Faculty Appointments, Leaves	73	Information
	17. Other Business	Oral	Input
	CONFIDENTIAL Senators, Vice-Presidents, Deans, Secretariat and Technical Staff as required		
5:30 p.m.	18. Minutes of the 27 March 2023 Meeting	75	Decision
	19. Business Arising from the Minutes	Oral	Input
	20. Report of the President	Oral	Information
	21. Other Business	Oral	Input
	22. Adjournment	Oral	Input

/twk
10 April 2023

Andrea Kelman
University Secretary (Acting)
Secretary to Senate

Important Dates

15 May 2023	Senate Meeting
13-17 June 2023	Convocation
19 June 2023	Senate Meeting

If you require assistance or need to convey regrets, please contact the Secretariat at senate@uwaterloo.ca

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University of Waterloo
SENATE
Minutes of the Monday 27 March 2023 Meeting
[in agenda order]

Present: John Abraham, Sheila Ager, Marc Aucoin, Lisa Aultman-Hall, Sandra Banks, Michael Beauchemin, Jeff Casello, Trevor Charles, Joan Coutu, Laura Deakin, Charmaine Dean, David DeVidi, Nenone Donaldson, Catherine Dong, Aiman Fatima, Wendy Fletcher, Cindy Forbes, Mark Giesbrecht, Vivek Goel (chair), Rob Gorbet, David Ha, Mary Hardy, Nadine Ibrahim, Narveen Jandu, Martin Karsten, Andrea Kelman (secretary), Achim Kempf, Jennifer Kieffer, Veronica Kitchen, Alysia Kolentsis, Christiane Lemieux, Robert Lemieux, Lili Liu, Brad Lushman, Jennifer Lynes Murray, Ellen MacEachen, Carol Ann MacGregor, Blake Madill, Peter Meehan, Kristiina Montero, Richard Myers, Graham Murphy, Beth Namachchivaya, Cathy Newell Kelly, Erin O'Connell, Daniel O'Connor, Troy Osborne, Nicholas Pfeifle, Luke Potwarka, Jacinda Reitsma, Cynthia Richard, James Rush, Marcus Shantz, Siva Sivoththaman, James Skidmore, Sharon Tucker, Graeme Turner, Diana Vangelisti, Paul Ward, Dan Weber, Stan Woo, Clarence Woudsma, Changbao Wu, Stephanie Ye-Mowe

Guests: Jean Becker, Melissa Benjamin, Aldo Caputo, Bernard Duncker, Donna Ellis, Anne Galang, Lori Gamble, Diana Goncalves, Jenny Flagler-George, Sarah Hadley, Michele Hollis, Ross Johnston, Manning, Ian Milligan, Bessma Momani, Anton Mosunov, Fayaz Noormohamed, Ian Rowlands, Daniela Seskar-Hencic, Brandon Sweet, Allan Starr, Tim Weber-Kraljevski, Sarah Willey-Thomas, Katy Wong-Francq

Absent: Dominic Barton*, Neil Craik, Kim Cuddington, Kristine Dalton, Jack DeGooyer*, Bruce Frayne*, Onurcan Gokkaya, Kelly Grindrod, Kevin Hare, Natalie Hutchings, Sonia Ismail, Scott Kline*, Xianguo Li, Ceileigh McAllister, Nasser Mohieddin Abukhdeir*, Chris Nielsen*, Oudy Noweir, Mary Robinson*, Naima Samuel*, Matthew Schwarze, Siv Sivaloganathan, Julian Surdi, Mary Wells*, Annie Yang*, En-Hui Yang*
*regrets

OPEN SESSION

CHAIR'S REMARKS
The chair observed that a Sunrise Ceremony, followed by the Eagle Staff Ceremony occurred earlier that day. The Eagle Staff, which reflects the wisdom, strength, and honour of those that carry it in representation of Nations across Turtle Island, was presented by Indigenous Knowledge Keeper, Elder Myeengun Henry. Through the introduction of the Eagle Staff, the University of Waterloo honours the responsibility to take on Indigenous perspectives, ensuring that they are reflected in the governance, structure, and intent of the University. Honouring and incorporating the Eagle Staff into our institution, including in governance proceedings and institutional ceremonies like convocation, reflects the intention underpinning the commitment made by the University on Indigeneity and supporting reconciliation made last September.

The chair thanked Senators on the committees and councils that participated in the review of committee terms of reference over the last cycle of meetings. The chair noted that in mid-April all Senators will receive an opportunity to participate in a Senate Effectiveness survey, designed to gather feedback on the strengths of Senate as well as identifying specific areas where improvement can be made. Committee effectiveness will not be surveyed this year as committees just went through the exercise of reviewing their terms of reference but will be included in future cycles. The chair also thanked Senators who attended the Strategic Plan Thematic Discussion the previous week jointly with the Board of Governors.

1. **CONFLICT OF INTEREST**
   Senators were asked to declare any conflicts they may have in relation to the items on the agenda. No conflicts were declared.

2. **APPROVAL OF THE AGENDA**
   A motion was heard to approve the agenda as distributed. Casello and Skidmore. Carried.

3. **MINUTES OF THE 27 FEBRUARY 2023 MEETING**
    A motion was heard to approve the minutes as distributed. Kempf and Lynes Murray. Carried with one abstention.

4. **BUSINESS ARISING FROM THE MINUTES**
    There was no business arising from the minutes.

5. **SENATE WORKPLAN**
    This item was received for information.

6. **REPORT OF THE PRESIDENT**
    a. **President's Update**
    Goel provided his report:
    - Waterloo has celebrated several significant events including Black History Month, Ramadan, International Women's Day, and SDG Week.
    - March Open House occurred on March 15 and saw over 9000 visitors to campus. Goel thanked the volunteers who ensured it was a successful event.
    - The University of Waterloo was awarded nearly $10 million in federal funding on February 28 to support ground-breaking research by the Waterloo Institute for Sustainable Aeronautics (WISA).
    - On March 23, 2023, the Government of Ontario tabled the proposed 2023 Budget. There was nothing announced of particular significance for the post-secondary education sector. The Federal Budget is scheduled to be released on March 28, 2023.
    - The Vice-President, Research & International continues to engage with the research security file. A memo will be going out to the University community.
    - The Ontario government is creating a Blue-Ribbon panel of experts to investigate the financial sustainability of the postsecondary sector and will include Board of Governors Chair, Cindy Forbes as a member.

7. **REPORT FROM COMMITTEES AND COUNCILS**
    a. **Senate Graduate and Research Council**
        i.   A motion was heard to approve a new course-based Master of Future Cities (MFC) offered by the Faculty of Environment, effective 1 September 2023, as presented. Casello and MacEachen. Carried.

        ii. A motion was heard to approve adding a direct entry Co-operative program/option to the MEng in Chemical Engineering, effective 1 May 2023, as presented. Casello and Sivoththaman. Carried with two abstentions.

        iii. A motion was heard to approve updating the MEng in Chemical Engineering degree requirements to include one new Graduate Specialization in Entrepreneurship, effective 1 May 2023, as presented. Casello and Aucoin. Carried with one opposed.

        iv. A motion was heard to approve updating the MKin degree requirements to include two new Graduate Specializations in Human Factors and Ergonomics (HFE) and Movement and Exercise Sciences (MES), effective 1 May 2023, as presented. Casello and Liu. Carried with one abstention.

    b. **Senate Long Range Planning Committee**
        i.   A motion was heard that Senate recommends to the University of Waterloo's Board of Governors endorse the draft vision document, Waterloo at 100, dated March 17, 2023, as presented herein.

Rush and Gorbet.

Rush introduced the item and Goel provided a presentation:
- Waterloo at 100 builds on the University's current strategic plan, past institutional assessments and reports, and consultations to provides a long-term vision for the institution by its 100th anniversary in 2057.
- The vision paper:
    - Outlines five global futures as the areas of impact the university aspires and their intersections is where Waterloo has the greatest opportunity;
    - Makes forecasts for culture, graduates, knowledge, and the campus;
    - Waterloo's differentiators of co-op and work integrated learning, connected fundamental and applied research, innovation and entrepreneurship, and community and campus connections will need to continue to evolve; and
    - Waterloo will face things that currently cannot be imagined so it is important to train our students to be the leaders of tomorrow and to create opportunities and conditions for innovation by all members of the community.
- Immediate next steps in advancing the vision are evolving our values, aligning our mission to the Global Futures, establishing a pillar for social and policy engagement, launching an incubator for ideas to advance Waterloo at 100, and enhancing our planning and performance in support of the vision.

Members discussed: the balance between fundamental and applied research; the inability to predict all future scenarios and the importance of being prepared to make decisions in real-time; differentiating Waterloo's vision document from the visions of other institutions; balancing entrepreneurship and commercialization with social and policy engagement; changing student culture and rethinking metrics for assessing students; creating mechanisms to move forward on big ideas and creating space for those big ideas to grow and succeed; the importance of long-term planning and continuing to engage all members of the university community as planning processes evolve; and working to construct a budget model that is in the spirit of supporting academic objectives. Members also recommended minor revisions to the vision document to ensure it is both internally and externally looking, and that the value of curiosity is included.

The motion carried with one opposed and one abstention.

    ii. **Committee Discussion – Senate Governance Review.** Received for information.

  c. **Senate Finance Committee**
    i. A motion was heard that Senate recommends that the Board of Governors approve the 2023-24 Operating Budget, as presented.

    Ye-Mowe and Casello.

    Rush provided a presentation highlighting:
- The operating budget's overall considerations;
- Challenges for 2023/2024 including increased salary costs, constrained tuition revenue, likely in-year upward pressure on salary, and government and geopolitical uncertainty, resulting in the increase in projected expenses exceeding the increase in projected income;
- Approaches for mitigating budget challenges including budget reductions, continued expense management, position management, advocacy work on domestic tuition framework, the use of a one-time strategic reserves budget available from past underspending of budgets, and enrolment and tuition rate planning;

- An update of 2022/23 income and expenses in the 2023/24 opening budget; and
- An overview of the strategic investments for 2023/24 including supports for interdisciplinarity, people and community, and student support.

Members discussed: student concerns with the out-of-province tuition fee increase; the mandate and membership of the provincial Blue Ribbon panel; the effects of increases in housing costs and an upcoming campus housing proposal; budget forecasting and exploring new and traditional sources of funding; and the use of money allocated for risk mitigation and it's use in the event the full amount is not spent.

The motion carried with three opposed and four abstentions.

8. **AMENDMENT TO POLICY 3**
Rush and Hardy spoke to this item. A motion was heard that Senate approve the amendments to Policy 3 – Sabbatical and Other Leaves for Faculty Members, as presented, and that Senate recommends the amendments to the Board of Governors for approval. Rush and Hardy. Carried with one abstention.

9. **PROPOSAL TO AMEND SENATE MEETING SCHEDULE, AND FORMATS ON SENATE MEETING**
Goel spoke to this item and a motion was heard that Senate gives first reading to the amendments to Senate Bylaw 1, and endorse the guidelines for the annual schedule of meetings, and approve the changes to the annual work plan, all as presented. Casello and DeVidi.

Members discussed: meeting timing; and ensuring Senate is still able to conduct all required business with less meetings.

The motion carried with one opposed one abstention.

10. **PROPOSAL TO AMEND EX-OFFICIO MEMBERSHIP OF SENATE FOR CONSIDERATIONS OF EQUITY, DIVERSITY, AND INCLUSION IN SENATE MEMBERSHIP**
Goel spoke to this item and a motion was heard that Senate gives first reading to the amendments to Senate Bylaw 4 as presented, with said amendments to effect:
    a. Removal of five (5) named ex-officio members, items (a)-(e) in the bylaw
    b. Addition of five ex-officio members drawn from the university administration, as designated by the president
And that Senate endorse the "Note to Reader on Presidential ExOfficio Appointments", to be included as a statement separate from Senate Bylaw 4.

Casello and Beauchemin.

Members discussed: the importance of the PART recommendation and supporting considerations for equity, diversity, and inclusion in the membership of Senate; concerns with university administration being too broad a term for the amendment; concerns with delegating authority to the President to designate the five ex-officio members; and the importance of Senate approving these ex-officio members.

In light of the deliberations, it was recognized that further consideration of the proposal would be beneficial, and the motion was withdrawn.

11. **CALL FOR NOMINATIONS FOR HONRARY DEGREES**
Received for information. Goel noted that the call will be circulated to the university community later in the week and encouraged members to submit nominations.

12. OTHER BUSINESS
There was no other business.

CONSENT AGENDA

A motion was heard to approve or receive for information the items on the consent agenda, listed as items 13-16 of the Senate agenda. DeVidi and Casello. Carried with one abstention.

13. REPORTS FROM COMMITTEES AND COUNCILS
  a. **Senate Graduate & Research Council.** Received for information.
  b. **Senate Undergraduate Council.** One item approved; remaining item received for information.
      i.   That Senate approve the proposed academic regulation revision of the invalid combination of the Diploma of Sustainability with the Environment, Resources and Sustainability Honours and Joint degrees for the Faculty of Environment, effective 1 September 2024, as presented.

14. REPORT OF THE VICE-PRESIDENT, RESEARCH & INTERNATIONAL.
Received for information.

15. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST.
Received for information.

16. REPORTS FROM THE FACULTIES.
Received for information.

With no further business in open session, Senate convened in confidential session.

28 March 2023   Andrea Kelman
AK/twk/dg   University Secretary (Acting)
                                                          Secretary to Senate

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2022-2023 Senate Work Plan

Office of the Secretariat

Senate Agenda Items · expected *as needed	17 April 2023 *Strategic Plan – Communities - Sustainability*	15 May 2023 *Strategic Plan - Research*	19 June 2023	18 September 2023	16 October 2023 *Strategic Plan Annual Update / Waterloo at 100*	20 November 2023	18 December 2023	15 January 2024	19 February 2024	18 March 2024
REGULAR AGENDA (including items for information and discussion)										
Minutes	·	·	·	·	·	·	·	·	·	·
Business Arising	·	·	·	·	·	·	·	·	·	·
LEADERSHIP UPDATES[6]										
Report of the Vice-President, Academic & Provost	·	·	·	·	·	·	·	·	·	·
Report of the Vice-President, Research and International	·	·	·	·	·	·	·	·	·	·
COMMITTEE/COUNCIL REPORTS										
Executive Committee	*	*	*	*	*	*	*	*	*	*
Graduate & Research Council (GRC)	·	·	·	·	·	·	·	·	·	·
Undergraduate Council (UC)	·	·	·	·	·	·	·	·	·	·
Long Range Planning Committee	·				·	·			·	
Joint Report of GRC & UC on Academic Calendar Dates[1]						·				
University Committee on Student Appeals Annual Report[1] (Policy 72)						·				
University Appointment Review Committee Annual Report[1] (Policy 76)	·									
Finance Committee - Budget Update[3]									·	
Finance Committee - Budget recommendation[2,3]										·
OTHER SENATE AGENDA ITEMS										
New Senator Orientations (before meeting)		·								
Teaching Awards Committee										·
Roster of Graduands		·			·					
Undergraduate and Graduate Admissions Update						·				
SENATE PRESENTATIONS										
Presentations from the Presidents of the Faculty Association, Waterloo Undergraduate Association and Graduate Student Association[1]	·									
Strategic Plan Accountability Update[1]					·					
PART Annual Update			·							
Faculty Update (6x/year)				ENG	·	·				

[1] Annual item
[2] Board of Governors approval
[3] Presented by the Vice-President Academic and Provost
[4] Presented by the President and Vice-Chancellor, and Chair of Senate
[5] Presented by the University Secretary
[6] Leadership updates may include such topics as: Talent, We Accelerate Report, Communities (EDI, Sustainability), Waterloo International, etc.

Senate Agenda Items · expected *as needed	17 April 2023 *Strategic Plan – Communities - Sustainability*	15 May 2023 *Strategic Plan - Research*	19 June 2023	18 September 2023	16 October 2023 *Strategic Plan Annual Update / Waterloo at 100*	20 November 2023	18 December 2023	15 January 2024	19 February 2024	18 March 2024
CONSENT AGENDA										
Reports from Faculties (e.g., appointments, administrative appointments, sabbaticals)[2]	·	·	·	·	·	·	·	·	·	·
Tenure and Promotion Report[4]				·						
University Professor Designation[3]										·
Call for Nominations for University Professor[3]				·						
Call for Nominations for Honorary Degree Recipients[4]									·	
Report of the COU Academic Colleague[1]						·				
Senate Committee Appointments[5]	*	*	*	·	*	*	*	*	*	*
CONFIDENTIAL AGENDA										
Minutes	·	·	·	·	·	·	·	·	·	·
Business Arising	·	·	·	·	·	·	·	·	·	·
Reports from Committees and Councils	*	*	*	*	*	*	*	*	*	*
Honorary Degree Recommendations	*	*	*	*	*	·	*	*	·	*
Reports from Search and Review Committees for Policy-based Senior Leadership Appointments and Reappointments	*	*	*	*	*	*	*	*	*	*
Report of VP Advancement on Policy 7 [1]			·							

Joint SENATE/BOARD Strategic Plan Focus Sessions 3-4:30	Joint SENATE/BOARD Continuing Education Sessions 3-4:30
• To be determined	• To be determined

Special Topics for 2022-2023 to be Scheduled:

- President's Anti-racism Task Force Update (PART)
- Waterloo at 100
- Senate Governance Review Recommendations and Updates

For more information: secretariat@uwaterloo.ca
uwaterloo.ca/secretariat , NH 3060

[1] Annual item
[2] Board of Governors approval
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UNIVERSITY OF
WATERLOO

Office of the President

For Recommendation   **Open Session**

To: **Senate**

Sponsor: Vivek Goel, President and Vice-Chancellor, and Chair of Senate
Contact Information: Office of the President

Presenter: Vivek Goel, President and Vice-Chancellor, and Chair of Senate
Contact Info: Office of the President

Date of Meeting: **April 17, 2023**

Agenda Item Identification: **6b. Reports of the President**
                                  Strategic Plan Thematic Session – Communities

Summary:

This Report brings together briefings compiled on strategic initiatives that will be spotlighted through a panel of faculty, staff, and students at the April 17th meeting of Senate. The three briefings address the foundation the University is building and growing to ensure our campus goals for sustainability and carbon neutrality are achieved. This includes critical investments to ensure we are minimizing our environmental footprint, the role of integrated capital planning, a focus on infrastructural renewal that addresses deferred maintenance, and a multipronged approach to embedding sustainability in our mission.

Documentation Provided:

2020-2025 Strategic Plan Thematic Spotlights on Communities

Senate   **1**

Report of the President

Senate Meeting

University of Waterloo

April 17, 2023

Table of Contents

UNIVERSITY OF WATERLOO

2020-2025 Strategic Plan Thematic Spotlights on Communities

This Report brings together briefings compiled on strategic initiatives that will be spotlighted through a panel of faculty, staff, and students at the April 17th meeting of Senate. This follows from the Strategic Plan Thematic Discussion held jointly with the University's Board of Governors and Senate on March 21, where management presented programs and processes underway and planned to help achieve our goals for a more sustainable campus.

The discussion in March and the panel presentations next week support our broader aim for enhanced governance engagement with the university's current strategic plan.

The Communities theme of our strategic plan has four goals. The goals being addressed by each initiative in the briefings that follow are indicated at the top of each brief.

The goals are:

Strengthening Sustainable and Diverse Communities

C1   *Be a people–centered institution committed to genuine care, concern, respect, inclusivity and well–being for all.*

C2   *Foster a connected and supportive community that inspires students, faculty, staff and alumni to achieve their personal, academic and professional goals while feeling valued.*

C3   *Continue to leverage our resources to engage, develop and build our capacity and infrastructure to create a sustainable and effective institution.*

C4   *Promote and support Indigenous initiatives and a culture of equity, diversity, inclusion, and anti-racism for all.*

Given a focus adopted last year with the Board of Governors on efforts to advance equity, diversity, inclusion, anti-racism, Indigeneity, and decolonization, this year we turned our focus to spotlights relating to Goal C3. Specifically, the three briefings that follow address the foundation we are building and growing to ensure our campus goals for sustainability and carbon neutrality are achieved. The comprehensive approach necessary to be successful includes critical investments to ensure we are minimizing our environmental footprint, the role of integrated capital planning, a focus on infrastructural renewal that addresses deferred maintenance, and a multipronged approach to embedding sustainability in our mission. We have made positive starts in many of these areas and there is much work to be undertaken especially in the near term so we are set up for a positive trajectory into our future. I hope the pre-read material that follows is helpful and I look forward to the presentations next week and to an engaging discussion with Senators.

1. Sustainability and Facilities Leadership Priorities

Directly addressing Goal **C1**

1. OVERVIEW

A long-term plan for the campus requires consideration of sustainability initiatives, design elements, and a commitment to maintenance of current structures. New and different ways of working and studying create opportunities to reimagine space needs and technology for future developments. This overview combines key themes and foci that together constitute the necessarily broad and integrated approach to campus sustainability. The briefings that follow focus, respectively, on efforts to continuously address our environmental footprint and physical infrastructure renewal.

2. ALIGNMENT TO STRATEGIC PLAN

The current strategic plan includes the following goal:

Continue to leverage our resources to engage, develop, and build our capacity and infrastructure to create a sustainable and effective institution.

By building our internal processes, capabilities, and communication to effectively use our resources, the University will be able to ensure a consistent approach that engages the University communities.

3. KEY ACTIVITIES & APPROACHES

Hybrid Working Model

Over the past few years, our employee's work arrangements and expectations have changed. Students and employees use space in different ways and often collaborate in online forums while recognizing and valuing when high-quality and intentional in-person engagements are crucial for overall development and wellbeing. This changing model of working and learning needs to be considered for the future planning needs of the University and operating requirements.

Sustainability and Accessibility

Sustainability and accessibility initiatives and projects are an important part of the University's strategic plan. The University is committed to improving accessibility on campus and incorporating this priority into the design of renovations and new building design. Sustainability initiatives include repair and maintenance projects and incorporating sustainability priorities for new building design.

Communication and Priorities

Faculties and academic service units have different priorities and metrics related to sustainability and facilities. A robust forum for setting priorities is an important part of the approach by the University to ensure consistency and transparency in selecting priorities for sustainability and deferred maintenance contracts.

Integrated Planning Model

The integrated planning and budget model of the University needs to offer clarity for use of space, allocation of costs, and expectations for sustainability, accessibility, and maintenance requirements.

Efforts are underway currently to introduce and sustain enhancements for this model and its component parts over phases.

4. KEY ACHIEVEMENTS & MILESTONES

Waterloo's Environmental Sustainability Journey

The President's Advisory Committee on Environmental Sustainability (PACES) guides the University through the Environmental Sustainability Strategy. This strategy contains 27 objectives to achieve sustainability goals by 2025. As the University continues to push the sustainability strategy forward, the Sustainability Office continues to look for new opportunities for engagement across campus. The University's climate action plan, *Shift:* Neutral, and the waste action plan, *Shift:* Zero, were developed in 2020 to provide tangible ways to take action.

Strategic Initiatives and Deferred Maintenance Fund

During the past year over $1.4M in sustainability projects were approved through the strategic initiatives fund. Additional funds were also set aside for deferred maintenance projects including $6.0M in 2022/23 and an additional proposed $6.0M for 2023/24. These funds, in addition to other appropriated balances, are intended to address the deferred maintenance projects at the University. For 2023/24 over $7.7M in sustainability projects were approved including a metering project. The metering of the different buildings on campus will assist in the allocation of costs and energy savings to faculties and academic service units.

Maintenance Priorities

Creating a transparent process for prioritizing deferred maintenance projects is a key requirement to ensuring support from all stakeholders. During the year, more detailed information was presented to various groups including board committees, Dean's Council, and Senate committees to confirm a consistent understanding of current situation.

Capital Projects

Over time, the University has developed processes and informal guidelines to begin planning of key capital projects. Resource requirements considerations and more formal internal approvals will ensure that communication of plans and projects occurs on a timely basis.

5. CHALLENGES & OPPORTUNITIES

Financial Support

Over the past two years, inflationary pressures have resulted in cost increases for construction and maintenance projects and sustainability equipment. These cost increases need to be considered with other budgetary pressures faced by the University.

Resources

Skilled employees and contractors are required to complete complex projects. These skills are in high demand across all sectors as organizations continue to invest sustainability and infrastructure. Additional space may also be required as renovations and repairs are completed. These factors need to be taken into account when planning for all projects.

Campus Design Priorities

Without an up-to-date campus master plan, setting priorities and ensuring a consistent approach can be challenging. Commitment to an updated campus master plan will support the direction and priorities of the University.

Changes in Space and Technology Needs

As expectations and needs for technology and space change, previous models of design may not be as effective. These changes need to be considered when designing space and setting priorities.

6. NEXT STEPS & PLANS

PACOD – President's Advisory Committee On Design

The University is updating the membership of PACOD to include members with involvement in sustainability, accessibility, indigenous design concepts, equity and diversity, and students and faculty involved in space planning and architecture. This expanded group will meet more regularly to ensure that projects are considered and reviewed at an earlier stage with transparent reporting and updates.

Campus Master Plan

PACOD will be responsible for starting a new Campus Master Plan and North Campus plan with extensive input from internal and external stakeholders. With completion of the "Waterloo at 100" initiative and a detailed Student Campus Housing review complete, the University is well prepared to start the master plan update process.

Expanded Deferred Maintenance Program

With a commitment of funding and resources for deferred maintenance, the University is committed to a process that includes feedback and priorities from the faculties and academic service units to identify projects and timelines. Updates to the Building and Properties committee will ensure that both sustainability and deferred maintenance projects are coordinated.

Changes to Integrated Planning and Budget Model

Updates to the integrated planning model for the operating and capital budget with provide transparency for funding requirements for sustainability, accessibility, and maintenance projects and funding requirements. Updated energy and space cost allocations and more formal guidelines for renovations and new builds will assist the University in moving forward with a more comprehensive plan.

2. Sustainability Office

Directly addressing Goal **C2**

1. OVERVIEW

This report outlines the current status of Waterloo's sustainability efforts, progress against the targets of the Environmental Sustainability Strategy, and further opportunities and next steps. It references specific recent and near-future focus areas of the Sustainability Office, but this is certainly not exhaustive of

efforts happening across campus. Additional detail can be found in Waterloo's annual sustainability report.

While the Environmental Sustainability Strategy does include objectives connected to academic integration of sustainability, the focus for most of this report is anchored on operational commitments, particularly those related to climate change, waste, and transportation. Waterloo is making progress against these commitments, and it will be necessary to scale effort across many parts of the campus to meet them.

2. ALIGNMENT TO STRATEGIC PLAN

Waterloo's sustainability actions and commitments connect directly to Strategic Plan objective C3A and C3B, namely advancing all objectives of Waterloo's Environmental Sustainability Strategy and taking meaningful action on climate change. There are significant connections as well to C1A, C2A, and C2E.

3. KEY APPROACHES AND ACTIVITIES

Waterloo's sustainability actions are guided by the Environmental Sustainability Strategy, which was developed by the President's Advisory Committee on Environmental Sustainability (PACES) in 2017. It contains 27 objectives through 2025, covering integration of sustainability into teaching and research, operational practices, and campus culture and engagement. In 2020, the University's climate action plan, *Shift:*Neutral, supplemented the sustainability strategy with a more focused roadmap of actions necessary to achieve carbon neutrality. Waterloo's *Shift:*Zero waste action plan also provides a framework for collaborative action to become a zero-waste campus.

Although much of the planning and coordination for the Environmental Sustainability Strategy and subsequent action plans is facilitated through the Sustainability Office and PACES, many different departments are involved in additional technical assessments, project management, and delivery of specific programs and initiatives. The Sustainability Office's approach has been to build partnerships with many parts of campus to catalyze these actions, and to support implementation in areas for which it is uniquely positioned:

1. Acting as a resource for informed planning and decision-making on sustainability, across all levels of the institution;
2. Supporting the Sustainability Living Lab, employee training on sustainability, sustainability engagement programs, the Sustainability Action Fund, and specific capital projects;
3. Measuring progress against Waterloo's sustainability commitments, and supporting internal and external reporting, transparency, and benchmarking.

Over the past year, the Sustainability Office's efforts have focused on rebuilding campus engagement that was difficult to maintain during the first years of the pandemic, supporting implementation of early-win climate action projects, while simultaneously supporting longer-term planning efforts. Specifically, these have included:

REBUILDING CAMPUS ENGAGEMENT

- Redeveloping the Sustainability Certificate employee training program, condensing to a more targeted two-session approach to be initiated within host units for focused departmental engagement
- Relaunching the Green Residence program, engaging student ambassadors in peer leadership, professional development, and support for programs such as organics waste collection
- Resuming in-person events and activities, including the Bike Fair, Zero Waste Month, and Eco-Summit

- Launching the Sustainability Living Lab framework to create opportunities for academic and operational collaboration, student engagement, and learning experiences with real-world problems

CATALYZING CLIMATE AND ENERGY PROJECTS

- Initiating repair of steam traps across the campus district energy systems, which improves energy efficiency
- Installing aerators on washroom faucets and low-flow showerheads to conserve water and energy
- Initiating submetering to gain better information on building-level energy consumption

SUPPORTING PLANNING EFFORTS

- Initiating a preliminary feasibility study on the long-term decarbonisation of the district energy system on main campus
- Supporting the launch of a new project through the Beta TII to develop a framework for the integration of sustainability across the curriculum
- Continuing development of standards and guidelines, for example on the Sustainable Land Care Standard preliminary work on existing building renovation guidelines

4. KEY ACHIEVEMENTS AND MILESTONES

As required by Policy 53, the Sustainability Office, through PACES, publishes an annual report that monitors progress of all 27 objectives of the Sustainability Strategy, reflecting institution-wide performance. Released in November 2022, the report includes performance data for calendar year 2021 and examples of action, case studies, and achievements through June 2022. The Environmental Sustainability Report is publicly available and should be utilized as the most current and complete description of progress. It also contains interactive dashboards with more detailed information on each progress indicator. Overall, 10 out of 27 objectives are completed, and all other objectives are underway.

Within this report, several key performance indicators are also directly imbedded within the Strategic Plan implementation framework and are highlighted here:

CLIMATE CHANGE

Goal: Reduce Scope 1 & 2 emissions by 17.5% from a 2015 base year by 2025

Progress: 8.6% reduction (2021)

Description: Waterloo's emissions in 2021 were reduced due to a combination of milder weather and pandemic-reduced activity. While both of these external factors are expected to increase through 2022, impacts from the implementation of energy reduction projects will also continue to apply downward pressure on emissions. The steam trap and faucet aerator projects noted above, for example, will save approximately 1,000 tonnes CO_2-e/year in subsequent years. Additional projects are underway for 2023/24, with other projects identified for 2024/25 that would move Waterloo toward its short-term target. Additional planning efforts are underway for the 2030 target and longer-term decarbonisation.

*Figure 1: Trend - Scope 1 & 2 Emissions, t CO2-e*
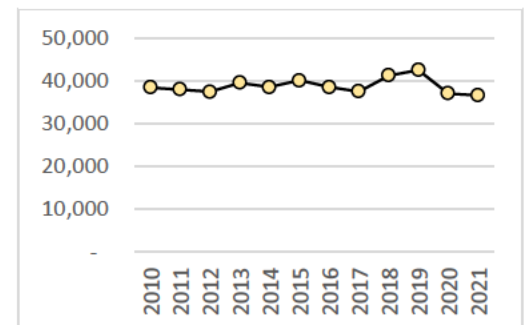
WASTE DIVERSION

Goal: Reach a 60% diversion rate by 2025

Progress: 35.8% diversion rate (2021)

Description: Waterloo has been steadily increasing its waste diversion rate year-over-year. Despite a drop during the start of the pandemic, roll-out of standardized waste receptacles, expansion of organics collection, and targeted waste reduction programs have been increasing successful collection of recyclable and compostable materials. This is a positive trend and will need to maintain or accelerate in subsequent years to reach the 2025 target, with communication and reinforcement to student and employee stakeholder groups reinforced across all parts of the campus.

Figure 2: Trend - Campus Waste Diversion
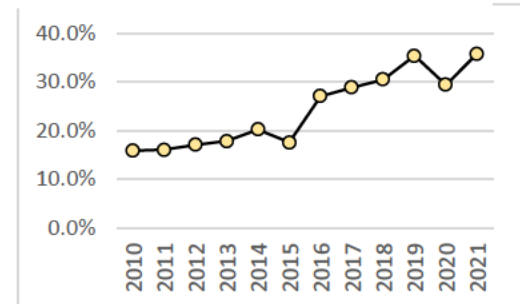
SUSTAINABLE TRANSPORTATION

Goal: Increase to 90% the number of commuting trips to campus by a sustainable mode of travel (walking, cycling, transit, carpooling, or avoided travel)

Progress: 93% of trips by sustainable modes of travel

Description: The pandemic significantly shifted commuting patters over 2020 and 2021, with many students and employees studying or working remotely. Improved transit services, walking and cycling infrastructure, and on-campus programs are also supporting other modes of travel, but the largest transportation shifts have been through remote learning/working (avoided travel). While in-person activity has largely resumed across campus, it is expected that remote working and learning will continue to be more prominent than they were pre-pandemic. Waterloo's biennial travel survey through the Region of Waterloo was completed in fall 2022 and results will be published in the 2023 sustainability report to continue monitoring these trends.

Figure 3: Trend - Sustainable Commuting (% of Trips)
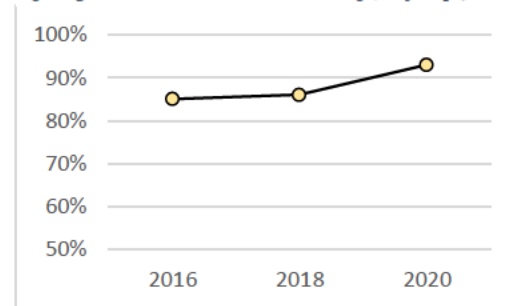
OTHER ACHIEVEMENTS

In addition to the above key performance indicators, Waterloo participates in other rankings and rating systems that help validate our self-reported efforts and support some benchmarking and comparison:

- **STARS Silver**: Waterloo has achieved a Silver rating through the Sustainability Tracking, Assessment, and Rating System (STARS), developed through the Association for the Advancement of Sustainability in Higher Education. This is a comprehensive and highly transparent rating system for benchmarking progress.
- **THE Impact Ranking**: In 2022, Waterloo was ranked 53rd in the world overall for its efforts in support of the UN Sustainable Development Goals, measured through the Times Higher Education Impact Ranking. This is the first detailed sustainability ranking from a major ranking body, and touches on environmental, social, and economic pillars of sustainability.

5. CHALLENGES & OPPORTUNITIES

Waterloo has many initiatives underway, and they are having an impact. The following are additional challenges and opportunities that should be noted:

Return to Agenda

- **Resources:** Achieving energy and climate action targets in particular will require mobilization of considerable resources across the campus community. Initial investments are underway to the 2025 target, but resourcing changes to buildings and infrastructure necessary to meet decarbonisation goals will require collaboration, creativity, and considerable internal and external partnership development across the institution.
- **Planning complexity:** Waterloo's climate action plan or waste action plan outline key steps needed to reach intended targets, but their implementation is technically and organizationally complex, and thousands of small decisions can influence performance indicators. In both planning and engagement, Waterloo will need to strengthen campus-wide guidance related to sustainability, while remaining responsive to changing internal needs.
- **Policy landscape:** The external policy and market landscape is constantly evolving. Over the past year, the Inflation Reduction Act in the United States and upheaval in energy markets from the Russian invasion of Ukraine has had profound consequences for global climate and energy planning, including for Canada and Waterloo. Simultaneously, federal and provincial efforts to reduce single-use plastics, increase organics capture, and build circular economies is having direct compliance obligations for the University. These are being continuously monitored for both risks and opportunities in the form of increasing government financial support. Combined with stakeholder expectations, they are nonetheless reinforcing that proactive and meaningful sustainability action is of increasing importance.

6. NEXT STEPS & PLANS

Over the next year, the following are key next steps that the Sustainability Office will be supporting, often in collaboration with a number of campus partners:

1. **Climate and energy projects:** Implementing the next round of energy and climate projects to reduce emissions, including further steam trap repairs, waste heat recovery, demand-controlled ventilation, weatherproofing, recommissioning, and solar photovoltaic projects, as well as continued long-term planning and submetering of buildings.
2. **Curriculum integration:** Facilitating cross-campus dialogue through the Beta TII, in collaboration with many academic partners, to create a flexible framework for any undergraduate program of study to integrate sustainability in discipline-appropriate ways.
3. **Scaling engagement programs:** Strengthening support for and increasing participation in engagement platforms such as the Green Office, Green Labs, and Green Residence programs.
4. **Waste reduction:** Supporting ongoing waste reduction efforts, including reusable container programs run through Food Services, training and events, Repair Cafes, and core service improvements.
5. **Sustainable transportation planning:** Launching a process to better coordinate existing and potential sustainable transportation programs and services under a coherent planning process.
6. **Imbedding sustainability:** Strengthening coordination with departments across campus to imbed sustainability planning, action, and decision-making in all units.

3. Plant Operations

Directly addressing Goal **C3**

1. OVERVIEW

In the past twelve months, the challenge of underfunded infrastructure renewal and risks of accumulated deferred maintenance have been brought to forefront, and opportunities to act on these priorities were clearly identified.

2. ALIGNMENT TO STRATEGIC PLAN

Addressing the backlog of deferred maintenance and modernizing the University's infrastructure directly impacts our goals for *Shift:* Neutral (the University's roadmap to carbon neutrality) and are key enablers for our initiatives across many strategic plan goals. As well, the actions below are in direct or indirect support to goals outlined in the Waterloo at 100 Vision Paper; namely:

- Our campus is financially and environmentally sustainable, and carbon neutral.
- Our campus is decolonized, inclusive, equitable and accessible physically and economically.
- Individuals of all abilities, backgrounds and identities should thrive through a deep sense of belonging.
- Our campus promotes physical and mental health and wellbeing.

3. KEY ACTIVITIES & APPROACHES

Plans to address the current level of deferred maintenance includes the following activities.

1. Advance awareness of the importance of Infrastructure Renewal across campus to build support and partnership in key areas.
   - Develop "Score cards" for each building identifying key aspects of building condition, energy consumption, summary of repairs completed, overall space occupancy, and opportunities for future. The score card content and complexity will mature in time as information is shared with key academic and leadership stakeholders.
   - Develop "Service Levels Descriptions" describing services provided to the university clients under current funding model. The goal of this initiative is to increase awareness of costs of building ownership and help to align expectations with fiscal reality.
2. Build capacity within Plant Operations to plan, analyze, and implement Infrastructure Renewal and Sustainability projects.
   - Implement technology, initiate studies, and improve data management to support sound operational choices.
   - Increase staff complement to support more building upgrades.
3. Develop a long-term strategic plan to integrate academic needs, space utilization, sustainability, and infrastructure renewal. Realizing that funding available will always be limited, project prioritization and coordination of various aspects of building ownership will be critical.

4. KEY ACHIEVEMENTS & MILESTONES

1. Communication with academic representatives and university leadership was initiated (January 2023).

2. Archibus, the computer work order and asset management system used by Plant Operations, has been implemented, and its use and ability to provide KPIs and operational reports significantly expanded. In addition, the following studies have been completed or are planned to enhance our understanding of operating systems and to support sound operational choices.

Completed
Tunnel assessment
High level energy audit (All buildings, completed by WF)
Steam and steam condensate distribution analysis
Emergency power Audit
HV Cable Audit
Deep energy retrofit feasibility LIB
Deep energy retrofit feasibility DC
QNC heat recovery study
Various smaller investigations (structural, electrical, mechanical, building envelope)
In progress
DES Where do we go from here
Upcoming
Buried Mechanical infrastructure (Storm, sanitary, supply)
Campus-wide roof assessment
District Energy System (DES) further studies
Borehole testing for ground source heat

Another step to improve our understanding of our operating systems and energy consumption is installation of meters. The campus has many legacy meters dating back to the time of construction. These meters are analogue, measure peak consumption, have no logging capability, and often look at zones instead of individual buildings. In the last two years, front-end for modern digital metering system was installed. It currently has two buildings integrated – E5, E7. In 2023 additional buildings will be added – Mathematics and Computer, Davis Centre, Quantum-Nano Centre, Environment 1/2/3. These buildings were selected to cover a wide range of building sizes, construction types, and ages.

In 2022, additional positions were funded specifically focused on sustainability and infrastructure renewal.
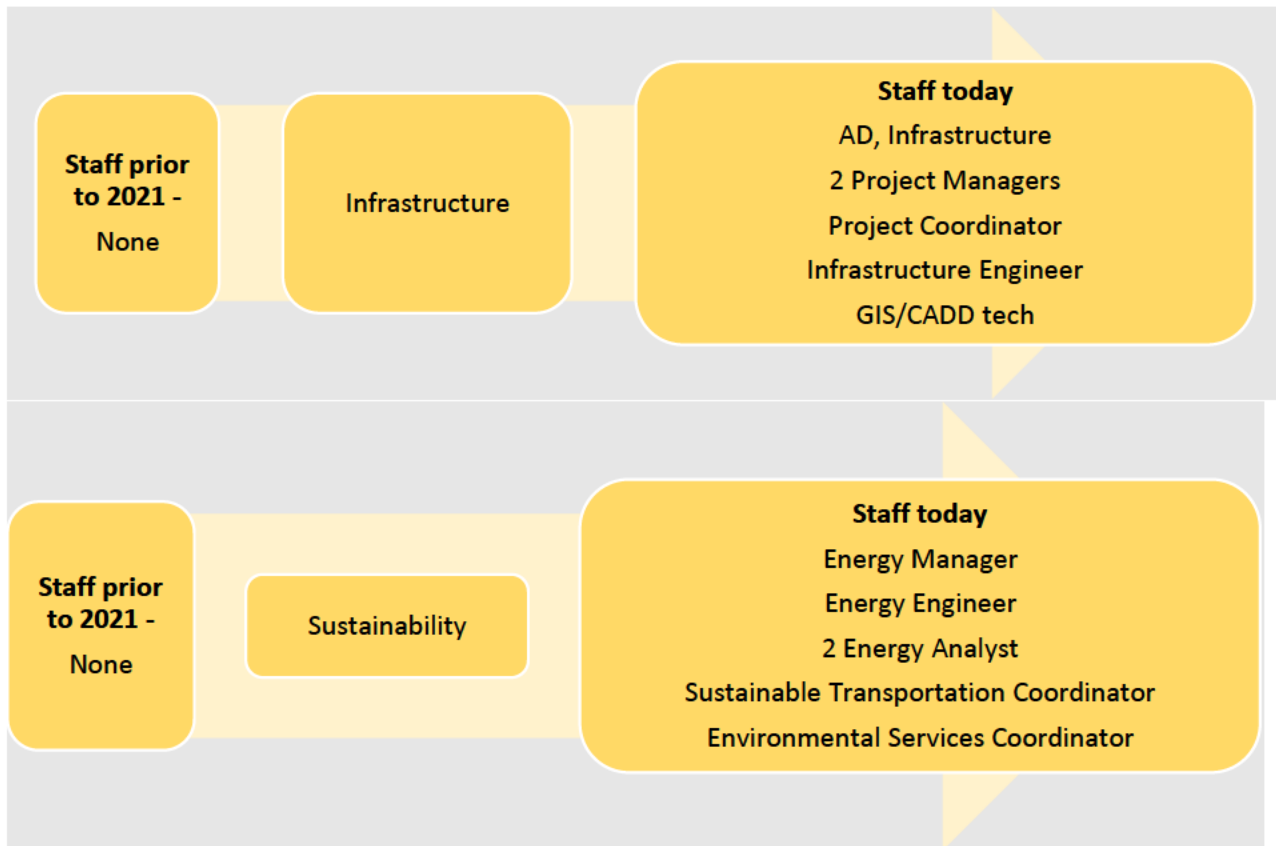
3. Close collaboration with the Sustainability office has led to development of joint initiatives, grant applications, and sustainability project implementation.

4. The focus of the retrofits in 2021 and 2022 included campus-wide upgrades to our high voltage electrical system. The third hydro feed is now providing much needed redundancy of the main electrical supply, and approximately half of the main distribution system was replaced in 2022. The remaining half is currently in tender for August 2024 completion (lead times are 70+ weeks).

Each year, the University receives funding for the Facilities Renewal Program (FRP). The funding approval process required the University to proceed with projects exceeding the funding amount in case delays to projects occurred. The projects are proceeding well and the University expects that the projects will be completed within the funding requirements. The multi-year projects include the following:

Category	Project Name	Location
Elec	Emergency Generator replacement	Central Services Building
	Replace High Voltage distribution cables	Campus
	Replace High Voltage Switches	Central Services Building
	Replace Primary Electrical feed	Central Services Building
Mech	Replace Chiller Plant	B1

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	Replace failing Condenser water piping	Central Services Building
	Building Automation Systems upgrade	Campus
	Boiler repair	Central Services Building
	Back flow preventers	Physics
	Remove Fuel Tank	Campus
	Elevators	Dana Porter Library
	Replace failed boiler exhaust	Integrated Health Building
	DC Glycole system review	Davis Centre
	ESC Mechanical Pipe review	Earth Sciences & Chemistry
Structural Civil Arch	Failing brine tanks	Central Services Building
	Roof Repairs/replacements	*

Note: * This project was included to support emergency repair if required. No significant work was completed this year.

5. CHALLENGES & OPPORTUNITIES

A significant challenge at the University is the size and complexity of the infrastructure assets. These assets are key to the future sustainability and ability to deliver the goals of the strategic plan and our longer-term aspirations including those articulated through Waterloo at 100.

Different methodologies can be utilized to determine funding required to effectively manage assets of our size and condition. Based on property management best practices, facilities condition index, building condition assessment, and critical repairs list, the University will need to continue to find ways to increase funding for these key priorities.

An updated campus master plan will assist in determining building and infrastructure priorities. The Building and Properties Committee will continue to receive regular updates on the status of the campus master plan and the progress on deferred maintenance and sustainability projects.

6. NEXT STEPS & PLANS

Plant Operations will be following up with each of the four key steps outlined above addressing opportunities listed above.

Office of the Vice-President, Academic and Provost

For Information   **Open Session**

To: **Senate**

Sponsor: James W. E. Rush, Vice-President, Academic & Provost
Contact Information: provost@uwaterloo.ca

Presenter: Gerry Schneider, Chair, UARC
Contact Information: gerry.schneider@uwaterloo.ca

Date of Meeting: **April 17, 2023**

Agenda Item Identification: **7a. Report of the Provost:**
                                University Appointments Review Committee

Summary:

Annual UARC Report

This report is provided under Policy 76 – Faculty Appointments. From September 2021 to August 2022, UARC reviewed a total of 135 proposals for regular faculty appointments. 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), 69 (2015-16), 90 (2016-17), 102 (2017-18), 87 (2018-19), 50 (2019-20) and 66 (2020-21).

(The following numbers in brackets in this report are from 2020-21.) Of the files reviewed 63 (27) females, 68 (39) males, 4 of unknown gender (0)), 17 (10) were tenured, 93 (34) were for probationary, and 25 (22) were for definite-term appointments.

Per rank, the percentage of females hired were: assistant research professor 0% (0%), lecturer 21% (20%), assistant professor 71% (21%), associate professor 4% (2%) and professor were 4% (0%). More detail is provided in the tables contained within this report.

Length of the Review Process
Appointment proposals from academic units and faculties generally timely, 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
Administrative information concerning UARC can be found at: https://uwaterloo.ca/secretariat/university-appointments-review-committee

Documents include: Summary of Recruiting Efforts for UW Faculty positions form, which chairs/directors are required to complete; Overview of Chair's Memo to the Dean; Conflict of Interest in Hiring Committees; UARC Presentation 2018; link to VPAP Forms and Templates.

UARC Membership
Arts: Anna Esselment (until May 2024), Julia Roberts (until May 2025)
Engineering: Maria Anna Polak (until May 2025), Catherine Rosenberg (until May 2024)
Environment: Prateep Nayak (until May 2024), Johanna Wandel (until May 2024)
Health: Lora Giangregorio (until May 2025), Scott Leatherdale (until May 2025)
Mathematics: Jason Bell (until May 2025), Pengfei Li (until May 2025)
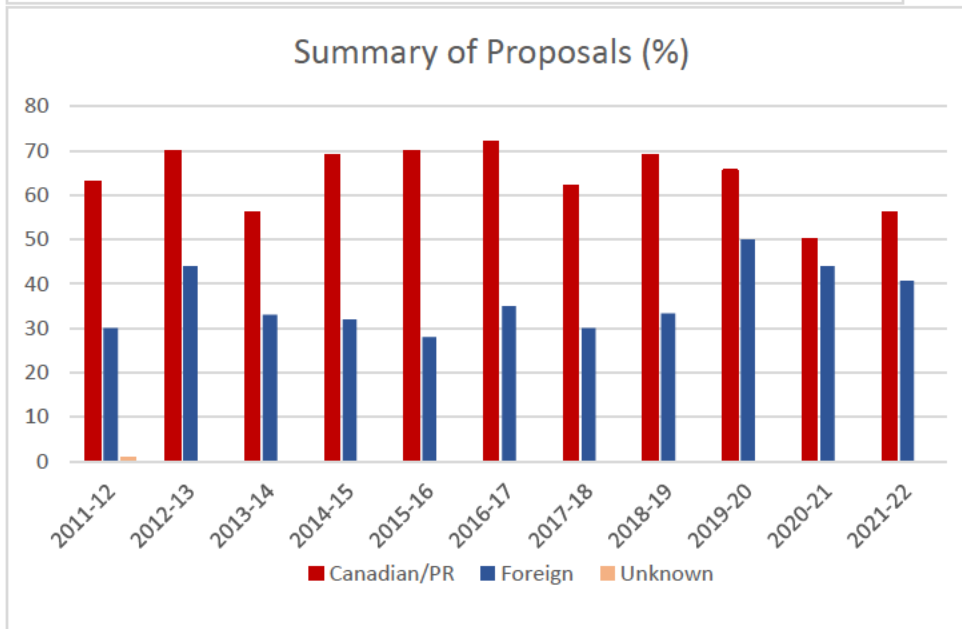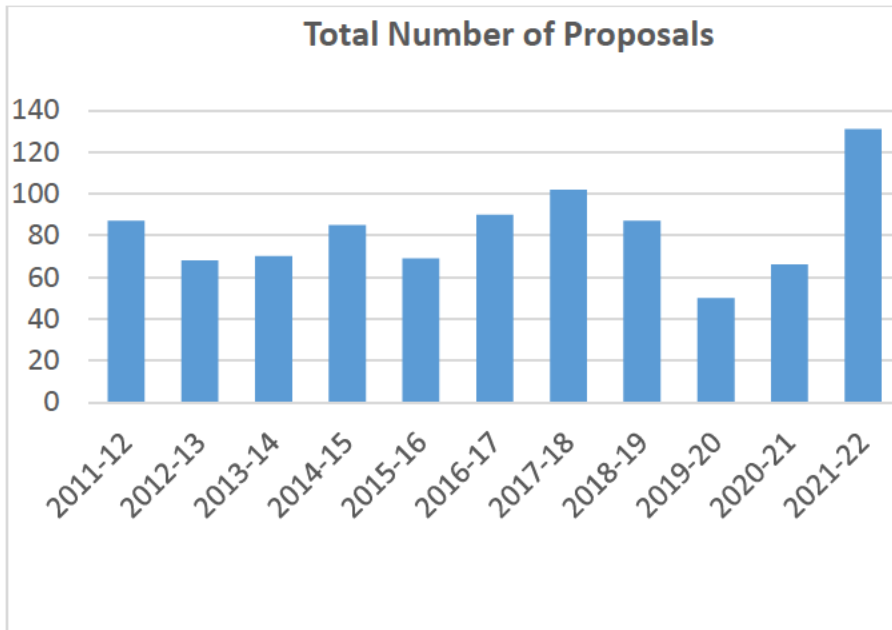Science: Brian Dixon (until May 2024), Shaun Frape (until May 2025)
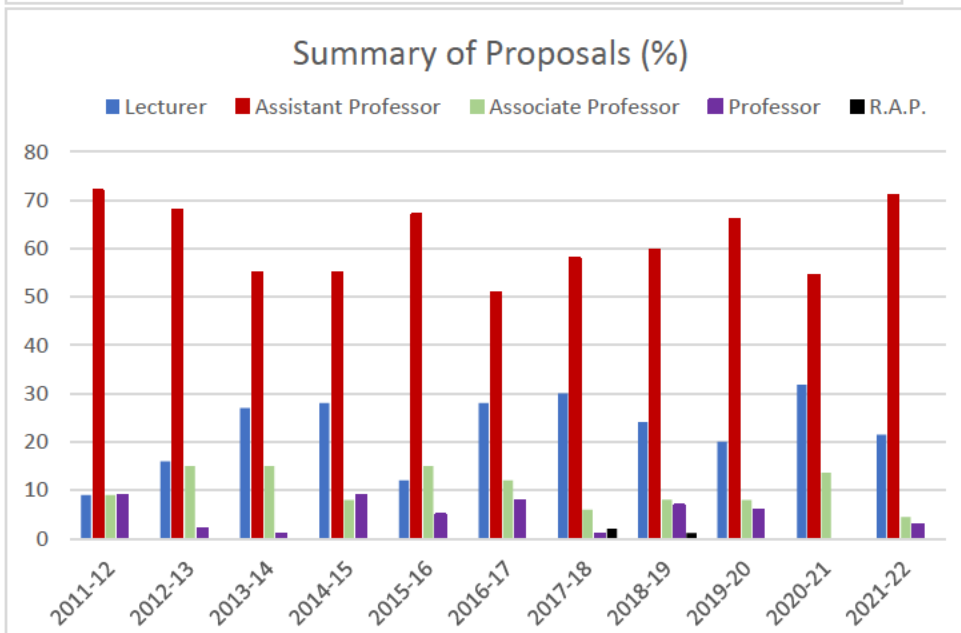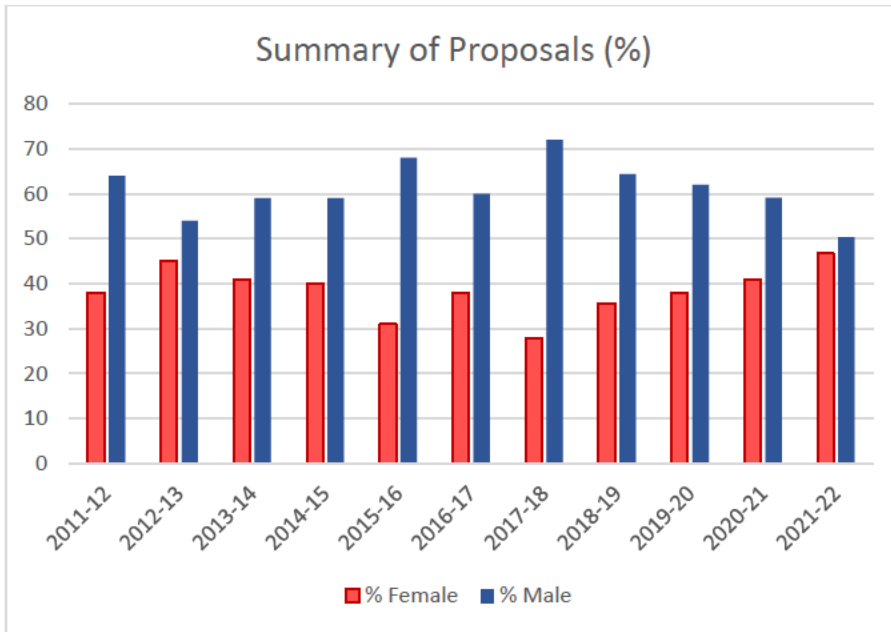Chair: Gerry Schneider (ENG) (until May 2025)

Summary of Proposals for Regular Faculty Appointments for Two Years or More
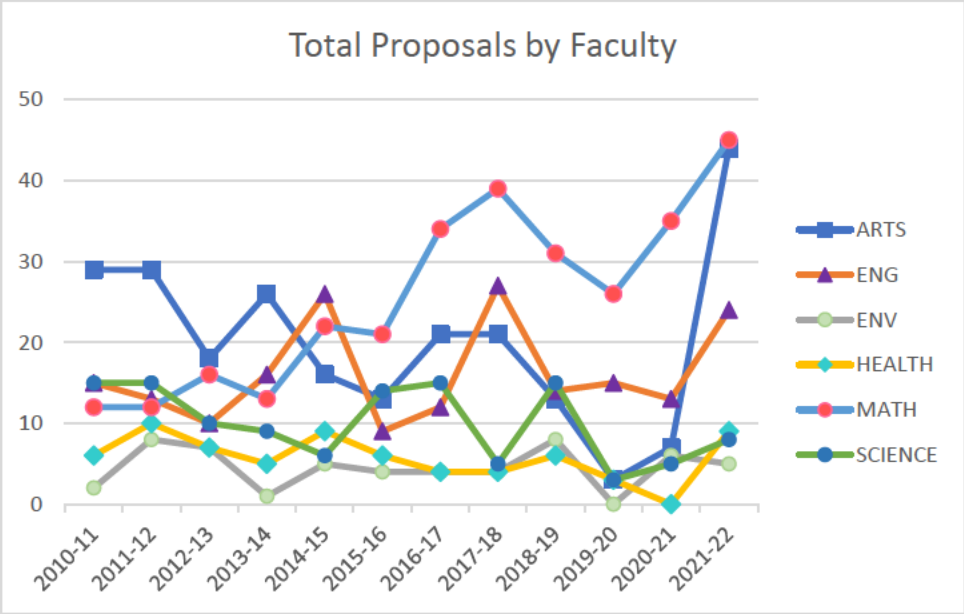## Reviewed by UARC
September 2021 – August 2022

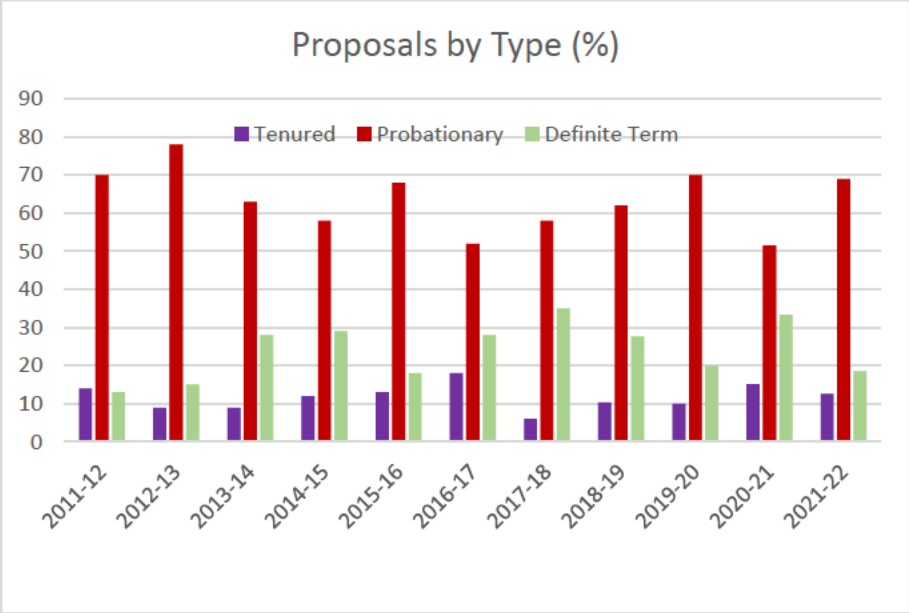| Faculty	Files	Gender			Residency				Appointment Type										
		Female	Male	Unknown	Canadian	Permanent Resident	Foreign Academic	Unknown	Tenure			Probationary				Definite Term			
										F	M		F	M	U		F	M	U
ARTS	44	26	15	3	31	0	12	1	8	5	3	24	16	6	2	12	6	5	1
ENG	24	11	13	0	14	3	7	0	4	0	4	20	11	9	0	0	0	0	0
ENV	5	4	1	0	4	0	0	1	0	0	0	3	3	0	0	2	1	1	0
HEALTH	9	4	5	0	8	1	0	0	1	0	1	5	3	2	0	3	1	2	0
MATH	45	14	30	1	9	1	35	0	3	1	2	39	12	27	0	3	1	1	1
SCIENCE	8	4	4	0	6	1	1	0	1	0	1	2	1	1	0	5	3	2	0
TOTAL	135	63	68	4	72	6	55	2	17	6	11	93	46	45	2	25	12	11	2

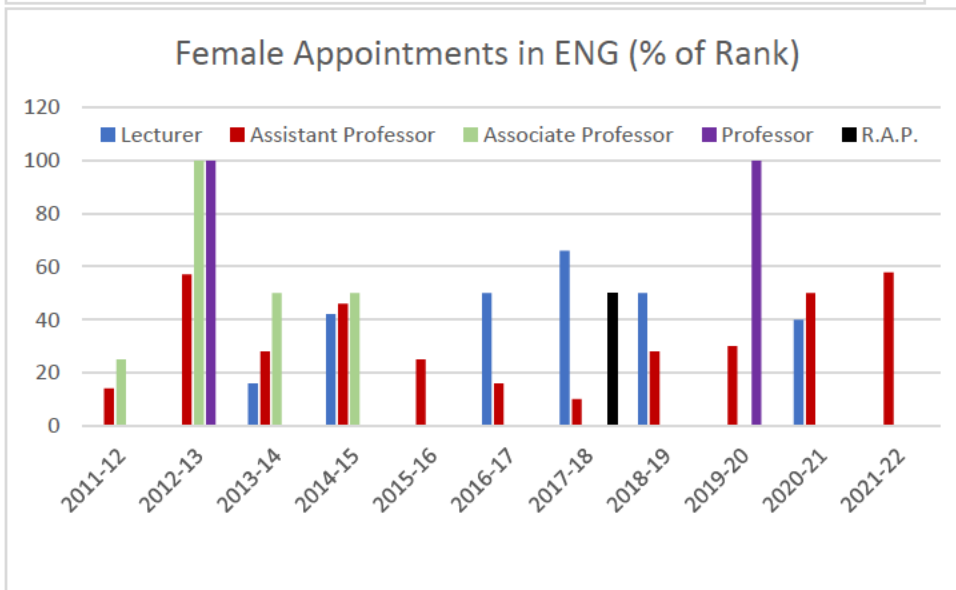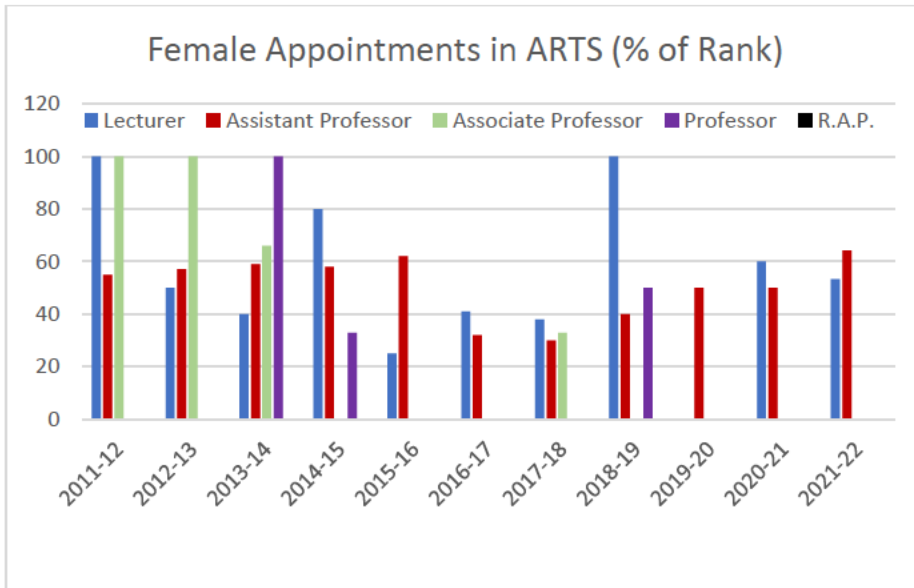| Faculty	Professorial Rank															Results			
	Lecturer				Assistant Professor				Associate Professor			Full Professor				Offers	Accepted	Declined	Pending
		F	M	U		F	M	U		F	M		F	M					
ARTS	15	8	6	1	28	18	8	2	0	0	0	1	0	1		44	37	7	0
ENG	0	0	0	0	19	11	8	0	4	0	4	1	0	1		24	21	3	0
ENV	1	1	0	0	4	3	1	0	0	0	0	0	0	0		5	5	0	0
HEALTH	3	1	2	0	6	3	3	0	0	0	0	0	0	0		9	7	2	0
MATH	5	1	3	1	37	11	26	9	2	0	2	1	1	0		45	20	25	0
SCIENCE	5	3	2	0	2	1	1	0	0	0	0	1	0	1		8	7	1	0
TOTAL	29	14	13	2	96	47	47	11	6	0	6	4	1	3		135	97	38	0

Of the 96 who accepted offers: 28 (50%) were female, 44 (46%) were male, 2 were of unknown gender (4%). Of the 37 who declined offers: 15 were female (41%), 22 were male (59 %), 0 were of unknown gender (0%).
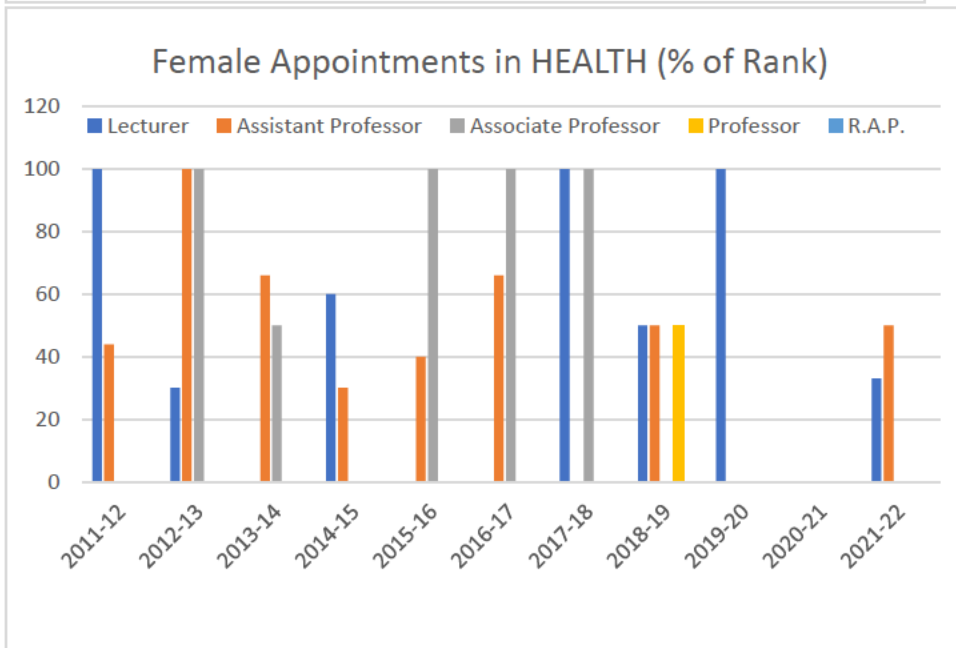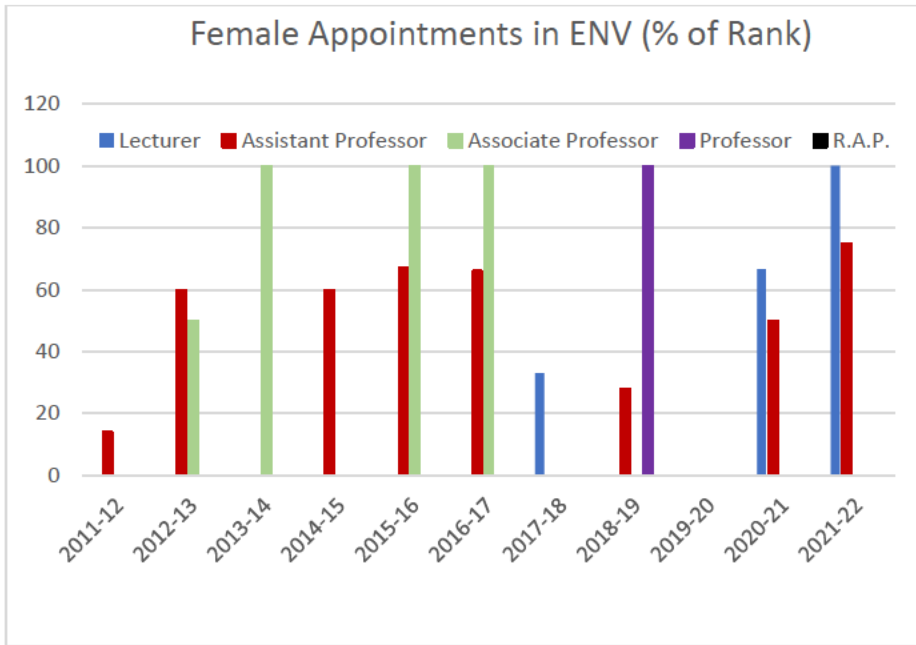
Total Number of Proposals

Summary of Proposals (%)

■ Canadian/PR   ■ Foreign   ■ Unknown

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Summary of Proposals (%)

Legend: ■ % Female   ■ % Male

Summary of Proposals (%)

Legend: ■ Lecturer   ■ Assistant Professor   ■ Associate Professor   ■ Professor   ■ R.A.P.

Senate

5

Proposals by Type (%)

Total Proposals by Faculty

Female Proposals by Faculty (% of Faculty Proposals)

Female Appointments by Rank (% of Rank)

Female Appointments in ARTS (% of Rank)

Female Appointments in ENG (% of Rank)

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Female Appointments in ENV (% of Rank)

Female Appointments in HEALTH (% of Rank)

Female Appointments in MATH (% of Rank)

Female Appointments in SCI (% of Rank)

Senate

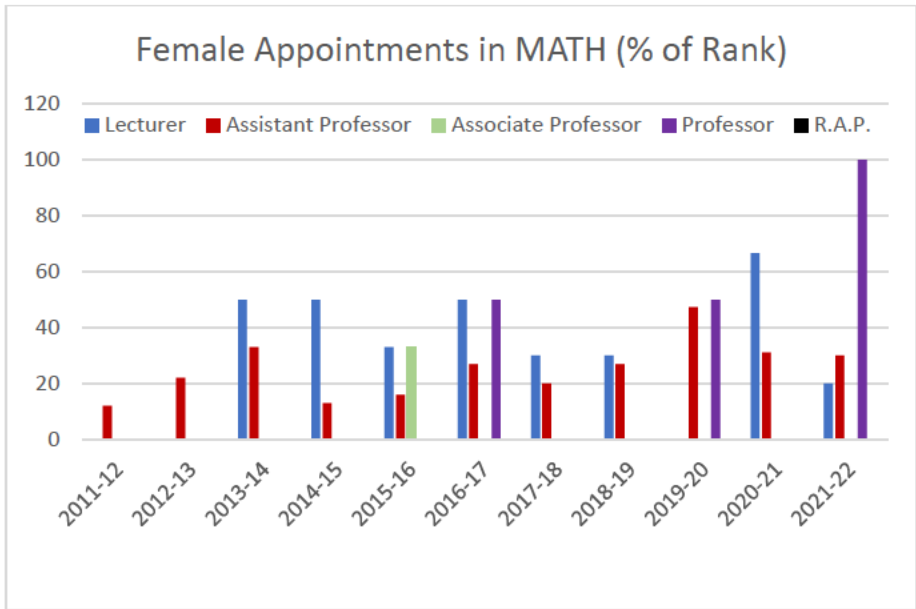# Senate Graduate and Research Council

For Approval   **Open Session**

To: **Senate**

Sponsor: Charmaine Dean
Contact Information: Vice-President, Research & International

Sponsor: Jeff Casello
Contact Information: Associate Vice-President, Graduate Studies and Postdoctoral Affairs

Presenter: Jeff Casello
Contact Info: jcasello@uwaterloo.ca

Date of Meeting: **April 17, 2023**

Agenda Item Identification: **10. Report - Senate Graduate & Research Council:**
                                 Graduate Studies Academic Calendar Revisions

Recommendation/Motion:

To approve revisions to the Grading scheme text in the Grades and grading section of the Graduate Studies Academic Calendar, as presented and effective Spring 2023.

Summary:

Senate Graduate & Research Council met on 6 March 2023 and agreed to forward this item to Senate for approval as part of the Regular agenda.

Jurisdictional Information:

This item is being submitted to Senate in accordance with Senate Bylaw 2; section 4.03(a): "Make recommendations to Senate with respect to the governance, direction and management of, or any changes in rules, regulations or policies for graduate studies and research in the University"

Governance Path:

Graduate Operations Committee review date (mm/dd/yy):09/20/22

Senate   **1**

Highlights/Rationale:

The grading scheme text in the GSAC is being revised to provide greater clarity on what is considered a failed grade at the graduate level. The current language only speaks to the grading scale prior to 2001 and this revision clarifies current practice. There is no change to the grading scale as a result of this revision. This revision is being made in response to requests for clarification from departments/schools and in reviewing the language it was clear that there was ambiguity in the text.

Documentation Provided:

Program Revision Template - Appendix A.

UNIVERSITY OF WATERLOO

Graduate Studies and Postdoctoral Affairs
Waterloo, Ontario, Canada N2L 3G1
uwaterloo.ca/graduate-studies | gsoffice@uwaterloo.ca

February 17, 2023

TO: Kathy Winter, Privacy Officer and Assistant University Secretary,
Senate Graduate and Research Council

FROM: Jeff Casello, Associate Vice-President, Graduate Studies and Postdoctoral Affairs and
Marianne Simm, Director, Graduate Studies and Postdoctoral Affairs

RE: Graduate Studies Academic Calendar (GSAC) revisions

Items for approval:

1) Revisions to "Grading scheme" text in the "Grades and grading" section.
2) Revisions to the inactive status definition to include information about medical leave and the inactive status process for the Mathematics for Teachers (MMT) program.

1) Revisions to "Grading scheme" text in the "Grades and grading" section.

Description and rationale for proposed changes:

The grading scheme text in the GSAC is being revised to provide greater clarity on what is considered a failed grade at the graduate level. The current language only speaks to the grading scale prior to 2001 and this revision clarifies current practice. There is no change to the grading scale as a result of this revision. This revision is being made in response to requests for clarification from departments/schools and in reviewing the language it was clear that there was ambiguity in the text.

Proposed effective date: Term: Spring   Year: 2023

Current Graduate Studies Academic Calendar (GSAC) page (include the link to the web page where the changes are to be made):

https://uwaterloo.ca/graduate-studies-academic-calendar/general-information-and-regulations/grades-and-grading

Current Graduate Studies Academic Calendar content:	Proposed Graduate Studies Academic Calendar content:
Grading scheme	**Grading scheme**
The grading system of the University changed in Fall 2001. Grades for all courses taken prior to Fall 2001 appear on grade reports and transcripts either as one of 15 letter grades from A+ through F, or as numeric marks on a percentage scale depending upon the Faculty of enrolment.	The grading system of the University changed in Fall 2001. Grades for all courses taken prior to Fall 2001 appear on grade reports and transcripts either as one of 15 letter grades from A+ through F, or as numeric marks on a percentage scale depending upon the Faculty of enrolment.
Effective Fall 2001, numeric grades on a scale from 0 - 100 are used by all Faculties.	Effective Fall 2001, numeric grades on a scale from 0 - 100 are used by all Faculties.

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Current Graduate Studies Academic Calendar content:	Proposed Graduate Studies Academic Calendar content:
Averages are reported in all Faculties as percentages. Average calculation values are used for overall averages for students with letter grades on their records. The following conversion scale applies to courses taken prior to Fall 2001.	Averages are reported in all Faculties as percentages. Average calculation values are used for overall averages for students with letter grades on their records. The following conversion scale applies to courses taken prior to Fall 2001. <u>In alignment with this conversion scale, effective Fall 2001, numeric grades on a scale from 0 - 100 are used by all Faculties. Any course with a numeric grade below 60% will not be counted for credit and is considered a failure. In some programs a higher than 60% grade is required for the course to count towards degree completion.</u>

Current — Table of grading scheme

Letter grade	Percentage ranges	Weighting factors for letter grades
A+	90-100	95
A	85-89	89
A-	80-84	83
B+	77-79	78
B	73-76	75
B-	70-72	72
C+	67-69	68
C	63-66	65
C-	60-62	62
F	0-59	0

Proposed — Table of grading scheme

Letter grade	Percentage ranges	Weighting factors for letter grades
A+	90-100	95
A	85-89	89
A-	80-84	83
B+	77-79	78
B	73-76	75
B-	70-72	72
C+	67-69	68
C	63-66	65
C-	60-62	62
F	0-59	0

2) *Revisions to the inactive status definition to include information about medical leave and the inactive status process for the Mathematics for Teachers (MMT) program.*

Description and rationale for proposed changes:

The inclusion of medical leave as a possible reason to go inactive is being added to the GSAC to ensure greater clarity for students and to align with other types of leaves permitted for graduate

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students as noted in the GSAC. The information reflects current practice but only currently appears on the AccessAbility Services website and as an inactive reason on the Change of enrolment of status form.

The MMT inactive process information is being added to support current practice within the department and to support the different needs of the MMT cohorts of students.

Proposed effective date: Term: Spring   Year: 2023

Current Graduate Studies Academic Calendar (GSAC) page (include the link to the web page where the changes are to be made):

https://uwaterloo.ca/graduate-studies-academic-calendar/general-information-and-regulations/enrolment-and-time-limits#Inactive%20status

Current Graduate Studies Academic Calendar content:	Proposed Graduate Studies Academic Calendar content:
Inactive status Students may request up to two consecutive terms of Inactive status by completing a Change of enrolment status form, which must be approved by the Associate Dean (Graduate Studies) of their Faculty. Valid reasons for Canadian citizens or permanent residents to request Inactive status include illness, limited external research or work opportunity which is not related to their University of Waterloo program, personal or family obligations, lack of suitable courses (for students in coursework-only programs), or temporary financial difficulties for which the University cannot provide funds. Valid reasons for international graduate students to request Inactive status include illness, personal or family obligations, lack of suitable courses (for students in coursework-only programs), or temporary financial difficulties for which the University cannot provide funds. International students must consider the immigration regulations/conditions (R220.1 (1)) pertaining to their Study Permit and eligibility for the Post Graduation Work Permit Program when requesting Inactive status. Individual circumstances may vary. International students	**Inactive status** Students may request up to two consecutive terms of Inactive status by completing a Change of enrolment status form, which must be approved by the Associate Dean (Graduate Studies) of their Faculty. <u>Inactive status for Parental leave or Medical leave is not restricted to two consecutive terms.</u> Valid reasons for Canadian citizens or permanent residents to request Inactive status include illness, limited external research or work opportunity which is not related to their University of Waterloo program, personal or family obligations, lack of suitable courses (for students in coursework-only programs), or temporary financial difficulties for which the University cannot provide funds. Valid reasons for international graduate students to request Inactive status include illness, personal or family obligations, lack of suitable courses (for students in coursework-only programs), or temporary financial difficulties for which the University cannot provide funds. International students must consider the immigration regulations/conditions (R220.1 (1)) pertaining to their Study Permit and eligibility for the Post Graduation Work Permit Program when requesting Inactive status. Individual circumstances may vary. International students

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Current Graduate Studies Academic Calendar content:	Proposed Graduate Studies Academic Calendar content:
should meet with an Immigration Consultant in the Student Success Office for advice. Students should not request Inactive status to work on their thesis or any other activity related to their graduate program. Normally, Inactive status is approved for a maximum of two consecutive terms. Students who request more than two consecutive terms of leave because they have other commitments such as a full-time job or travel plans, should voluntarily withdraw from their program and may reapply when they are prepared to resume their studies. Normally, students who have incomplete courses on their record are not eligible for Inactive status. Students who have been granted Inactive status for a term are not expected to study or conduct research while on leave, and thus should not expect access to their supervisor.	should meet with an Immigration Consultant in the Student Success Office for advice. Students should not request Inactive status to work on their thesis or any other activity related to their graduate program. Normally, Inactive status is approved for a maximum of two consecutive terms (Parental leave and Medical leave are not restricted to two consecutive terms). Students who request more than two consecutive terms of leave because they have other commitments such as a full-time job or travel plans, should voluntarily withdraw from their program and may reapply when they are prepared to resume their studies. Normally, students who have incomplete courses on their record are not eligible for Inactive status. Students who have been granted Inactive status for a term are not expected to study or conduct research while on leave, and thus should not expect access to their supervisor. **Exceptions to inactive status process** Students in the Mathematics for Teachers (MMT) program who do not enroll in a course by the end of the third week of classes will be considered to be taking an inactive term and will automatically be changed to inactive status for a maximum of two consecutive terms. Students who have not enrolled in at least one course for three or more consecutive academic terms will be discontinued from their program and must apply for readmission to continue studies in their academic program. Note: students who need to take a third inactive term for one of the permitted reasons (e.g. medical leave or parental leave) must complete a Change of enrolment status form prior to the third week of classes. **Medical leave** Students who require a medical leave (as a result of their physical or mental health) must follow the process outlined on the Graduate Student Medical Leave web page. The process will involve:

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Current Graduate Studies Academic Calendar content:	Proposed Graduate Studies Academic Calendar content:
	a) requesting a change of enrolment status to Inactive by completing the Change of enrolment status form, and b) submitting a Graduate Student Medical Leave Verification Form. Students should discuss any possible effects to funding, TA/RA appointments and academic progress with their supervisor(s) and/or department/school/program. Eligible research-based master's and doctoral students who go inactive for medical reasons will be automatically considered for the Graduate Student Medical Leave Award.

GradOps review date (mm/dd/yy): 09/20/22

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UNIVERSITY OF WATERLOO

Senate Executive Committee

For Approval   **Open Session**

To:	**Senate**
Sponsor: **Contact Information:**	Vivek Goel, President and Vice-Chancellor president@uwaterloo.ca
Presenter: **Contact Information:**	Vivek Goel, President and Vice-Chancellor president@uwaterloo.ca
Date of Meeting:	**April 17, 2023**
Agenda Item Identification:	**11a. Reports - Senate Executive Committee: Elections to Senate Committees & Councils and to Board of Governors**

Recommendation/Motion 1:

To acclaim the membership of Senate committees and councils and the Board of Governors as provided on the list of nominees (see attached).

Summary:

The deans and the chair of the heads of the affiliated and federated institutions of Waterloo have been asked to recommend names of faculty member nominees, and the presidents of the Waterloo Undergraduate Student Association and Graduate Student Association have been asked to recommend names of student nominees to fill vacant seats on Senate committees and councils and the Board of Governors. At the meeting further nominations will be accepted from the floor. Where there is more than one name for a position, an electronic election will follow the meeting.

Recommendation/Motion 2:

To delegate approval to the Senate Executive Committee for any vacancies which exist.

Summary:

Senate Executive Committee's approval of recommendations received after the 17 April 2023 Senate meeting will ensure that all committees have complete memberships prior to the beginning of the governance year on 1 May 2023. This approval will be completed by electronic ballot.

Senate   **1**

Governance Path:

Senate Executive Committee, 3 April 2023

Senate, 17 April 2023

Documentation Provided:

Attachment 1: List of Nominees

Attachment 1: List of Nominees

Senate Executive Committee - Terms 1 May 2023 to 30 April 2024

Faculty – One from each Faculty

Faculty of Arts – Joan Coutu

Faculty of Engineering – Mary Robinson

Faculty of Environment – Clarence Woudsma

Faculty of Health – Luke Potwarka

Faculty of Mathematics – Christiane Lemieux

Faculty of Science – Laura Deakin

Faculty from affiliated and Federated Institutions of Waterloo – one

Carol-Ann MacGregor

Undergraduate Students - two

Vacancy

Vacancy

Graduate Student - one

Vacancy

Alumni - one

Vacancy

Finance Committee - Terms 1 May 2023 to 30 April 2024

Faculty – One from each Faculty

Faculty of Arts – David Ha

Faculty of Engineering – Marc Aucoin

Faculty of Environment – Erin O'Connell

Faculty of Health – Ellen MacEachen

Faculty of Mathematics – Martin Karsten

Faculty of Science – Stanley Woo

Faculty from affiliated and Federated Institutions of Waterloo – one

Scott Kline

Undergraduate Students - two

Vacancy

Vacancy

Graduate Student - one

Vacancy

Alumni - one

Vacancy

Senate Long Range Planning Committee - Terms 1 May 2023 to 30 April 2024

Faculty – One from each Faculty
Faculty of Arts – Shana MacDonald
Faculty of Engineering – Siva Sivoththaman
Faculty of Environment – Rob Gorbet
Faculty of Health – Narveen Jandu
Faculty of Mathematics – Kevin Hare
Faculty of Science – Trevor Charles

Faculty from affiliated and Federated Institutions of Waterloo – one
Kristiina Montero

Undergraduate Students - two
Vacancy
Vacancy

Graduate Student - one
Vacancy

Alumni - one
Vacancy

Honorary Degrees Committee - Terms 1 May 2023 to 30 April 2024

Faculty – One from each Faculty
Faculty of Arts – Veronica Kitchen
Faculty of Engineering – Nasser Abukhdeir
Faculty of Environment – James Nugent
Faculty of Health – Peter Hall
Faculty of Mathematics – Changbao Wu
Faculty of Science – Natalie Hutchings

Faculty from affiliated and Federated Institutions of Waterloo – one
Troy Osborne

Undergraduate Students - two
Vacancy
Vacancy

Graduate Student - one
Vacancy

Alumni - one
Vacancy

Page 4 of 6

Graduate and Research Council - Terms 1 May 2023 to 30 April 2025

Faculty from affiliated and Federated Institutions of Waterloo – one
  Steven Bednarski

Graduate Student - two
  Vacancy - Engineering
  Vacancy - Mathematics

Senate Undergraduate Council - Terms 1 May 2023 to 30 April 2025

Faculty – One from each Faculty
  Faculty of Arts – Vacancy
  Faculty of Health – Chris Vigna

Faculty from affiliated and Federated Institutions of Waterloo – one
  Alysia Kolentsis

University Committee on Student Appeals - Terms 1 May 2023 to 30 April 2025

Faculty – One from each Faculty
  Faculty of Arts – Vacancy
  Faculty of Engineering – Vacancy
  Faculty of Environment – Erin O'Connell
  Faculty of Health – John Mielke
  Faculty of Mathematics – Carmen Bruni
  Faculty of Science – Rick Marta

Staff – Two
  Vacancy
  Vacancy

Undergraduate Students - two
  Vacancy
  Vacancy
  Vacancy
  Vacancy

Graduate Student - two
  Vacancy
  Vacancy

Board of Governors – Terms 1 May 2023 – 30 April 2025

Faculty – three
     Vacancy
     Vacancy
     Vacancy

Undergraduate Students – Two
     Vacancy
     Vacancy

Graduate Student – One
     Vacancy

Senate Executive Committee

For Approval   **Open Session**

To:	**Senate**
Sponsor: **Contact Information:**	Vivek Goel, President and Vice-Chancellor president@uwaterloo.ca
Presenter: **Contact Information:**	Vivek Goel, President and Vice-Chancellor president@uwaterloo.ca
Date of Meeting:	**April 17, 2023**
Agenda Item Identification:	**11b. Reports – Senate Executive Committee:** **Delegation of Authority for the Roster of Graduands**

Recommendation/Motion:

That Senate approve the delegation of its authority for the approval of the roster of graduands jointly to the chair and vice-chair of Senate, for convocation ceremonies scheduled in June 2023 and October 2023

And that Senate directs that a full report on the complete roster of graduands be presented for information to the Senate meeting following the relevant convocation.

Summary:

It is customary practice for Senate to delegate its authority to approve the roster of graduands, considering that timing constraints and incongruences with the Senate meeting schedule do not allow for timely approval in line with operational requirements. In recent years, this delegation has been made to the Senate Executive Committee following a report and recommendation from the vice-president, academic and provost.

The recommendation aims to provide even greater agility by empowering the Senate chair and vice-chair (the president and the provost, respectively) to handle said approval, to ensure adequate time is given to the Registrar's Office and Community Relations and Events in planning convocation ceremonies. As a mechanism for accountability in approving the delegation of authority, Senate will require a report on the complete roster of graduands at the Senate meeting which follows the relevant convocation.

It is proposed that this delegation of authority be provided on an annual basis, for the convocation ceremonies schedule in the upcoming twelve-month period.

The recommended delegation of authority maintains Senate's empowerments to "to confer degrees, diplomas and certificates or other awards in any and all branches of learning and in any subject taught in the University or its federated or affiliated colleges" as provided in section 22(g) of the *University of Waterloo Act*.

Senate   **1**

Jurisdictional Information:

Excerpt from *University of Waterloo Act*, 1972:

> **POWERS OF THE SENATE**
>
> **22.** The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University and without restricting the generality of the foregoing, this includes the power,
>
> …
>
> (*g*) to confer degrees, diplomas and certificates or other awards in any and all branches of learning and in any subject taught in the University or its federated or affiliated colleges;

Governance Path:

Senate Executive Committee, 3 April 2023

Senate, 17 April 2023

Previous Action Taken:

Not applicable.

Highlights:

Not applicable.

Next Steps:

Not applicable.

Documentation Provided:

None

UNIVERSITY OF WATERLOO

Senate Executive Committee

For Recommendation   **Open Session**

To:	**Senate**
Sponsor: **Contact Information:**	Vivek Goel, President and Vice-Chancellor, and Chair of Senate Office of the President
Presenter: **Contact Info:**	Vivek Goel, President and Vice-Chancellor, and Chair of Senate Office of the President
Date of Meeting:	**April 17, 2023**
Agenda Item Identification:	**11c. Reports - Senate Executive Committee:** **Amendment to Bylaw 4 – Ex-Officio Membership**

Recommendation/Motion:

That Senate gives first reading to the amendments to Senate Bylaw 4 as presented in this report, with said amendments to effect:

   a. Removal of the Vice-President, Advancement, the Vice-President, University Relations, and the Deputy Provost, Integrated Planning and Budgeting as *ex-officio* members of Senate

   b. Addition of the Associate Vice-President, Equity, Diversity, Inclusion & Anti-Racism, the Associate Vice-President, Indigenous Relations, and the Associate Vice-President, Academic Operations as *ex-officio* members of Senate

Summary:

The proposal to amend the *ex-officio* membership of Senate to reflecting requirements for Senate operations and considerations for equity, diversity, and inclusion in the membership of Senate, presented at the 27 March 2023 Senate meeting, was withdrawn following discussion. The proposal has been revised to address feedback from Senators.

The University has made clear commitments toward positive action in the space of equity, diversity, inclusion and anti-racism (EDI-R), as well as having made a full commitment to decolonization, Indigenization and reconciliation. In the context of these commitments, and in line with the President's Anti-Racism Taskforce (PART) recommendation 78, it is important that the membership of Senate be reflective of the community that it serves. Currently there are five *ex-officio* members of Senate designated in Senate Bylaw 4 that are specific members of Executive Council. It is proposed that the Associate Vice-President, Equity, Diversity, Inclusion & Anti-Racism, the Associate Vice-President, Indigenous Relations, and the Associate Vice-President, Academic Operations are added as *ex-officio* members of Senate, and that the Vice-President, Advancement, the Vice-President, University Relations, and the Deputy Provost, Integrated Planning and Budgeting are removed.

Senate   1

With this amendment the University will fill specific gaps in representation on Senate in congruence with the University's commitments. It is emphasized that those appointed under this provision are full-fledged members of Senate and will take a broad interest in all matters brought forward to that body, as is expected for all Senators.

The proposed bylaw amendments as presented will effect no change to overall number of Senate members (92), and will keep intact the majority membership of faculty representatives on Senate as well as the present ratios of representation between the elected members of Senate from the Board of Governors, the undergraduate students, the graduate students and the alumni.

Jurisdictional Information:

Senate is empowered under section 22(o) of the *University of Waterloo Act, 1972*:

"…to enact by-laws and regulations for the conduct of its affairs."

Section 18(a) of the *University of Waterloo Act,* 1972 describes the *ex-officio* membership of Senate, including article 9 of the section:

"9. Such other *ex-officio* members as the Senate by by-law may, from time to time, designate."

Under Senate Bylaw 1, section 14 "Bylaws – general":

14.01 The passage of a new bylaw or amendment(s) to an existing bylaw is accomplished in two readings by Senate. At the first reading, such discussion as is deemed appropriate by Senate shall take place. At the second reading, further discussion may take place and the vote on the document shall be taken. The two readings shall take place at different, but not necessarily consecutive, meetings of Senate.

14.02 No proposed bylaw or amendment(s) will be given reading unless it has been bound into or accompanies the agenda portfolio distributed in advance of the meeting.

14.03 Any proposed bylaw or amendment(s) shall include the proposed wording of the bylaw or amendment(s), and where appropriate, a summary of the reasons for such bylaw or amendment(s).

14.04 In order to be approved by Senate, any new bylaw or amendment(s) to bylaws must receive the affirmative vote of at least two-thirds of the members of Senate present and voting at the meeting.

Highlights:

Recommended amendments to Senate Bylaw 4 are as follows:
(strikethrough = deleted text, underline = new text)

"…

BE IT THEREFORE enacted as a bylaw of Senate of the University of Waterloo as follows:

Senate **2**

That the following be named as *ex-officio* members of Senate:

a. ~~The vice-president, advancement.~~ <u>The associate vice-president, equity, diversity, inclusion & anti-racism.</u>

b. ~~The vice-president, university relations.~~ <u>The associate vice-president, Indigenous relations.</u>

c. The vice-president, research and international.

d. The associate vice-president, academic.

e. ~~The deputy provost, integrated planning and budgeting.~~ <u>The associate vice-president, academic operations.</u>

f. The president of the Faculty Association of the University of Waterloo.

g. The president of the Federation of Students, University of Waterloo.

h. The president of the Graduate Student Association - University of Waterloo.

…"

Previous Action Taken:

A motion was brought forward to Senate to at the 27 March 2023 that Senate gives first reading to the amendments to Senate Bylaw 4 as presented. Following discussion, the motion was withdrawn. The proposed amendments have been revised to address feedback from Senators.

Governance Path:

Senate Executive Committee, 6 March 2023

Senate, 27 March 2023 (withdrawn)

Senate Executive Committee, 3 April 2023 (revised)

Senate, 17 April 2023 (planned first reading)

Senate, 16 June 2023 (planned second reading)

Next Steps:

Not applicable.

Senate 3

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UNIVERSITY OF WATERLOO

Senate Executive Committee

For Approval   **Open Session**

To:	**Senate**
Sponsor:	Vivek Goel, President and Vice-Chancellor, and Chair of Senate
Contact Information:	Office of the President
Presenter:	Vivek Goel, President and Vice-Chancellor, and Chair of Senate
Contact Info:	Office of the President
Date of Meeting:	**April 17, 2023**
Agenda Item Identification:	**12. Amendment to Bylaw1 – Senate Meeting Schedule and Format**

Recommendation/Motion:

That Senate gives second and final reading to the amendments to the Senate By-Law 1 as presented in this report, with said amendments to effect:

a. Reducing the normal number of general Senate meetings from 10 to 8 annually
b. Adding the provision for holding meetings electronically as well as in hybrid format (e.g. with simultaneous in-person and electronic participation)

And that Senate endorse the following general guidelines for the annual schedule of meetings of Senate, for consideration by the chair of Senate in setting their approval of the annual schedule, subject to passage of the recommended bylaw amendments as presented in this report:

a. Meetings approximately evenly spaced as follows: five (5) regular meetings of Senate between 1 Jan and 30 June and three (3) regular meetings of Senate between 1 September and 30 November
b. Toward promoting the ability of Senators to balance and fulfill their personal and family responsibilities, schedule all meetings of Senate to begin at not earlier than 9:00 a.m. and to end not later than 4:30 p.m.

And further that Senate approve the recommended amendments to the annual work plan (attached to this report) which is congruent with the reduced number of general Senate meetings to be held annually, subject to passage of the recommended bylaw amendments as presented in this report.

Summary:

Second reading of the proposal to amend the annual meeting schedule of Senate, and the timing of meetings of Senate.

The final report of the Senate Governance Review was submitted to and endorsed by Senate at its June 2022 meeting. This report addresses elements of recommendations 13 and 14 of the review.

Senate   **1**

13. Revise the annual Senate meeting schedule to reflect the rationalized annual work plan. (Key considerations: ensuring transparency; enabling substantive strategic discussions; respecting essential academic practices and schedules, and key matters requiring approval or endorsement by Senate (e.g., budget); the potential for alignment with the Board of Governors' cycle of meetings; in discussion with the Board, potential reconsideration of the start of the governance year to align with academic cycles; how meetings may be held (in-person, virtual, and hybrid).

14. Ensure the timing of meetings in the day allows for more equitable participation.

In recognition of the general pattern of cancelling the regular December meeting (often scheduled 15-20 December) as well as the possibility of condensing regular Senate meetings in the January-June period, this report proposes a revised schedule with the aim to complete the same amount of regular business annually with fewer regular meetings.

With respect to equitable participation in Senate meetings, the University recognizes the importance of Senators (and all members of our community) being able to balance and fulfill their personal and family responsibilities; going forward, the scheduling of Senate meetings will be limited to within the standard workday.

The COVID-19 pandemic has adequately demonstrated that emergent modes of meeting (hybrid and/or fully via videoconference) are effective and here to stay. This report aims to codify this recognition for the ongoing benefits of Senate, senators, and the university community.

Jurisdictional Information:

Senate is empowered under section 22(o) of the *University of Waterloo Act, 1972*:

"…to enact by-laws and regulations for the conduct of its affairs."

Per Senate Bylaw 1, section 14 "Bylaws – general":

14.01 The passage of a new bylaw or amendment(s) to an existing bylaw is accomplished in two readings by Senate. At the first reading, such discussion as is deemed appropriate by Senate shall take place. At the second reading, further discussion may take place and the vote on the document shall be taken. The two readings shall take place at different, but not necessarily consecutive, meetings of Senate.

14.02 No proposed bylaw or amendment(s) will be given reading unless it has been bound into or accompanies the agenda portfolio distributed in advance of the meeting.

14.03 Any proposed bylaw or amendment(s) shall include the proposed wording of the bylaw or amendment(s), and where appropriate, a summary of the reasons for such bylaw or amendment(s).

14.04 In order to be approved by Senate, any new bylaw or amendment(s) to bylaws must receive the affirmative vote of at least two-thirds of the members of Senate present and voting at the meeting.

Previous Action Taken:

See Governance Path below.

Senate 2

Highlights:

Recommended amendments to Senate Bylaw 1 are as follows:
(strikethrough = deleted text, underline = new text)

3.01 **General meetings**
Senate shall normally hold ~~ten (10)~~ eight (8) general meetings during each academic year. Notice of each meeting shall be communicated to the university community in such places and ways as may be designated from time to time by Senate.

3.02 **Place of meetings**
~~Meetings of Senate shall be held upon the campus of the university.~~
Meetings of Senate may be held:
a. in-person upon the campus of the university, or
b. via telephone, electronic or other communications facilities that permit all participants to communicate with each other during the meeting, or
c. in-person upon the campus of the university with simultaneous participation via telephone, electronic or other communications facilities that permit all participants to communicate with each other during the meeting.
The specific place of any given meeting shall be at the sole approval of the chair of Senate and shall be communicated with the notice of agenda as in section 3.03 of this bylaw.

Governance Path:

Consultation with Senate Graduate & Research Council (13 February 2023), and Senate Undergraduate Council (14 February 2023)

Senate Executive Committee, 6 March 2023

Senate, 27 March 2023 (first reading)

Senate, 17 April 2023 (planned second reading)

Next Steps:

Until Senate approval of the recommended bylaw amendments, the current 2022-23 Senate calendar of meetings will remain in effect. The implementation of the amended calendar is anticipated to commence with the 2023-24 academic year.

Documentation Provided:

- Draft Revised Senate Work Plan (revised for eight meets/year)

Senate

3

2023-2024 Senate Work Plan (sample revised, eight meetings/year)

Senate Agenda Items · expected *as needed	Middle May	Late June	Early October	Early November	Early December	Late January	Early March	Middle April
REGULAR AGENDA (including items for information and discussion)								
Minutes	·	·	·	·	·	·	·	·
Business Arising	·	·	·	·	·	·	·	·
LEADERSHIP UPDATES[6]								
Report of the Vice-President Academic and Provost	·	·	·	·	·	·	·	·
Report of the Vice-President Research & International	·	·	·	·	·	·	·	·
REPORTS FROM COMMITTEES AND COUNCILS								
Executive Committee	*	*	*	*	*	*	*	*
Graduate & Research Council (GRC)	·	·	·	·	·	·	·	·
Undergraduate Council (UC)	·	·	·	·	·	·	·	·
Long Range Planning Committee	·		·		·		·	
Joint Report of GRC & UC on Academic Calendar Dates				·				
University Committee on Student Appeals Annual Report (Policy 72)					·			
University Appointment Review Committee Annual Report (Policy 76)								·
Finance Committee - Budget Update[3]						·		
Finance Committee - Budget recommendation[2, 3]							·	
OTHER SENATE AGENDA ITEMS								
New Senator Orientations (before meeting)	·							
Teaching Awards Committee							·	
Roster of Graduands	·		·					
Undergraduate and Graduate Admissions Update								·
SENATE PRESENTATIONS								
Presentations from the Presidents of the Faculty Association, Waterloo Undergraduate Association and Graduate Student Association								·
Strategic Plan Accountability Update			·					
PART Annual Update		·					·	
Faculty Update			ENG	·	·			

[1] Annual item
[2] Board of Governors approval
[3] Presented by the Vice-President Academic and Provost
[4] Presented by the President and Vice-Chancellor, and Chair of Senate
[5] Presented by the University Secretary
[6] Leadership updates may include such topics as: Talent, We Accelerate Report, Communities (EDI, Sustainability), Waterloo International, etc.

Return to Agenda

Senate Agenda Items · expected *as needed	Middle May	Late June	Early October	Early November	Early December	Late January	Early March	Middle April
CONSENT AGENDA								
Reports from Faculties (e.g., appointments, administrative appointments, sabbaticals)[2]	·	·	·	·	·	·	·	·
Tenure and Promotion Report[4]			·					
University Professor Designation[3]								·
Call for Nominations for University Professor[3]			·					
Call for Nominations for Honorary Degree Recipients and Convocation Speakers[4]						·		
Report of the COU Academic Colleague					·			
Senate Committee Appointments[5]	*	*	·	*	*	*	*	*
CONFIDENTIAL AGENDA								
Minutes	·	·	·	·	·	·	·	·
Business Arising	·	·	·	·	·	·	·	·
Reports from Committees and Councils	*	*	*	*	*	*	*	*
Honorary Degree Recommendations	*	*	*	*	·	*	*	·
Reports from Search and Review Committees for Policy-based Senior Leadership Appointments and Reappointments	*	*	*	*	*	*	*	*
Report of VP Advancement on Policy 7 (June)		•						

Joint SENATE/BOARD Strategic Plan Focus Sessions	Joint SENATE/BOARD Continuing Education Sessions
• [item] • [item]	• [item] • [item]

Special Topics for 2023-2024 to be Scheduled:

- [item]
- [item]

For more information:
uwaterloo.ca/secretariat
secretariat@uwaterloo.ca
NH 3060

[1] Annual item
[2] Board of Governors approval
[3] Presented by the Vice-President Academic and Provost
[4] Presented by the President and Vice-Chancellor, and Chair of Senate
[5] Presented by the University Secretary
[6] Leadership updates may include such topics as: Talent, We Accelerate Report, Communities (EDI, Sustainability), Waterloo International, etc.

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Senate Graduate and Research Council

For Information   **Open Session**

To: **Senate**

Sponsor: Charmaine Dean
Contact Information: Vice-President, Research & International

Sponsor: Jeff Casello
Contact Information: Associate Vice-President, Graduate Studies and Postdoctoral Affairs

Presenter: Jeff Casello
Contact Info: jcasello@uwaterloo.ca

Date of Meeting: **April 17, 2023**

Agenda Item Identification: **13. Report – Senate Graduate & Research Council**

Summary:

Senate Graduate & Research Council met on 6 March 2023 and agreed to forward the following items to Senate for information as part of the consent agenda.

On behalf of Senate, the following items were approved:

1. **Graduate Awards**
   Council approved the GradFlix Award - operating.

2. **Academic Program reviews**
   Council approved new courses, course revisions, course inactivation's, milestone revisions, and minor program revisions for:
   a. Final Assessment Report: Business, Entrepreneurship and Technology
   b. Final Assessment Report: Recreational and Leisure Studies
   c. Two-Year Progress Report: Chemical Engineering

Jurisdictional Information:

As provided for in Senate Bylaw 2, section 4.03, council is empowered to make approvals on behalf of Senate for a variety of operational matters:

> (f) On behalf of Senate, consider and approve all new graduate courses, the deletion of graduate courses, and proposed minor changes to existing graduate courses and programs, and provide Senate with a brief summary of council's deliberations in this regard. Any matter of controversy that might arise may be referred to Senate.

> (i) On behalf of Senate, consider and approve all new graduate scholarships and awards. Any matter of controversy that might arise may be referred to Senate.

Senate

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For Information   **Open Session**

To: **Senate**

Sponsor: David DeVidi, Associate Vice-President, Academic
Contact Information: david.devidi@uwaterloo.ca

Presenter: David DeVidi, Associate Vice-President, Academic
Contact Information: david.devidi@uwaterloo.ca

Date of Meeting: **April 17, 2023**

Agenda Item Identification: **14. Report – Senate Undergraduate Council**

Summary:
Senate Undergraduate Council met on March 7, 2023 and agreed to forward the following items to Senate for information as part of the consent agenda.

On behalf of Senate, the following items were approved:

Academic Program Reviews
Council approved the following reports:

- Final Assessment Report (FAR), Theatre and Performance

- Two-Year Progress Report (PR), History

- Two-Year Progress Report (PR), Liberal Studies

Minor Plan & Curricular Modifications
Council approved course changes for:

a. Faculties of Environment and Science (geography & environmental management; interdisciplinary studies)

Jurisdictional Information:
As provided for in Senate Bylaw 2, section 5.03, council is empowered to make approvals on behalf of Senate for a variety of operational matters:

(c) On behalf of Senate, consider and approve all new undergraduate courses, the deletion of undergraduate courses, and proposed changes to existing undergraduate courses and minor changes to programs and/or plans, and provide Senate with a summary of council's deliberations in this regard. Any matter of controversy that might arise may be referred to Senate.

(e) Consider, study and review briefs on any aspect of undergraduate studies from members of the university.

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University of Waterloo

Office of the Vice President, Research and International

For Discussion   **Open Session**

To:	**Senate**

Sponsor:	Charmaine Dean, Vice President Research and International
Contact Information:	vpri@uwaterloo.ca

Presenter:	Charmaine Dean, Vice President Research and International
Contact Information:	vpri@uwaterloo.ca

Date of Meeting:	**April 17, 2023**

Agenda Item Identification:	**15a. Report – Vice-President, Research & International: Awards, Distinctions, Grants, Waterloo International Engagements**

Summary:

Presenting the Vice-President, Research and International Report to Senate for April 2023. This report to Senate highlights successful research and international outputs and outcomes for the period February - March 2023 by the thematic areas as outlined in Waterloo's Strategic Plan 2020-25.

Documentation Provided:

- Vice-President, Research and International Report to Senate for April 2023

Senate   **1**

Vice-President, Research & International
Report to Senate
April 2023

Introduction

This report to Senate highlights successful research and international outputs and outcomes for the period February - March 2023 by the thematic areas as outlined in Waterloo's Strategic Plan 2020-25.

ADVANCING RESEARCH FOR GLOBAL IMPACT

R1 - Research strengths to solve real-world problems

Awards and Distinctions

Sepehr Assadi (incoming Cheriton School of Computer Science) - Sloan Research Fellowship - Alfred P. Sloan Foundation, $75,000 (USD)

- The Alfred P. Sloan Foundation supports research and education related to science, technology, and economics. Sepehr Assadi's received this prestigious Fellowship for his research which focuses on theoretical foundations of big data analysis, more broadly exploring "algorithmic graph theory, communication complexity, online algorithms, and algorithmic game theory." Assadi is one of 125 early career researchers in the United States and Canada who received a Fellowship this year. Joining Waterloo in July 2023, he is currently an Assistant Professor in the Department of Computer Science at Rutgers University and a member of its Theory of Computing group.

Shai Ben-David (Cheriton School of Computer Science) - Best Paper Award - 34th International Conference on Algorithmic Learning Theory

- Master's candidate Niki Hasrati and Professor Shai Ben-David have received the best paper award at ALT 2023, the 34th International Conference on Algorithmic Learning Theory, for their paper "On Computable Online Learning."

Jennifer Clapp (School of Environment Resources and Sustainability) - Fellow - Swedish Royal Academy of Agriculture and Forestry

- Fellows are the Academy's most important resource, known for their outstanding insight and experience. The Royal Swedish Academy of Agriculture and Forestry works on issues of agriculture, horticulture, food, forest and forest products, fishing and aquaculture, the environment and natural resources. Jennifer Clapp's research focuses on "food, agriculture and the environment" drawing on her "expertise on global food security politics and governance."

Sophie Spirkl (Combinatorics and Optimization) - Sloan Research Fellowship - Alfred P. Sloan Foundation, $75,000 (USD)

- The Alfred P. Sloan Foundation supports research and education related to science, technology, and economics. Sophie Spirkl received this prestigious Fellowship for her research which focuses on "graphs with forbidden induced subgraphs" and "is widely regarded as one of the strongest graph theorists of her age in the world." Spirkl is one of 125 early career researchers in the United States and Canada who received a Fellowship this year.

Alex Wong (Systems Design Engineering) – Fellow – International Society for Design and Development in Education (ISDDE)

- ISDDE Fellows represent excellence in design and development in education from the designer, design group leader, or funder perspectives. Alex Wong's research focuses on "computational imaging, artificial intelligence, computer vision, and multimedia systems."

Funding Agencies and Non-Profit Sponsors

Waterloo researchers were awarded 163 NSERC Discovery and related supplemental grants totalling **$7,309,318.**

- **NSERC Discovery Grants** (Awarded 2023/24), 115 awards totalling **$5,252,113** new funding for 5 years, with a success rate of 115 of 146 (or 79%) applications.
- **NSERC Discovery Grants - Subatomic Physics** (Awarded 2023/24), 1 award totalling **$355,000** ($71,000 each year over 5 years).
- **NSERC Discovery Grants – Northern Research Supplements Program** (Awarded 2023/24), for ongoing research, 5 awards totalling **$71,000.**
- **NSERC Research Tools & Instruments Grants** (Awarded 2022/23), 10 awards totalling **$1,231,205**, with a success rate of 10 of 24 (or 42%) applications.
- **NSERC Discovery Launch Supplement** (Awarded 2023/24), 32 Awardees, totalling **$400,000.**

Research Partnerships

NSERC Alliance

Waterloo received **3 awards** totaling **$1,302,258** from NSERC and **$2,269,982** in partnership contributions.

- **Fatma Gzara (Management Science),** "Data analytics for robust crew pairing" **$65,218** over 2 years, **+$65,218** cash and **$100,100** in-kind from partner Navblue.

- **Philippe Van Cappellen (Earth & Environment Sciences),** "CLAWAVE – Chemical load assessments for watersheds: automation and visualization experience," **$937,040** over 4 years, **+$1,669,764** in-kind from partner Environment and Climate Change Canada.

- **Mihaela Vlasea (Mechanical & Mechatronics),** "Sustainable materials and additive manufacturing processes for the automotive sector," **$300,000** over 3 years, **+$150,000** cash and **$285,000** in-kind from partners RioTinto, Dana Canada Corporation, and Nanogrande.

NSERC Alliance-Mitacs Accelerate Grants

Joint NSERC Alliance-Mitacs Accelerate grants support projects of varying scale and complexity, from short-term smaller projects involving one researcher to long-term projects involving researchers across several universities, and from one-on-one collaborations with a single partner organization directly involved in the research to projects involving many partner organizations across multiple sectors.

- **XiaoYu Wu (Mechanical and Mechatronics Engineering),** "Analyzing the potential of hydrogen fuel cell electric vehicles as distributed energy storage or generators to decarbonize transportation and power sectors," **$40,000** over 2 years, **+$20,000** cash from Mitacs, **+$20,000** cash and **$5,700** in-kind from partner The Transition Accelerator.

NSERC Alliance Missions - Anthropogenic greenhouse gas research

Alliance Missions grants are a unique opportunity aimed at addressing critical science and technology challenges that can play a pivotal role in Canada's economy. Waterloo received **6 awards** totaling **$6,820,956** from NSERC, and **$2,234,542** from partnership contributions.

- **Kyle Daun (Mechanical & Mechatronics Engineering),** "Development of hyperspectral imaging platforms for quantifying methane emissions from managed wetlands, landfills, and the upstream oil and gas industry," **$941,000** over 3 years, **+$270,900** in-kind from partners Ducks Unlimited Canada;

Environment and Climate Change Canada; Petroleum Technology Alliance Canada; GFL Environmental Inc.

- **Hamid Jahed (Mechanical and Mechatronics Engineering),** "Remanufacturing - A manufacturing paradigm shift for deep decarbonization in a sustainable economy," **$1,495,538** over 3 years, **+$18,462** cash and **$565,240** in-kind from partner Siemens Canada Limited; Natural Resources Canada; CenterLine (Windsor) Ltd.; FCA Canada Inc.

- **Yuri Leonenko (Earth and Environmental Science),** "Carbon Capture by Boreal Afforestation: feasibility for Canada's net-zero emission goals" **$1,500,000** over 3 years, **+$366,000** in-kind from partner Technologies aérospatiales inc.

- **Mehrdad Pirnia (Management Sciences),** "Sustainable Aviation for Reducing Anthropogenic Greenhouse Gas Emission in Canadian Skies" **$885,078** over 3 years, **+$219,298** in-kind from partner Waterloo Wellington Flight Centre.

- **Mahla Poudineh (Electrical & Computer Engineering),** "An integrated microfluidic, metal oxide semiconductor gas sensor combined with machine learning optimization for multiplexed greenhouse gas detection," **$650,800** over 3 years, **+$30,000** cash and **$58,000** in-kind from partners Pro-Flange Ltd.

- **Philippe Van Cappellen (Earth & Environmental Sciences), "**Adaptive management of green stormwater infrastructure to reduce greenhouse gas emissions from urban watersheds," **$1,348,540** over 3 years, **+$706,642** in-kind from partner Environment and Climate Change Canada; Toronto & Region Conservation Authority; Ontario Clean Water Agency; City of Kitchener; Crozier: Consulting Engineers; Muslim Families.

NSERC Alliance Quantum

Alliance Quantum grants aim to reinforce, coordinate and scale up Canada's domestic research capabilities in quantum science and technology through partnerships between university researchers and organizations from the private, public or not-for-profit sectors. Waterloo received the following one award:

- **Na Young Kim (Electrical & Computer Engineering,** "Quantum Rydberg Exciton Radars (REX-R)," **$1,028,700** over 5 years**, +$100,000** cash from partner Defence R&D Canada.

Waterloo International Agreements

Between February 28, 2023 and March 31, 2023, Waterloo International facilitated the signing of the following international agreement:

- **Tilburg University, Netherlands** – Student exchange.
  - o Now a university-wide agreement since 2014, and renewed in March 2023. This agreement was first signed in 1999 involving the Faculty of Arts only, and expanded to include the Faculty of Applied Health Sciences in 2004.

Waterloo International Engagement Activities

Between February 28, 2023, and March 31, 2023, Waterloo International organized, executed or participated in the follow key activities:

- **Asia-Pacific Association for International Education Conference**, Bangkok, Thailand (13-17 March 2023).

- Visit of the **Italian Ambassador to Canada, His Excellency, Andrea Ferrari,** to the Waterloo campus.

- **Presidential trip to India** (13-17 March 2023).

- **AVP International trip to India and Vietnam** (each 20-24 March 2023).
  - o These trips were led, respectively, by Ian Rowlands, Associate Vice-President, International; and Amelia Burton, Associate Director, International Relations.

UNIVERSITY OF WATERLOO

Office of the Vice-President, Academic and Provost

For Information   **Open Session**

To: **Senate**

Sponsor: James W.E. Rush, Vice-President, Academic and Provost
Contact Information: provost@uwaterloo.ca

Presenter: James W.E. Rush, Vice-President, Academic and Provost
Contact Information: provost@uwaterloo.ca

Date of Meeting: **April 17, 2023**

Agenda Item Identification: **16. Report of the Provost – Faculty Appointments, Leaves**

Summary:

The Faculty Reports for Senators' information regarding the variety of appointments, reappointments, special appointments, leaves, and other matters of interest about individuals in the Faculties are available at the Senate agenda page[1].

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[1] https://uwaterloo.ca/secretariat/sites/default/files/uploads/documents/reports-all-faculty-abril-2023.pdf

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