

Senate Executive Committee

Open Session

October 6, 2025

3:30 p.m. - 4:30 p.m.

Needles Hall

NH 3308

Waterloo Campus

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2025 10 06 Senate Executive Committee Meeting Book

AGENDA

Governance Resources

[Link to Governance Resources](#)

OPEN SESSION

3:30 p.m.	1. Approval of the Minutes		
	1.1 Minutes of the September 8, 2025 Meeting	Decision	3
	1.2 Business Arising from the Minutes	Information	
3:35 p.m.	2. Remarks from the Chair		
	2.1 Remarks from the Chair	Information	6
3:45 p.m.	3. Reports to Senate Executive Committee		
	3.1 Senate Engagement Working Group Update	Decision	7
	3.2 Senate By-Election Update	Information	11
3:55 p.m.	4. Senate Agenda Preparation		
	4.1 Senate Work Plan 25/26	Information	12
	4.2 Draft Senate Agenda for October 20, 2025	Decision	14
	5. Other Business	Information	

6. Adjournment

The next meeting of the Senate Executive Committee will be held on November 10, 2025 from 3:30 p.m. - 4:30 p.m.

Membership and Expected Attendance

Members Attending: Ashley Day, Laura Deakin, Tom Duever, Mark Ferro, Nadine Ibrahim, Blake Madill, Carol Ann MacGregor, David Porreca, Mark Seasons, James Skidmore, Justin Wan

Regrets: Vivek Goel

Resources (or Guests): Dave DeVidi, Jenny Flager-George, Andrea Kelman, Tony Ly

For Approval**Open Session**

To: Senate Executive Committee

From: Gen Gauthier-Chalifour
University Secretary

Date of Meeting: October 6, 2025

Agenda Item: **1. Approval of Minutes and Business Arising**

1.1 Minutes of the September 8, 2025 Meeting

Motion: To approve the minutes of the September 8, 2025 Senate Executive Committee meeting, as distributed/amended.

Documentation Provided:

- Minutes of the September 8, 2025 Meeting – Open Session

1.2 Business Arising from the Minutes

There is no business arising from the minutes.

University of Waterloo
SENATE EXECUTIVE COMMITTEE
Minutes of the September 8, 2025 Meeting
[in agenda order]

Present: Ashley Day (secretary), Laura Deakin, Tom Duever, Mark Ferro, Vivek Goel (chair), Vikas Gupta, Nadine Ibrahim, Carol Ann MacGregor, Blake Madill, Damian Mikhail, David Porreca, Jessica Rindlisbacher, Rida Sayed, Mark Seasons, James Skidmore, Justin Wan

Guests: David DeVidi, Jenny Flagler-George, Genevieve Gauthier-Chalifour, Emily Goodwin, Andrea Kelman, Tony Ly

Regrets: None

1. Approval of the Minutes

1.1 Minutes of the May 26, 2025 Meeting

No amendments were brought forward. A motion was heard to approve the minutes of the May 26, 2025 meeting. Deakin and Porreca. Carried.

1.2 Business Arising from the Minutes

The Chair noted consultations with staff groups regarding staff representation on Senate is pending and the University Secretary will provide an update at a future meeting.

2. Remarks from the Chair

The Chair welcomed new and returning members of the committee and gave an overview of the mandate of the Senate Executive Committee as outlined in Bylaw 2. It was noted that the terms of reference for this committee have not been thoroughly reviewed for many years, and as part of the ongoing review of all Senate committee and council mandates, a review of the Committee's terms of reference is anticipated for this governance year. The Senate Undergraduate Council and Academic Quality Enhancement Committee will also review their respective mandates this year.

The Chair reminded committee members that it is preferred members are present in person as much as possible for meetings considering substantive matters related to the nature of the committee's work and related discussions. A hybrid option is available and should there be no major items for discussion, the meeting may be moved fully online at the discretion of the Chair.

3. Report to Senate Executive Committee

3.1 Senate Engagement Working Group

The Chair gave an overview of the proposal which is an outcome of the last Senate Effectiveness Survey. The survey identified a number of items raised about the nature of Senate meetings which have been identified over the past few governance years. In light of the issues raised, the Senate Engagement Working Group will review, develop and recommend proposed changes to selected Senate governing documents and processes insofar as they relate to senator engagement and the matters outlined in the report.

A member requested that language be added to the report that clarifies one faculty senator from each Faculty would be selected. It was noted that, if approved by Senate, a call for expressions of interest will be issued by the Secretariat. Members from the Senate Executive Committee interested in participating on the working group as one of the two SEC-appointed members may get in contact with Ashley Day to express interest.

A motion was heard that the Senate Executive Committee recommend that Senate establish an ad hoc working group to review current practices and opportunities to enhance senator engagement, as amended. Skidmore and Porreca. Carried.

3.3 Elections to Senate Committees and Councils

The committee received a report with additional names identified to serve on Senate committees and councils. The Secretariat is working closely with the Chairs of the new Senate Graduate Council and Senate Research and Innovation Council to ensure vacancies are filled before the first meetings of each council.

A motion was heard that the Senate Executive Committee approve the membership of Senate committees and councils for 2025-26, as presented on the list of nominees attached to this report and in accordance with the delegation of authority approved by Senate on June 9, 2025. Porreca and Sayed. Carried.

3.3 Senate By-Elections

The committee received notice of the upcoming call for nominations from the Secretariat to fill faculty senator vacancies on Senate. The call will be published on September 16, 2025. Information is provided in the report on the by-election process which is informed by Senate Bylaw 3. Any questions can be directed to the Secretariat.

4. Senate Agenda Preparation

4.1 Senate Work Plan 2025-2026

The Chair provided a high-level overview of the Senate work plan for the 2025-2026 governance year. It was noted that a proposal was received from a Senator to establish a committee on academic innovation, further to discussion at the June 2025 Senate meeting. The Senator was provided with feedback on the proposal by the Secretariat and it was agreed that a broader discussion at Senate would be planned on academic innovation, including an update and proposed priorities for the Academic Innovation Working Group.

4.2 Draft Senate Meeting Book for September 22, 2025

The committee reviewed the draft Senate meeting book and discussed the main items on the regular agenda. The Chair provided a brief overview of what would be covered under the Report of the President including the activities and discussion over the summer with the Ministry of Colleges, Universities and Research Excellence and Security (MCURES) focused on University and College Governance, and the upcoming finance and enrolment updates expected at Senate this fall. The committee was briefed in confidence on the Naming Proposal. Minor editorial changes were received by the Secretariat from Porreca to be amended in the package.

A motion was heard to approve the September 22, 2025, Senate meeting book, as amended. Mikhail and Porreca. Carried.

5. Other Business

With no further business, the meeting was adjourned. The next meeting of the committee is scheduled for Monday October 6, 2025, from 3:30 p.m. to 4:30 p.m.

For Information**Open Session**

To: Senate Executive Committee
From: Gen Gauthier-Chalifour
University Secretary
Date of Meeting: October 6, 2025
Agenda Item: **2. Remarks from the Chair**

Summary

Dr. Thomas Duever will step in as Chair of the Senate Executive Committee for the October 6, 2025 meeting. He will provide an update on matters of interest to the committee.

For Approval**Open Session**

To: Senate Executive Committee

From: Genevieve Gauthier-Chalifour
University Secretary

Date of Meeting: October 6, 2025

Agenda Item: **3.1 Senate Engagement Working Group – Proposed Membership**

Recommendation/Motion

That the Senate Executive Committee approve the addition of an alumni member to the membership of the Senate Engagement Working Group;

And that the Senate Executive Committee appoint the proposed members (item 1.1 - 1.2 below) to the Senate Engagement Working Group, as presented;

And that the Senate Executive Committee recommend that Senate appoint the names of the faculty, student, and alumni members (item 2.1-2.4 below) to be appointed to the Senate Engagement Working Group, as presented.

Summary

On September 22, 2025, Senate passed a motion to establish an ad hoc working group to review current practices and opportunities to enhance senator engagement. On September 23, 2025, the Secretariat issued a call for expressions of interest to all Senators. A proposed membership slate has been drafted below for consideration.

Proposed Membership

1. Appointed by SEC
 - 1.1 Co-Chairs (2):
 - Faculty Senator: Laura Deakin
 - Ex-officio member of Senate: Marcus Shantz
 - 1.2 Two members of SEC
 - Carol Ann MacGregor
 - *[To Be Confirmed]*
2. Appointed by Senate
 - 2.1 6 Faculty Senators
 - Arts – James Skidmore
 - Health – Martin Cooke
 - Engineering – David Clausi
 - Environment – Rob Gorbet
 - Mathematics – Hans De Sterck
 - Science – Stan Woo

- 2.2 1 Undergraduate Student Senator
 - Alex Pawelko
- 2.3 1 Graduate Student Senator
 - Jessica Rindlisbacher
- 2.4 Alumni [Proposed]
 - Vikas Gupta

Jurisdictional Information

As provided for in Senate Bylaw 2, section 1.04, the committee is empowered to make approvals on behalf of Senate and to make recommendations to Senate as follows:

- f. To make recommendations to Senate as may be necessary from time to time regarding the establishment of ad hoc committees of Senate, such recommendations to include the terms of reference of any such committee and a list of nominations for the membership thereof.
- g. To receive and review the reports and recommendations of all committees and councils, prior to their presentation to Senate and to make at its discretion recommendations to Senate thereon.

Governance Path

Senate Executive Committee: October 6, 2025

Senate: October 20, 2025 [prospective]

Ad Hoc Working Group on Senate Engagement

Draft Terms of Reference

1.1 Draft Terms of Reference

1.1.1 Mandate

To provide recommendations that enhance senator engagement with senate governance, structures, and processes as identified within the terms of reference. The ad hoc working group will report regularly to the Senate Executive Committee (SEC) on progress. Final proposals to be brought forward to Senate for consideration, on recommendation of the SEC.

1.1.2 Responsibilities

- Review existing governance frameworks and processes as outlined in the work plan, including but not limited to:
 - *Nominations and Elections*: Review current practices and make recommendations as appropriate to increase participation from among a diversity of UW community members, with a view to bolstering Senate and committee/council discussions through a wider range of perspectives.
 - *Senator Roles and Responsibilities*: Review current practices and make recommendations as appropriate to provide clarity of roles and responsibilities for individual senators, the chair, and committee/council chairs.
 - *Rules of Order*: Review current practices and make recommendations as determined appropriate regarding expectations for participation in Senate processes, discussions, and committees/councils.
 - *Senate Effectiveness*: Review senate effectiveness survey results over the past three years and make recommendations to address senator feedback, as determined appropriate, and with a view to leading practices in academic and bicameral governance.
- Consult with senators and stakeholders to gather input, as applicable to the working groups mandate,
- Draft documents, reports, and recommendations for consideration
- Monitor trends, identify leading practices and emerging governance issues relevant to Senate

1.1.3 Meetings

Meetings will be held regularly, virtually or in-person as the discretion of the co-chairs. See section 1.3 for proposed meeting cadence.

1.2 Membership

Appointed by SEC

- Co-Chairs (2):
 - Faculty Senator
 - Ex-officio member of Senate
- 2 members of SEC

Appointed by Senate

- 6 Faculty Senators
- 1 Undergraduate Student Senator
- 1 Graduate Student Senator

Non-voting Resources

- Associate University Secretary (secretary to the working group)
- Governance Officer
- University Secretary

1.3 Preliminary Workplan

Date	Purpose
September 22, 2025 – Senate Meeting	Call for Nominations
October 1, 2025 – Virtual	Deadline for Nominations
October 6, 2025 – SEC Meeting	Review List of Nominations
October 20, 2025 – Senate Meeting	Report to Senate on Membership
November 2025 – Meeting 1	Working Group Kick-Off Meeting & Review of Senate Effectiveness Survey Results
November 2025 – Meeting 2	Review Membership and Elections
December 2025 – Meeting 3	Review Membership and Elections
January 2026 – Meeting 4	Review Roles and Responsibilities
February 2026 – Meeting 5	Review Roles and Responsibilities
March 2026 – Meeting 6	Review Rules of Order
March 2026 – Meeting 7	Review Rules of Order
April 2026 – Meeting 8	Final Recommendations
May 4, 2026 – Senate Meeting	Report to Senate

For Information**Open Session**

To: Senate Executive Committee
From: Gen Gauthier-Chalifour
University Secretary
Date of Meeting: October 6, 2025
Agenda Item: **3.2 Senate By-Election Update**

Summary

On Tuesday September 16, 2025 the Secretariat issued a call for nominations to fill faculty vacancies on Senate. This by-election is being held in accordance with Section 2.03 of [Senate By-law 3](#). Elections are currently being held from Wednesday October 1, 2025 to Wednesday October 8, 2025. A report with the results will be included in the October 20, 2025 Senate package for information. Elections that are noted as “acclaimed” received nominations that were equal to, or less than, the number of available vacancies in that contest.

The following seats have been acclaimed:

- One faculty member from the Faculty of Health, for a term to expire August 31, 2026.
 - Michael Barnett-Cowan [Acclaimed]
- One faculty member from the Faculty of Health, for a term to expire August 31, 2027.
 - Heather Mair [Acclaimed]

The following seats will be filled by election:

- One faculty member from the Faculty of Arts, for a term to expire August 31, 2028.
 - Nominations received:
 - Patricia Marino
 - Sarah Turnbull
 - Paul Ugor
 - Bojana Videkanic
- One faculty member from the Faculty of Science, for a term to expire August 31, 2027.
 - Nominations received:
 - Andrea Edginton
 - Dale Martin

For Approval**Open Session**

To: Senate Executive Committee

From: Gen Gauthier-Chalifour
University Secretary

Date of Meeting: October 6, 2025

Agenda Item: **4. Senate Agenda Preparation**

4.1 Senate Work Plan 25/26

The Senate Work Plan is provided for information only.

4.2 Draft Senate Agenda for October 20, 2025

Items of note:

- 7.1: Senate Engagement Working Group
 - An update will be provided on the results of the expressions of interest and proposed membership
- 7.2: Senate By-Elections Update
 - An update will be provided on the by-election results for Arts (1), Health (2) and Science (1) vacancies
- 8: Report of the Senate Planning and Finance Committee
 - Three updates will be coming forward for information: Annual Institutional Performance Update 2024 -2025, Q1 Budget Update, Campus Plan Update
- 9: Academic Innovation
 - An update on the Academic Innovation will be provided by Tom Duever and Dave DeVidi
- 10: Institutional Neutrality - Guidelines for Collective Bodies
 - An update on the Guidelines for Collective Bodies will be provided by Christine McWebb

Motion: That the Senate Executive Committee approve the October 20, 2025 Senate agenda as presented.

Documentation Provided

- Draft Senate Package

Senate Agenda Items	September 22, 2025	October 20, 2025	November 24, 2025	January 26, 2026	March 2, 2026	April 6, 2026	May 4, 2026	June 8, 2026
p = planned ✓ = completed								
LEADERSHIP, FACUTLY, AND ASSOCIATION REPORTS								
Report of the President	✓	p	p	p	p	p	p	p
• Faculty Tenure and Promotion Report (<i>consent</i>)			p	p	p	p	p	p
Report of the Vice-President, Academic & Provost	✓	p	p	p	p	p	p	p
• Reports from Faculties (e.g., appointments, administrative appointments, sabbaticals) (<i>consent</i>)	✓	p	p	p	p	p	p	p
• Call for Nominations and Designation of University Professor	✓					p		
Report of the Vice-President, Research & International (<i>consent</i>)	✓	p	p	p	p	p	p	p
• Annual Report of the Vice-President, Research & International				p				
Faculty Presentations					p		p	p
Annual Association Reports: FAUW, WUSA, GSA					p			
Report of the COU Academic Colleague								p
COMMITTEE & COUNCIL REPORTS Each committee and council of Senate will provide a report to Senate after each meeting.								
Executive Committee, Academic Quality Enhancement Committee, Graduate Council, Honorary Degrees Committee, Planning and Finance Committee, Research and Innovation Council, Undergraduate Council	✓	p	p	p	p	p	p	p
POLICIES & BY-LAWS Policy and By-Law amendments may also be brought forward based on review schedules or as required.								
Annual Report on Gift Acceptance (Policy 7) (<i>confidential session</i>)		p						
University Committee on Student Appeals Annual Report (Policy 72)			p					
University Appointment Review Committee Annual Report (Policy 76)						p		
Executive Appointments (Policy 48, 50, 68) (<i>confidential</i>)								
OPERATING BUDGET Under the Report of the Planning and Finance Committee.								
University Operating Budget Update		p						
Joint Board/Senate Budget Education Sessions				p	p			
Operating Budget (recommendation to Board)						p		
ADMISSIONS UPDATES, CONFERRING OF DEGREES, AND AWARDS								
Call for Nominations: Honorary Degree and Honorary Member	✓				p			
Academic Calendar Dates	✓							
Teaching Awards Committee: Appointment and Award Winners				p			p	
Delegation and Reports of the Roster of Graduands	✓		p			p		
Spring and Fall Convocation Reports	✓		p					
Undergraduate and Graduate Admissions Update				p				
SENATE MEMBERSHIP AND GOVERNANCE								
Senate Orientation	✓		p					
Call for Senate Nominations, Elections, and Appointments			p		p			p
Senate Effectiveness Survey					p			

Senate

Open Session

October 20, 2025

3:30 p.m. - 5:30 p.m.

Needles Hall

NH 3407

Waterloo Campus

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2025 10 20 Senate Meeting Book

AGENDA

	1 Governance Resources		
	1.1 Link to Governance Resources		
	2 OPEN SESSION		
3:30 p.m.	3 Territorial Acknowledgement [TBD]		
3:35 p.m.	4 Approval of the Agenda and Minutes [Goel]		
	4.1 Conflict of Interest	Declaration	4
	4.2 Approval of the Agenda and Consent Items	Decision	
	4.3 Minutes of the September 20, 2025 Meeting	Decision	5
	4.4 Business Arising from the Minutes	Information	
3:40 p.m.	5 United Way Presentation		
	5.1 United Way Presentation Memo	Information	11
3:45 p.m.	6 Report of the President [Goel]		
	6.1 General Update	Information	12
4:00 p.m.	7 Report of the Senate Executive Committee [Goel]		
	7.1 Senate Engagement Working Group - Proposed Membership	Decision	
4:10 p.m.	8 Report of the Senate Planning and Finance Committee		
	8.1 Annual Institutional Performance Update 2024-2025 [Goel]	Information	
	8.2 Q1 Budget Update [TBD]	Information	
	8.3 Campus Plan Update [Lewis]	Information	
4:40 p.m.	9 Academic Innovation Initiatives [Duever, DeVidi]		
	9.1 Academic Innovation Memo	Information	13
5:15 p.m.	10 Report of the Senate Undergraduate Council [DeVidi]		
	10.1 Faculty of Arts	Decision	
	10.2 Faculty of Science	Decision	
5:05 p.m.	11 Policies		
	11.1 Freedom of Expression Task Force: Guidelines for Collective Bodies [McWebb]	Decision	
5:25 p.m.	12 Consent Agenda		

	12.1 Senate Work Plan 25/26	Information	14
	12.2 Report of the Senate Graduate Council	Information	15
	12.3 Report of the Senate Executive Committee		
	12.3.1 Senate By-Election Update	Information	
	12.3.2 Senate Executive Committee - Summary of the October 6, 2025 Meeting	Information	
	12.4 Report of the Senate Planning and Finance Committee	Information	
	12.5 Report of the Senate Undergraduate Council	Information	
	12.6 Report of the Vice President, Academic and Provost		
	12.6.1 Faculty Appointments and Leaves	Information	
	12.7 Report of the Vice-President, Research and International		
	12.7.1 Awards, Distinctions, Grants, Commercialization Activity, Waterloo International Engagements	Information	16
	13 Confidential Consent Agenda		
	13.1 Confidential Minutes of the September 20, 2025 Meeting	Decision	22
5:30 p.m.	14 Items Removed from the Consent Agenda		
	15 Other Business		
	16 Adjournment		
	The next meeting of Senate will take place on November 24, 2025 from 3:30 p.m. - 5:30 p.m. in NH 3407.		

For Information**Open Session**

To: Senate

From: Gen Gauthier-Chalifour
University Secretary

Date of Meeting: October 20, 2025

Agenda Item: **4. Approval of the Agenda and Minutes**

4.1 Conflict of Interest

Senators are invited to declare any conflicts related to the open session agenda at this time. Should a conflict of interest arise during discussion, senators are asked to declare a conflict of interest as it arises.

The Secretariat can provide guidance regarding potential conflicts of interest in advance of or during the Senate meeting.

4.2 Approval of the Agenda, and Approval of the Consent Agenda

Motion: To approve the agenda as presented/amended, and to approve or receive for information the items on the consent agenda, listed as items 12.1-12.7 of the Senate agenda.

Senators wishing to have an item removed from consent to the regular agenda are asked to contact the University Secretary in advance of the meeting. Senators may also request to have items moved to the regular agenda immediately prior to the approval of the agenda.

4.3 Minutes of the September 20, 2025 Meeting – open and confidential

Motion: To approve the minutes of the meeting (open session), and to approve the minutes of the meeting (confidential session - item 13.1), as distributed.

Documentation Provided:

- Minutes of the September 20, 2025 Meeting

4.4 Business Arising from the Minutes

There is no business arising from the minutes.

University of Waterloo
Senate
Minutes of the September 22, 2025 meeting
[in agenda order]

Present: John Abraham, Nasser Abukhdeir, Yasmeen Almomani, Veronica Austen, Aubrey Basdeo, Jordan Bauman, Jean Becker, Raouf Boutaba, Andrew Chang, Helen Chen, David Clausi, Martin Cooke, Cecilia Cotton, Ashley Day [Secretary], Hans De Sterck, Laura Deakin, Charmaine Dean, David DeVidi, Michael Drescher, Thomas Duever, Mark Ferro, Paul Fieguth, Teresa Fortney, Bruce Frayne, Gen Gauthier-Chalifour [Secretary], Vivek Goel [Chair], Rob Gorbet, Vikas Gupta, Peter Hall, Kevin Hare, Marc Jerry, Acey Kaspar, Achim Kempf, Misha Khan, Scott Kline, Jochen Koenemann, Sachin Kotecha, Christiane Lemieux, Ondrej Lhotak, Lili Liu, Jun Liu, Brad Lushman, Shana MacDonald, Carol Ann MacGregor, Blake Madill, Colleen Maxwell, Richard Myers, Carter Neal, Cathy Newell Kelly, Christopher Nielsen, James Nugent, Alex Pawelko, Nicholas Pellegrino, David Porreca, Neil Randall, Arya Razmjoo, Jacinda Reitsma, Jessica Rindlisbacher, Sharon Roberts, Meray Sadek, Beth Sandore Namachchivaya, Rida Sayed, Mark Seasons, Marcus Shantz, James Skidmore, Karen Sunabacka, Su-Yin Tan, Christopher Taylor, Alexie Tcheuyap, Katie Traynor, Sharon Tucker, Diana Vangelisti, Justin Wan, Johanna Wandel, Mary Wells, Jeffrey Wilson, Stan Woo, Changbao Wu, En-Hui Yang

Regrets: Laith Alkhawaldeh, Murray Gamble, Chris Houser, Nadine Ibrahim, Christopher Lim, Pendar Mahmoudi, Peter Meehan, Damian Mikhail, Sushanta Mitra, Jagdeep Singh Bachher, Clarence Woudsma

Guests: Nenone Donaldson, Bernard Duncker, Melanie Figueiredo, Jenny Flagler-George, Anne Galang, Diana Goncalves, Diane Johnston, Andrea Kelman, Tony Ly, Nick Manning, Christine McWebb, Ian Milligan, Fayaz Noormohamed, Chris Read, Nadia Singh, Greg Smith, Brandon Sweet, Mathew Thijssen, Ian VanderBurgh, Nickola Voegelin, Tim Weber-Kraljevski, Katy Wong-Francq

OPEN SESSION

The chair welcomed members to the meeting and offered opening remarks. It was noted that Tuesday, September 30, is the National Day for Truth and Reconciliation and events are scheduled to take place on campus including a walk around Ring Road. The chair shared best wishes to our Jewish colleagues as they observe the festival of Rosh Hashanah that begins on September 22, 2025 at sundown.

The Chair welcomed back returning senators and a special welcome to new senators joining for the first time. The Chair also officially welcomed Thomas Duever, Interim Vice-President Academic and Provost, who will also serve as vice-chair to Senate. A reminder was given about the annual Joint Board and Senate Retreat taking place on Thursday, September 25th at the Cora Building in R+T Park. The retreat provides an opportunity to bring together Board and Senate Members on areas of mutual interest and foster connectivity in our governance system.

The Chair noted the recent call for nominations for Honorary members of the University. This award recognizes employees for outstanding service to the University as a whole. Further information can be found on the Secretariat's website or please reach out to the Secretariat for more information. Additionally, on September 16th the Secretariat put out a call for nominations for vacant Faculty Senate seats. There are four vacancies, one in Arts, two in Health and one in Science. More information can be found in the consent agenda under item 9.2.2.

1. Territorial Acknowledgement

The territorial acknowledgement was given by Amanda St. Marie and Johanna Wandel, along with a brief presentation on the Moccasin Identifier Project.

2. Approval of the Agenda and Minutes

2.1 Conflict of Interest.

No conflicts of interest were declared.

2.2 Approval of the Agenda, and Consent Items

A member requested the item 9.2.3 be removed from the consent agenda and be added to the regular agenda under item 10.

A motion was heard to approve the agenda as presented, and to approve or receive for information the items on the consent agenda, listed as items 9.1-9.8 of the Senate agenda. Porreca and Lhotak. Carried.

2.3 Minutes of the June 9, 2025 Meeting

The chair noted a request for clarification and amendment to the minutes, received in advance of the meeting. An amendment was proposed under item 3.1 Report of the President, to clarify that the announcement of Bill 46 referenced governance consultations, but the bill itself does not specifically mention them.

A motion was heard to approve the minutes of the meeting, as amended. Abukhdeir and Deakin. Carried.

2.4 Business Arising from the Minutes

A member asked if there would be an SMA 4 update at the September Senate meeting. The Chair indicated this update would be provided under the President's Report. There was no further Business Arising.

3. Report of the President

3.1 General Update

The President and Chair of Senate welcomed senators back and noted the enthusiasm across campus with the start of the new academic term. He acknowledged the complex global and sector-wide issues currently facing higher education and emphasized the importance of remaining responsive and engaged.

In August, the University received a transformational philanthropic gift in the area of physics of information and artificial intelligence. Congratulations were extended to Achim Kempf for his leadership and involvement in securing this important contribution. The Global Futures competition continues to move forward. Over 60 letters of interest were received in the first round, of which 15 groups were invited to submit full proposals. Eight of those proposals received funding. The next round of the competition will begin in November 2025. This initiative is funded through a reallocation of resources previously designated for research centres and institutes.

Preliminary enrolment figures for the Fall term were shared. Domestic undergraduate enrolment is either on target or slightly above. International enrolment is also close to target; however, official counts will not be finalized until November 1. The President reminded senators that last year, the university intentionally reduced international enrolment targets. As a result, overall international enrolment remains lower than in previous years. For graduate studies, overall applications have increased, particularly due to a rise in applications from the United States. Allocations for international graduate students are on track, and there are still Provincial Attestation Letters (PALs) available for the Spring term. Visa processing delays continue to present challenges. The President emphasized that the core issue is not the availability of spots but rather the ability to recruit high-quality students. A recent recruiter survey conducted by ApplyBoard identified Canada as a stronger destination of choice compared to previous years. The final co-op employment rate for the term reached 94%, which is an improvement over previous terms. However, it was noted that students generally took longer to secure placements this term, reflecting broader challenges in the employment market.

At the federal level, the government is currently focused on improving Canada's global competitiveness. The next federal budget is expected in early November and will likely include a mix of strategic investments and spending reductions aimed at containing the national deficit. The federal government also announced the Build Canada Homes initiative, which includes provisions for the acceleration of student housing projects. This will be an important component of ongoing planning for the main campus and potentially the Research and Technology (R+T) Park. More information will be shared at the upcoming joint Board and Senate retreat. At the provincial level, discussions have concluded regarding the Strategic Mandate Agreement (SMA). Once agreements are signed off they will be publicly posted by the Government. A new agreement is in effect a placeholder while the province reviews the funding formula. Any changes to the funding model are expected to be implemented in the 2027–28 academic year, which would be Year 3 of the current SMA cycle.

Based on the recommendations of the Task Force on Institutional Partnerships the administration is preparing to bring a draft statement on principles for partnerships to Senate in Fall 2025 for consultation. Final approvals are anticipated during the January/February 2026 governance cycle. A Budget Update will be brought forward to the Senate Planning and Finance Committee in October and to Senate in November. Gauthier-Chalifour clarified a question from a member regarding the cadence of the new Senate Planning and Finance Committee and added that meetings could be added if warranted and at the discretion of the Chair.

4. Report of the Senate Executive Committee

4.1 Senate Engagement Working Group

The Chair introduced the item, speaking to the proposal as an impetus to previous Senate Effectiveness surveys, governance reviews and Senate discussions. The Chair invited Gen Gauthier-Chalifour, University Secretary, to speak to the details of the proposed working group.

Gauthier-Chalifour reminded senators that in June 2022, Senate endorsed a report with 38 recommendations to enhance Senate operations. Key focus areas included making discussions more strategic, reducing meeting frequency, improving meeting materials, strengthening ties with the Board of Governors, and overall functional improvement. Most recommendations have since been implemented. These include launching a governance portal, streamlining agendas and documentation, enhancing senator orientation, and reviewing Senate committee and council structures. Building on this progress, the formation of an ad hoc Working Group to support the next phase of governance improvement is proposed. This proposal is informed by feedback from senators and results from the Senate Effectiveness Survey discussed at the June 2025 meeting. The survey indicated strong interest in examining how senators engage with Senate processes and structures, including roles and responsibilities, rules of order, and the membership and election process.

The mandate of the proposed Working Group would be to review and recommend changes to Senate's governing documents and procedures, to focus on improving senator engagement and governance effectiveness, and to align with best practices in academic and bicameral governance. The group would also ensure responsiveness to senator input and support continuous improvement.

If approved by Senate, the Working Group is expected to convene in November 2025 and will report regularly to Senate through the Senate Executive Committee (SEC). Any formal recommendations will be brought forward to Senate via SEC, in accordance with established governance procedures. Following Senate approval, the Secretariat will issue a call for expressions of interest. The SEC will then propose a membership slate for the Working Group, to be presented for approval at the October Senate meeting.

A member raised concerns about the governance process, asking whether the Senate Executive Committee (SEC) could block recommendations from the proposed working group. Gauthier-Chalifour clarified that the SEC does not block proposals but may return items for clarification or further development to ensure readiness for Senate consideration. The SEC serves as a governance oversight body to manage process, not content. Another member questioned whether forming an ad hoc group through SEC was the most democratic approach, particularly in light of equity, diversity, and inclusion (EDI) goals. They suggested that Senate elections could be used instead. He also asked whether the Office of Equity, Diversity, Inclusion and Anti-Racism (EDI-R) had been consulted. Gauthier-Chalifour responded that the working group will be reviewing Senate membership criteria, including gender balance, and that elections alone may not be the most effective tool. Gauthier-Chalifour added that input from the Office of EDI-R and relevant stakeholders would be welcomed in the working group's discussions.

The Chair emphasized that reports from the working group will be brought to Senate for final decision-making and that the SEC's role is not to block, but to ensure submissions are properly prepared and procedurally sound.

A member raised several questions including whether the proposed co-chair model was necessary, why SEC was designated as the supporting body, and whether the membership was appropriate. Gauthier-Chalifour responded that co-chairs help share responsibilities and ensure diverse perspectives. The SEC, as the body responsible for making recommendations to Senate regarding the establishment of ad hoc committees of Senate, is the natural group to establish and receive reports from the working group. The member then expressed a preference for a single chair who is not ex-officio and the removal of the two SEC member roles on the working group and requested the motion be revised. Another member requested the amended motion be broken into two separate motions.

A motion was heard to amend the proposal to remove the ex-officio co-chair position from the membership of the working group. Abukhdeir and Porreca. The motion did not carry.

A motion was heard to amend the proposal to remove the SEC members from the membership of the working group. Abukhdeir and Porreca. The motion did not carry.

To close the discussion, a member encouraged broadening the working group's scope to ensure robust input from senators. They highlighted the value of including context and institutional memory in discussions about governance. Another member emphasized making sure someone on the committee understands the relationship and pathways between committees, and that any governance changes may have profound unintended impact to how things work operationally at the University.

The original motion was then heard that Senate establish an ad hoc working group to review current practices and opportunities to enhance senator engagement, as presented. Skidmore and Gorbet. Carried.

5. Joint Report of the Senate Graduate & Research Council and Senate Undergraduate Council

5.1 Academic Calendar Dates for 2026-2027

DeVidi introduced the item on behalf of the Senate Undergraduate Council. This is an annual report and associated motion to approve the next year of academic calendar dates and guidelines. A member asked for clarification around rule 10 as there are two terms where only one pre-exam study day is given. Newell Kelly clarified that the terms are closer together than normal due to the timing of the winter break.

A motion was heard to approve the 2026-2027 academic calendar dates and calendar guidelines for establishing academic dates, as presented. DeVidi and Newell Kelly. Carried.

6. Policies

6.1 Proposed Amendments to Policy 42 – Gender-Based and Sexual Violence Alleged Against Students

The Chair gave an overview of the proposed amendments to Policy 42: Gender-Based and Sexual Violence Alleged Against Students. The policy is being reviewed in accordance with the Ministry of Training, Colleges and Universities Act, which specifies that universities in Ontario are required to review their sexual violence policy at least once every three years and amend it as appropriate. A Policy Drafting Committee was established in April 2023. The redrafted policy has three major areas of change: inclusion of acts of gender-based violence in addition to sexual violence; the policy will no longer apply to incidents occurring off-campus, where the incident is not connected to a University activity or event; change in decision-maker is transferred from the Associate Deans to the Associate Provost, Students, or their delegate. The policy amendments will be presented to the Community and Culture Committee of the Board for endorsement on September 24, 2025, and the Board of Governors for approval on October 28, 2025.

Members commended the Policy Drafting Committee for its extensive consultation process. A few minor amendments were requested including the formatting of the bullets on page 27, addition of a summary on page 13 for readability purposes, and the removal of WUSA Advocacy Committee on the list of groups consulted due to a scheduling conflict.

7. Report of the Associate Vice-President, Academic

7.1 Undergraduate Communications Requirement: Completion of Guidelines

David DeVidi, Associate Vice-President, Academic, introduced the item and welcomed George Lamont, who provided a presentation outlining the cross-university initiative. The initiative addresses longstanding issues with the English Language Proficiency Exam (ELPE), which had shown declining scores over a ten-year period. In response, the university shifted in 2015 from a "test-first" to a "teach-first" model for communications skills. A structured development process began in 2021, involving 16 drafts and input from over 40 reviewers.

The Undergraduate Communication Requirement Group (UCRG) has produced a UCR Governance Structure and Approvals Process, UCR Course Design Principles, and a website with information relating to Undergraduate Communication Requirements. A member questioned why the group was not formally under the Senate Undergraduate Council. Lamont clarified that the initiative enhances, rather than replaces, existing structures and allows for more agile review. DeVidi emphasized that local academic decisions often have broader university-wide impacts, necessitating coordinated oversight. Another member raised concerns from Section 3: Mandate of the UCRG, suggesting the group may inadvertently impact departmental autonomy. Lamont reassured that decision-making remains under Dean discretion and does not encroach on unrelated areas.

8. Reports from the Faculties

8.1 Faculty of Arts – Reorganization Proposal

Alexie Tcheuyap, Dean of Arts, provided an overview of the reorganization proposal. The proposal had been endorsed by the Arts Faculty Council on September 10, 2025 with 84% voting in support of the reorganization. The current structure of 15 schools will be reorganized into 6 schools, including two new schools, the School of Critical and Creative Humanities, and the School of Social, Political and Historical Research, to be comprised of existing departments.

Tcheuyap noted the idea to reorganize into fewer, larger units predates any current financial challenges. The focus is on reorganizing for greater programmatic, administrative, and functional efficiencies and effectiveness. The key goals of the proposed reorganization are to create opportunities to build the Arts Faculty of the future, sustain programming amid expected reductions in funding and people, and build resilience. A transition period between Fall 2025 and July 1, 2026 will occur, during which administrative, leadership and staff roles will be established. Tcheuyap emphasized that the proposal does not include relocating the existing 13 departments to different buildings or areas. The proposed staffing structure assumes that all permanent staff will have a position within the new schools and will offer equitable opportunities for specialization and career progression.

The proposal is the result of long-term strategic planning and extensive consultations. Since September 2024, there have been approximately 90 meetings and consultations to collect feedback and input into the proposal. If recommended by Senate, the proposal will move forward to the Board of Governors for approval at the October 28, 2025 meeting.

Senators expressed appreciation for the extensive consultations undertaken and the responsiveness to feedback throughout the development of the restructuring proposal. A member raised concerns about staffing imbalances due to retirement attrition and asked whether the proposal will provide more flexibility. Tcheuyap clarified that no jobs would be lost and that two net-new staff positions would be added. The proposed model aims to offer clearer career pathways for staff. Student senators welcomed the proposal's potential positive impact on students but questioned its financial implications. Tcheuyap responded that while minor efficiencies may result, cost-saving was not the primary goal. Instead, the intent is to create a more dynamic and future-ready Faculty of Arts. Senators inquired about the rationale behind those who voted against the proposal, emphasizing the importance of understanding minority dissent. Tcheuyap acknowledged that not all views could be incorporated and that dissenting members had the opportunity to share their input throughout the process.

A motion was heard that, on the recommendation of the Arts Faculty Council, that Senate accept and recommend the Board of Governors approve the proposed reorganization of the Faculty of Arts, as presented, effective July 1, 2026. Tcheuyap and DeVidi. Carried.

9. CONSENT AGENDA

The following items were received for approved / received for information.

9.1 Senate Work Plan 25/26

9.2 Report of the Senate Executive Committee

9.2.1 Elections to Senate Committees and Councils

9.2.2 Senate By-Elections

9.2.3 Senate Executive Committee - Summary of the September 8, 2025 Meeting

9.3 Report of the Senate Graduate and Research Council

9.4 Report of the Senate Undergraduate Council

9.5 Report of the Academic Quality Enhancement Committee

9.6 Report of the Vice President, Academic and Provost

9.6.1 Faculty Appointments and Leaves

9.6.2 2025 University Research Chairs

9.6.3 Call for Nominations - University Professors

9.7 Report of the Vice-President, Research and International

9.7.1 Awards, Distinctions, Grants, Commercialization Activity, Waterloo International Engagements

9.8 Report on Spring 2025 Convocation

10. Items Removed from the Consent Agenda

A member requested to move item 9.2.3 Senate Executive Committee - Summary of the September 8, 2025 Meeting to the consent agenda. The member asked if future summaries of the Senate Executive Committee could include more detail.

11. Other Business (open session)

A member requested clarification on whether the Technion Partnership would be renewed as it concludes in the near future. Charmaine Dean, VP, Research and International, confirmed that the partnership would not be renewed in the current circumstances. It was also clarified that individual researchers with relationships with Technion would be able to continue their work.

There was no other business. Senate proceeded into confidential session.

For Information**Open Session**

To: Senate

From: Gen Gauthier-Chalifour
University Secretary

Date of Meeting: October 20, 2025

Agenda Item: **5. United Way Presentation**

In support of the University's 2025 United Way Campaign and continuing a Senate tradition, the Deans of the six Faculties will give a short presentation to raise awareness of the campaign.

For more information, visit the University of Waterloo's [United Way Campaign website](#).

For Information**Open Session**

To: Senate

From: Vivek Goel
President and Vice-Chancellor

Date of Meeting: October 20, 2025

Agenda Item: **6.1 General Update**

Summary

Dr. Vivek Goel, President and Vice-Chancellor, will provide an update on matters of interest to Senate.

For Information**Open Session**

To: Senate

From: Vice-President, Academic & Provost

Presenter(s): Tom Duever
Vice-President, Academic and Provost

David DeVidi
Associate Vice President, Academic

Date of Meeting: October 20, 2025

Agenda Item: **9.1 Academic Innovation Initiatives**

Summary

In February 2025 the former Provost announced the establishment of the Academic Innovation Working Group (AIWG), which was created to explore how we can deliver our academic programs more efficiently, leverage technology to enhance teaching and learning, and create new revenue streams through program development.

In June 2025, Senate discussed the AIWG and the former Provost committed to keeping the campus community apprised of the activities of the Academic Innovation Working Group, including via regular updates to Senate. This is the first such update. It will include information that contextualizes the AIWG initiative among many other initiatives on campus aimed at ensuring that Waterloo's teaching activity remains high-quality and at the forefront of pedagogy in a rapidly evolving higher education environment.

Jurisdictional Information

N/A, though many recommendations that might arise from the AIWG would require action from Senate or its committees to be enacted so it is appropriate that Senate be informed about areas of AIWG activity.

Governance Path

Update to Senate - June 2025

Documentation Provided

N/A

Senate Agenda Items	September 22, 2025	October 20, 2025	November 24, 2025	January 26, 2026	March 2, 2026	April 6, 2026	May 4, 2026	June 8, 2026
p = planned ✓ = completed								
LEADERSHIP, FACUTLY, AND ASSOCIATION REPORTS								
Report of the President	✓	p	p	p	p	p	p	p
• Faculty Tenure and Promotion Report (<i>consent</i>)			p	p	p	p	p	p
Report of the Vice-President, Academic & Provost	✓	p	p	p	p	p	p	p
• Reports from Faculties (e.g., appointments, administrative appointments, sabbaticals) (<i>consent</i>)	✓	p	p	p	p	p	p	p
• Call for Nominations and Designation of University Professor	✓					p		
Report of the Vice-President, Research & International (<i>consent</i>)	✓	p	p	p	p	p	p	p
• Annual Report of the Vice-President, Research & International				p				
Faculty Presentations					p		p	p
Annual Association Reports: FAUW, WUSA, GSA					p			
Report of the COU Academic Colleague								p
COMMITTEE & COUNCIL REPORTS Each committee and council of Senate will provide a report to Senate after each meeting.								
Executive Committee, Academic Quality Enhancement Committee, Graduate Council, Honorary Degrees Committee, Planning and Finance Committee, Research and Innovation Council, Undergraduate Council	✓	p	p	p	p	p	p	p
POLICIES & BY-LAWS Policy and By-Law amendments may also be brought forward based on review schedules or as required.								
Annual Report on Gift Acceptance (Policy 7) (<i>confidential session</i>)		p						
University Committee on Student Appeals Annual Report (Policy 72)			p					
University Appointment Review Committee Annual Report (Policy 76)						p		
Executive Appointments (Policy 48, 50, 68) (<i>confidential</i>)								
OPERATING BUDGET Under the Report of the Planning and Finance Committee.								
University Operating Budget Update		p						
Joint Board/Senate Budget Education Sessions				p	p			
Operating Budget (recommendation to Board)						p		
ADMISSIONS UPDATES, CONFERRING OF DEGREES, AND AWARDS								
Call for Nominations: Honorary Degree and Honorary Member	✓				p			
Academic Calendar Dates	✓							
Teaching Awards Committee: Appointment and Award Winners				p			p	
Delegation and Reports of the Roster of Graduands	✓		p			p		
Spring and Fall Convocation Reports	✓		p					
Undergraduate and Graduate Admissions Update				p				
SENATE MEMBERSHIP AND GOVERNANCE								
Senate Orientation	✓		p					
Call for Senate Nominations, Elections, and Appointments			p		p			p
Senate Effectiveness Survey					p			

For Information**Open Session - Consent**

To: Senate

From: Senate Graduate Council

Presenter(s): Justin Wan
Interim Associate Vice-President, Graduate Studies and Postdoctoral Affairs

Date of Meeting: October 20, 2025

Agenda Item: **12.3** **Report of the Senate Graduate Council**

Summary

Senate Graduate Council met on [September 17, 2025](#) 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. New Scholarships and Awards

Council approved five awards: Abundance Award for Women; CWB Welding Foundation Graduate Scholarship; Master's of Data Science Award; TD Graduate Scholarship in Data and AI; Master's of Computational Mathematics Award.

Jurisdictional Information

As outlined in the council's [Terms and Reference](#), Senate Graduate Council is empowered to make approvals on behalf of Senate for a variety of matters:

On behalf of Senate, consider and approve all new graduate scholarships and awards, and proposed changes to existing graduate scholarships and awards. Any matter of controversy that might arise may be referred to Senate.

Governance Path

Senate Graduate Council – September 17, 2025

For Information**Open Session - Consent****To:** Senate**Presenter(s):** Charmaine Dean
Vice President, Research and International**Date of Meeting:** October 20, 2025**Agenda Item:** **12.7 Awards, Distinctions, Commercialization Activity,
Waterloo International Engagements**

Recommendation/Motion

This item is for information.

Summary

This enclosed report summarizes successful commercialization, research and international outputs and outcomes for the period August to September 2025.

Proposal/Rationale

This report provides a summary of significant monthly outputs related to; awards and distinctions; funded research; commercialization and entrepreneurship and internationalization activities.

Jurisdictional Information

N/A

Governance Path

N/A

Documentation Provided

Attached – Vice-President, Research and International: Report to Senate, October 2025.

**Vice-President, Research & International
Report to Senate
October 2025**

Introduction

This report to Senate highlights successful research, international and commercialization outputs and outcomes for the period mid-August to September 2025.

Awards and Distinctions

Diogo Barradas (Cheriton School of Computer Science)

[2025 FOCI Rising Star Award](#)

Barradas has won this award for his significant contributions to censorship-resistant communications such as his recent systematization of knowledge paper “SoK: The Spectre of Surveillance and Censorship in Future Internet Architectures,” that was presented at the 25th Privacy Enhancing Technologies Symposium in July, 2025.

Troy Glover (Recreation and Leisure Studies)

[Most Influential Scholar - Journal of Social Sciences and Humanities Review](#)

Glover has won this award for being a top scholar in the field of social capital, based on total publications, citation impact, and both h-index and g-index in a recently published systematic review.

Jun Liu and Maxwell Fitzsimmons (Applied Mathematics)

[Oded Maler Award](#)

Together Liu and Fitzsimmons have won this award for their best paper – “Symbolic Reduction for Formal Synthesis of Global Lyapunov Functions” presented at FORMATS 2025 - the International Conference on Formal Modeling and Analysis of Timed Systems.

Heather Love (English Language and Literature)

[2025 Gertrude J. Robinson Book Prize](#)

This award, given by the Canadian Communication Association, recognizes researchers for their scholarly excellence in communication studies and Love has won for her new book, Cybernetic Aesthetics: Modernist Networks of Information and Data.

Will Percival (Physics and Astronomy)

[2026 Lancelot M. Berkeley-New York Community Trust Prize](#)

This prize is awarded annually to recognize outstanding and highly meritorious work in astronomy that advanced the field in the previous year. Percival is recognized for his Dark Energy Spectroscopic Instrument (DESI) collaboration, and specifically for his work on two 2024 papers:

“DESI 2024 VI: cosmological constraints from the measurement of baryon acoustic oscillations” and “DESI DR2 Results II: Measurements of Baryon Acoustic Oscillations and Cosmological Constraints.”

Adam Wei Tsen (Chemistry)
[Humboldt Fellowship](#)

The Humboldt Research Fellowship enables researchers to conduct their own research in collaboration with a German research institution of their choice for six to twenty-four months.

Royal Society of Canada Fellows

Founded in 1882, the RSC comprises the Academy of Arts and Humanities, Academy of Social Sciences, Academy of Science and the RSC College. The RSC recognizes excellence, advises the government and the larger society, and promotes a culture of knowledge and innovation in Canada and with other national academies around the world. Fellows of the RSC are distinguished Canadians from all branches of learning who have made remarkable contributions in the arts, the humanities and the sciences, as well as in Canadian public life.
<https://uwaterloo.ca/news/rsc-recognizes-research-excellence-waterloo>

Shai Ben-David (Cheriton School of Computer Science)
Ben-David is recognized as an RSC Fellow for his work in advancing machine learning by laying theoretical foundations for the sub-areas of domain adaptation, clustering and multi-class learning. He is also recognized for his work in fostering collaboration between academia and industry to advance Artificial Intelligence.

Susan Elliott (Geography and Environmental Management)
Elliott is recognized for her transdisciplinary work bridging science and policy through global partnerships in the field of medical geography. Additionally, she is recognized for her work in addressing water security, gender-based violence and neglected health and illness in vulnerable populations in Africa.

John McPhee (Mechanical and Mechatronics Engineering)
McPhee has been named a Fellow for his leading work in system dynamics and his pioneering efforts in the mathematical development of graph-theoretic modelling that has enabled the launch of a new and highly impactful field of research — multibody system dynamics.

Will Percival (Physics and Astronomy)
Percival is awarded a Fellow for his distinguished research in cosmology, and large-scale structure and data analysis methods in astrophysics that enable robust measurements of the evolution of the Universe. Specifically, he has been at the forefront of galaxy survey analyses, and one particular one called *Baryon Acoustic Oscillation*.

Norman Zhou (Mechanical and Mechatronics Engineering)

Zhou is recognized for his work in advanced materials joining and processing and materials science. He has also co-founded *AquaSensing* - a company that designs environmentally friendly leak detection systems for industrial and healthcare applications, and *Smarter Alloys*, which develops cutting-edge solutions and products for climate change and health issues.

Royal Society of Canada College Member

The College of New Scholars, Artists and Scientists is Canada's first national system of multidisciplinary recognition for the emerging generation of Canadian intellectual leadership. In this period, one Waterloo faculty was designated as an RSC College member.

Dillon Browne (Psychology)

Browne has been designated as an RSC Fellow for his understanding and promotion of child and family well-being. His multidisciplinary research includes family therapy, clinical psychology, early childhood education, pediatrics, psychiatry, social work, and epidemiology.

Commercialization and Entrepreneurship Highlights

This section highlights the activities of some of the students and alumni that were supported by Velocity over the summer.

Alroy Almedia (BASc '13, Co-founder) - Katarina Ilić (BASc '13, Co-founder) - James Pickard (BASc '13, Co-founder) - Jesus Zozaya (BASc '13, Co-founder) - [Voltera](#)

Instead of printing plastics, Voltera prints circuit boards (PCBs) and speeds up accessible 3D printing of electronic hardware. Voltera has shipped more than 5,000 units globally, with its PCB printers driving innovation at top universities, Fortune 500 companies and government agencies.

Aileen Agada (BASc '21, MBET '24, Founder) - [BeBlended](#)

BeBlended is an online marketplace that connects clients with freelance hairstylists who know how to work on afro-curly hair textures. Hairstylists receive access to a targeted client base, hairstyling gigs, and a platform that manages all back-office business operations such as scheduling, payments, client management and bookkeeping.

Ryan DeNomme (BASc '10, MASc '12, Co-founder) - [Nicoya Lifesciences](#)

Nicoya is a Canadian biotechnology company specializing in innovative biosensor technology. In their mission to improve human life, Nicoya provides scientists with user-friendly and integrated solutions that accelerate label free biomolecular analysis, enabling their research with high-quality data.

Dante Maggiotto (BASc.- current and Co-founder) - [Firebird](#)

Firebird forecasts and models wildfire spread through a proprietary platform that uses real-time data for prediction and early prevention by integrating artificial intelligence (AI), satellite imagery and meteorological data to forecast high-risk zones.

The following Velocity supported companies raised funds during this period:

Neil Sarkar (PhD '13, Co-founder) Raafat Mansour (Professor, Electrical and Computer Engineering, Co-founder)- [ICSPI Corp.](#)

ICSPI Corp. expands access to nanoscale measurement tools by developing desktop atomic force microscopes (AFMs) with unmatched time-to-results, ease of use and hassle-free operation. Sarkar and the ICSPI team received \$623K in funding from the CMC Microsystems' [FABrIC program](#) as part of a \$35.6M Government of Canada initiative to strengthen Canada's semiconductor manufacturing capabilities.

Tim Lasswell (BASc'14, MASc'17, Co-founder) John Van Leeuwen (BSc' 18, Co-founder) Nima Zamani (BASc' 14, MASc'18, Co-founder) - [Cobionix](#)

Cobionix is a pioneer in collaborative autonomous medical robotics - CODI® - that address labour shortages by using tele-assisted ultrasound procedures. Cobionix secured \$3M in new strategic funding from venture capital firm TitletownTech – a company that specializes in digital health, agriculture, manufacturing, logistics and entertainment and includes Microsoft and the Green Bay Packers as backers.

Waterloo International

In this period, the international relations and international agreements teams were involved in the following activities:

- 1) *Supporting International Talent Pipeline Development and Student Mobility:*
 - New Memorandum of Understanding signed with the Singapore Institute of Management to explore transnational education opportunities, particularly in the areas of Entrepreneurship and Environment.
- 2) *Developing New International Opportunities:*
 - *Co-creation Hub, Nigeria* – Stakeholders from across campus met with the Managing Director of the Nigerian Co-Creation Hub Africa (CcHUB) to strengthen institutional collaboration, advance the transnational education strategy and foster connections through African innovation eco-systems.

- The discussions focused on the potential delivery of a condensed MBET (Master of Business, Entrepreneurship, and Technology), WatSPEED program and professional development initiatives, work-integrated learning and digital innovation programming, study and experiential learning opportunities, and innovation related activities within the African context.
- *Counsel General of the Czech Republic* – A delegation was hosted to strengthening research collaboration through Horizon Europe and to exchange best practices in technology transfer and innovation ecosystem development.
- *Sungkyunkwan University (SKKU), South Korea* – A delegation was hosted to explore bilateral student exchange agreements, research partnerships, joint certificate and degree programs, and international summer program opportunities.

CONFIDENTIAL SESSION
University of Waterloo
Senate
Minutes of the September 22, 2025 meeting
[in agenda order]

12. Approval of the Minutes

12.1 Minutes of the May 5, 2025 Meeting (confidential session)

The minutes were approved under item 2.3.

12.2 Business Arising from the Minutes

There was no business arising.

13. Proposed Naming

The Chair informed Senate that in June 2025, the University's Board of Governors agreed to accept a very generous gift from the Gloria Baylis Foundation. The gift is to be used at the discretion of the Dean of Engineering, to support academic programming and initiatives to help advance the strategic goals of the faculty in alignment with the Waterloo at 100 vision.

The Building & Properties Committee has approved and recommended that the Board Executive Committee, on behalf of the Board, approve that the Engineering E7 building be named the Pearl Sullivan Engineering Building, in honour of the late Pearl Sullivan, former Dean of Engineering at Waterloo. The Board Executive Committee had not yet concluded their vote at the time of this meeting.

The approval is being expedited in order to meet timeline requirements to issue invitations to an event announcing the gift and naming on November 4th, 2025.

15. Other Business

There was no other business.

16. Adjournment

With no further business, the meeting was adjourned.