Senate

Open & Confidential Sessions

November 24, 2025

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

Needles Hall

NH 3407

Waterloo Campus

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UNIVERSITY OF WATERLOO | Senate

2025 11 24 Senate Meeting Book

AGENDA

	1. Governance Resources		
	1.1 Link to Governance Resources		
	2. OPEN SESSION		
3:30 p.m.	3. Territorial Acknowledgement [Liu]	Information	
3:35 p.m.	4. Approval of the Agenda and Minutes [Goel]		
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3:40 p.m.	5. Report of the President [Goel]		
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	5.2 Statement and Procedures on Principles for Institutional Partnerships	Decision	11
	5.3 Freedom of Expression Task Force - Guidelines for Collective Bodies	Decision	16
4:30 p.m.	6. Institutional Priority Discussion - AI Enablement		
	6.1 Faculty of Science AI Strategy [Houser and Deakin]	Information	23
4:45 p.m.	7. Report of the Senate Graduate Council [Wan]		
	7.1 Faculty of Engineering	Decision	24
4:55 p.m.	8. Report of the Senate Undergraduate Council [DeVidi]		
	8.1 Faculty of Arts	Decision	26

5:05 p.m.	9. Consent Agenda		
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5:10 p.m.	10. Items Removed from the Consent Agenda		
	11. Other Business	Information	
	12. CONFIDENTIAL SESSION		
5:15 p.m.	13. Report of the Honorary Degrees Committee [Goel]		
	13.1 Candidates for Honorary Degrees	Decision	69
	14. Other Business	Information	
	15. Adjournment The next meeting of Senate will take place on January 26, 2026 from 3:30 p.m. - 5:30 p.m. in NH 3407.		

UNIVERSITY OF WATERLOO | Senate

For Information **Open Session**

To:	Senate
From:	Gen Gauthier-Chalifour University Secretary
Date of Meeting:	November 24, 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 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 9.1-9.10 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. Items removed from the consent agenda will be considered under item 10.

4.3 Minutes of the October 20, 2025 Meeting

Motion: To approve the minutes of the October 20, 2025 open session meeting, as distributed.

Documentation Provided:

- Minutes of the October 20, 2025 Meeting

4.4 Business Arising from the Minutes

At the October 20, 2025 meeting, under item 8.1 Annual Institutional Performance Update, a member requested further information related to student mental health services. That information has been provided to the member from Chris Read, Associate Provost, Students. A link to additional reporting can be found under item 8.1, as requested.

University of Waterloo
SENATE
Minutes of the October 20, 2025 Meeting
[in agenda order]

Present: John Abraham, Nasser Abukhdeir, Yasmeen Almomani, Michael Barnett-Cowan, Aubrey Basdeo, Raouf Boutaba, David Clausi, Martin Cooke, Cecilia Cotton, Laura Deakin, Charmaine Dean, David DeVidi, Michael Drescher, Thomas Duever, Andrea Edginton, Mark Ferro, Paul Fieguth, Murray Gamble, Gen Gauthier-Chalifour (Secretary), Vivek Goel (Chair), Rob Gorbet, Vikas Gupta, Peter Hall, Kevin Hare, Chris Houser, Nadine Ibrahim, Marc Jerry, Acey Kaspar, Misha Khan, Scott Kline, Sachin Kotecha, Christiane Lemieux, Ondrej Lhotak, Christopher Lim, Lili Liu, Jun Liu, Brad Lushman, Shana MacDonald, Carol Ann MacGregor, Pendar Mahmoudi, Heather Mair, Colleen Maxwell, Peter Meehan, Damian Mikhail, Sushanta Mitra, Richard Myers, Carter Neal, Cathy Newell Kelly, Christopher Nielsen, James Nugent, Alex Pawelko, 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, Sharon Tucker, Diana Vangelisti, Bojana Videkanic, Justin Wan, Johanna Wandel, Mary Wells, Stan Woo

Regrets: Laith Alkhawaldeh, Veronica Austen, Jordan Bauman, Jean Becker, Andrew Chang, Helen Chen, Hans De Sterck, Teresa Fortney, Bruce Frayne, Achim Kempf, Jochen Koenemann, Blake Madill, Nicholas Pellegrino, Jagdeep Singh Bachher, Katie Traynor, Jeffrey Wilson, Clarence Woudsma, En-Hui Yang

Guests: Graham Brown, Ashley Day, Nenone Donaldson, Melanie Figueiredo, Jenny Flagler-George, Diana Goncalves, Diane Johnston, Andrea Kelman, John Lewis, Tony Ly, Nick Manning, Christine McWebb, Kirsten Muller, Fayaz Noormohamed, Jodene Pretti, Daniela Seskar-Hencic, Nadia Singh, Ian VanderBurgh, Caitlin Vaux, Tim Weber-Kraljevski, Katy Wong-Francq

1. Governance Resources

A link to the governance resources for Senate was provided for information.

2. OPEN SESSION

The Chair welcomed members to the meeting and noted that as a result of the recent Senate by-election, four new faculty senators have begun their terms. The Chair welcomed Michael Barnett-Cowan and Heather Mair from the Faculty of Health, Bojana Videkanic from the Faculty of Arts, and Andrea Edginton from the Faculty of Science.

3. Territorial Acknowledgment

The Chair provided the territorial acknowledgment along with a brief a personal reflection.

4. Approval of the Agenda and Minutes

4.1 Conflict of Interest

The Chair advised that a question had been received from a senator about a potential conflict of interest related to item 7.1 and their appointment to the Senate Engagement Working Group. It was confirmed that such matters are not considered conflicts and a declaration was not required. No other conflicts of interest were declared.

4.2 Minutes of the September 20,2025 Meeting

The Chair noted that the Secretariat has received a few minor amendments to the attendance list, and clarification of language under item 6.1 and discussion of Policy 42.

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

4.3 Approval of the Agenda and Consent Items

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 11.1-11.6 of the Senate agenda. Porreca and Skidmore. Carried.

4.4 Business Arising from the Minutes

There were no items of business arising from the minutes.

5. United Way Presentation

5.1 United Way Presentation Memo

The Faculty Deans and some special invited guests carried on the tradition of showing their support for the United Way Campaign taking place this month by giving a special presentation. Nenone Donaldson, Vice-President Advancement and External Relations spoke to the importance of the campaign and how funds raised by UWaterloo staff, faculty and students directly support nearly 130 local agencies and charities that are on the front lines, addressing critical issues such as poverty, food insecurity, mental health challenges, and housing instability. The Chair added that our contributions play a vital role in ensuring that these essential services can continue to operate and provide a safety net for those who need it most in our community. More information can be found at uwaterloo.ca/united-way

6. Report of the President

6.1 General Update

The President and Chair of Senate provided an update to Senate on matters of interest. It was noted that convocation events were scheduled for the following week, marking the addition of new graduates to the University's growing alumni community of 255,000 members.

The Chair highlighted the recently announced research collaboration between Google and the University of Waterloo that will look at the impacts of artificial intelligence (AI) in education and how it will shape career readiness in the future. The $1 million collaboration will focus on the future of work and learning, advancing innovation and interdisciplinary engagement in artificial intelligence research. Professor Edith Law from the Faculty of Mathematics has been appointed Executive Director for the initiative, overseeing the creation of design tools and learning environments to support this evolving area. It was noted that at the end of September, a federal AI Strategy Task Force was launched to shape Canada's approach to artificial intelligence. The Dean of Engineering, Mary Wells, has been named to this national task force, contributing expertise in safe AI systems and broader applications of learning technologies. The University of Waterloo is developing its own AI enablement strategy, engaging the campus and community in determining how best to equip faculty, staff, and students with appropriate AI tools for teaching and research in a safe and responsible manner.

At the federal government level, attention is focused on the upcoming November 4th budget announcement. Early signals indicate government interest in talent development and research investment, particularly in fields such as AI and quantum. However, it was acknowledged that the federal government faces pressures from a growing deficit and will need to balance priorities across multiple areas. At the provincial level, ministry (MCURES) consultations on the funding formula and governance continue, with significant input being gathered from institutions and stakeholders to inform future policy and funding directions.

The Chair spoke to upcoming Senate items including the Statement and Procedures on Principles for Institutional Partnerships and the Freedom of Expression Guidelines for Collective Bodies, both slated to come forward at the November meeting.

Discussion followed. A member requested an update on the ongoing CUPE Local 5524 negotiations. Jacinda Reistma, Vice-President Administration and Finance, responded that negotiations were ongoing and updates would be provided to Senate in the future, as appropriate. Another member requested whether presentations on how AI is being used by faculty members could be provided at future meetings. The Chair noted that such presentations could be arranged at future meetings.

7. Report of the Senate Executive Committee

7.1 Senate Engagement Working Group – Proposed Membership

The Chair introduced the item and spoke to the expressions of interest received for the working group. During the October 6th Senate Executive Committee (SEC) meeting, members appointed co-Chairs Laura Deakin (Elected Faculty Senator, Science) and Marcus Shantz (President, Conrad Grebel University). SEC also appointed two members of SEC, Carol Ann MacGregor (AFIW Faculty, St. Jerome's University) and Damian Mikhail (WUSA President).

All those that expressed interest in the faculty and student seats have been included in the proposed membership slate. The proposed membership slate is as follows:

6 Faculty Senators

- Arts – James Skidmore
- Health – Martin Cooke
- Engineering – David Clausi
- Environment – Rob Gorbet
- Mathematics – Hans De Sterck
- Science – Stan Woo

1 Undergraduate Student Senator

- Alex Pawelko

1 Graduate Student Senator

- Jessica Rindlisbacher

A motion was heard that Senate approve the proposed slate of Senate-appointed members of the Senate Engagement Working Group (items 2.1-2.3 within), as presented. Skidmore and DeVidi. Carried.

8. Report of the Senate Planning and Finance Committee

8.1 Annual Institutional Performance Update 2024-2025

The Chair provided a brief overview of the report received by the Senate Planning and Finance Committee at their recent meeting, on the Annual Institutional Performance Update for 2024-25. Each Fall, an update is provided as a way to capture metrics and stories of impact organized around our four goal areas emerging from Waterloo at 100. This year, the main report includes both qualitative and quantitative aspects and includes three pieces including the KPI dashboard, a narrative report with stories of impact, and the annual insights report on international students.

Questions were invited and discussion followed.

A member inquired about various parts of Waterloo's mental health services, and whether the improvements in wait times for counselling might have adversely affected other areas, such as the Impact Team. It was noted that a follow-up response will be provided to the member after the meeting.

Members discussed how initiatives are identified and prioritized at the institutional level. It was noted that the University has traditionally identified priorities through five-year strategic plans. With the new integrated planning and budget process, a more systematic and transparent approach for determining institutional priorities has been developed to ensure alignment with strategic objectives and measurable outcomes.

In response to a question about indicators related to student experience it was noted that forthcoming this year would be the Faculty Survey of Student Engagement (FSSE), which is complementary to the National Survey of Student Engagement (NSSE) and that a presentation on this could be provided to Senate at a future meeting.

In response to a question about how the University measures progress toward its goal of being recognized as a top employer, Reitsma explained that employee engagement surveys have been used to identify focus areas and inform improvement strategies, noting that progress continues despite fiscal constraints.

Questions were raised about WATSpeed and its role in driving non-traditional revenue streams, and how data related to co-op employer ratings can be quantified and tracked as performance indicators.

The Chair noted that additional information and reporting is available on the University's website and that the link would be circulated (https://uwaterloo.ca/about/accountability-and-reports/additional-reports).

8.2 Q1 Budget Update

The Chair provided a Q1 Budget Update which focuses on the impact of expense reductions and enrolment performance. It was noted that while the Senate Planning and Finance Committee has not previously received such detailed quarterly updates, new financial reporting processes now enable more timely and effective reporting. Following the November 1 counts, more accurate data will be available as part of Q2 reporting.

Domestic intake reached 109% of the projected level, exceeding expectations. However, it was emphasized that the University has admitted approximately 500 additional domestic students beyond the number for which provincial grants are provided. International intake reached 94% of projections, affected primarily by visa processing delays. There were 186 student deferrals due to late visa approvals, and it is believed that some top international candidates may have chosen other institutions as a result. It was acknowledged that achieving these enrolment outcomes required significant effort and coordination across units. The Chair expressed appreciation to all faculty and staff for their continued hard work and dedication in navigating these challenges.

8.3 Campus Plan Update

John Lewis, Associate Professor, School of Planning, and Director, Indigenous Faculty Relations, gave a brief presentation on the Campus Plan development. It was noted that over the course of the planning process, multiple consultations have taken place. In response to feedback received, the project's vision statement has been revised and simplified. Referring to the material provided in the meeting package, several key components of the conceptual plan were highlighted. The overall plan is intended to function as a living document that is flexible, regularly reviewed, and open to future opportunities.

Discussion followed. A member inquired about integrating public art and creative spaces into the plan, to support a STEAM-focused approach that values both innovation and artistic expression. Lewis responded that the proposal contained discovery and innovation zones with the potential to add creation zones to showcase creativity on campus.

Updates were provided on the development of separate plans for the R+T Park, North Campus, and satellite campuses. Members encouraged embedding local and Mennonite history into future planning and raised concerns about potential building demolitions and deferred maintenance. Reitsma noted that these plans will help prioritize investment and space planning. Members noted the importance of aligning campus development with creativity, heritage, and sustainability.

9. Academic Innovation Initiatives

Tom Duever, Interim Vice-President Academic and Provost, provided an overview of the topic which aims to explore how the University can deliver academic programs more efficiently, leverage technology to enhance teaching and learning, and create new revenue streams through program development. The previous Vice-President Academic and Provost made a commitment in June 2025 to keep Senate informed of the progress of the working group. This is the first update to Senate.

Dave DeVidi, AVP Academic, spoke to the previous discussions at Senate and the communications provided over the last several months to instructors and the larger university community. DeVidi provided an overview of the university's existing structures and policies that support teaching and academic program development. DeVidi referred to the Academic Innovation Working Group (AIWG) whose mandate is to enhance the quality and sustainability of academic programming, with an adaptable structure that responds to emerging institutional priorities. It was noted that although the AIWG does not make decisions, it provides informed advice and recommendations that would in turn advance through appropriate governance pathways. DeVidi provided examples of the working group's early efforts, its membership, and areas where recommendations are expected to be made.

Discussion followed. Members noted the fast pace at which AI is evolving and the need to support students to be workforce ready. DeVidi elaborated on the work of AIWG relative to AI and that a

recommendation is expected regarding a major project to support instructors in this space. A member asked for clarification on why the AIWG's website is housed under the Waterloo Budget Plan site. DeVidi clarified that the AIWG's website placement under the University of Waterloo's Budget Plan site is historical, and that while rooted in efficiency discussions, the AIWG is now driven by academic effectiveness and program delivery priorities.

A member inquired about AIWG's reporting process to Senate, noting the importance of defining deliverables and milestones to ensure accountability and transparency. DeVidi noted that some matters fall under other decision-making or logistical bodies which will be kept informed of the work as appropriate. Clearer milestone updates will be provided as part of future reports to Senate and he confirmed that end dates have been set for the subgroups.

10. Report of the Senate Undergraduate Council

10.1 Faculty of Science

Dave DeVidi, Chair of the Senate Undergraduate Council, introduced the proposed major modification for the Doctor of Optometry program. This modification will add an extra instructional term which can be completed within the four-year time period of the program. It also proposes the development of two new streams and a restructuring of courses.

A motion was heard that Senate approve the proposed major modifications to the Doctor of Optometry program, effective September 1, 2026, as presented. DeVidi and Abukhdeir. Carried.

11. Consent Agenda

The following items were received for information.

11.1 Senate Work Plan 25/26

11.2 Report of the Senate Executive Committee

11.2.1. Senate By-Election Update

11.2.2. Senate Executive Committee – Summary of the October 6, 2025 Meeting

11.3 Report of the Senate Graduate Council

11.4 Report of the Senate Undergraduate Council

11.5 Report of the Vice-President, Academic and Provost

11.5.1. Faculty Appointments and Leaves

11.6 Report of the Vice-President, Research and International

11.6.1. Awards, Distinctions, Grants, Commercialization Activity, Waterloo International Engagements

12. Confidential Consent Agenda

12.1 Confidential Minutes of the September 20, 2025 Meeting

The confidential minutes were approved as part of item 4.2.

13. Items removed from the Consent Agenda

There were no requests to remove items from the consent agenda.

14. Other Business

No other business was identified.

15. Adjournment

The meeting was adjourned at approximately 5:36 p.m. It was noted the next meeting of Senate will be held on November 24, 2025.

October 17, 2025

Ashley Day
Associate University Secretary

UNIVERSITY OF WATERLOO | Senate

For Information **Open Session**

To:	Senate
From:	Vivek Goel President and Vice-Chancellor
Date of Meeting:	November 24, 2025
Agenda Item:	**5.1 General Update**

Summary

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

UNIVERSITY OF WATERLOO | Senate

For Approval **Open Session**

To:	Senate
From:	Office of the President
Presenter(s):	Vivek Goel President and Vice-Chancellor Ian Milligan Associate Vice-President, Research Oversight and Integrity
Date of Meeting:	November 24, 2025
Agenda Item:	**5.2 Statement and Procedures on Principles for Institutional Partnerships**

Recommendation/Motion

That the Senate endorse the proposed "Statement and Procedures on Principles for Institutional Partnerships."

Summary

The Statement and Procedures emerge from the Task Force on Principles for Institutional Partnerships. This Statement outlines a unified approach around the initiation/renewal of institutional partnerships, an oversight mechanism, and how concerns will be handled and received. They set out a single, consistent approach to institutional partnerships. This framework aims to improve transparency, consistency, and risk management (reputational, legal, safety, IP, and alignment with institutional commitments).

A note on scope: "Institutional partnerships" generally include institution-to-institution relationships (e.g., student mobility, gifts/donations, sponsored research agreements). They do not include procurement decisions, individual work-integrated learning experiences (coop, internships), or investigator driven research collaborations with external investigators, even when institutional signatures are required.

Proposal/Rationale

In August 2024, Task Force on Principles for Institutional Partnerships (TFPIP) was established to provide a clear, transparent, and values-based framework for how Waterloo establishes, manages, and – when necessary – reviews its institutional partnerships.

The final report of the TFPIP recommends principles to ensure a consistent and transparent approach to partnerships across the University in alignment with our vision, mission and values, and notes that all partnership activities at Waterloo:

- Align with the University of Waterloo's mission, vision, and values
- Respect institutional autonomy and academic freedom
- Prioritize safety and security of Waterloo community members
- Adhere to international human rights standards, referring to recognized standards codified in international legal instruments and guidelines adopted by Canada.
- Embed reciprocity, respect, mutual benefit, and cultural sensitivity
- Comply with law, regulation, and policy
- Respect Waterloo's approach to intellectual property
- Support environmental responsibility in partnership activities
- Uphold the University's commitment to reconciliation and decolonization when initiating institutional partnerships

The report was released in January 2025 and outlined five recommendations:

1. All units managing partnerships should adopt processes that integrate the proposed principles, with clear accountability and documentation requirements.
2. The University should establish a clear and transparent process for reviewing partnerships.
3. The University should review and update, as necessary, University policies relevant to the formation, review, and management of partnerships and related agreements, as well as those relevant to partnership activities on and off campus, to incorporate and ensure observance of these principles.
4. A work plan and accountable senior leader are necessary to oversee the implementation and accountability of these principles and recommendations.
5. The University should ensure equitable access when prioritizing and enacting institutional partnerships.

This Statement and Procedures brought forward to Senate at its November 24, 2025 meeting represents the implementation of the Task Force recommendations.

Governance Path

Dean's Council: March 19, 2025 (consultation)

Senate: May 5, 2025 (consultation)

Senate Graduate and Research Council: October 7, 2025 (consultation)

Dean's Council: October 22, 2025 (consultation)

Council of Academic Leaders: October 30, 2025 (consultation)

Senate: November 24, 2025 (endorsement)

Documentation Provided

Statement and Procedures are attached.

Statement and Procedures on Principles for Institutional Partnerships

The University of Waterloo engages in many partnerships across Canada and the world in support of its mission of teaching, research, and learning. This statement, and accompanying procedures, outlines a set of unified principles and processes for units managing partnerships. A university-wide approach will allow us to consistently and transparently enter, renew, and review such engagements.

Only a subset of the University of Waterloo's partnerships are "institutional" in scope. Generally speaking, institutional partners include institution-to-institution partnerships or institution-to-donor relationships (e.g. for research or student mobility, gifts and donations, and sponsored research agreements), but not procurement decisions or individual work-integrated learning experiences such as co-op terms or internships. Collaborations initiated by a researcher with external investigators to conduct investigator-driven research – even when requiring institutional signatures – are not considered institutional partnerships under these guidelines. Similarly, externally hosted student placements, practica, and internships are also outside of this framework.

The University of Waterloo has the overarching objective of "the pursuit of learning through scholarship teaching and research within a spirit of free enquiry and expression," further refined through the Values of the institution (that we "think differently," "act with purpose," and "work together"). The institution's mission and values shall normally be at the core of all activities at the University, including the engagements that the University has beyond its gates.

Principles

The following principles inform the University of Waterloo's institutional partnerships. All such institutional partnership activities must:

1. Align with the University of Waterloo's mission, vision, and values
2. Respect institutional autonomy and academic freedom
3. Prioritize safety and security of Waterloo community members
4. Adhere to international human rights standards, as codified in international legal instruments and guidelines adopted by the Government of Canada or the Government of Ontario
5. Embed reciprocity, respect, mutual benefit, and cultural sensitivity
6. Comply with law, regulation, and policy

7. Respect Waterloo's approach to intellectual property
8. Support environmental responsibility in partnership activities
9. Uphold the University's commitment to reconciliation and decolonization when initiating institutional partnerships

Procedures for Institutional Partnerships

The Executive Council member responsible for the institutional partnership must ensure that the principles are at the core of any decision to enter or renew the partnership. All requests to enter or renew an institutional partnership must document how the partnership activities align with each of the nine principles above.

On an annual basis, a summary report on institutional partnerships will be submitted by the President to the Board of Governors and Senate for information. This will include all partnerships except Gifts, which are reported as per Policy 7 (Gift Acceptance).

Assessment of Concerns Regarding Institutional Partnerships

Concerns from members of the community about a partnership should be brought to the attention of the Executive Council member responsible for the partnership. If the concerns are not resolved at that level, they should be brought to the attention of the Office of the President.

The President and responsible Vice-President(s) will work to resolve the concerns with the members of the community.

In exceptional, acute situations with documented and credible allegations that the partnership is not in alignment with the institutional partnership principles, the President, in consultation with the Board Chair, will strike an ad hoc working group to evaluate the allegation in order to determine whether the partnership should be paused.

The ad hoc working group will be composed of members of the community and include individuals with expertise in human rights, social justice, and the development and maintenance of academic partnerships. The majority of members of the ad hoc working group will be drawn from the Senate and Board of Governors.

The President will report to the community, through the Senate and Board of Governors, the findings of the ad hoc working group and present an administrative response outlining the actions taken with respect to the partnership.

Appendix A: List of Relevant Policies

- 7 (Gift Acceptance)
- 8 (Freedom of Speech)
- 10 (Naming Opportunities)
- 11 (University Risk Management)
- 13 (Signing Authority and Approval)
- 33 (Ethical Behaviour)
- 34 (Health, Safety, and Environment)
- 53 (Environmental Sustainability)
- 58 (Accessibility)
- 69 (Conflict of Interest)
- 73 (Intellectual Property)

UNIVERSITY OF WATERLOO | Senate

For Approval **Open Session**

To: Senate

From: Vivek Goel
President and Vice-Chancellor

Christine McWebb
Associate Vice-President, Faculty Planning and Policy and Co-Chair Taskforce for Freedom of Expression and Inclusive Engagement

Date of Meeting: November 24, 2025

Agenda Item: **5.3 Institutional Neutrality, Institutional Restraint and Communication – Guideline for Collective Bodies (Faculties, Schools, Departments, and Academic Support Units)**

Recommendation/Motion

That Senate endorse the Institutional Neutrality, Institutional Restraint and Communications Guidelines for Collective Bodies (Faculties, Schools, Departments, and Academic Support Units), as presented.

Summary

A previous version of the statement was presented to Senate on May 5, 2025 for discussion. Feedback was invited both during and following the Senate meeting and incorporated into the version enclosed for endorsement by Senate. The revised statement was also shared with the Presidential Advisory Committee for Freedom of Expression and Inclusive Engagement.

The revised statement takes into account comments and concerns raised by Senators as well as feedback received after the Senate meeting, and focuses on making the language more neutral and less prescriptive, including:

- The described publication process is now less dependent on the Office of the AVP, Communications and provides a template to be used for increased clarity and has been made less prescriptive while offering constructive guidance.
- The paragraph "Guidance on Social-Media" has been amended to allow department-level social media sharing with a disclaimer.
- Edits provide more clarity overall.

Additional Background - Freedom of Expression and Respectful Engagement Task Force

In November 2023, the University launched a Freedom of Expression and Respectful Engagement Task Force to develop principles of freedom of expression for the University of Waterloo to help ensure we maintain a campus environment for open inquiry and exchange, free expression, and inclusive engagement. The Final Report of the Task Force on Freedom of Expression and Inclusive Engagement was released in June 2024.

Recommendations from the Task Force included:

1. *Develop a statement, based on the principle of institutional neutrality, that (a) clarifies the reasons why it is important the president, provost, other senior administrators, deans, and authorized spokespersons avoid speaking and taking positions on social, political, or moral matters on behalf of the University; and (b) articulates the conditions that would warrant these individuals, speaking on behalf of the University, addressing social, political, or moral matters.*

And,

2. *Develop a statement that defines the authority of a University body to take a collective public position on social, political, or moral matters. This would include, for example, the Board of Governors, Senate, Faculties, departments, schools, and academic support units. This work does not violate the principle of institutional neutrality as long as this work fits within the body's academic or professional domain. To the greatest extent possible, those bodies in this situation should clarify that the position or positions expressed belong to the body and not to the University.*

The Statement on institutional neutrality, institutional restraint, and communications (in response to recommendation #1) was shared with Senate for feedback, in November 2024.

Governance Path

- March 2025 – President's Advisory Committee on Freedom of Expression (consultation)
- March 2025 – Faculty Relations Committee (consultation, endorsement)
- March 2025 – Executive Council (consultation)
- April 2025 – Council of Academic Leaders (consultation)
- May 5, 2025 – Senate (consultation)
- Fall 2025 – President's Advisory Committee on Freedom of Expression (information)
- November 24, 2025 – Senate (endorsement)

Documentation Provided

- Draft Statement on Institutional Neutrality, Institutional Restraint and Communications – Guideline for Collective Bodies (Faculties, Schools, Departments, and Academic Support Units)

INSTITUTIONAL NEUTRALITY, INSTITUTIONAL RESTRAINT AND COMMUNICATIONS

GUIDELINE FOR COLLECTIVE BODIES (FACULTIES, SCHOOLS, DEPARTMENTS, AND ACADEMIC SUPPORT UNITS)

At the University of Waterloo, our commitment to intellectual exchange, academic freedom, and open inquiry rests on embracing diverse perspectives. These principles guide not only our individual scholars and senior leaders, but also collective bodies that include our Faculties, Schools, Departments, Centres, Institutes and Academic Support Units (ASUs) (these bodies are collectively referred to as 'units' in this guidance) when they communicate publicly on social, political, and moral issues.

Consistent with Waterloo's *Statement on Institutional Neutrality, Institutional Restraint, and Communications*, units within the University are expected to exercise restraint in issuing official statements on matters related or unrelated to their core academic or operational mandates. While Faculties, Schools, Departments, and ASUs occupy a central place in the University's research, teaching, and/or public engagement missions, they also play a key role in safeguarding the open exchange of ideas.

Many units at Waterloo collaborate with professional organizations, produce policy reports, and generate white papers that have social or policy implications. When such activities arise naturally from a unit's academic or professional expertise, they do not violate the principles of institutional neutrality.

Units should clearly distinguish between contributing specialized knowledge in their field and adopting a broader public position on behalf of the University. Whenever a Faculty, School, Department, or ASU issues a research-informed statement or a policy recommendation, it must clearly indicate that the statement reflects the perspectives of that specific group, not necessarily those of the University as a whole.

Rarely will all members —faculty, staff, postdoctoral fellows, graduate and undergraduate students — of an academic unit, for example, share a single viewpoint. Thus, ~~collective~~ statements purporting to speak for an entire unit run the risk of misrepresenting some members. Units are asked to consider transparent mechanisms to ensure unanimity when expressing shared views. This approach acknowledges the diversity of opinions and affirms each member's right to participate freely in debates on contentious issues.

Faculty members (and staff) are expected to remain mindful of the inherent power dynamics in their relationships with students in particular. When discussing a statement, units should design a process that actively minimizes perceived pressure. It must be made explicitly clear to all members, especially students, that non-participation will not result in any academic or social penalty. ~~should give careful consideration to the power dynamics that may exist, in particular, between students and faculty members when units discuss making a statement. While students may wish to join a statement, faculty members are encouraged to refrain from soliciting student participation to avoid unintended impacts on students who may feel pressure to sign.~~

Before issuing any significant public statement, units are advised to:

- reflect on how the position relates to the unit's mission and expertise;
- ensure that any statement has gone through an appropriate internal review, including robust discussion among those who may be affected or whose work and perspectives are implicated; and,
- use transparent mechanisms, such as open votes or signed letters, to establish verifiable support for a statement to ensure that ~~a range of opinions can be reflected in order to preserve an environment of open dialogue and to establish unanimity on the decision to issue a collective statement.~~ it accurately represents those who endorse it, rather than implying it speaks for all members of the unit.

Units can seek advice from relevant University offices (e.g., Office of the Associate Vice-President, Faculty and Academic Life, Secretariat, Associate Vice-President, Communications and Institutional Relations, ~~or the President's Advisory Committee on Freedom of Expression~~) when there is uncertainty about the appropriateness or implications of a proposed public stance. ~~It is highly recommended to reach out to the Associate Vice-President, Communications for assistance with the publication of a statement.~~

When units make the decision to publish a statement, they ~~must~~:

- are advised to inform their dean (or vice-president for ASUs) <u>before the statement is published</u> for their awareness (but not approval);
- must ensure that the statement includes a disclaimer (see below) that the unit is not speaking for the University of Waterloo as a whole; and
- should place the statement in a manner that clearly and visually separates it from the unit's official academic or administrative content (for example https://uwaterloo.ca/[faculty or department]/statements). (Note: a template statement page is available from the University Communications team. Statements published on dedicated "statement pages" should not be linked to/from the news section of UWaterloo websites.)
- in most cases, units should work with their communications teams to create a dedicated "statements" page ~~This can be arranged with the Associate Vice-President, Communications when informing them of the decision to make a statement).~~
- publish the statement on a web~~site~~page other than the unit's main ~~channels of communication~~ landing page(s) used for academic or administrative purposes.

<u>Draft disclaimer language</u>

Members of the [unit name] are issuing a statement concerning [issue]. The following statement does not represent the views of the University of Waterloo, any of its faculties, departments, schools or institutes and members issuing this statement recognize that there [are/may be] a range of viewpoints within the unit on this matter.

<u>Guidance on social media</u>
When a statement is published by a group or collective ~~body~~ on a University website statement page, ~~linking to the statement is only appropriate from individual (personal) social media accounts of the members who have agreed to the statement. Posts should include a disclaimer~~ linking to the statement is appropriate from departmental-level social media accounts only if the post includes a disclaimer: "*Members of the [unit name] are issuing a statement concerning [issue].*" Statements posted by units in this manner will not be shared or amplified by the University's main social media accounts (including ~~departmental~~ Faculty level accounts).

Guidance for non-unit, informal collectives

Nothing in this guideline prevents or limits individuals from creating informal groups who may wish to express opinions or make statements as a ~~collective~~ group of private individuals. Care should be taken in canvassing support amongst informal groups to avoid issues related to power dynamics as above. The use of University websites, University (including departmental and faculty) social media channels and other University digital assets must be avoided in these circumstances.

For further guidance, please refer to Waterloo's *Statement on Institutional Neutrality, Institutional Restraint, and Communications* and additional resources on freedom of expression website.

INSTITUTIONAL NEUTRALITY, INSTITUTIONAL RESTRAINT AND COMMUNICATIONS

GUIDELINE FOR COLLECTIVE BODIES (FACULTIES, SCHOOLS, DEPARTMENTS, AND ACADEMIC SUPPORT UNITS)

At the University of Waterloo, our commitment to intellectual exchange, academic freedom, and open inquiry rests on embracing diverse perspectives. These principles guide not only our individual scholars and senior leaders, but also collective bodies that include our Faculties, Schools, Departments, Centres, Institutes and Academic Support Units (ASUs) (these bodies are collectively referred to as 'units' in this guidance) when they communicate publicly on social, political, and moral issues.

Consistent with Waterloo's *Statement on Institutional Neutrality, Institutional Restraint, and Communications*, units within the University are expected to exercise restraint in issuing official statements on matters related or unrelated to their core academic or operational mandates. While Faculties, Schools, Departments, and ASUs occupy a central place in the University's research, teaching, and/or public engagement missions, they also play a key role in safeguarding the open exchange of ideas.

Many units at Waterloo collaborate with professional organizations, produce policy reports, and generate white papers that have social or policy implications. When such activities arise naturally from a unit's academic or professional expertise, they do not violate the principles of institutional neutrality.

Units should clearly distinguish between contributing specialized knowledge in their field and adopting a broader public position on behalf of the University. Whenever a Faculty, School, Department, or ASU issues a research-informed statement or a policy recommendation, it must clearly indicate that the statement reflects the perspectives of that specific group, not necessarily those of the University as a whole.

Rarely will all members —faculty, staff, postdoctoral fellows, graduate and undergraduate students — of an academic unit, for example, share a single viewpoint. Thus, statements purporting to speak for an entire unit run the risk of misrepresenting some members. Units are asked to consider transparent mechanisms to ensure unanimity when expressing shared views. This approach acknowledges the diversity of opinions and affirms each member's right to participate freely in debates on contentious issues.

Faculty members (and staff) are expected to remain mindful of the inherent power dynamics in their relationships with students in particular. When discussing a statement, units should design a process that actively minimizes perceived pressure. It must be made explicitly clear to all members, especially students, that non-participation will not result in any academic or social penalty.

Before issuing any significant public statement, units are advised to:

- reflect on how the position relates to the unit's mission and expertise;
- ensure that any statement has gone through an appropriate internal review, including robust discussion among those who may be affected or whose work and perspectives are implicated; and,

- use transparent mechanisms, such as open votes or signed letters, to establish verifiable support for a statement to ensure that it accurately represents those who endorse it, rather than implying it speaks for all members of the unit.

Units can seek advice from relevant University offices (e.g., Office of the Associate Vice-President, Faculty and Academic Life, Secretariat, Associate Vice-President, Communications and Institutional Relations, when there is uncertainty about the appropriateness or implications of a proposed public stance.

When units make the decision to publish a statement, they:

- are advised to inform their dean (or vice-president for ASUs) before the statement is published for their awareness (but not approval);
- must ensure that the statement includes a disclaimer (see below) that the unit is not speaking for the University of Waterloo as a whole;
- should place the statement in a manner that clearly and visually separates it from the unit's official academic or administrative content (for example https://uwaterloo.ca/[faculty or department]/statements). (Note: a template statement page is available from the University Communications team. Statements published on dedicated "statement pages" should not be linked to/from the news section of UWaterloo websites.)
- in most cases, units should work with their communications teams to create a dedicated "statements" page;
- publish the statement on a webpage other than the unit's main landing page(s) used for academic or administrative purposes.

Draft disclaimer language

Members of the [unit name] are issuing a statement concerning [issue]. The following statement does not represent the views of the University of Waterloo, any of its faculties, departments, schools or institutes and members issuing this statement recognize that there [are/may be] a range of viewpoints within the unit on this matter.

Guidance on social media

When a statement is published by a group or collective on a University website statement page, linking to the statement is appropriate from departmental-level social media accounts only if the post includes a disclaimer: "*Members of the [unit name] are issuing a statement concerning [issue].*" Statements posted by units in this manner will not be shared or amplified by the University's main social media accounts (including Faculty level accounts).

Guidance for non-unit, informal collectives

Nothing in this guideline prevents or limits individuals from creating informal groups who may wish to express opinions or make statements as a group of private individuals. Care should be taken in canvassing support amongst informal groups to avoid issues related to power dynamics as above. The use of University websites, University (including departmental and faculty) social media channels and other University digital assets must be avoided in these circumstances.

For further guidance, please refer to Waterloo's *Statement on Institutional Neutrality, Institutional Restraint, and Communications* and additional resources on freedom of expression website.

UNIVERSITY OF WATERLOO | Senate

For Information **Open Session**

To: Senate

From: Gen Gauthier-Chalifour
University Secretary

Date of Meeting: November 24, 2025

Agenda Item: **6.1 Faculty of Science AI Strategy**

Summary

Chris Houser, Dean, Faculty of Science, and Laura Deakin, Associate Dean (Teaching and Learning - Undergraduate Studies), Faculty of Science, will provide an update on the Faculty of Science AI Strategy. Artificial intelligence is increasingly important to discovery in science. The Faculty of Science has developed a strategy to introduce AI into the undergraduate and graduate curriculum through foundational classes, cornerstone experiences and capstone opportunities. To propel change and support faculty in teaching and research, the Faculty of Science strategy is looking to place experts at key places to impact students at all levels and research across the Faculty.

UNIVERSITY OF WATERLOO | Senate

For Approval **Open Session**

To:	Senate
From:	Senate Graduate Council
Presenter(s):	Justin Wan Interim Associate Vice-President, Graduate Studies and Postdoctoral Affairs
Date of Meeting:	November 24, 2025
Agenda Item:	**7.1 Report of the Senate Graduate Council: Faculty of Engineering – Major Modifications**

Recommendation/Motion

That Senate approve the major modifications to the Doctor of Philosophy (PhD) in Electrical and Computer Engineering and the Master of Applied Science (MASc) in Electrical and Computer Engineering programs, effective January 1, 2026, as presented.

Summary

Senate Graduate Council met on October 23, 2025 and agreed to forward the following item to Senate for approval as part of the regular agenda.

a. Doctor of Philosophy (PhD) in Electrical and Computer Engineering and the Master of Applied Science (MASc) in Electrical and Computer Engineering programs.

The full proposal can be found in the October 23, 2025 Senate Graduate Council Meeting Book, starting on page 79.

Proposal/Rationale

Update and re-organize the Electrical and Computer Engineering research fields and cleanup wording in the course requirements section: The research fields in Electrical and Computer Engineering have remained unchanged for a long time. This update modernizes their names to reflect recent advancements and consolidates them for greater clarity.

Additionally, this revision updates the list of core courses associated with each research field. All Electrical and Computer Engineering PhD students must pass at least two courses from the list of core courses for their designated research field, as specified in their letter of admission (unless this requirement was achieved during their MASc).

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:

- Consider, study and review all proposals for new graduate programs, the deletion of graduate programs, and/or major modifications to existing graduate programs, and make recommendations to Senate thereon.

Governance Path

Faculty of Engineering: January 23, 2025

Senate Graduate Council: October 23, 2025

Senate: November 24, 2025

Documentation Provided

Appendix A: Proposed Changes – Faculty of Engineering

The full proposal can be found in the October 23, 2025 Senate Graduate Council Meeting Book, starting on page 79.

UNIVERSITY OF WATERLOO | Senate

For Approval **Open Session**

To:	Senate
From:	Senate Undergraduate Council
Presenter(s):	David DeVidi Associate Vice-President, Academic
Date of Meeting:	November 24, 2025
Agenda Item:	**8.1** **Senate Undergraduate Council: Faculty of Arts – Major Modifications**

Recommendation/Motion

That Senate approve the major plan modifications for the Faculty of Arts and Renison University College double degree programs for Social Development Studies and Bachelor of Social Work, effective September 1, 2026, as presented.

Summary

Senate Undergraduate Council met on September 30, 2025 and agreed to forward the following items to Senate for approval as part of the regular agenda.

a. The double degree programs for Social Development Studies and Bachelor of Social Work

The full proposal can be found in the September 30, 2025 Senate Undergraduate Council Meeting Book, starting on page 610.

Proposal/Rationale

The 10-month post-degree Bachelor of Social Work (BSW) has operated at Renison University College since the Fall of 1998 with accreditation from the Canadian Association for Social Work Education-Association Canadienne pour la Formation en Travail Social (CASWE-ACFTS). On February 3, 2023, the Commission on Accreditation (COA) of the CASWE-ACFTS granted the Renison Bachelor of Social Work (BSW) program a two-year re-accreditation with the following conditions:

1. Demonstrate oversight of content related to accreditation of the BSW program.
2. Eliminate redundancies within the overlapping curricula with the Social Development Studies program.

3. Demonstrate that core social work courses related to the accredited program are developed and taught by those within the School of Social Work's influence and according to the accreditation standards.

4. Provide professional social work content equivalent to that of a four (4)-year BSW program.

To meet the re-accreditation conditions, the School of Social Work determined that the 10-month, post-degree BSW program had to be discontinued and replaced with a concurrent double degree program, combining a Bachelor of Arts (BA) in Social Development Studies (SDS) and BSW. Knowing that CASWE-ACFTS would likely recommend a revised BSW Model, work to develop a new model began in June 2021 with a joint working group comprising SSW and SDS faculty. Considering CASWE-ACTFS conditions and feedback from alumni, students, and stakeholders, the Joint Working Group tabled a proposal to create a concurrent double degree that would allow students to earn a BA degree with a major in SDS alongside a BSW degree. This major modification proposal outlines the changes required for the double degree program to begin in Fall 2026.

The proposed plan recognizes the need to concurrently continue the 10-month, post-degree BSW program for the 2026-27, 2027-28, and 2028-29 academic years for two reasons. (After this time, the 10-month post-degree plan will be de-activated.)

1. To ensure that all current students who are completing BSW eligibility requirements in the SDS program can achieve their degrees. We will use the 2026-2027, 2027-2028, and 2028-2029 academic years as "transition" years to a) offer the post-degree BSW to students who started in SDS intending to enter the post-degree BSW based on the program information they received at the time, and that informed their decision to enter SDS; and b) ensure financial flow through.

2. To allow for the social work courses (SWREN) of the double degree to be offered at full capacity in years four (4) and five (5) of the five-year double degree program plan.

There will be three admissions pathways:
1. Direct entry to the double degree.
2. Admission to the double degree at the end of 1B pending completion of SOCWK 120R with a minimum grade of 75%.
3. Transfer from college or university.

Progression in the double degree requires that SWREN 111R be completed by the end of 2A with a minimum 75%.

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:

b. Make recommendations to Senate with respect to new undergraduate programs/plans, the deletion of undergraduate programs/plans, and major changes to undergraduate programs/plans.

Governance Path

Faculty of Arts and Renison University College: February 21, 2025

Senate Undergraduate Curriculum Subcommittee: July 11, 2025

Senate Undergraduate Council: September 30, 2025

Senate: November 24, 2025

Documentation Provided

Proposed Changes – Faculty of Arts

The full proposal can be found in the September 30, 2025 Senate Undergraduate Council Meeting Book, starting on page 610.

UNIVERSITY OF WATERLOO | Senate

2025-2026 Senate Work Plan

Senate Agenda Items p = planned ✓= completed	**September 22, 2025**	**October 20, 2025**	**November 24, 2025**	**January 26, 2026**	**March 2, 2026**	**April 6, 2026**	**May 4, 2026**	**June 8, 2026**
LEADERSHIP, FACUTLY, AND ASSOCIATION REPORTS								
Report of the President	✓	✓	p	p	p	p	p	p
• Faculty Tenure and Promotion Report (*consent*)			p	p	p	p	p	p
Report of the Vice-President, Academic & Provost	✓	✓	p	p	p	p	p	p
• Reports from Faculties (e.g., appointments, administrative appointments, sabbaticals) (*consent*)	✓	✓	p	p	p	p	p	p
• Call for Nominations and Designation of University Professor	✓					p		
Report of the Vice-President, Research & International (*consent*)	✓	✓	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
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) (*confidential*)								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) (*confidential*)								
OPERATING BUDGET Under the Report of the Planning and Finance Committee.								
University Operating Budget Update		✓						
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	✓							
Call for Senate Nominations, Elections, and Appointments				p	p			p
Senate Effectiveness Survey					p			

UNIVERSITY OF WATERLOO | Senate

For Information **Open Session - Consent**

Date of Meeting:	November 24, 2025
To:	Senate
From:	Genevieve Gauthier-Chalifour University Secretary
Agenda Item:	**9.2 Policy 68: Vice-President, University Research International – Minor/Housekeeping Amendments**

Background:

At its meeting September 18, 2025, the Faculty Relations Committee (FRC) approved minor/housekeeping amendments to Policy 68 – Vice-President, University Research International. The amendments were made in accordance with Policy 1 – Initiation and Review of University Policies, which provides that minor amendments to such policies can be addressed directly by the FRC.

The amendments are as outlined below and were provided to the Board of Governors for information at their October 28, 2025 meeting. The following is similarly being provided to Senate for information at its November 24, 2025 meeting:

1. To reflect the correct position title of the "Vice-President, Research and International" throughout Policy 68.
2. To neutralize gendered language throughout Policy 68.
3. To reflect the dissolving of the Senate Graduate & Research Council into the Senate Graduate Council and the Senate Research and Innovation Council, throughout Policy 68.

Documentation Provided:

- Policy 68 – Vice-President Research and International – Revised September 2025

UNIVERSITY OF WATERLOO | Secretariat

Appendix B – Policy 68 (Redlined)

University of Waterloo
Policy 68

Vice-President, ~~University Research International~~Research and International*

Established:	21 November 1988
Revised:	27 October 1998 28 October 2014 28 February 2020. Amended, official titles only. [TBD]. Amended, official titles only.
Supersedes:	N/A
Class:	A
Responsible/Originating Department:	Office of the President
Executive Contact:	President

Related Policies, Guidelines and Procedures:

N/A

1. General

The Vice-President, ~~University~~ Research and International provides leadership in research throughout the University and externally. ~~He/she is~~The individual is appointed for a definite and known term after the appropriate selection procedure has been followed.

2. Qualifications, duties, and responsibilities

The Vice-President, ~~University~~ Research and International is a senior faculty member of considerable scholarly stature. ~~He/she is the~~ The individual is a University officer, serving in that capacity on Senate, appropriate major committees, and on other such University bodies. As a University officer, the Vice-President, ~~University~~ Research and International has responsibility for making independent judgments on total University matters, representing the particular interests, policies and point of view of research as determined by the Senate ~~Graduate & Research~~Research and Innovation Council, and being the external representative for the University with regard to research and research-related issues. The Vice-President, ~~University~~ Research and International has particular responsibility for maintaining the autonomy and

intellectual independence of the University in matters related to research, and for fostering an environment which promotes a high academic standard of scholarly activity.

The Vice-President, ~~University~~ Research and International is ~~co-~~chair and academic mentor of the Senate Research and Innovation~~Graduate & Research~~ Council. T~~t~~ogether with the Faculty deans, ~~he/she is~~ ~~they are~~the individual is responsible for setting and maintaining a high academic standard of scholarly activity with respect to research throughout the University.

3. Legal framework

In addition to the abovementioned "Related Policies, Guidelines & Procedures", the Policy must be construed in accordance with applicable law, in particular:

- *Employment Standards Act, 2000*, S.O. 2000, c. 41;
- *Human Rights Code*, R.S.O. 1990, c. H.19;
- *Pay Equity Act*, R.S.O. 1990, c. P.7;
- *Occupational Health and Safety Act*, R.S.O. 1990, c. O1;
- *The University of Waterloo Act 1972*, S.O., 1972, c. 200; and
- *Workplace Safety and Insurance Act*, 1997, S.O. 1997, c. 16.

If any of these legal provisions are modified, abrogated, superseded, or added to, the Policy shall be interpreted in accordance with the new legal framework.

4. Term of office

A. The term of office for the Vice-President, ~~University~~ Research and International is normally five years, renewable for five years, to a maximum of ten years.

B. Reappointment beyond a second consecutive term should be considered unusual and will occur only if there are compelling reasons, as specified by the nominating committee, along with strong support throughout the University.

C. In the event of the absence of the Vice-President, ~~University~~ Research and International for any prolonged period, arrangements should be made for the President to appoint an Acting Vice-President, ~~University~~ Research and International for a period of no more than one year.

If the office of the Vice-President, ~~University~~ Research and International becomes vacant through death, resignation, or other causes, it is the responsibility of the President to appoint, after appropriate consultation, an interim Vice-President, ~~University~~ Research and International and to initiate the process of filling the vacancy as prescribed in section 5. The term of office of the interim Vice-President, ~~University~~ Research and International should be of sufficient length for the nominating committee to complete its task and, normally, should not exceed one year.

5. Appointment and reappointment procedures

A. Appointment of a nominating committee

When nominations for the Vice-President, ~~University~~ Research and International are required, as through notice of resignation, death, or the approaching end of a term, a nominating committee shall be formed by the President. The nominating committee shall normally be formed no earlier than 18 months and no later than one full calendar year prior to the end of the term of office of the incumbent.

The nominating committee shall consist of:

- The President or the President's delegate, who shall chair the committee.
- The Associate Vice-President, Graduate Studies and Postdoctoral Affairs.
- One senator of professorial rank from each Faculty, elected by a vote within that Faculty.
- Two graduate students, appointed by the Graduate Student Association.
- One staff member appointed by the Staff Association, and one elected by and from the regular staff in the Office of Research.
- One faculty member from and appointed by the affiliated and federated institutions of Waterloo.

A reasonable gender balance should be maintained on nominating committees, whenever feasible.

Membership on nominating committees shall be conditional on each person agreeing to maintain in confidence the information discussed by the committee, except on points where the committee subsequently agrees otherwise, and to exercise authority and responsibility as an individual in order that decisions may be taken at the time and place of committee meetings.

If any member of the nominating committee becomes, or seeks to become, a candidate for the office of Vice-President, ~~University~~ Research and International, the member shall resign from the committee.

In the event of a perceived conflict of interest that could compromise or be seen to compromise the member's judgment of the candidates, ~~he/she~~the member shall disclose the nature of that conflict to the committee in sufficient detail to enable the committee to determine whether the member must resign from the committee.

If the association of any member of the nominating committee with the University is terminated or in any way significantly altered, or if for any reason, including resignation, any member is unable to carry out responsibilities on the committee, the nominating committee will request a replacement member, unless the committee has reached a stage in its deliberations where it deems such a replacement inadvisable.

B. Terms of reference

It is understood that the committee shall be responsible for soliciting the views of those affected, including graduate students.

1. Reappointment at the end of a first term

The first charge to the nominating committee will be to solicit, with the prior knowledge of the incumbent and by whatever means it may decide, the opinion of the Senate Research and Innovation~~Graduate & Research~~ Council, the Faculty Deans and other persons affected, with respect to the reappointment of the incumbent. If the incumbent is found to be generally acceptable, the committee shall then determine the incumbent's willingness to accept reappointment. If the incumbent indicates willingness to accept, the committee shall recommend reappointment to Senate without considering other candidates. Upon receiving the report of the nominating committee and the recommendation of Senate, the President shall recommend reappointment to the Board of Governors.

2. New appointments

If the incumbent is not to be recommended for reappointment at the end of a first term, or if the incumbent is nearing the end of a second term, or if the incumbent has died, resigned or been removed, then the following procedure shall be followed: the committee will invite nominations, by whatever means it considers appropriate, from any person or group; it will advertise the position internally, and also externally if this seems appropriate; and it will establish criteria against which nominations and applications may be measured.

The committee will consider all names placed before it and will develop a short list of candidates as its first step in proceeding towards a recommendation. These candidates will be invited to meet with the committee and/or with such other persons and/or groups as it may determine. After screening candidates, the committee shall select the person it regards as most suitable for the position and submit its recommendation for the appointment of that candidate, in confidence, to the members of the Senate Research and Innovation ~~Graduate & Research~~ Council, the Faculty deans and the Vice-President, Academic & Provost. If the committee feels that two or more of the candidates are well qualified, it may choose to submit the choice between these, in confidence, to the members of the Senate Research and Innovation~~Graduate & Research~~ Council, the Faculty deans and the Vice-President, Academic & Provost.

The members of the Senate Research and Innovation~~Graduate & Research~~ Council, the Faculty Deans and the Vice-President, Academic & Provost will then have the opportunity to indicate the acceptability of each candidate, and their choice among candidates, in a secret ballot which shall be returned to the chair of the nominating committee. The results of the ballot shall be made known to the nominating committee. If the results of the ballot indicate that no candidate is acceptable to a majority of the members of the Senate Research and Innovation~~Graduate & Research~~ Council, the Faculty Deans and the Vice-President, Academic & Provost, the nominating committee shall resume its screening activities. If the Senate Research and Innovation~~Graduate & Research~~ Council, the Faculty Deans and the Vice-President, Academic & Provost generally approve a candidate, the nominating committee shall recommend the appointment of that candidate to Senate. When more than one candidate is generally acceptable and the ballot results indicate no clear preference, the nominating committee shall select the

person it regards as most suitable for the position and recommend the appointment of that candidate to Senate. If the results indicate that the candidate is unacceptable to a majority of Senate, the nominating committee shall resume its screening activities. If Senate approves the recommendation it shall be forwarded to the President. Upon receiving the report of the nominating committee and the recommendation of Senate, the President shall recommend an appointment to the Board of Governors.

All such discussions, in the committee and in Senate, will be carried out in confidence.

6. Removal of the Office Holder before expiration of term

A. General principles

The Vice-President, ~~University~~ Research and International may only be removed from office for cause. Cause is to be understood in relation to the duties of the Vice-President, ~~University~~ Research and International as indicated by all relevant University policies. Causes for removal include negligence, incompetence, unprofessional conduct, and inability to maintain the confidence of the University research community.

Dismissal for cause from an administrative position is not to be confused with the dismissal for cause of a tenured faculty member. The criteria used and the procedures to be followed are different.

B. Reconciliation

In cases where the President becomes aware of serious problems, for example through individual submissions or a general petition, the President will, where appropriate, seek to mediate the situation as early as possible. Especially in cases of widespread disaffection or dissatisfaction with the Vice-President, ~~University~~ Research and International the process of reconciliation may involve the holding of a meeting with members of the Senate Research and Innovation~~Graduate & Research~~ Council for a full and frank discussion of concerns.

C. The setting-up of a formal inquiry

If the process of reconciliation fails or is inappropriate, then the President should determine whether there is sufficient evidence to warrant an inquiry into whether there is cause for removal. The Vice-President, ~~University~~ Research and International will be informed in writing of the President's decision and the basis for it, and be given an opportunity to respond. If the President believes that formal proceedings are necessary, the President will set up a formal inquiry. At the same time, the President may choose to suspend the Vice-President, ~~University~~ Research and International, without prejudice, financial or otherwise, for the period of the inquiry, if this is warranted by the general interests of the University and of the individuals involved, and is compatible with principles of natural justice. In the case of suspension, the President will appoint an acting Vice-President, ~~University~~ Research and International so as to facilitate the operation of research affairs during that time.

D. Formal inquiry

The President will appoint a committee of three senior faculty members and inform the Vice-President, ~~University~~ Research and International. The Vice-President, ~~University~~ Research and International may challenge, in writing, a member or members of the committee for bias, apprehension of bias or conflict of interest.

The committee shall determine its own procedures. However, in all its proceedings it shall be guided by principles of natural justice. In particular, it shall make sure that the Vice-President, ~~University~~ Research and International has full knowledge of every charge, and has every opportunity to respond to these charges. On completion of its work, the committee shall report to the President with a recommendation, supported by reasons, that the Vice-President, ~~University~~ Research and International either (1) continue in office (or be reinstated if temporary suspension has occurred) or (2) be removed for cause. The President will then take appropriate action. The report of the committee shall be made available to the Vice-President, ~~University~~ Research and International, the Vice-President, Academic & Provost and, at the discretion of the committee, to other concerned parties within the Senate Research and Innovation~~Graduate & Research~~ Council.

UNIVERSITY OF WATERLOO

For Information **Open Session - Consent**

To:	Senate
From:	Cathy Newell Kelly Registrar Justin Wan Interim AVP, Graduate Studies and Postdoctoral Affairs
Date of Meeting:	November 24, 2025
Agenda Item:	**9.3.1 Report on Fall 2025 Convocation**

Summary:

At the April 7, 2025 meeting of Senate the following motion was carried:

> That Senate delegate 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 2025 and October 2025, and that Senate direct that a report on the complete roster of graduands be presented for information to the Senate meeting following the relevant convocation.

Congruent with Senate's approval and having been furnished with the lists of graduands for Fall 2025 convocation, on October 16, 2025 the chair and vice-chair of Senate confirmed approval of the lists of graduands as attached to this report.

<u>Assurance Processes for Degree Granting and Validation</u>

The University has implemented a variety of processes and systems to ensure that students receiving a degree have fulfilled the requirements of their respective programs.

i. Degree Granting - Undergraduate

Once a student has submitted their application to graduate, the Registrar's Office works closely with Faculty partners to review and confirm that students have met degree requirements. Both the Faculties and the Registrar's Office review each student record, as well as completing a variety of queries for record- and error- checking. During these reviews the Registrar's Office confirms that:

- Requested program/plan combinations are valid
- The correct number of units are completed

- Required courses are completed
- Co-op/PD requirements are met (where applicable)
- Milestones are completed
- Minimum averages are met
- Student is in a good academic standing

It is only once all these criteria are met that students are coded in Quest as having completed their degrees. Otherwise, students are notified that they do not meet degree requirements and must achieve the missing requirement(s) before they are eligible to graduate.

ii. Degree Granting - Graduate

Once a student has submitted their application to graduate, their home department reviews their record to ensure that:

- The thesis, or research paper (if applicable) is complete and has been approved by the committee and accepted to UWSpace (in the case of a thesis);
- All required courses have been completed and have grades present;
- All overall average and/or program-specific minimum grade requirements are met;
- All milestones have been successfully completed and recorded;
- The requirements for any applicable field, specialization, or type II diploma have also been met; and
- Co-op requirements are met, where applicable.

The department then approves the student to graduate and GSPA staff performs a confirming review to ensure all courses, milestones, and thesis are complete, prior to coding degree completion.

iii. Early Degrees:

To qualify for an early diploma, students must meet one of the following criteria:

- They have a time-sensitive application for a TN (or TN1) Visa. The student must provide their fully- signed US job offer that includes the start date, which can be up to 30 days after their convocation ceremony.
- They have other immigration-related circumstances that require an early diploma. The student must provide proof of requirement or meet with an Immigration Consultant and provide validation of the requirement.
- They have an educational opportunity that requires their diploma (as opposed to evidence of degree completion). The student must provide communication from the academic institution stating the original diploma is a requirement.
- They have a professional opportunity that requires their diploma (as opposed to evidence of degree completion). The student must provide a request from their proposed employer, on their letterhead, that indicates that the diploma is necessary for their appointment.

iv. Degree Validation:

For degree validation The Centre used AuraData, a third-party company with whom the University has engaged for about 20 years. Employers pay a fee to AuraData and the University receives a portion of the revenue. The alumnus provides authorization and then degree verification is given. If there's a discrepancy, (often due to the alumnus using the wrong degree name or using a different name) those situations are directed to The Centre to verify manually.

AuraData processes roughly 90-95% of Waterloo's degree validation requests. The Centre also does some validation through a company called DigiFlow, as well through government Cultural Bureaus. For government requests, the bureau submits their own forms to The Centre and the validation is completed manually.

Documentation Provided:

- Fall 2025 Convocation - Early Degrees Granted, Conferment of Degrees, and Revisions to Conferment of Degrees (full lists available via external link)

UNIVERSITY OF WATERLOO | Senate

For Information **Open Session - Consent**

To:	Senate
From:	Cathy Newell Kelly Registrar
Agenda Item:	**9.3.2 Convocation Overview 2025**

Summary

The attached report is brought forward to Senate following the convocation ceremonies of June and October 2025. This report aims to provide a summary of the magnitude of convocation while also relating detailed metrics of interest to the University community.

The report provides highlights of this years' ceremonies along with high-level data on the degrees awarded with delineation by faculty, by degree/diploma type etc., including for honorary degrees and special awards that are bestowed at convocation. Additionally, some commentary is provided on attendance at the ceremonies (both in-person and online viewers) as well as on participation from the University community to support the success of these ceremonies.

Documentation provided:

- Convocation Overview 2025

CONVOCATION OVERVIEW

2025

Prepared by:

Office of the Registrar
Graduate Studies & Postdoctoral Affairs
Community Relations & Events
Alumni Relations

November 14, 2025

UNIVERSITY OF WATERLOO

INTRODUCTION

In 1957, the University of Waterloo opened its doors to 74 engineering students; today, the University boasts a global alumni network spanning over 261,000 alumni in 160 countries.

The University of Waterloo celebrates convocation twice each year, with 14 ceremonies at spring convocation in mid-June, and 5 ceremonies at fall convocation in late October.

This annual report to Senate provides a summary of undergraduate and graduate degrees awarded in the 2025 calendar year, in total and by faculty. It highlights the contributions of the campus community in achieving the success of spring and fall convocation, including graduand participation rates, guest attendance, faculty participation, and staff ambassadors.

The report is intended to provide increased visibility into this important milestone in the life of UW students as they become alumni, and to build an increased sense of pride and shared celebration as a campus community. It also allows the convocation team to highlight important changes and celebrations that might be unique to each year's convocation.

2025 HIGHLIGHTS

In 2025, the University of Waterloo awarded 10,062 undergraduate and graduate degrees, including 93 optometrists, 120 pharmacists, and 404 doctorates.

In addition, the University recognized 8 individuals with Honourary Doctorates, eight individuals as Distinguished Professor Emeritus, and six Honourary Members of the University.

Spring 2025 marked the end of Dean Giesbrecht's tenure as the Dean of the Faculty of Mathematics, during which a record number of mathematics students graduated in 2025. Fall welcomed Jochen Koenemann as Dean for the Faculty of Mathematics. Fall was the final set of ceremonies for University Registrar Cathy Newell Kelly, as well as Jean Becker, Associate Vice-President, Indigenous Relations. In response to geopolitical circumstances, security elements and risk management plans remain in place for all ceremonies.

TOTAL DEGREES AWARDED IN 2025

As outlined in the table below, a total of 10,062 degrees were awarded at the University of Waterloo in 2025.

TOTAL DEGREES AWARDED BY FACULTY	SPRING	FALL	2025 TOTAL
Faculty of Arts	1,492	684	2,176
Faculty of Engineering	2,115	518	2,633
Faculty of Environment	453	171	624
Faculty of Health	532	291	823
Faculty of Mathematics	1,818	656	2,474
Faculty of Science	937	395	1,332
Total	**7,347**	**2,715**	**10,062**

The following section outlines the specific degrees awarded in each faculty.

FACULTY OF ARTS	SPRING	FALL	2025 TOTAL
Doctor of Philosophy	23	26	49
Master of Accounting	5	220	225
Master of Applied Science	1	7	8
Master of Arts	65	52	117
Master of Catholic Thought	2	0	2
Master of Digital Experience Innovation	43	0	43
Master of Fine Arts	1	4	5
Master of Peace and Conflict Studies	12	2	14
Master of Public Service	35	1	36
Master of Taxation	12	7	19
Master of Theological Studies	2	3	5
Bachelor or Arts (Genral Program – Three Year)	90	47	137
Bachelor of Arts (General Program – Four Year)	32	23	55
Bachelor of Arts (Honours Program)	725	192	917
Bachelor of Accounting and Financial Management (Honours Program)	321	7	328
Bachelor of Global Business and Digital Arts (Honours Program)	116	21	137
Bachelor of Social Work (Honours Program)	7	72	79
Total	**1,492**	**684**	**2,176**

FACULTY OF ENGINEERING	SPRING	FALL	2025 TOTAL
Doctor of Philosophy	103	57	160
Master of Applied Science	127	73	200
Master of Architecture	48	8	56
Master of Business, Entrepreneurship & Technology	0	51	51
Master of Engineering	200	155	355
Master of Management Sciences	41	41	82
Bachelor of Applied Science	1,469	45	1,514
Bachelor of Architectural Studies (Honours Program)	12	85	97
Bachelor or Software Engineering (Honours Co-operative Program)	115	3	118
Total	**2,115**	**518**	**2,633**

FACULTY OF ENVIRONMENT	SPRING	FALL	2025 TOTAL
Doctor of Philosophy	19	13	32
Master of Arts	8	9	17
Master of Climate Change	6	17	23
Master of Development Practice	10	3	13
Master of Economic Development and Innovation	2	7	9
Master of Environment and Business	12	17	29
Master of Environmental Studies	27	17	44
Master of Future Cities	0	5	5
Master of Planning	6	4	10
Master of Science	11	4	15
Bachelor of Environmental Studies (General Program - 3 Year)	17	6	23
Bachelor of Environmental Studies (Honours Program)	317	64	381
Bachelor of Knowledge Integration (Honours Program)	18	5	23
Total	**453**	**171**	**624**

FACULTY OF HEALTH	SPRING	FALL	2025 TOTAL
Doctor of Philosophy	17	16	33
Master of Arts	4	4	8
Master of Health Evaluation	16	4	20
Master of Health Informatics	18	8	26
Master of Kinesiology	1	10	11
Master of Public Health	0	45	45
Master of Science	18	18	36
Master of Social Work	3	109	112
Bachelor of Arts (Honours Program)	96	21	117
Bachelor of Public Health (Honours Program)	47	8	55
Bachelor of Science (General Program - Four Year)	2	3	5
Bachelor of Science (Honours Program)	310	45	355
Total	**532**	**291**	**823**

FACULTY OF MATHEMATICS	SPRING	FALL	2025 TOTAL
Doctor of Philosophy	42	43	85
Master of Actuarial Science	0	15	15
Master of Data Science and Artificial Intelligence	43	5	48
Master of Mathematics	86	84	170
Master of Mathematics for Teachers	28	30	58
Master of Quantitative Finance	16	1	17
Bachelor of Computer Science (Honours Program)	111	42	153
Bachelor of Computer Science (Honours Co-operative Program)	619	138	757
Bachelor of Computing and Financial Management (Honours Co-operative Program)	33	3	36
Bachelor of Mathematics (General Program – Three Year)	30	18	48
Bachelor of Mathematics (General Co-operative Program – Three Year)	8	3	11
Bachelor of Mathematics (Honours Program)	280	106	386
Bachelor of Mathematics (Honours Co-operative Program)	522	168	690
Total	**1,818**	**656**	**2,474**

FACULTY OF SCIENCE	SPRING	FALL	2025 TOTAL
Doctor of Philosophy	26	19	45
Master of Science	48	50	98
Bachelor of Science (General Science – Three Year)	53	39	92
Bachelor of Science (Honours Program)	714	170	884
Doctor of Optometry	92	1	93
Doctor of Pharmacy (Co-operative Program)	4	116	120
Total	**937**	**395**	**1,332**

TOTAL DIPLOMAS AND CERTIFICATES AWARDED IN 2025

As outlined in the table below, a total of 368 diplomas and 118 certificates were awarded at the University of Waterloo in 2025.

DIPLOMAS	SPRING	FALL	2025 TOTAL
Applied Language Studies	2	0	2
Black Studies	1	1	2
Chinese Language I	3	0	3
Chinese Language II	1	0	1
Church Music and Worship	0	1	1
Creative Writing	6	2	8
East Asian Studies	2	1	3
Ecological Restoration & Rehabilitation	17	2	19
English for Multilingual Speakers	1	0	1
Environmental Assessment	36	3	39
Excellence in Geographic Info Systems	27	2	29
French Language I	12	0	12
French Language II	31	2	33
Future Cities	4	0	4
German Language	1	1	2
Gerontology	16	3	19
Graduate Diploma	33	36	69
Health Humanities	2	1	3
Human Resources Management	3	1	4
Indigenous Entrepreneurship	0	1	1
Italian Langague	0	1	1
Japanese Language I	38	7	45
Japanese Language II	8	1	9
Korean Language I	15	1	16
Restorative Justice	0	1	1
Spanish Language I	6	1	7
Spanish Language II	2	0	2
Sustainability	30	2	32
Total	**297**	**71**	**368**

CERTIFICATES	SPRING	FALL	2025 TOTAL
Co-operative Education in Research	25	1	26
Experiential Education	37	5	42
Global Experience	16	5	21
Graduate Certificate	24	5	29
Total	**102**	**16**	**118**

2025 CONVOCATION CEREMONY PARTICIPATION

Convocation is an opportunity for our whole campus community to engage in the celebration.

The following sections provide an overview of how eligible graduates, faculty and staff took part in 19 unique convocation ceremonies over spring and fall 2025.

GRADUAND ATTENDANCE BY FACULTY

Using data provided by the Registrar's Office, Community Relations and Events (CRE) manages convocation registration for all graduates. CRE tracks both registrations and actual attendance of graduates via a ticketing system that was first introduced in 2022.

This chart is the cumulative total of graduates for 2025. "Show rate" is the percentage of eligible graduates who attend convocation in person.

Graduand participation has been trending upwards across all faculties since the pandemic, with a noticeable 7% increase in show rates in 2025. We also see the eligible graduates grow 7% in 2025.

FACULTY	ELIGIBLE GRADUATES	REGISTERED GRADUATES	ATTENDED GRADUATES	GRADUATE SHOW RATE (Change % from 2024)
Arts	2,212	1,776	1,728	76% (+3%)
Engineering	2,509	2,184	2,130	80% (0%)
Environment	633	497	483	74% (+2%)
Health	824	678	671	79% (+1%)
Math	2,551	1,923	1,856	71% (+3%)
Science	1,336	965	953	70% (+3%)
Total	**10,065**	**8,023**	**7,821**	**78% (+7%)**

GUEST ATTENDANCE

The opportunity to celebrate with family, friends and other supporters is a central part of the convocation experience for our graduands. Managed by the Community Relations & Events team through a ticketing system, each graduate is eligible for at least two guest tickets, with further ticket availability depending on the size of the graduating class and other considerations.

In 2025, a total of 19,629 (+725) guests attended.

A livestream is also available for out-of-town supporters with over 72,000 views (+16,000) in 2025.

TOTAL STAGE PARTY PARTICIPATION

Having a full stage party demonstrates visible support for the graduands in each class.

The stage party is made up of:

(a) participants in the faculty procession

(b) participants in the Chancellor's procession, and

(c) graduate hooders (who enter as part of the Chancellor's procession).

For the purposes of highlighting participation by each faculty, the summary outlined below *excludes* Deans and senior administrators who work for a central unit on campus, and any special guests, government, and award recipients.

Faculty members who participated in multiple ceremonies are recorded for each of the ceremonies.

FACULTY	SPRING	FALL	TOTAL (% CHANGE FROM 2024)
Arts	102	46	148 (-28)
Engineering	105	49	154 (+9)
Environment	43	26	69 (+17)
Health	35	29	64 (+3)
Mathematics	76	39	115 (+20)
Science	62	23	85 (-14)

CEREMONY PARTICIPATION BY FACULTY

There are two processions that combine to form the stage party. The *Chancellor's procession* includes faculty members who participated in a ceremonial role (i.e., readers, hosts, macebearer), and faculty leadership (i.e., Associate Deans, Department Chairs). In contrast, the *Faculty procession* is comprised of faculty members who do not have a specific ceremonial role but are represented on stage in support of the faculty and its graduating class.

The following chart summarizes the size of each stage party, broken down by Chancellor's procession and Faculty procession participation, for each individual ceremony.

For the purposes of highlighting participation by each faculty, the summary outlined below *excludes* Deans and senior administrators who work for a central unit on campus, and any special guests, government, and award recipients.

Faculty members who participated in multiple ceremonies are recorded for each of the ceremonies.

Due to the large number of ceremonies each spring, there are some ceremonies that have visibly smaller stage party presence.

FACULTY	TOTAL # OF CEREMONIES	CEREMONY DATE & TIME	CHANCELLOR'S PROCESSION	FACULTY PROCESSION	TOTAL STAGE PARTY
Arts	4	June 12 - morning	18	14	32
		June 12 - afternoon	27	14	41
		June 12 - evening	14	15	29
		October 25 - morning	27	19	46
Engineering	5	June 13 – evening	19	8	27
		June 14 – morning	21	3	24
		June 14 - afternoon	26	3	29
		June 14 - evening	23	7	30
		October 25 - afternoon	35	9	44
Environment	2	June 10 - morning	26	17	43
		October 24 - afternoon*	21	5	26
Health	2	June 10 - afternoon	24	11	35
		October 24 - afternoon*	23	6	29
Mathematics	4	June 11 - morning	23	1	24
		June 11 - afternoon	23	2	25
		June 11 - evening	20	7	27
		October 24 - morning	34	5	39
Science	3	June 13 - morning	19	16	35
		June 13 - afternoon	20	7	27
		October 24 - evening	16	7	23

* joint ceremony between Faculty of Environment and Faculty of Health for Fall 2025

GRADUATE HOODER PARTICIPATION

Graduate hooders are faculty members who are eligible to hood their graduating Master's or Doctoral student(s). During the Spring 2025, there were a total of 117 graduate hooders (+53 from Spring 2024). During the Fall 2025, there were 82 graduate hooders (+7 from Fall 2024). Supervisors who supervise multiple students are counted once.

Through collaboration with Graduate Studies & Postdoctoral Affairs, efforts have been made in recent years to encourage this participation, with positive overall uptake.

HONORARY DEGREES & SPECIAL AWARDS

In Spring 2025, the University honoured:

- 6 Honorary Doctorates
- 7 Distinguished Professor Emeriti

In Fall 2025, the University honoured:

- 3 Honorary Doctorates
- 1 Distinguished Professor Emeriti
- 6 Honorary members of the University

Once approved via Senate, the Secretariat confirms the honorands with Community Relations and Events.

Community Relations and Events works directly with all honorands, ensuring that each is supported and prepared for their ceremony.

Community Relations and Events collaborates with the Office of Advancement and each Faculty to successfully support additional engagement activities for the Honorary Doctorates when they are on campus. This may include community or campus talks, dinners, or other special celebrations.

STAFF AMBASSADORS

Staff taking part in various roles in the convocation ceremonies and celebrations are instrumental to the delivery of this important event and demonstrate a comprehensive commitment to student success throughout the students' UW journey.

Each ceremony requires at least 16-18 staff ambassadors to work alongside the convocation team to execute a ceremony. Managed by Alumni Relations, these volunteer roles include marshaling, way finders, accessibility assistants, side stage management and more. Many roles have direct interaction with students, which is valuable for graduands and staff alike.

Over the course of 19 ceremonies in 2025, there were approximately 325 shifts required to be filled by University of Waterloo staff and retiree volunteer ambassadors. Staff ambassadors come from many units across campus.

For this report, participation of staff from each faculty are highlighted to demonstrate overall faculty engagement beyond participation in the stage parties.

The data is based on the number of regular FT staff members from each faculty, college and academic support unit who participated in at least one shift in 2025. It does not include co-op students and graduate students working in the faculty, part-time staff members, or retirees who support work in the faculties.

Many of the staff ambassadors will have volunteered at more than one ceremony.

STAFF AMBASSADORS	# OF UNIQUE AMBASSADORS (SPRING)	# OF UNIQUE AMBASSADORS (FALL)	TOTAL STAFF (REGULAR) IN FACULTY*	% OF STAFF INVOLVEMENT
Arts	10	8	137	13%
Engineering	11	4	259	5.8%
Environment	7	4	52	21%
Health	3	2	66	7.6%
Mathematics	12	8	176	11.4%
Science	9	6	240	6%
Affiliated Colleges	3	2	N/A	N/A
Academic Support Units	122	45	1726	9.7%
Retirees	5	5	N/A	N/A

*Data provided by Human Resources

Having a full complement of staff ambassadors to augment the convocation team is essential not just to delivering the best possible experience for graduands and guests, but also to ensure that we avoid the risk of not having enough capacity to deliver all functions of the operation.

Since the pandemic, there has been a notable decline in participation from the campus community to support convocation. This is especially prevalent in spring, given the number of weekend and evening ceremonies. Despite considerable efforts to attract and retain ambassadors, the convocation team has had to turn to paid student roles (wayfinders) to help offset this trend.

CAMPUS PARTNERSHIPS

In addition to the convocation team and staff ambassadors, there are myriad campus partners who have an active operational role to bring convocation to fruition. These partners are recognized below:

AccessAbility

Advancement & Alumni Relations

Athletics and Recreation

Campus Response Team

Campus Wellness

Catering and Events Services

Central Stores

Faculty of Science

Information Systems & Technology

Plant Operations

Offices of the President & Provost

Safety Office

Secretariat

Special Constable Service

Faculty of Arts

Faculty of Engineering

Faculty of Environment

Faculty of Health

Faculty of Mathematics

Student Success Office

Sustainable Transportation

WatCard

WStore & WPrint

WUSA

UNIVERSITY OF WATERLOO | Senate

For Information **Open Session - Consent**

To:	Senate
From:	Senate Executive Committee
Presenter:	Vivek Goel, President and Vice-Chancellor Senate Executive Committee Chair
Agenda Item:	**9.4 Senate Executive Committee: Summary of the November 10, 2025 Meeting**

Summary

At the November 10, 2025 meeting of the committee, the following items were discussed:

1. **Senate Executive Committee Mandate Review**
   The committee received notice of the upcoming review of the Senate Executive Committee's mandate and terms of reference. This reflects the University's ongoing review of governance practices and follows recent reviews of other Senate standing committees and councils.

2. **Draft Proposal – Senate Alternative Credentials Committee**
   The committee received a proposal to create a Senate Alternative Credentials Committee (SACC), which was a recommendation from the Credentials Framework Report released in Spring 2024. Members discussed the proposal and provided feedback for consideration. The proposal will be presented to Senate Undergraduate Council (SUC) and Senate Graduate Council (SGC) for consultation and feedback, consistent with the standard approach to the establishment or review of Senate committees and councils with oversight of academic programming, and matters related to graduate and undergraduate education.

3. **Draft Proposal – Senate Academic Innovation Committee**
   The committee received a proposal from a Senator to create a Senate Academic Innovation Committee. Members discussed the proposal and provided feedback and recommendations including the need to address areas of duplication with SUC, SGC, and the proposed Senate Alternative Credentials Committee. Members reflected on whether the SAIC is better positioned as a subcommittee of SUC and SGC, and if such a committee should be considered after the Academic Innovation Working Group completes its work in July 2025.

   The committee recommended the proposal be provided to SUC and SGC for consultation and feedback, consistent with the standard approach to the establishment or review of Senate committees and councils with oversight of academic programming, and matters related to graduate and undergraduate education. It was also recommended that a memo with a fulsome rationale be provided for consideration by the SUC and SGC.

4. **Draft Senate Meeting Agenda for November 24, 2025**

   The committee approved the November 24, 2025 Senate agenda, with amendments including deferral of Policy 70 – Student Petitions and Grievances to a future meeting, and an addition for the consent agenda.

Senate Executive Committee meeting agendas and minutes can be found on the committee webpage: https://uwaterloo.ca/secretariat/executive-committee-agenda-minutes

UNIVERSITY OF WATERLOO | Senate

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:	November 24, 2025
Agenda Item:	**9.5 Report of the Senate Graduate Council**

Summary

Senate Graduate Council met on October 23, 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. Graduate Studies Academic Calendar Updates

   Council approved the following proposed minor changes to the Graduate Studies Academic Calendar for:
   a. Section 7.1 Graduate students' supervisors and committees
   b. Section 7.4.5 Minimum requirements for PhD degree: Thesis examination
   c. Section 13.3 Residence requirements

2. New Scholarships and Awards

   Council approved the following awards: Faculty of Mathematics Provost's Distinguished Inclusivity Doctoral Entrance Award (Math PD-IDEA); Thomas G. Howe Memorial Graduate Scholarship; Frank Deeg International Experience Award.

3. Curricular Submissions

   Council approved the following new courses, the deletion of courses, and proposed minor changes to existing courses and programs for:
   a. Faculty of Engineering
   b. Faculty of Environment
   c. Faculty of Science

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:

- Receive for information and make recommendation to Senate as appropriate with respect to governance, regulations, polices, and matters relating to graduate education and Studies at the University.
- On behalf of Senate, consider and approve all new graduate courses, the deletion of graduate courses, and proposed minor modifications to existing graduate courses and programs, and provide Senate with a brief summary of Council's deliberations in this regard.
- 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: October 23, 2025

UNIVERSITY OF WATERLOO | Senate

For Information **Open Session - Consent**

To:	Senate
From:	Senate Research & Innovation Council
Presenter(s):	Charmaine Dean Vice President, Research and International
Date of Meeting:	November 24, 2025
Agenda Item:	**9.6 Report of the Senate Research & Innovation Council**

Summary

The first meeting of the Senate Research and Innovation Council took place on October 16, 2025. The council reviewed the draft Research Strategic Plan. The full draft can be found in the October 16, 2025 Senate Research and Innovation Council meeting book, starting on page 4.

Jurisdictional Information

As outlined in the council's Terms and Reference, Senate Research and Innovation Council is empowered to provide advice and guidance on behalf of Senate for a variety of matters:

- Provide advice and guidance to Senate on strategic matters relating to research at the University, including strategic research plans, annual report of the Vice-President Research and International, advancing institutional priorities related to research, and identifying emergent needs and areas for consideration related to university research.

Governance Path

Senate Research and Innovation Council: October 16, 2025

UNIVERSITY OF WATERLOO

For Information **Open Session - Consent**

To:	**Senate**
Sponsor: **Contact Information:**	Vivek Goel, President and Vice-Chancellor Office of the President
Presenter: **Contact Information:**	Vivek Goel, President and Vice-Chancellor Office of the President
Date of Meeting:	**November 24, 2025**
Agenda Item:	**9.7.1 Tenure and Promotion of Faculty Members**

Summary:

Tenure provides institutional support for faculty members' academic freedom, enabling them to pursue and disseminate knowledge and to attain understanding through their scholarship and teaching, in an atmosphere in which free inquiry and discussion are fostered. Tenure provides security of employment in these pursuits, rooted in the belief that the University and society at large benefit from honest judgments and independent criticisms rendered by scholars who are free from fear of possible consequences that might arise from offending individuals or groups.

When assistant professors are granted tenure, they are also promoted to the rank of associate professor.

Promotions of associate professors to the rank of professor recognize a high order of achievement in scholarship and teaching, and satisfactory performance in service. A continuous program of scholarship with positive peer review by nationally and internationally recognized scholars is essential for promotion to professor.

Faculty members may apply for tenure following initial appointments usually totaling six years. Tenured associate professors normally serve at least five years at that level before applying for promotion to professor.

The list provided below includes faculty members who are to be awarded tenure and/or promoted, effective July 1, 2025, having followed the procedures outlined in Policy 77 – Tenure and Promotion of Faculty Members. As required by section 6 of that Policy, this information is reported to Senate for information.

Jurisdictional Information:

Tenure, Promotion and Permanence Committees at the department/school, Faculty, and University levels consider applications and make recommendations to the next level. The University Tenure, Permanence and Promotion Committee makes recommendations to the President on these tenure, permanence and promotion candidates,

and on the comparability of standards across the University. The president considers the recommendations and renders decisions.

Governance Path:

1. The candidate informs their department/school chair of their intention to apply for tenure and/or promotion and submits a candidate's brief.
2. Supporting documentation is compiled for consideration by the department/school Tenure, Permanence and Promotion Committee. After consideration of those documents, a recommendation is made to the Faculty Tenure, Permanence and Promotion Committee.
3. The Faculty Tenure, Permanence and Promotion Committee considers all positive tenure, permanence and promotion recommendations from the previous level to ensure careful and appropriate deliberations compared to standards across the faculty. They review negative recommendations from the previous level, unless the candidate chooses to withdraw their application. They provide candidates facing a potential negative recommendation with an opportunity to respond to concerns. Following this, they deliberate and forward their recommendations to the University Tenure, Permanence and Promotion Committee and the President.
4. The University Tenure, Permanence and Promotion Committee considers the full tenure and/or promotion file of each candidate and makes a recommendation on tenure and/or promotion to the President.
5. The President considers all tenure and/or permanence and promotion recommendations from the Faculty and University levels and renders a decision.
6. Negative tenure and/or permanence and promotion decisions rendered by the President may be appealed to the University Tenure, Permanence and Promotion Advisory Committee.

Successful Candidates:

AWARDED TENURE AND PROMOTED TO ASSOCIATE PROFESSOR:

Faculty of Arts
Alana Cattapan, Political Science
Jordana Cox, Communication Arts
Daniel Harley, Stratford School of Interaction Design and Business
Heather Love, English Language and Literature
Adam Molnar, Sociology and Legal Studies
Henry Adam Svec, Communication Arts
Christopher Taylor, History
Tyler Thomas, School of Accounting and Finance
Sarah Turnbull, Sociology and Legal Studies
Leah Zhang-Kennedy, Stratford School of Interaction and Design Business
Wenyao (Will) Zhao, Stratford School of Interaction and Design Business

Faculty of Engineering
Sahar Pirooz Azad, Electrical and Computer Engineering
Saeed Ghadimi, Management Science and Engineering

Trevor Hrynyk, Civil and Environmental Engineering
Kunho Eugene Kim, Civil and Environmental Engineering
Daniel Lacroix, Civil and Environmental Engineering
Zhao Pan, Mechanical and Mechatronics Engineering
Mahla Poudineh, Electrical and Computer Engineering
Yimin Wu, Mechanical and Mechatronics Engineering

Faculty of Health
Jason Au, Kinesiology and Health Sciences
Zahid A. Butt, School of Public Health Sciences

Faculty of Mathematics
Yousra Aafer, David R. Cheriton School of Computer Science
David Del Rey Fernández, Applied Mathematics
Liqun Diao, Statistics and Actuarial Science
Xi He, David R. Cheriton School of Computer Science
Stephen Melczer, Combinatorics and Optimization
Sophie Sprikl, Combinatorics and Optimization

Faculty of Science
Shamrozé Khan, School of Optometry & Vision Science
Dale Martin, Biology

PROMOTED TO PROFESSOR:

Faculty of Arts
Frances Condon, English Language and Literature
Stephanie Denison, Psychology
Fraser Easton, English Language and Literature
Kate Lawson, English Language and Literature
Ashley Rose Mehlenbacher, English Language and Literature

Faculty of Engineering
Sibel Alumur Alev, Management Science and Engineering
Hyock Ju Kwon, Mechanical and Mechatronics Engineering
Guo-Xing Miao, Electrical and Computer Engineering
John Zelek, Systems Design Engineering

Faculty of Environment
Brad Fedy, School of Environment, Resources and Sustainability
Juan Moreno-Cruz, School of Environment, Enterprise and Development
Prateep Nayak, School of Environment, Enterprise and Development

Faculty of Health
Shannon E. Majowicz, School of Public Health Sciences
Samantha Meyer, School of Public Health Sciences
James Wallace, School of Public Health Sciences

Faculty of Mathematics
Bin Li, Statistics and Actuarial Science
David Saunders, Statistics and Actuarial Science

Faculty of Science
Avery Broderick, Physics and Astronomy
Brian Kendall, Earth and Environmental Sciences
Graham Murphy, Chemistry
Germán Sciaini, Chemistry
William Wai Lun Wong, School of Pharmacy

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For Information **Open Session - Consent**

To:	Senate
From:	Thomas Duever Interim Vice-President, Academic & Provost
Date of Meeting:	November 24, 2025
Agenda Item:	**9.8.1 Faculty Appointments and 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 on the Senate agenda page.[1]

[1] https://uwaterloo.ca/secretariat/sites/default/files/uploads/documents/all-faculty-november-2025.pdf

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For Information **Open Session - Consent**

To:	Senate
Presenter(s):	Charmaine Dean Vice President, Research and International
Date of Meeting:	November 24, 2025
Agenda Item:	**9.9 Awards, Distinctions, Grants, Commercialization Activity, International Engagements**

Recommendation/Motion

This item is for information purposes.

Summary

This report summarizes successful commercialization, research and international outputs and outcomes for the period mid-September to mid-October 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.

Documentation Provided

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

Vice-President, Research & International
Report to Senate
November 2025

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

Awards and Distinctions

Diogo Barradas and Urs Hengartner (School of Computer Science) and Yue Hu (Mechanical and Mechatronics Engineering)
International Conference on Availability, Reliability, and Security (ARES) Best Research Paper
Barradas, Hengartner, and Yu have won the Best Research Paper Award at the 20th International Conference on Availability, Reliability and Security (ARES), held in Ghent, Belgium, from August 10 to 13, 2025 for their paper, "*On the Feasibility of Fingerprinting Collaborative Robot Network Traffic*."

Anita Layton (Applied Mathematics)
Ernest H. Starling Distinguished Lecture
Layton received the Ernest H. Starling Distinguished Lecture of the American Physiological Society (APS) Water & Electrolyte Homeostasis (WEH) Section for her research in the mathematical modeling of kidney function.

Alfred Yu (Electrical and Computer Engineering)
2025 Carl Hellmuth Hertz Award
Yu was presented this award by the Institute of Electrical and Electronics Engineers (IEEE), for his extensive contributions to ultrasound imaging technology and therapeutic ultrasound.

Funded Awards

NSERC Alliance-Mitacs Accelerate
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.
In this period, the *Holistic Innovation in Additive Manufacturing (HI-AM 2.0)* received funding.

Ehsan Toyserkani and Mihaela Vlasea (Mechanical and Mechatronic Engineering)
Title: Holistic Innovation in Additive Manufacturing (HI-AM 2.0)
Amount: $10.9M
Partners: University of Alberta, University of Victoria, Western, Dalhousie University, University of British Columbia, McGill, Laval University, Advanced Powders Coatings Inc., Flat Chrysler Automobiles, Titanium Metals Corp., Pratt & Whitney Canada, Metal Powder Works, GKN Powder Metallurgy Inc., Kymera International and Fujifilm.

The project focusses on training highly qualified professionals (HQPs) and developing technologies that reduce the environmental footprint of advanced manufacturing. The work builds on the previous HI-AM Network that addressed the challenges that prevented the industrial adoption of metal additive manufacturing and to equip Canada for the ongoing disruptions in manufacturing as a result of digital technologies and geopolitical contexts. The current funding will support seventeen collaborative projects, covering topics such as process optimization for advanced alloys, multi-scale modelling, digital twin modelling, machine learning applications in quality assurance for additive manufacturing and efforts to scale production through multi-laser and large-envelope processes.

SSHRC Partnership Engage

SSHRC Partnership Engage grants provide short-term and timely support for partnered research activities that will inform decision-making at a single partner organization from the public, private or not-for-profit sector. The stakeholder-driven partnerships supported through Partnership Engage Grants are meant to respond to immediate needs and time constraints facing organizations in non-academic sectors. In the winter 2025 competition, Waterloo had two successful grants.

Steffanie Scott (Co-Applicant – Geography and Environmental Management)
Title: Towards a sustainable food system for all: Strengthening food sovereignty in Waterloo Region
Partner: Food System Roundtable of Waterloo Region
Amount: $24,933

Kübra Gülnaz Bülbül (Management Science and Engineering)
Title: Bridging Innovation and Regulation: An Evidence-Based Evaluation Framework for XR in Pilot Training
Partner: Transport Canada
Amount: $25,000

Commercialization and Entrepreneurship Highlights

Students and entrepreneurial researchers are drawn to the University of Waterloo for its distinct innovation ecosystem that helps facilitate social change, develop early-stage inventions and launch commercial ventures.

Pitchbook Annual 2025 Top Universities, Ranked by Number of Start-up Founders

Waterloo ranked 2nd Nationally (behind University of Toronto) but moved up from 21st to 18th globally in the 2025 Pitchbook ranking of the total number of **undergraduate founders** whose companies received a round of venture funding between Jan. 1, 2014, and Sept. 1, 2025.

In the same ranking, Waterloo maintained its 4th place rank Nationally but moved up from 96th to 75th spot globally for the count of **graduate founders** who have received a round of venture capital funding.

International Activities

In this period, the following delegations and MOUs were executed:

1) *Enhancing International Priorities and Partnership Connections:*
   - Hosted a delegation from the University of Twente, Netherlands with representatives from NovelT and seven Dutch startups and companies seeking to expand their presence in the Canadian market and the Waterloo Region.
   - Hosted a delegation from the University of Oulu, Finland to build on the successful student exchange partnership and explore opportunities for deeper, research-based collaboration. Specifically, the delegation focused on:
     - Research matchmaking aligned with Horizon Europe to identify avenues for interdisciplinary collaboration
     - Facilitating access to external funding through joint initiatives
     - Enhancing researcher and student mobility and global learning opportunities
     - Gaining insights into Waterloo's experiential learning and student support models, including co-op education
     - Exploring the Centers for Student Success and Teaching Excellence

2) *Supporting International Talent Pipeline Development and Student Mobility:*
   - New Memorandum of Understanding and Program Agreement drafted with the Pontifícia Universidade Católica do Rio de Janeiro (PUC-Rio), Brazil towards the goals of:
     - Increasing collaboration between innovation and entrepreneurship hubs, including Velocity at Waterloo and both Laboratório de Engenharia de Software (LES) and Genesis at PUC-Rio.
     - Supporting early-stage founders and researchers to transform research into market-ready solutions
     - Sharing mentorship, pilot opportunities, and cross-incubator access for startups
     - Supporting market validation, commercialization, and innovation corridor development between Brazil and Canada

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For Approval **Open Session - Consent**

To:	Senate
From:	Gen Gauthier-Chalifour University Secretary
Date of Meeting:	November 24, 2025
Agenda Item:	**9.10 Appointment to the University Committee for Student Appeals**

Recommendation/Motion

To appoint Natasha Marie Evans (Faculty of Science) as a graduate student member of the University Committee for Student Appeals.

Summary

At the meeting held June 9, 2025, Senate approved the majority of appointments to various committees and councils for which is has the authority to do so, including the University Committee for Student Appeals (UCSA). At the same meeting, Senate Executive Committee was delegated authority to approve appointments for the remaining vacancies, several of which were filled by the committee via e-vote on August 8, 2025 and again at the meeting held September 8, 2025. A graduate student vacancy on the UCSA was still outstanding after the September 8th meeting.

The Graduate Student Association was requested to provide a recommendation to Senate to fill this vacancy, and their recommendation is being presented for consideration by Senate. If approved, Natasha Marie Evans' term would be effective November 25, 2025 – August 31, 2027.

Jurisdictional Information

Policy 72 – Student Appeals provides that the committee membership will consist of the following:

- the chair
- 12 members appointed by Senate for overlapping two-year terms (renewable)
  - six of whom shall be faculty members (one from each faculty)
  - six of whom shall be student members (4 undergraduate and 2 graduate)
- two senior academic support staff members appointed by the provost for overlapping two-year terms (renewable),
  - one of whom will serve on a UCSA tribunal when a non-academic appeal is heard.

While the committee is an independent quasi-judicial body and not a committee of Senate, Policy 72 provides that student and faculty appointments to the Committee must be approved by Senate. Appointees are not required to be Senators and are selected based on faculty to ensure student representation from all faculties.

Governance Path

Senate Executive Committee: November 10, 2025

Senate: November 24, 2025