

Senate Research and Innovation Council

Open Session

February 12, 2026

1:00 p.m. - 2:30 p.m.

Needles Hall

NH 3318

Waterloo Campus

Think Differently | Act with Purpose | Work Together

2026 02 12 Senate Research and Innovation Council Meeting Book

AGENDA

1. Governance Resources

[1.1. Link to Governance Resources](#)

1:00 p.m.	2. Approval of the Agenda and Minutes		
	2.1. Conflict of Interest		
	2.2. Approval of the Agenda and Minutes	Decision	3
	2.3. Minutes of October 16, 2025 Meeting	Decision	4
	2.4. Business Arising from the Minutes	Information	
	3. Regular Agenda		
1:05 p.m.	4. Chair's Remarks [Dean]	Information	
1:10 p.m.	5. Defense Research [Dean]	Information	
1:40 p.m.	6. Research Centres and Institutes [Müller]		
	6.1. Centres and Institutes Extension	Decision	6
1:55 p.m.	7. Pan-African Initiative for Research [Taylor & Tcheuyap]		
	7.1. PAIR Proposal	Information	9
2:05 p.m.	8. Global Futures [Noormohamed]	Information	
2:25 p.m.	9. Other Business		
	10. Adjournment		

The next SRIC meeting will be held on April 9, 2026.

For Approval**Open Session****To:** Senate Research & Innovation Council**From:** Tony Ly
Governance Officer**Date of Meeting:** February 12, 2026**Agenda Item:** **2. Approval of the Agenda and Minutes**

2.1. Conflict of Interest

Members are invited to declare any conflicts related to the open session agenda at this time. Should a conflict of interest arise during discussion, members are asked to declare a conflict of interest as it arises. Information and guidance on conflicts of interest is provided on the Secretariat [website](#).

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

2.2. Approval of the Agenda and Minutes

Motion: To approve the agenda as presented/amended, and to approve the minutes of the meeting as distributed.

2.3. Minutes of the October 16, 2025 Meeting

Documentation Provided:

- Minutes of the October 16, 2025 Meeting

2.4. Business Arising from the Minutes

None.

**University of Waterloo
SENATE RESEARCH AND INNOVATION COUNCIL
Minutes of the October 16, 2025 Meeting**

Present: Yasmeen Almomani, Hassan Baaj, Michael Beazley, Steven Bednarski, Sara Burch, Sue Ann Campbell, Trevor Charles, Richard Cook, Rob de Loë, Charmaine Dean [Chair], Ana Ferrer, Peter Hall, Sara Hart, Todd Holyoak, Alison Hitchens, Suzanne Kearns, Misha Khan, Tony Ly [Secretary], Ellen MacEachen, Ian Milligan, Sushanta Mitra, Marina Mourtzakis, Kirsten Muller, Amir Nazemi, Neil Randall, Justin Wan, Jeffrey Wilson, Stan Woo, Alfred Yu

Resources/Guests: Melissa Benjamin, Wendy de Gomez, Bernard Duncker, Diane Johnston

Regrets: Raouf Boutaba, Tom Duever, Vivek Goel, Nicholas Pellegrino

Organization of Meeting: Charmaine Dean took the chair and Tony Ly acted as secretary. The secretary advised that quorum was present.

1. Conflict of Interest

No conflicts of interest were declared.

REGULAR AGENDA

2. Chair's Remarks

The Chair welcomed members to the first Senate Research and Innovation Council meeting after the restructuring of the Senate Graduate and Research Council. Justin Wan is currently serving as the Chair of the Senate Graduate Council. Tony Ly is the Secretary to both councils. There is a joint meeting with the Senate Graduate Council on January 13, 2026.

3. Introduction and Orientation

Roundtable introductions were made. The Chair provided an overview of the scope and mandate of the Senate Research and Innovation Council, as well as the role of each member. The Terms of Reference for the Senate Research and Innovation Council was reviewed. It was noted that the renewals for the Centres and Institutes were paused because of the Global Futures initiative. Müller will contact the Faculties about a timeline for the renewal process.

4. Research Strategic Plan

Duncker and de Gomez presented an updated Research Strategic Plan. Research reports were made publicly available and the goal is to communicate and highlight the results. Consultation and engagement with various stakeholders across campus was completed. The Research Strategic Plan includes high level goals aligned with Waterloo at 100 and includes thematic areas that are similar to Global Futures. The Deans will be asked to review this report to help identify any gaps. Members recommended changes to the language in some areas of the report and to highlight the following: University of Waterloo's top researchers; research funding; and the university's research strengths.

5. Items Proposed for 2025/26

Members discussed and shared ideas for potential upcoming items at the Senate Research and Innovation Council meetings in 2025/26. Members requested the following items brought forward at future meetings: DORA; CREATE grant proposals; statement and procedures on principles for institutional partnerships; research security plan; Global Futures; the role of Centres and Institutes; entrepreneurship and startup needs. Additional proposed items should be sent to the Secretary.

6. Report from Senate Graduate Council

de Loë provided an update from the Senate Graduate Council. Key discussion points from council members included: graduate funding; strategic priorities for graduate education; and support for international graduate students. GSPA is reviewing data regarding graduate funding and the information will be presented at a future SGC meeting. Council members highlighted different needs from their respective Faculty/Department, which includes developing a sustainable research funding model to hire graduate research assistants and a strategic enrollment plan for graduate and postdoctoral students.

7. Other Business

A member requested an updated list of Centres and Institutes. Müller provided the URL link for [Research Centres and Institutes](#).

8. Adjournment

With no further business, the meeting was adjourned. The joint meeting of the Senate Research and Innovation Council plus Senate Graduate Council is scheduled on January 13, 2026 from 3:30 p.m. - 4:30 p.m in NH 3318. The next meeting of the Senate Research and Innovation Council is scheduled on February 12, 2026. from 1:00 p.m. to 2:30 p.m. in NH 3318.



MEMORANDUM

To: Senate Research & Innovation Council
CC: Charmaine B. Dean, Vice-President, Research and International
Alexie Tcheuyap, Dean of Arts
Mary Wells, Dean of Engineering
Chris Houser, Dean of Science
Jochen Konemann, Dean of Math
Lili Liu, Dean of Health
Bruce Frayne, Dean of Environment
Tony Ly, Governance Officer
From: Kirsten Müller, Associate Vice-President, Research, Grants and Infrastructure
Date: February 12th, 2026
Subject: Extensions for Renewal of Centres and Institutes

- For Decision-

Following consultations with the Vice President, Research and International, Deans, and Associate Deans, Research; I am recommending a staggered extension of the mandates for Waterloo Research Centres and Institutes across 2026 and 2027. This approach will support a thorough and manageable review process, provide each Centre and Institute sufficient time to demonstrate impact and articulate future direction, and help balance workload within the OVPRI.

The staggered schedule provides each Centre and Institute with one year to prepare the required documentation. For your review and approval, a list of Centres and Institutes with their revised renewal dates is provided on the following page.

The Deans support this extension.

Centre	Current Term End Date	Renewal Date (end of month)
University Level Centres and Institutes		
Games Institute (GI)	Apr-26	Apr-27

Institute for Quantum Computing (IQC)	Apr-26	Jan-27
Waterloo Climate Institute (WCI)	Apr-26	May-27
Water Institute (WI)	Apr-26	Jan-27
Waterloo Institute for Nanotechnology (WIN)	Apr-26	May-27
Faculty Level Centres and Institutes		
Centre for Pavement Engineering and Transportation Technology (CPATT)	Oct-25	Nov-26
IPR (Institute for Polymer Research)	Oct-25	Nov-26
Waterloo Institute for Hellenistic Studies (WIHS)	Dec-24	Feb-27
Southwestern Ontario Research Data Centre (SWORDC)	Dec-24	Dec-26
Waterloo Centre for German Studies	Dec-24	May-26
Waterloo Institute for Sustainable Aeronautics (WISA)	May-26	Jun-27

The following are other centres and institutes that do not require extensions (for information only):

Centre/Institute	Renewal Date
University Level Centres/Institutes	
Cybersecurity and Privacy Institute	May-28
Faculty Level Centres/Institutes	
CARE (Centre for Accounting Research & Education)	Mar-30
CAMJ (Centre for Advanced Materials Joining)	Feb-30
CCMIC (Centre for Computational Mathematics in Industry & Commerce)	Dec-26
CTN (Centre for Theoretical Neuroscience)	Apr-30
HRC (Heritage Resource Centre)	Jun-27
WCA (Waterloo Centre for Astrophysics)	Oct-29

WATCAR (Waterloo Centre for Automotive Research)	Feb-30
WICI (Waterloo Institute for Complexity and Innovation)	Dec 26
WCMR (Waterloo Centre for Microbial Research)	Jun-30

For Information**Open Session**

To: Senate Research & Innovation Council

From: Dr. Christopher Stuart Taylor
AVP, Office of Equity, Diversity, Inclusion and Anti-Racism

Date of Meeting: February 12, 2026

Agenda Item: **7. Pan-African Initiative for Research (PAIR)**

Recommendation/Motion

Information on the establishment of the Pan-African Initiative for Research (PAIR) at the University of Waterloo.

Summary

This report provides Senate with an overview of the Pan-African Initiative for Research (PAIR), an, interdisciplinary research initiative designed to strengthen the University of Waterloo's research, education, and global engagement across African and Afro-diasporic contexts. PAIR aims to build reciprocal partnerships with local and global communities; ensuring research is conducted with communities.

PAIR welcomes non-African and non-Black researchers engaged in Pan-African scholarship, fostering an inclusive and interdisciplinary research community.

Proposal/Rationale

The establishment of PAIR increases institutional capacity for interdisciplinary and community-engaged research focused on African and Afro-diasporic knowledge systems, histories, and futures.

While significant Pan-African scholarship exists across multiple faculties at the University of Waterloo, this work is currently decentralized. PAIR, while based in the Faculty of Arts, provides a unifying structure to:

- Strengthen research collaboration across faculties;
- Support Black faculty, graduate students, and early-career researchers;
- Advance ethical, reciprocal, and decolonial research partnerships; and,
- Enhance knowledge mobilization and policy-relevant research impact.

The initiative is inclusive and interdisciplinary. It welcomes collaboration from scholars across the University whose work aligns with PAIR's mission. PAIR is also leveraging existing institutional supports and University initiatives (e.g. Black Studies, Black Cluster Hires, and PART). PAIR is also seeking funding through the Global Futures Fund 2.0. The 'One Waterloo' ethos undergirds the foundational framing of PAIR.

Jurisdictional Information

This report for information and does not require Senate approval.

The initiative aligns with the *University of Waterloo Act* and the University's governance framework related to research institutes and centres under the purview of the Vice-President, Research and International. No amendments to Senate-approved policies are required at this stage.

Governance Path

- Proposal developed by founding faculty members and institutional partners
- Proposal shared with faculties (Deans, Associate Deans, and Chairs) and select ASUs (EDI-RO, AVP of SEM)
- Review and oversight through the Office of the Vice-President, Research and International
- Establishment and reporting through existing research governance structures

Documentation Provided

PAIR at BRIDGE (Black Regional Innovation Dialogue & Growth Exchange) event on January 30, 2026

Video: <https://uwaterloo.ca/pan-african-initiative-for-research/about-pair>

Proposal for the Approval of the Pan-African Initiative for Research (PAIR) as a Research Group at the University of Waterloo

November 13, 2025

PAIR Core Team

- Prof. Charity Oga-Omenka, Faculty of Health
- Prof. Christopher Taylor, Faculty of Arts
- Prof. Felicitas Egunyu, Faculty of Environment
- Dr. Grace Gomashie, Office of the Vice-President, Research & International
- Prof. Helena Shilomboleni, Faculty of Environment
- Prof. Ian Vanderburgh, Faculty of Mathematics
- Prof. Karim Wissa, Faculty of Health
- Prof. Naila Keleta-Mae, Faculty of Arts
- Prof. Paul Ugor, Faculty of Arts
- Prof. Trevor Charles, Faculty of Science
- Prof. Yverick Pascal Rangom, Faculty of Engineering

Contents

Cover Letter to the VPRI	2
1. NAME OF RESEARCH GROUP	3
2. OVERVIEW	3
PAIR	3
Mission and Vision.....	3
Leadership and Design	3
Core Activities.....	4
Why PAIR?.....	4
Inclusivity.....	4
Supporting Black Faculty and Addressing Institutional Gaps	5
Opportunities for Waterloo Researchers	5
PAIR's Strategic Priorities (5-year).....	5
3. CONSTITUTION	7
Organizational Structure	7
Conditions of Membership for PAIR	10
4. MANAGEMENT	11
5. LIST OF PROPOSED MEMBERS.....	12
6. STATEMENTS OF SANCTION AND COMMITMENT	13
APPENDIX A. CVs of PAIR Core Team	15
APPENDIX B. Letters of Support.....	43

Cover Letter to the VPRI

November 13, 2025

Charmaine Dean
Vice-President, Research & International
University of Waterloo
200 University Avenue West
Waterloo, Ontario, N2L 3G1

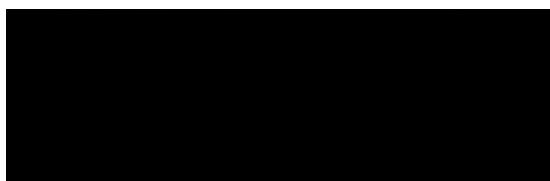
Re: Approval for the Pan-African Initiative for Research (PAIR) as a Research Group

Dear Professor Dean:

With this letter and the appended proposal, we formally request that you champion the approval of the Pan-African Initiative for Research (PAIR) as a research group at the University of Waterloo.

Please do not hesitate to contact me should you require any clarification or additional information.

Sincerely,



Grace Gomashie, Ph.D.
Director Designate
Pan-African Initiative for Research (PAIR)
University of Waterloo
Email: ggomashie@uwaterloo.ca

Proposal for the Approval of the Pan-African Initiative for Research (PAIR) as a Research Group at the University of Waterloo

1. NAME OF RESEARCH GROUP

Pan-African Initiative for Research (PAIR)

2. OVERVIEW

Statement of objectives and rationale for formation.

PAIR

Pan-African Initiative for Research (PAIR), a groundbreaking initiative at the University of Waterloo, is designed to foster collaborative, community-rooted, and globally engaged research across the Pan-African world. PAIR is led and conceptualized by Black Pan-African scholars who bring deep expertise, lived experience, and a commitment to advancing knowledge in their fields.

Mission and Vision

PAIR aims to be a globally recognized hub for interdisciplinary research, education, and community engagement that centers African and Afro-diasporic knowledge systems, histories, and futures. PAIR's mission is to "pair" research conducted by University of Waterloo scholars with academic partners, community leaders, and institutions across Pan-African spaces—including Africa, the Caribbean, Latin America, and the global Black diaspora. PAIR aims to:

- bridge academic and community knowledge systems
- support reciprocal, ethical, and decolonial research partnerships, and
- advance scholarship that centers Black and African worldviews, histories, and futures

Leadership and Design

PAIR is Black-led by design. Its leadership includes scholars from disciplines such as history, political science, public health, literature, and environmental studies—many of whom are deeply embedded in Pan-African networks. These scholars have shaped PAIR to:

- prioritize community-engaged methodologies
- elevate Black intellectual traditions, and
- create spaces for intergenerational and interdisciplinary dialogue

Core Activities

PAIR will engage in various activities, including:

- **Collaborative Research Projects:** Linking Waterloo researchers with counterparts in Pan-African regions to co-develop studies on topics such as climate justice, migration, health equity, and cultural resilience.
- **Knowledge Exchange:** Hosting symposia, workshops, and public lectures that amplify voices from across the African diaspora.
- **Capacity Building:** Supporting emerging scholars, especially Black graduate students and early-career researchers, through mentorship and funding opportunities.
- **Digital Archives and Storytelling:** Documenting and sharing histories, innovations, and resistance movements within Pan-African communities.

Why PAIR?

The name “PAIR” is both an acronym and a metaphor. It reflects the research group’s commitment to pairing:

- **People:** Scholars and communities
- **Places:** Waterloo and Pan-African regions
- **Perspectives:** Academic and lived experiences

The work we do at PAIR supports the University of Waterloo’s long-term strategic vision (Global Futures) to address the world’s most pressing challenges that cut across society, health, the environment, technology, and the economy.

PAIR, with the University of Waterloo and its partner networks, is well-positioned to lead nationally and globally in this space by focusing on our strengths at the intersections of health, society, technology, and entrepreneurship, and engaging partners to co-create solutions.

Inclusivity

While PAIR is led by Black Pan-African scholars, it is inclusive to non-African and non-Black researchers who are engaged in work within Pan-African spaces. We welcome collaboration from all scholars whose research aligns with PAIR’s mission and vision, fostering a diverse and interdisciplinary research community.

Supporting Black Faculty and Addressing Institutional Gaps

This initiative represents the next phase of supporting both new and existing Black faculty members, particularly those engaged in research throughout the African Diaspora. In response to mounting fiscal pressures (including staff reductions, austerity measures, and increasingly restrictive policies on international student enrollment) the University of Waterloo is confronting a pivotal moment in its institutional evolution. These challenges mirror broader societal shifts that demand universities rethink their operational models and global engagement strategies. As Waterloo looks ahead to its centennial vision, *Waterloo at 100*, it must embrace innovative and sustainable approaches to supporting its global futures. Central to this transformation is the integration of Equity, Diversity, Inclusion, and Anti-Racism (EDI-R) as a core function of university business, not a peripheral initiative. EDI-R must be embedded in governance, budgeting, and strategic planning to ensure institutional resilience and relevance. In this context, PAIR has been designed to fill the gap - providing a framework for reimagining how Waterloo can lead globally while remaining deeply committed to inclusive excellence and social responsibility.

Opportunities for Waterloo Researchers

- **Collaboration and Networking:** Connecting with other researchers and professionals in cross-/multidisciplinary fields.
- **Access to Resources:** Gaining access to research materials, software, tools, and advisory services.
- **Funding Opportunities:** Opportunities to apply for funding, grants, or other financial support.
- **Professional Development:** Participating in workshops, training, and meetings to enhance skills and knowledge.
- **Career Advancement:** Opportunities to present research, gain experience, and develop professional connections.

PAIR's Strategic Priorities (5-year)

- I. **Research Excellence and Innovation** - Establish PAIR as a leader in Pan-African and Afro-diasporic research

Objectives:

- Launch interdisciplinary research clusters (e.g., Black health, migration, digital diasporas, decolonial futures, Global futures - societal, sustainable, economic, technology, health futures).
- Secure research funding from sources such as the Tri-Agency, Global Affairs Canada, and other international research funders.
- Host an annual Pan-African Research Symposium.
- Develop a digital archive of African and diasporic primary sources.

II. Community and Global Engagement - Build reciprocal partnerships with African, Caribbean, and diasporic communities

Objectives:

- Establish community advisory boards in Waterloo and key diaspora regions.
- Partner with African universities and research institutes.
- Support community-based participatory research (CBPR) initiatives.
- Launch a Pan-African Youth Fellowship for community-engaged scholars.

III. Inclusive Education and Curriculum Development - Integrate Pan-African perspectives across disciplines and programs

Objectives:

- Co-develop a Pan-African Studies minor or certificate with academic partners across campus
- Offer graduate research assistantships and postdoctoral fellowships.
- Support faculty in decolonizing curricula.
- Host public lecture series and teach-ins on Black thought and resistance.

IV. Institutional Transformation and Capacity Building - Embed equity, diversity, and inclusion (EDI) in PAIR's operations and culture

Objectives:

- Recruit and retain Black faculty, staff, and students.
- Create mentorship networks for Black scholars.
- Develop metrics to assess equity impact and accountability.

V. Knowledge Mobilization and Impact - Translate research into policy, practice, and public discourse

Objectives:

- Publish an open-access journal on Pan-African research.
- Collaborate with policymakers and NGOs on equity-focused initiatives.
- Use multimedia platforms (podcasts, documentaries, exhibitions) to share findings.
- Contribute to the UN Sustainable Development Goals (e.g., SDG 10: Reduced Inequalities).

VI. Strategic Collaboration Across Campus - Strengthen institutional partnerships within the University of Waterloo

Objectives:

- Collaborate closely with Black Studies (BLKST) to co-develop courses, events, and research initiatives.
- Partner with faculties (e.g., Arts, Health, Environment, Engineering) to embed Pan-African themes in research and teaching.
- Support cross-listed courses and interdisciplinary teaching teams.
- Co-host symposia and speaker series with other equity-focused units and student groups.

3. CONSTITUTION

Organizational structures, conditions of membership, reporting procedures and a mechanism for regular review and assessment.

Organizational Structure

Executive/Project Director:

- Is a UW staff member.
- Is responsible for the overall management of PAIR, the preparation of its annual budget, supervision of institute employees, execution of the strategic plan, review and approval of budgets, agreements, contracts and documents, and facilitating research, grants, and partnership opportunities.
- Executes strategic vision and goals of PAIR.
- Oversees specific research programs or initiatives.
- Builds international and global partnerships.

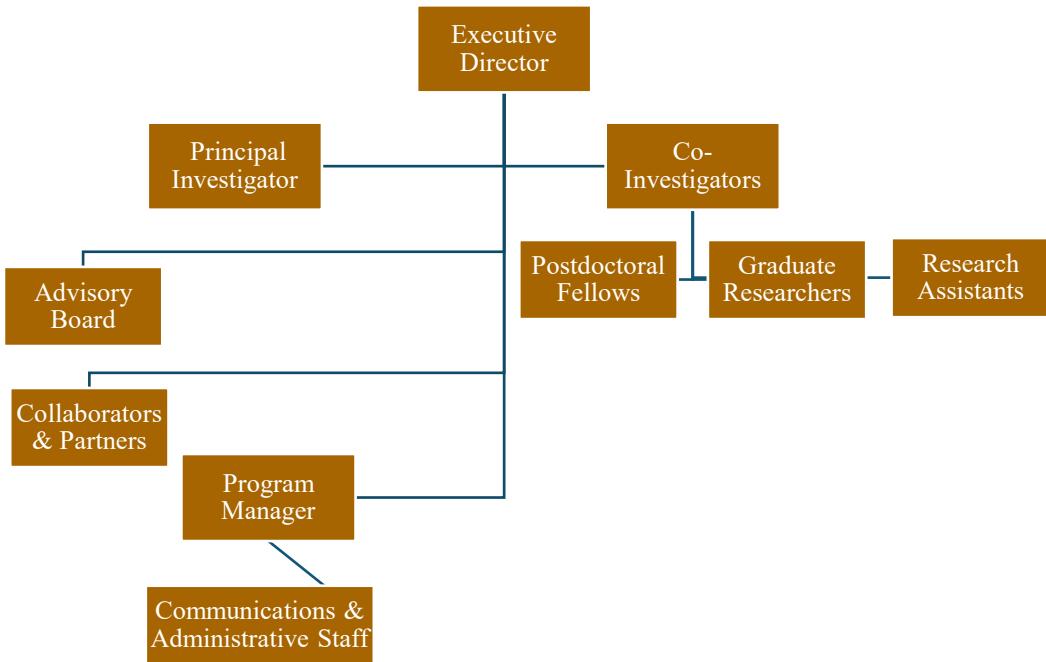


Figure 1. PAIR's Organizational Structure

Program Manager:

- Is a UW staff member.
- Is responsible for the program development and partnerships of PAIR.
- Is responsible for collaborations and outreach, including industry, research, and community liaisons.
- Coordinates events, showcases, workshops, visits, fellowships, and mentorships.
- Handles resource management such as human resources reporting, budget forecast.
- Supervises administrative and operational staff.
- Ensures compliance and manages timelines, deliverables, and budgets.

Scientific Director/Principal Investigator (PI):

- Is a UW faculty member.
- Oversees research themes and priorities.
- Leads major research projects and secures funding.
- Leads the research strategy and quality assurance.

- Leads publications and dissemination of research.
- Mentors researchers and ensures ethical standards.
- Leads research skills capacity and training such as designing workshops, fellowships, and mentorships and supporting early-career researchers.
- Builds relationships with Indigenous, local, and diaspora communities.
- Translates research into policy and practice.

Senior Researchers / Co-Investigators:

- Collaborate on research design and major research projects and secure funding
- Supervise postdoctoral fellows, graduate researchers and research assistants or technicians.
- Publish research findings.
- Support research skills capacity and training such as facilitating workshops, fellowships, and mentorships and support early-career researchers.
- Build relationships with Indigenous, local, and diaspora communities.
- Translate research into policy and practice.

Postdoctoral Fellows:

- Conduct advanced research.
- Mentor students.
- Lead on, and contribute to, publications.

Graduate Researchers (PhD/Master's):

- Work on thesis projects aligned with PAIR goals.

Research Assistants / Technicians:

- Support data collection, analysis, and technical tasks.

Communications and Administrative Staff:

- Provide clerical support, scheduling, and documentation.
- Handle branding, social media, and public relations.
- Coordinate logistics, reporting, and internal and partner communications.
- Develop and publish knowledge translation products for PAIR.
- Develop and adapt content for annual reports, websites, socials and broader audiences.

- Assist in writing large grants and facilitating research teams.

Advisory Board:

- Composed of scholars, community leaders, industry groups, and policymakers.
- Provides strategic guidance and ensures accountability.

Collaborators and Partners:

- External institutions, industry, non-profits, and governments contributing expertise or resources.

Conditions of Membership for PAIR

I. Alignment with PAIR's Mission

- Members must demonstrate a commitment to advancing African and Afro-diasporic knowledge systems, histories, and futures.
- Participation should reflect PAIR's values of interdisciplinarity, equity, decolonization, and community engagement.

II. Eligibility

Membership is open to:

- Scholars and researchers (faculty, postdocs, students, staff, professionals)
- Community leaders and organizers
- Artists, educators, and cultural workers
- Institutional partners (universities, NGOs, communities, industry, government, grassroots organizations)

No minimum academic credential is required for community-based or experiential contributors.

III. Modes of Participation

Members may contribute through one or more of the following:

- Collaborative research projects
- Educational programming or curriculum development
- Community engagement initiatives
- Knowledge mobilization (e.g., storytelling, exhibitions, policy work)
- Mentorship and capacity-building

IV. Ethical and Inclusive Practice

Members agree to uphold ethical research standards, including:

- Respect for Indigenous and local knowledge systems
- Informed consent and data sovereignty
- Anti-racist and anti-oppressive practices

V. Communication and Collaboration

Members are expected to:

- Participate in regular meetings or updates (virtual or in-person)
- Share progress and insights with the broader PAIR network
- Engage respectfully across disciplines, geographies, and lived experiences

VI. Recognition and Reciprocity

- Contributions will be acknowledged in publications, events, and reports.
- PAIR encourages reciprocal relationships – members should benefit from and contribute to the collective work.

VII. Review

Members will be surveyed every year to ensure continued alignment, engagement and impact.

4. MANAGEMENT

Review mechanism (which will include a brief annual report to the Vice-President, Research and International, documenting activities).

Figure 2 demonstrates PAIR's governance structure as a research group. The Executive Director, in consultation with the Advisory Board, will report annually to the Faculty Dean(s) and Vice-President, Research and International.

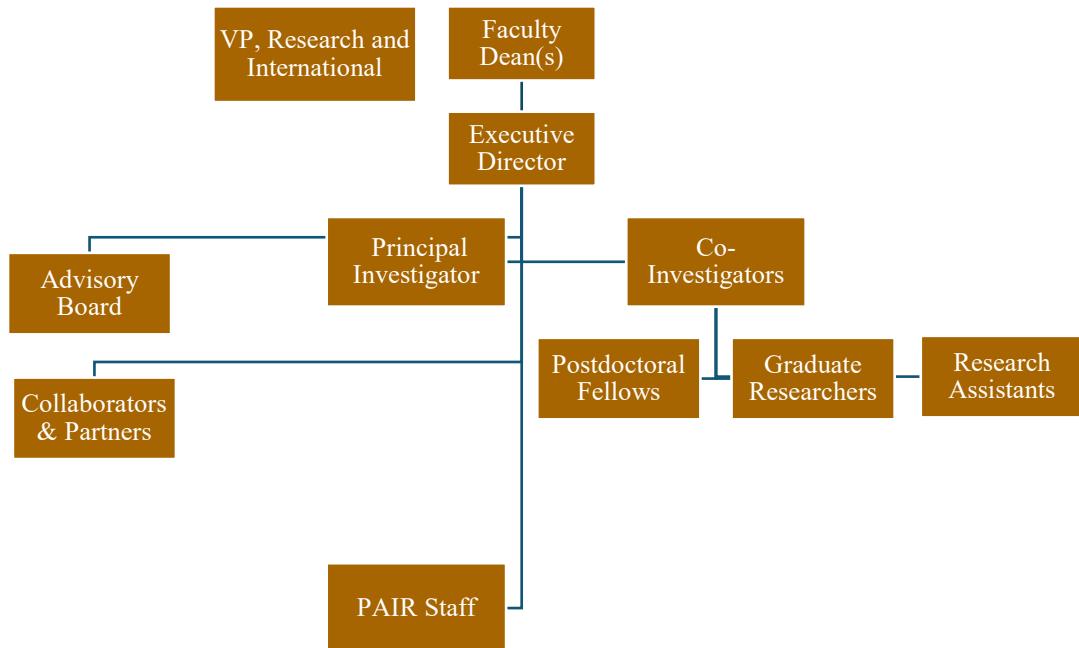


Figure 2. PAIR's Management Structure

5. LIST OF PROPOSED MEMBERS

List of members and abbreviated CVs.

List of primary and founding members:

- **Prof. Charity Oga-Omenka**, School of Public Health Sciences, Faculty of Health
- **Prof. Christopher Taylor**, Department of History, Faculty of Arts
- **Prof. Felicitas Egunyu**, School of Environment, Resources and Sustainability, Faculty of Environment
- **Dr. Grace Gomashie** (PAIR Director Designate), Velocity, Office of the Vice-President, Research & International
- **Prof. Helena Shilomboleni**, School of Environment, Resources and Sustainability & Department of Geography and Environmental Management, Faculty of Environment
- **Prof. Ian Vanderburgh**, Centre for Education in Mathematics and Computing, Faculty of Mathematics

- **Prof. Karim Wissa**, Department of Recreation and Leisure Studies, Faculty of Health
- **Prof. Naila Keleta-Mae**, Department of Communication Arts, Faculty of Arts
- **Prof. Paul Ugor**, Department of English Language & Literature, Faculty of Arts
- **Prof. Trevor Charles**, Department of Biology, Faculty of Science
- **Prof. Yverick Pascal Rangom**, Department of Chemical Engineering, Faculty of Engineering

In Appendix A, abbreviated CVs of the founding members of PAIR are provided, highlighting their collective strengths at the intersections of society, environment, health, technology and entrepreneurship.

6. STATEMENTS OF SANCTION AND COMMITMENT

Statement of understandings and agreements among the Research Group, department/school, and faculty dean.

PAIR has received broad institutional support for its establishment as a research group from department chairs, school directors, and faculty deans. Letters appended in Appendix B affirm this support and approval and welcome PAIR as a platform to advance interdisciplinary research without detracting from existing academic programs.

The constitution of PAIR – covering its organizational structures, conditions of membership, reporting procedures and a mechanism for regular review and assessment – as outlined in this proposal was shared with these academic leaders, who provided formal support and approval. At launch, PAIR does not require commitments such as space and teaching relief. Should such commitments arise in the future and be agreed upon, they will be documented in a written statement signed by the PAIR Director, supporting chairs/directors, and faculty deans.

We have secured six letters of approval and support from all six faculties at the University of Waterloo: **Arts, Health, Environment, Mathematics, Science, and Engineering.**

- The **Faculty of Arts** letter includes endorsements from the Faculty Dean, Department Chairs (History, Political Science, Communication Arts, English Language & Literature), and the Director of the Stratford School of Interaction Design and Business.

- The **Faculty of Health** letter confirms approval and support from the Faculty Dean, Department Chairs (Kinesiology & Health Sciences, Recreation & Leisure Studies), and the Director of the School of Public Health Sciences.
- Letters from the Deans of **Environment, Mathematics, Science, and Engineering** provide strong support, emphasizing PAIR's value to the University and beyond.

Additional letters of support from the **Office of the Associate Vice-President, Equity, Diversity, Inclusion & Anti-Racism** (EDI-RO), **Lanterna Black Innovation Hub** (LBIH), and **Velocity** demonstrate deep partner commitment. For example, EDI-RO has pledged resources necessary for PAIR's success, including space and administrative support.

PAIR is grateful for this strong foundation of support. Recognizing institutional constraints, PAIR aims to remain self-sufficient by leveraging existing university resources, Global Futures Networks, PAIR member and partner networks, and external funding sources, including industry, government, Tri-Agency, and international research funders.

APPENDIX A. CVs of PAIR Core Team

- Prof. Charity Oga-Omenka
- Prof. Christopher Taylor
- Prof. Felicitas Egunyu
- Dr. Grace Gomashie
- Prof. Helena Shilomboleni
- Prof. Ian VanderBurgh
- Prof. Karim Wissa
- Prof. Naila Keleta-Mae
- Prof. Paul Ugor
- Prof. Trevor Charles
- Prof. Yverick Pascal Rangom

CURRICULUM VITAE
Charity Oga-Omenka

CONTACT INFORMATION:

Charity Oga-Omenka
 Assistant Professor
 School of Public Health and Health Systems
 University of Waterloo, LHN 2709,
 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1
 T: 519-888-4567 ext. 41298 E: cogaomenka@uwaterloo.ca

DEGREES RECEIVED:

<u>Degree</u>	<u>Institution</u>	<u>Years</u>
PhD Public Health (Global Health)	University of Montreal	2015-2020
MPH	University of the Western Cape	2009-2011
B.Pharm	Ahmadu Bello University	1993-1999

PUBLICATIONS (Selected):

1. **Oga-Omenka, C.**, Sassi, A.*, Vasquez, N.A., Rana, N., Essar, M.Y., Ku, D., Diploma, H., Huria, L., Saqib, K., Das, R., Stallworthy, G., Pai, M., 2024. A Methodological Review of Patient Healthcare-Seeking Journeys from Symptom Onset to Receipt of Care. *BMJ Global Health* 10 (5).
2. **Oga-Omenka, C.**, Rosapep, L., Baruwa, E., Huria, L., Vasquez, N.A., Faleye, B.O., Kafi, M.A.H., Sassi, A.*., Nwosu, C., Johns, B. and Adamu, A., 2024. Individual journeys to tuberculosis care in Nigeria's private sector during the COVID-19 pandemic. *BMJ Global Health*, 9(1), p.e013124.
3. **Oga-Omenka, C.**, Okafor, U., & Sulis, G. (2023). Engaging pharmacists and medicine vendors in antimicrobial stewardship in LMICs. *The Lancet Infectious Diseases*.
4. **Oga-Omenka, C.**, Vasquez, N. A., Sassi, A., Das, R., Pai, M., Huria, L., & Lestari, B. W. (2023). Private sector care-seeking pathways and delays in TB care in India, Indonesia and Nigeria in times of COVID-19. *Population Medicine*, 5(Supplement).
5. **Oga-Omenka, C.**, Sassi, A., Vasquez, N. A., Baruwa, E., Rosapep, L., Daniels, B., Olusola-Faleye, B., Huria, L., Adamu, A., Johns, B. and Das, J. & Pai, M. (2023). Tuberculosis service disruptions and adaptations during the first year of the COVID-19 pandemic in the private health sector of two urban settings in Nigeria—A mixed methods study. *PLOS Global Public Health*, 3(3), e0001618.
6. **Oga-Omenka C**, Wakdet, L., Menzies, D., & Zarowsky, C. A qualitative meta-synthesis of facilitators and barriers to tuberculosis diagnosis and treatment in Nigeria. *BMC Public Health*, 2021, 21(1), 1-12.
7. **Oga-Omenka, C.**, Tseja-Akinrin, A., Sen, P., Mac-Seing, M., Agbaje, A., Menzies, D., & Zarowsky, C. Factors influencing diagnosis and treatment initiation for multidrug-resistant/rifampicin-resistant tuberculosis in six sub-Saharan African countries: a mixed-methods systematic review. *BMJ Global Health*, 2020, 5(7), e002280.
8. Zimmer, A.J. *, Clinton, J.S., **Oga-Omenka C.**, Heitkamp P., Nyirenda C.N., Furin J., & Pai, M. Tuberculosis in times of COVID-19. *J Epidemiol Community Health*, 2022;0:1-7.

RESEARCH GRANTS AND CONTRACTS:

Awarded

Names of Researcher(s)	Agency	\$ Amount	Tenure	Short Title
Amrita Daftary Charity Oga-Omenka (co-PA) , Ahmad Fuady, Carmen Logie, Mary Wiktorowicz, Jeremiah Chikovore, Nora Engel.	SSHRC Partnership Development Grant	\$200,000	2025-2028	Developing a global framework to address gender-based violence in women affected by TB
Giorgia Sulis (NPA), Charity Oga-Omenka (co-PA) , Bianca Albers, Justin	CIHR Project Grant	\$481,950	2025-2028	A feasibility study of a context-specific antibiotic stewardship intervention among physicians

Presseau, Monica Taljaard, Nnakelu Eriobu, Ridwan Yahaya, Samuel Peters, Sumanth Gandra, Victor Gbenro, Vivian Kwaghe, Adedeji Adesope, Gbenga Eweoya, Michael Olarewaju, Patrick Akpan, Solomon Tarembert.				in Nigeria's private outpatient facilities
Charity Oga-Omenka (NPA) , Giorgia Sulis, Mojisola Adeyeye, Aderonke Agbaje, Warren Dodd, Jacob Alhassan, Martins Emeje, Sumanth Gandra, Christopher Gravel, Rosalind Miller, Madhukar Pai	CIHR Project Grant	\$814,726	2025-2027	Antibiotic Stewardship Education for Pharmacists (A-STEP): a pre-post intervention study in Nigeria
Richard Long, Nancy Bedingfield, Alexander Doroshenko, Rachel Lim, Charity Oga-Omenka (Co-A) , Dina Fisher	CIHR Planning and Dissemination Grant	\$20,000	2025-2026	Advancing tuberculosis elimination through stakeholder consultations to determine research priorities for people born outside of Canada
Craig Janes, Joseph Mustapha Macarthy, Paul Isolo Mukwaya, Annie Wilkinson, Shepherd Shamu, Abu Conteh, Alice Sverdlik, Arabella Fraser, Artwell Kadungure, Braima Koroma, Charity Omenka (Co-A) , Elijah Bisung, Hakimu Sseviiri, Ibrahim Sesay, Lewis Husain, Luna Khirfan, Megan Schmidt-Sane, Peter Kasaija, Rangarirai Machemedze, Warren Dodd, Zahid Butt.	New Frontiers in Research Fund	\$1,499,501	2024-2027	“The Urban Futures project” Toward health equity, inclusive governance, and climate adaptation in African informal settlements
Madhukar Pai, Claudia Denkinger, Charity Omenka (Co-A) , Mikashmi Kohli, Poshan Thapa, Prachi Shukla, Sophie Huddart.	CIHR Project Grant	\$569,926	2023-2026	Empowering informal healthcare providers to detect tuberculosis using tongue swabs: a field-based, open-label, cluster randomized trial in India
Charity Oga-Omenka (PI)	University of Waterloo SSHRC Explore	\$7,000	2024-2025	Navigating Mental and Social Wellbeing for Minoritized International Students
Charity Oga-Omenka (PI) , Giorgia Sulis, Warren Dodd	University of Waterloo CIHR RIF	\$10,000	2023-2025	Feasibility Pilot Study on Antibiotic Stewardship Education for Pharmacists in Nigeria
Charity Oga-Omenka (PI) , Plinio Morita, Warren Dodd	CBB Seed Fund, University of Waterloo	\$10,000	2023-2024	Web solutions to improve linkages between the public and private sector tuberculosis care providers in Nigeria
Charity Oga-Omenka (PI) , Plinio Morita, Warren Dodd, Petra Heitkamp, Aderonke Agbaje	Graham Seed Fund, University of Waterloo	\$25,000	2023-2024	Development of a website for TB care linkages between the public and private sector providers in Nigeria
Madhukar Pai, Simon Grandjean Lapierre, Abbasgholizadeh Ramini, Charity Omenka (Co-A) , César Ugarte, Alexandra Zimmer	CIHR Operating Grant - Emerging COVID-19 Research Gaps & Priorities	\$449,926	2022-2024	Artificial intelligence-based analysis of cough for COVID-19 screening in Montreal
Madhukar Pai, Jishnu Das, Bachti Alisjahbana, Ranen Das, Elaine Baruwa, Charity Omenka (Co-A)	Bill and Melinda Gates Foundation	\$1,227,508 (USD)	2020-2023	COVID Impact on Private Health Markets

Christopher Stuart Taylor, PhD

Research Impact Summary

Dr. Christopher Stuart Taylor's research advances critical race theory, Black Canadian history, and anti-racism frameworks. His work informs public policy, education reform, and global equity initiatives. Through SSHRC-funded projects and interdisciplinary collaborations, his scholarship bridges academic research and societal impact.

Future Research Directions

Upcoming research will focus on AI ethics, confronting anti-Black racism in technology, and global partnerships to advance Pan-African liberation. Planned projects include expanding the DEI framework and integrating critical race perspectives into emerging tech ethics discourse.

Major Grants & Awards

Grant	Project	Role	Value & Year
SSHRC Connection Grant	Anti-Racism and Social Justice through Technology Ethics: IEEE ETHICS-2025	Co-Investigator	\$25,000 (2025)
SSHRC Insight Grant	Healing Tattoos	Co-Investigator	\$88,000 (2020–2023)
UW/SSHRC Exchange Grant	Building Communitas through Autoethnography	Co-Investigator	\$5,500 (2020)
LITE Seed Grant	Contemplative Pedagogy for Student Well-Being	Co-Investigator	\$3,750 (2019)

Selected Publications

Monographs

Unmasking DEI: New Frameworks for Confronting anti-Black racism in the Black Atlantic. Emerald Publishing Limited (under contract, manuscript submitted August 1, 2025).

Flying Fish in the Great White North: The Autonomous Migration of Black Barbadians. Halifax: Fernwood Publishing, 2016.

Recent Articles

Critical Race Approach to Human Rights

https://www.americanbar.org/groups/dispute_resolution/resources/magazine/2025-january/critical-race-approach-human-rights-dispute-resolution/

Moving beyond Diversity: Using critical race theory to foster Black inclusion and excellence in University admissions

<https://atlantisjournal.ca/index.php/atlantis/article/view/5700/4823>

Barriers and opportunities for implementing equity, diversity & inclusion within educational and research settings https://doi.org/10.1142/9789811278419_0010

Cause for change: lessons for Black liberation <https://doi.org/10.1108/EDI-02-2023-0044>

Dr. Felicitas Egunyu

Assistant Professor, School of Environment, Resources and Sustainability, Faculty of Environment, University of Waterloo

Relevant Profession Employment History

2022 – Present	Assistant Professor (Tenure Track), School of Environment, Resource and Sustainability, Faculty of Environment, University of Waterloo, Canada
2018 – 2019	Mitacs Policy Science Fellow, British Columbia Ministry of Forests, Land, Natural Resource Operations and Rural Development, Victoria, British Columbia, Canada
2017 – 2018	Research Associate, School of Environment and Sustainability, University of Saskatchewan, Saskatoon, Canada
2015 – 2017	Post Doctoral Researcher, College of Agriculture, University of Saskatchewan, Saskatoon, Canada
1993 – 1996	Graduate Research Assistant, Makerere University Institute of Environment and Natural Resources, Makerere University, Kampala, Uganda

Other Positions

2019 – 2022	Land and Resource Specialist, BC Ministry of Lands, Water and Resource Stewardship /BC Ministry of Forests, Lands, Natural Resource Operations and Rural Development, Prince George, British Columbia
2005 – 2010	Environmental Biologist/Project Manager, Golder Associates Ltd., Saskatoon, Saskatchewan
2001 – 2002	Program Officer, The International Union for the Conservation of Nature (IUCN), Uganda Country Office, Kampala, Uganda
1998 – 2001	Team Leader/ Conservation Biologist, Protected Area Assessment Program, Ministry of Tourism, Trade and Industry, Kampala, Uganda

Grants, Fellowships and Awards

2024	Social Sciences and Humanities Research Council Insight Development Grant	\$52,562
2023	Impact Assessment Agency of Canada	\$32,400
2023	Natural Resources Canada	\$7,950
2015	Dr. Newstead Fellowship Canadian Association of University Women	\$7,500
2013	Social Sciences and Humanities Research Council Doctoral Fellowship Social Sciences and Humanities Research Council	\$40,000
2012	University of Saskatchewan Graduate Scholarship College of Graduate Studies, University of Saskatchewan	\$6,000
2012	Community Forestry: Trees and People – The John G. Bene Fellowship International Development Research Centre	\$13,500

2012	Nexen Graduate Scholarship Nexen	\$10,000
2012	Saskatchewan Innovation Scholarship Government of Saskatchewan	\$10,000
2011 – 2014	School of Environment and Sustainability Graduate Scholarship School of Environment and Sustainability, University of Saskatchewan	\$15,000
2002 – 2004	Wilfrid Laurier Graduate Scholarship Faculty of Graduate and Postdoctoral Studies, Wilfrid Laurier University	\$9,000
1996 – 1998	Netherlands Fellowship Program Scholarship Netherlands Government	\$40,000

RESEARCH & SCHOLARSHIP

Areas of Research Interest

- Resource extraction (mining): socio-economic impacts, governance, artisanal and small-scale mining, critical minerals, gender, equity and inclusion/participation
- Social and environmental impact assessment
- Environmental governance
- Social learning

Publication List

1. Antwi, E.K., Boakye-Danquah, J., Nadon, D.D.M., Kistabish, M.J., Matthews, T., Darko, A.M., Yohuno (Apronti), P.T., and **Egunyu, F.**, Socioeconomic Framework and Indicators for Assessing Cumulative Effects of Resource Development on Indigenous Nations. Under review, *The Extractive Industries and Society* 24: 101735
2. **Egunyu, F.** and Boakye-Danquah, J. 2024. A systematic review of the socio-economic impacts of mining in Africa: Do research methods influence participation? *Extractive Industries and Society* 17: 101408
3. **Egunyu, F.** 2023. Collaborative forest management in Uganda: Policy, Implementation and Longevity. In *Adaptive Collaborative Management for Forests and People: Past, Present and Future*, Carol J. Pierce Colfer (Editor). Earthscan Publications Ltd. [Invited book chapter]
4. Westwood, A.R., Hutchen, J., Kapoor, T., Klenk, K., Saturno, J., Antwi, E., **Egunyu, F.**, Cortini. F., Robertson, M., Noble, S. Le, Wang, J., Falconer, M., and Nguyen, V.M. 2023. Understanding knowledge exchange in the forest sciences globally: A systematic map detailing countries, institutions, trends, and recommendations for improving consistency and effectiveness. *Ecological Solutions and Evidence*.
5. **Egunyu, F.**, Reed, M.G., Sinclair, A.J., Parkins, J., and Robson, J. 2020. Public engagement in forest governance in Canada: Whose values are being represented anyway? *Canadian Journal of Forest Research*. <https://doi.org/10.1139/cjfr-2020-0026>
6. **Egunyu, F.**, Clark, D.A., and Bradford, L. 2017. Patterns of collaboration in polar bear science: characterizing relationship patterns and identifying opportunities. *Polar Geography Journal*. 41(1):39-54.

7. **Egunyu, F.**, Reed, M.G., and Sinclair, A.J. 2016. Learning through new approaches for forest governance: Evidence from Harrop-Procter Community Forest, Canada. *Environmental Management*. 57: 784-797.
8. **Egunyu, F.**, and Reed, M.G. 2016. Harrop-Procter Community Forest: Learning how to manage forestry resources at the community level. In Bullock, R., Broad, G., Palmer, L., and Smith, P. (eds.) *Bridging Practice, Research and Advocacy for Community Forests in Canada*. Winnipeg: University of Manitoba Press.
9. **Egunyu, F.**, and Reed, M.G. 2015. Social learning by whom? Assessing gendered opportunities for participation and social learning in collaborative forest governance. *Ecology and Society* 20(4):44.
10. Reed, M.G., and **Egunyu, F.** 2013. Management effectiveness in UNESCO Biosphere Reserves: Learning from Canadian periodic reviews. *Environmental Science and Policy* 25:107-117.
11. Salvatori, V., **Egunyu, F.**, Skidmore, A.K., de Leuw, J., van Gils, H.A.M. 2001. The effects of fire and grazing pressure on vegetation cover and small mammal populations in the Masai Mara National Reserve. *African Journal of Ecology* 39: 200-204.

SERVICE

a. University

- Provost's Program for Black and Indigenous Postdoctoral Scholars Selection Committee, University of Waterloo, January to February 2025: The committee was formed to review applications and select postdoctoral scholars for funding.
- Sankofa Think Tank, University of Waterloo committee member, 2023 – 2024: The committee was formed to plan the Scarborough Charter Inter-Institutional Forum which will be held jointly by Waterloo and Wilfrid Laurier Universities in spring 2024.

b. Faculty of Environment

- Waterloo Environment Students Endowment Fund, Faculty of Environment, University of Waterloo, 2024 – Present

c. School of Environment Resources and Sustainability (SERS)

- Graduate Committee, School of Environment Resources and Sustainability, Faculty of Environment, University of Waterloo, 2024 - Present
- Undergraduate Committee, School of Environment Resources and Sustainability, Faculty of Environment, University of Waterloo, 2023

PROFESSIONAL ACTIVITIES

- Associate Editor, Society and Natural Resources Journal
- Member, International Association for Society and Natural Resources
- Member, International Association for Impact Assessment
- Member, Canadian Association for Geography
- Member, Ontario Association for Impact Assessment

Grace Gomashie, Ph.D.

Contact: ggomashie@uwaterloo.ca | [ORCID](#) | [Web of Science](#) | [SciVal](#) | [LinkedIn](#)

Summary of Qualifications

- 7+ years of combined experience in university administration, research management, partnership development, and health innovation ecosystems
- Experience leading funding programs, interdisciplinary collaborations, and strategic initiatives at a postsecondary institution
- Demonstrated success in initiating and sustaining relationships across sectors, including academia, government, community, and industry
- Strong understanding of interdisciplinary research, education, and service dynamics in a postsecondary context
- Interdisciplinary Ph.D. with knowledge concerning equity, diversity, inclusion, and decolonization, and their application in academic initiatives

Professional Experience

Research Positions:

Postdoctoral Fellow, Equity, Diversity, and Inclusion, Centre for Early Modern Visual Culture, Mount Allison University (2021)

Mitacs Globalink Research Intern, Indigenous Language Shift, and Maintenance, Department of Applied Linguistics, National Autonomous University of Mexico (2019)

Graduate Research Assistant, Bilingualism and Language Studies, Western University (2017 – 2020)

Administrative Positions:

Portfolio Manager, Health, Velocity, University of Waterloo (2024 – present)

Co-founder & Principal, Professional Services, Brism Research (2023 – present)

Project Coordinator, Health Initiatives, University of Waterloo (2022 – 2024)

Research Review Coordinator, Accelerate and Elevate Programs, Mitacs (2022 – 2024)

Teaching Positions:

Instructor, Introduction to Spanish, Department of Languages and Cultures, Western University (2019 – 2020, 2017 – 2018, 2015 – April)

Instructor, Intermediate Spanish, Department of Languages and Cultures, Western University (2016 – 2017)

Instructor, Introductory Spanish I, School of Languages and Literatures, University of Guelph (2013 – 2014)

Service:

Director (designate), Pan African Initiative of Research, University of Waterloo (2025 – Present)

Leadership Group Member, Knowledge Mobilization Community of Practice, University of Waterloo (2025 – Present)

Member, Evaluation and Review Committees, Research Impact Canada (2024 – Present)

Member, President's Anti-Racism Taskforce (PART) Recommendations Working Committee, Office of the Vice President, Research and International, University of Waterloo (2023 – 2025)

Secretary-Treasurer, Canadian Society for the Study of Names (2021 – Present)

Education and Professional Development

Academic Degrees:

Ph.D., Hispanic Linguistics, Western University, 2021

M.A., Spanish, University of Ghana, 2014

B.A., French and Spanish, University of Ghana, 2011

Training:

Entrepreneurship Certificate, Conestoga College, 2025

Knowledge Mobilization Certificate, Research Impact Canada, 2024

Project Management Workshops, University of Waterloo, 2023

Community-Based Research Certificate Course (with a health focus), Community-Based Research Canada, 2023

Awards

Mitacs Globalink Research Award, Mitacs, \$6,000 (2019)

Graduate Research Scholarship, Western University, \$13,000 (2018)

The Africa Institute Graduate Student Research Fund Award, Western University, \$1,500 (2018)

PSAC Local 610 Scholarship for Outstanding Research Contribution Award, Public Service Alliance of Canada Local 610, \$500 (2018)

Mary Routledge Fellowship, Western University, \$750 (2018)

Lynne-Lionel Scott Scholarship in Canadian Studies, Western University, \$985 (2018)

Western Graduate Research Scholarship, Western University, \$76,130 (2016)

Dean's Entrance Scholarship, Western University, \$2,000 (2015)

SoLaL - University of Ghana Exchange Student Award, University of Guelph, \$1,500 (2013)

Selected Publications

Edited Books:

Beck, L. & **Gomashie, G. A.** (Eds) (2025). *Decolonizing our names in the 21st century: Place, identity, and agency*. Routledge.

Peer-Reviewed Journal Articles:

Gomashie, G. A. & Terborg, R. (2025). Theory of ecology of pressures as a tool for classifying language shift in bilingual communities. *Open Linguistics* 11, 1-16. <https://doi.org/10.1515/olpi-2025-0065>.

Taylor, C.S. & **Gomashie, G. A.** (2024). Moving beyond diversity: Using critical race theory and Black feminist thought to foster Black excellence through undergraduate university admissions. *Atlantis: Critical Studies in Gender, Culture & Social Justice* 45(1), 39-51. <https://doi.org/10.7202/1114671ar>.

Gomashie, G. A. (2023). Language attitudes as insights into Indigenous language shift and maintenance. *Journal of Language, Identity & Education* 24(4), 775–790.

<https://doi.org/10.1080/15348458.2023.2185782>.

Gomashie, G. A. (2023). Family language policy in Indigenous and bilingual communities: Case studies of Nahuatl-speaking caregivers in Mexico. *Current Issues in Language Planning*, 24(4), 361-379. <https://doi.org/10.1080/14664208.2022.2111933>

Gomashie, G. A. (2022). Bilingual youth's language choices and attitudes towards Nahuatl in Santiago Tlaxco, Mexico. *Journal of Multilingual and Multicultural Development*, 43(2), 182-193. <https://doi.org/10.1080/01434632.2020.1800716>.

Gomashie, G. A. & Terborg, R. (2021). Nahuatl, selected vitality indicators, and scales of vitality in an Indigenous language community in Mexico. *Open Linguistics*, 7(1), 166-180. <https://doi.org/10.1515/ol-2021-0010>.

Gomashie, G. A. (2021). Spanish and Nahuatl in contact: Language practices of adults in Mexico. *Languages*, 6(3), 135. <https://doi.org/10.3390/languages6030135>.

Gomashie, G. A. (2019). A house of many rooms: Different approaches of two translators of Flora Tristan's *Pérégrinations d'une Paria*, *Meta: Translator's Journal*, 64(1), 125-144. <https://doi.org/10.7202/1065331ar>.

Gomashie, G. A. (2019). Kanien'keha/Mohawk Indigenous language revitalization efforts in Canada. *McGill Journal of Education*, 54(1), 151-171. <https://mje.mcgill.ca/article/view/9472>.

Gomashie, G. A. (2019). Language vitality of Spanish in Equatorial Guinea: Language use and attitudes. *Humanities*, 8(1), 33. <https://doi.org/10.3390/h8010033>.

Book Chapters:

Gomashie, G. A. (2021). Transatlantic female solidarity: Two women social explorers and their views on nineteenth-century Latin American women. In Krueger, M. (Ed.), *Transatlantic eighteenth-century women travelers, 1688-1843* (pp. 64-80). Bucknell University Press.

Invited Talks:

Gomashie, G. A. (2021, November 18). *Spanish and Nahuatl in contact: Factors for maintaining Nahuatl use*. Spanish Sociolinguistics Graduate Course, Western University, London, ON.

Gomashie, G. A. (2019, November 7). *Avances y hallazgos sobre la vitalidad lingüística del náhuatl en Tlaxco, Chiconcuautla. (Progress and findings on the language vitality of Nahuatl in Tlaxco, Chiconcuautla)*. Department of Applied Linguistics Seminar Series, National Autonomous University of Mexico, Mexico City, CDMX.

Gomashie, G. A. (2019, September 23). *Indigenous language revitalization in Canada*. Department of Applied Linguistics Seminar Series, National Autonomous University of Mexico, Mexico City, CDMX.

Gomashie, G. A. (2018, November 26). *My winding road into publishing*. Information and Research Methods Graduate Seminar, Department of Languages and Cultures, Western University, London, ON.

Gomashie, G. A. (2017, November 9). *Language perceptions and attitudes*. Hispanic Sociolinguistics Undergraduate Course, Western University, London, ON.

Dr. Helena Shilomboleni

Degrees

2017 PhD, Social and Ecological Sustainability University of Waterloo, Ontario, Canada.

2012 MA, Global Governance, University of Waterloo, Ontario, Canada.

2009 BA, Human Ecology, College of the Atlantic, Maine, United States.

Relevant work experience

2022-present Assistant Professor. School of Environment, Resources and Sustainability. University of Waterloo, Ontario, Canada.

2019-2022 Post-doctoral Fellow & Scaling Specialist. CGIAR Research Program on Climate Change, Agriculture and Food Security, East Africa Program and International Livestock Research Institute, Nairobi, Kenya

2017-2018 Professional Development Awardee. Canadian International Development Research Centre, Ottawa, Canada.

Honors and Awards

2020-2024 Affiliate Fellowship. African Academy of Sciences.

2019-2022 Post-doctoral Fellowship. CGIAR Research Program on Climate Change, Agriculture and Food Security.

2017-2018 Professional Development Award. Agriculture and Food Security, International Development Research Centre.

2014 David Johnston International Experience Award. University of Waterloo.

2012 UW Provost Doctoral Award for Women. University of Waterloo.

2012-2017 University of Waterloo Graduate Scholarship. University of Waterloo.

2011-2012 CIGI Junior Fellowship, Centre for International Governance and Innovation.

Research Grants and Funding

2024-2026	Shilomboleni, H. [PI] , Schnurr, M. SSHRC Insight Development Grant. Assessing the impact of the Stress Tolerant Rice for Africa and South Asia (STRASA) project in Kenya.	\$ 72, 000
2024-2027	Schnurr, M.A[PI], Shilomboleni, H. , Mulogo, L., Nsereko, H. SSHRC Partnership Development Grant. <i>The Uganda Farmer Agroecological Research Matrix</i>	\$199 986
2023-2027	Crush, J. [PI], Shilomboleni, H. Raimundo, Ines Nickanor, Ndeyapo. New Frontiers in Research Fund (NFRFR) and International Development Research Center (IDRC). Women Feeding Cities Project: Building a Gender-Transformative, Resilient, and Sustainable Informal Food Sector for COVID19 Recovery in Africa, Latin America, and the Caribbean.	\$700, 000

Selected Publications

Schnurr, M.A, **Shilomboleni, H.**, Taylor, A. and Dowd-Uribe, B. 2025. Towards a more pluralistic approach to evaluating the farm-level impacts of New Breeding Technologies in sub-Saharan Africa. *Genome*. <https://cdnsciencepub.com/doi/10.1139/gen-2025-0023>

Shilomboleni, H. and Schnurr, M. 2025. Are disruptive agricultural technologies compatible with agroecology? *Nature Sustainable Agriculture*. 3, 2. <https://doi.org/10.1038/s44264-025-00064-2>

Shilomboleni, H., Mansingh, A. & Epstein, G. 2024. Strengthening Resilience in Africa's Smallholder Farming Systems: A Scoping Review. *Ecology and Society*. 29(3):22. <https://doi.org/10.5751/ES-15373-290322>.

Dowd-Uribe, B., Blundo-Canto, G., Glover, D., Louafi, S., **Shilomboleni, H.**, Rock, J.S., Kikulwe, E.M. Fischer, K., and Joly, P.B. 2024. Socio-economic assessment and genetically engineered crops in Africa: Building knowledge for development? *Global Food Security*, Vol. 42, 2024, 100782, <https://doi.org/10.1016/j.gfs.2024.100782>.

Shilomboleni, H. & Ismail, A.M. 2023. Gene-editing Technologies for Developing Climate Resilient Rice Crops in sub-Saharan Africa: Political Priorities and Space for Responsible Innovation. *Elementa: Science of the Anthropocene*. 11 (1): 00145. <https://doi.org/10.1525/elementa.2022.00145>

Shilomboleni, H., Recha, J., Radeny, M. & Osumba, J. 2022. Scaling Climate Resilient Seed Systems through SMEs in Eastern and Southern Africa: Opportunities and Challenges. *Climate and Development*, 15(3), 177 187.

Kirina, T., Groot, A., **Shilomboleni, H.** Ludwig, F. & Demissie, T. 2022 Scaling Climate Smart Agriculture in East Africa: Experiences and Lessons. *Agronomy*, 12, 820. <https://doi.org/10.3390/agronomy12040820>

Shilomboleni, H., Recha, R., Makonnen, B., Duku, C., Radeny, M. & Solomon, D. 2022. Enabling Markets and Public-Sector Actions for Catalysing Transformation for Small-Scale Agricultural Producers Under Climate Change. In *Transforming Food Systems Under Climate Change*. Bruce Campbell et al. (eds.). Cambridge University Press.

Shilomboleni, H. 2020. Political Economy Challenges for Climate Smart Agriculture in Africa. *Agriculture and Human Values*, 37(4): 1195-1206.

Shilomboleni, H. Pelletier, B. & Gebru, B. 2020. ICT4Scale in Smallholder Agriculture: Contributions and Challenges. *Information Technologies & International Development*, 16: 47–65.

Shilomboleni, H., Owaygen, M., De Plaen, R. Manchur, W. & Husak, L. 2019. Scaling up Innovations in Smallholder Agriculture: Lessons from the Canadian International Food Security Research Fund. *Agricultural Systems*, 175: 58-65.

Shilomboleni, H. & De Plaen, R. 2019. Scaling Up Research-for Development Innovations in Food and Agricultural Systems. *Development in Practice*, 6: 723-734.

Shilomboleni, H. 2018. African Green Revolution, Food Sovereignty and Constrained Livelihood Choice in Mozambique. *Canadian Journal of African Studies*, 52 (2) 115-137.

Curriculum Vitae for Ian VANDERBURGH

October 2025

Education

Designation	Institution	Department	Year
BMath	University of Waterloo	Pure Mathematics and Applied Mathematics	1999
MSc	University of Toronto	Mathematics	2000

Employment

Years	Position	Unit
2000 – 2024	Lecturer	CEMC, U of Waterloo
2005 – 2025	Director	CEMC, U of Waterloo
2024 –	Associate Professor, Teaching Stream	CEMC, U of Waterloo
2025 –	Associate Vice-President, Strategic Enrolment Management	University of Waterloo

Awards

Year	Award
2003	Distinguished Teaching by a Registered Student Award, University of Waterloo
2007	Faculty of Mathematics Award for Distinction in Teaching
2008	Distinguished Teaching Award, University of Waterloo
2016	Canadian Mathematical Society Excellence in Teaching Award
2017	University of Waterloo Excellence in Online Teaching Award

Teaching

Term	Course	Program and Type	Size
S2015	MATH 661	MMT; graduate course; elective	61
F2015	MATH 135	Math; undergrad course; required	60
S2016	CO 380*	Math; undergrad course; elective	61
S2016	MATH 661	MMT; graduate course; elective	32
S2018	CO 380*	Math; undergrad course; elective	75
S2018	MATH 681	MMT; graduate course; required	90
W2019	MATH 681	MMT; graduate course; required	94
S2019	MATH 661	MMT; graduate course; elective	65
W2020	MATH 681	MMT; graduate course; required	94
S2020	MATH 661	MMT; graduate course; elective	62
W2021	MATH 681	MMT; graduate course; required	72
S2021	MATH 661	MMT; graduate course; elective	85
W2022	MATH 681	MMT; graduate course; required	70
S2022	MATH 661	MMT; graduate course; elective	38
W2023	MATH 681	MMT; graduate course; required	49
S2023	MATH 661	MMT; graduate course; elective	36
W2024	MATH 681	MMT; graduate course; required	68
S2024	MATH 661	MMT; graduate course; elective	36
W2025	MATH 681	MMT; graduate course; required	44

Notes

- CO 380 in Spring 2018 was co-taught with Mike Eden.
- CO 380 in Spring 2016 was co-taught with Jen Nelson, Carmen Bruni, Alain Gamache, and Troy Vasiga.

Service

- CEMC Director, July 2005 to June 2017, July 2018 to June 2025
 - Provided leadership and oversight to all academic, administrative and financial functions of CEMC
 - Oversaw strategic evolution of CEMC from an organization focussed primarily on enrichment at the secondary school level to an organization with activity aimed at enrichment and curriculum at the secondary, middle and elementary school levels
 - Led expansion of CEMC from a team of roughly a dozen members in 2005 to a team of roughly 45 in 2025
- CEMC Contest Lead and Co-Lead 2002 to 2025
 - Jointly responsible for production of Contests, Solutions, Marking Schemes and Results Booklets, each in both English and French, for the CEMC's 12 Mathematics Contests, including typesetting of and creation of diagrams
 - Jointly coordinated biannual contest marking sessions, involving marking of more than 60 000 full solution contests annually
- CEMC School Visits
 - Facilitated in-person and virtual workshops for students and teachers in Ontario, British Columbia, Alberta, Saskatchewan, Manitoba, Nova Scotia
 - Facilitated in-person and virtual workshops for students and teachers in Luxembourg, India, United Kingdom, Ghana, Kenya, Vietnam, Dubai
 - Facilitated in-person and virtual workshops for pre-service teachers at University of Toronto, Queen's University, University of Western Ontario, Wilfrid Laurier University
- CEMC International Development in Africa, 2020 to present
 - Partnership development in Ghana, Rwanda, Kenya
 - Preparation of multiple joint CEMC contests in both Rwanda and Kenya
 - Three trips (November 2022, June 2024, June 2025) to visit partners and work with students and teachers
 - Taught several virtual multi-session short courses on problem solving to teachers and students on several occasions
- University-level Strategic Enrolment Management
 - Served as Special Advisor to the Provost on Strategic Enrolment Management, November 2024 to June 2025
 - Began term as Associate Vice-President, Strategic Enrolment Management, July 2025
 - Worked towards implementation of SEM committee structure and more harmonized processes
- University of Waterloo Complementary Teaching Assessment Project Team (CTAPT)
 - Chair, 2018 to 2022
 - Submitted and presented interim report to Senate, June 2021 and final report to Senate, June 2022
 - Led consultations with 6 Faculties, FAUW Equity Committee, FAUW Lecturer Committee, AFIW
 - Ongoing work with Director of Teaching Assessment Processes and TAP office to prepare sample APR/BPR forms, consult on implementation plans, brainstorm about future oversight of processes
- Master of Mathematics for Teachers
 - Director, 2012 to 2018

Professional Activities

- NSERC PromoScience Committee
 - Committee member, 2016 to 2018
 - Chair, 2018

KARIM WISSA, PHD

Scholar, Educator, Executive Leader

919-521-0222



kwissa@gmail.com



SUMMARY

An interdisciplinary scholar, educator, and executive leader specializing in the intersection of economics, culture, and geopolitics in shaping contemporary issues. Proven innovator in educational strategy, knowledge mobilization, stakeholder engagement and grassroots organizing.

EDUCATION

Duke University

PhD in Global Culture & Literature
2018

Banff Research in Culture

Banff Center
2014

Cornell School of Criticism & Theory

Cornell University
2013

Toronto Metropolitan University

MA in Literature of Modernity
2009

York University

BA in English Literature
2008

SKILLS

Strategic Planning & Decision Making
Knowledge Mobilization
Curriculum & Program Development
Stakeholder Engagement
Conflict Resolution
Intercultural Competency
Budget & Resource Management
Public Speaking & Presentations
AI Integration

PROFESSIONAL EXPERIENCE

Director of Institutional Programs | Act. Director of Education & Outreach | Adj. Professor in Recreation & Leisure Studies

University of Waterloo | November 2024-present

- University-wide EDI-R strategy and policy reforms across hiring, curriculum, and institutional planning, leading to 1.6M in tenure lines
- Designed & lead EDI-R knowledge mobilization strategy, creating podcast & video studio; scripted & designed new [online modules](#) on disability justice, Pan-African, and Non-Aligned movements. Curated 300+ open access [resource catalogue](#) & produced [6 infographics](#) achieving record-breaking reach with nearly 10,000 unique downloads.
- Spearheaded spatial justice projects: developed equity-focused campus map and led multi-thousand dollar multifaith space renovations via community consultation.
- Resource partnerships with [LevelUp](#) & [The Civic Hub](#) for youth advocacy, food insecurity, and addiction prevention programs.
- Delivered revenue-generating EDI training for Region of Waterloo.
- Managed scheduling, delegation of duties, and performance review for research, teaching and admin team of 6

Director of Education & Outreach

University of Waterloo | May 2024-present

- Led direction and oversight of EDI-R Education & Outreach across U-Waterloo's 43,000 students, 4,000 faculty & staff
- Led C-level executive communications, briefings, reports, and presentations
- Managed internal and external stakeholder conflict with high level of acuity on emerging geopolitical events related to educational materials
- Oversaw and innovated strategic vision and project management for all educational materials; podcasts, videos, texts, online hybrid modules
- Managed scheduling, delegation of duties, and performance review for research, teaching and admin team of 4
- Presided over AODA & Human Rights Code compliance

Co-Director of the Curriculum

The Mountain School of Milton Academy | July 2021-August 2023

- Managed team of 16 faculty and staff across four departments
- Conducted program assessment and faculty hiring
- Designed and implemented DJEI policy and programs
- Led vision & organizational change for global issues, indigenous, and climate curriculum
- Oversaw course scheduling and supported student affairs
- Led stakeholder engagement and communications regarding EDI development

KARIM WISSA

Scholar, Educator, Executive Leader

919-521-0222



kwissa@gmail.com



SELECTED PUBLICATIONS

Please see my academic curriculum vitae for a full list of my academic publications

2025 "Deindustrialization & the Rise of Service Sector: Understanding Higher Education Today" Forthcoming in MReview 2.1

2023 Wissa, Karim. "What Accounts for the Price of Things? Understanding the 'Transformation Problem.'" MReview Shorts

2022 "Generations and Historical Thinking: A Conversation" MReview Shorts

2019 "Advertising and the Ubiquity of Sound in the Workplace." Reviews in Cultural Theory 2

2017 "Music and the Modes of Production." *Polygraph* 25

2016 Tucker, Sherrie. "Dance Floor Democracy: The Social Geography of Memory at the Hollywood Canteen." Jay Hammond and Karim Wissa. Full Stop

2015 Co-author, "A (Conference) Room of One's Own?" *Scholactivism: Transforming Praxis, Inside and Outside the Classroom!* A Works and Days Cultural Logic Special Issue

2014 Co-author, "Feces on the Philosophy of History: A Manifesto of the MLA Subconference." *Pedagogy* 14.3

SERVICE

- Co-Director, TheoryPractice Lab, University of Waterloo
- BIPOC Affinity Group Faculty & Student Leader, The Mountain School
- Admissions Committee, The Mountain School
- Anti-Racism & Accountability Committee, The Mountain School
- Editorial Advisory Board, *Confero: Essays on Education, Philosophy and Politics*
- Editor, M Review: *Essays in Critical Theory*

LANGUAGES

- English and Arabic
- Reading Knowledge of French

PROFESSIONAL EXPERIENCE, CONT.

Humanities & English Instructor

The Mountain School of Milton Academy | August 2019-August 2023

- Taught **16 arts courses** on qualitative and quantitative research methods, communications, and media studies, political economy, contemporary issues in global economies and geopolitics, history of education reform, US electoral system, and culture wars
- Supervised **22 independent and creative research** projects in economics, culture, and politics
- Managed Collegeboard Suite & ACT Testing coordination

Sociology & Continuing Education Instructor

University of North Carolina at Chapel Hill | 2014 & 2019

- Taught **8 continuing education courses** on history of the prison system, prison policy, and legal interpretation, rhetorical and narrative analysis, and music sociology for students interred at Dan River Prison Work Farm
- Created new metrics for adult course evaluation

Literature & Economics Instructor

Duke University | 2010-2015

- Taught **12 undergraduate courses** on inequality economics; classical political economy from 1840-present; deindustrialization and financialization; fiscal and monetary policy; music, identity, and storytelling; rhetorical analysis of historical documents
- Research on 20th century American Political Economy from 1920-1970

Co-Editor, *Polygraph: Journal in Culture & Politics*

Duke University | 2011-2013

- Published **3 annual issues** on global finance, climate and energy, and popular music culture and industry
- Peer-reviewed and edited 16 article submissions
- Executed graphic layout in Adobe InDesign

Teaching Assistant

Toronto Metropolitan University | 2008-2010

- Teaching assistant on rhetoric and politics of narrative with Professor Monique Tschofen

DR. NAILA KELETA-MAE, (SHE/HER)
TIER II SSHRC CANADA RESEARCH CHAIR
ROYAL SOCIETY OF CANADA COLLEGE MEMBER
ASSOCIATE PROFESSOR, DEPARTMENT OF COMMUNICATION ARTS
University of Waterloo, 200 University Ave. West, ML
Waterloo, Ontario, N2L 3G1, Canada

ACADEMIC APPOINTMENTS

2022-2027 Tier II Canada Research Chair in Race, Gender, and Performance, Social Sciences and Humanities Research Council of Canada

2020-Present Associate Professor, Department of Communication Arts, University of Waterloo. Waterloo, ON, Canada.

2012-2020 Assistant Professor, Department of Communication Arts, University of Waterloo. Waterloo, ON, Canada.

EDUCATION

2007-2012 Doctorate of Philosophy, Theatre Studies, York University
Dissertation Title: *(Re)Positioning Myself: Female and Black in Canada*. Accepted without revisions, Nov. 2011.

- Recipient of the Mary McEwan Award feminist scholarship, Centre for Feminist Research, York University, Oct. 2014.

Comprehensive Exam Fields: Black Feminisms and Black Expressive Cultures. Passed with distinction.

2003-2005 Masters of Fine Arts, Theatre, York University
Thesis Title: *No Knowledge College*. Accepted without revisions.

1996-2000 Bachelor of Arts with distinction, Journalism and Spanish, Concordia University

GRANTS

- Social Sciences and Humanities Research Council of Canada. Insight Grant, 2022-2027. Principal Investigator. Project Title: “Sites and Performances of Blackness and Freedom.”
- Social Sciences and Humanities Research Council of Canada. Canada Research Chair, Tier 2, 2022-2027. Principal Investigator.
- Ontario Ministry of Universities and Colleges, 2021-2026. Ontario Research Fund – Research Excellence Round 10. Principal Investigator. Project Title: “Freedom in Black Expressive Culture.”

AWARDS, FELLOWSHIPS

- National Research Council of Canada. Dorothy Killam Fellowship, 2023-2025.
 - Awarded to mid-career scholars of exceptional ability to provide teaching and administrative relief in support of research. Keleta-Mae was one of eight scholars chosen from an applicant pool that included scholars in all disciplines from across Canada to receive the fellowship in 2023.*
- Royal Society of Canada College of New and Emerging Artists and Scientists Member,

2023-2030

- *Awarded to high-achieving scholars at an early stage in their career. Keleta-Mae was one of 91 scholars inducted in 2023.*
- Faculty of Arts, University of Waterloo. Arts Award for Excellence in Research, 2022.
 - *Awarded in recognition of exceptional research achievement.*

PUBLICATIONS

Books

- Keleta-Mae, Naila. *Performing Female Blackness*. Wilfrid Laurier University Press, 2023.
 - An examination of public and private performances of female blackness in what is now known as Canada using Keleta-Mae's interdisciplinary autoethnographic methodology.
- Keleta-Mae, Naila. *Beyoncé and Beyond: 2013-2016*. Routledge Press (UK). 2023.
 - An interdisciplinary analysis that draws on critical race, feminist, and performance studies methods to understand three artistic projects from a critical period in Beyoncé's career.

Chapters in Books

- "Black Women Performers: 'I don't want to do anything else.'" *Analysing Gender in Performance*. Paul Halferty and Cathy Leeney, Eds. Palgrave UK Press. 2022: 129-140.
- "Black Lives Matter Toronto Sit-In at PRIDE." *Until We Are Free: Black Lives Matter in Canada*. Rodney Diverlus, Sandy Hudson and Syrus Marcus Ware Eds. University of Regina Press: Regina. 2020: 263-275.
 - On the bestselling Canadian non-fiction books for the week of June 14-20, 2020.

Journal Articles

* Blind, peer-reviewed

- "Workshop Negative: Political Theatre in Zimbabwe in the 1980s." *Theatre Research International*. 44(3) 2019: 262-272.
- "Black girl thought in the work of Ntozake Shange." *Girlhood Studies: An Interdisciplinary Journal*. 12(2) 2019: 32-47.

Special Issues

- Editor. "Black Performance in Canada." *Theatre Research In Canada/ Recherches théâtrales au Canada*. 45 (2) 2024. * Peer-reviewed journal
- Co-Editor with Lisa Karen Cox. "Black Futures and Freedoms." *Canadian Theatre Review*. Issue 198, spring 2024.

Music

- *Grateful*. Full-length album by Naila Keleta-Mae. Canada, 2025.
- *Fire Woman*. Full-length album by Naila Keleta-Mae. Canada, 2020.
- *bloom*. Full-length album by Naila Keleta-Mae. Canada, 2009.

Op-Eds

- “[Black Lives Matter is dramatic, unsettling and inconvenient. That’s the point.](#)” The Globe and Mail. July 5, 2016.
 - This was shared more than 16,000 times on Facebook, which was a record for the Opinion section of the paper.
- Keleta-Mae, Naila and Anupa Mistry. “[Beyoncé Speaks Directly To The Black Mainstream With Lemonade.](#)” The Fader. April 24, 2016.
- “[Get What’s Mine: Formation Changes the way We Listen To Beyoncé Forever.](#)” Noisey. February 8, 2016.
 - This was translated into multiple languages and was one of the most read stories for a full week across all Noisey sites in 15 countries worldwide and the most read story for a full day across all Vice network sites in 24 countries worldwide.

OTHER SCHOLARLY WORK:

Dr. Keleta-Mae is the Principal Investigator of this research-creation project and has had multi-year partnerships with private, public, and community organizations – Citizen Brand, Freedom School Toronto, Ken Seiling Waterloo Region Museum, NOR, Studio Otherness, TheEDGE, THEMUSEUM, Wilfrid Laurier University Press, and Young Peoples’ Theatre. **Through Black And Free, she has** provided 19 artists with \$3,000 commission and employed 22 undergraduate, masters and doctoral research assistants since 2017. Through Black And Free, Dr. Keleta-Mae has produced 11 public events, five theatre and education training workshops, and two drama courses for children.

Speaking Engagements

- Invited Keynote. “Black And Free: An Unkeynote.” UnConference. Black Researchers of Southwestern Ontario. November 9-10, 2024.
- Guest Speaker. “Black And Free: A Canada-Based Research-Creation Project.” University of Lagos, Lagos, Nigeria. March 22, 2024. Obafemi Awolowo University, Ife, Nigeria. March 25, 2024. Invited by UW’s AVP of Equity, Race, Inclusion and Anti-Racism to be part of a four-person delegation to Nigeria to explore possibilities of building partnerships between UW and post-secondary institutions.
- Guest Speaker. Edna Manley College of Visual and Performance Arts. “Black And Free: A Reasoning” with Dr. Naila Keleta-Mae. Kingston, Jamaica. January 9, 2024.

Media Coverage

- Liddle, Hannah. “[The Forming of Naila Keleta-Mae.](#)” University Affairs. March 8, 2024.
 - This article won Best Multicultural Story at the Canadian Online Publishing Awards for 2024.
- Fanfair, Ron. “[Dr. Naila Keleta-Mae studies, teaches and creates art related to Black freedom.](#)” RonFanfair.com. April 28, 2023.
- Rubinoff, Joel. “[Waterloo prof examines Blackness and freedom through artistic lens.](#)” Waterloo Region Record. March 30, 2023.

Curriculum Vitae

Prof. Dr. Paul Ushang Ugor

19-1328 Upper Sherman Ave, Hamilton, Ontario, Canada | +1-289-880-5573 | pugor@uwaterloo.ca

CURRENT POSITION

Professor, Department of English Language and Literature, University of Waterloo, On, Canada.

CITIZENSHIP

Nigerian Citizen; US and Canadian Permanent Resident

EDUCATION & TRAINING

Postdoctoral Fellowship: Centre for West African Studies, University of Birmingham, UK (Jun 2010-Dec 2012). Supervised by Karin Barber, Distinguished Professor of African Cultural Anthropology. Project funding from SSHRC (Canada) and Newton Fellowship (UK).

Doctor of Philosophy: English and Film Studies, University of Alberta, Canada (2009). Dissertation titled: "Youth Culture and the Struggle for Social Space: the Nigerian Video Film." Defended April 2009 and nominated for Governor General's Gold Medal 2009.

Master of Arts: Department of Theatre Arts, University of Ibadan, Nigeria (February 2002) Thesis titled "The Rise of Igbo Video Films in Nigeria." Defended December 8, 2001.

Bachelor of Arts (Honors): Department of Theatre and Media Studies, University of Calabar, Nigeria (December 1996). Major in Dramatic Literature and Criticism

TEACHING AND RESEARCH INTERESTS

African Popular Arts and Culture; Modern African Literature and Film; Postcolonial Anglophone World Literatures, Youth Cultures in Africa; New Media Cultures in the Global South; Postcolonial Theory; and Cultural Studies. My teaching focuses on English-language literary production from areas outside Europe and North America dealing with empire, colonial encounter, diaspora, immigration, and exile. My research interests in general are concerned with new social processes in global politics, economy, information and communication technologies, cultural/textual representations, and everyday life, and the new social responses which these social activities elicit from the public domain, especially from among marginalized groups like racial minorities in the global north, and youth, women and other disenfranchised subjects in postcolonial settings.

GRANTS AND FELLOWSHIPS

UW/SSHRC Internal HSS Grant, July 2025, \$7000 CND.

UW/SSHRC Internal Exchange Grant1, University of Waterloo. August 2024, \$3, 700 CND.

Social Sciences and Humanities Research Council (SSHRC). “TRANSFORM: Engaging with Youth for Social Change.” \$2.5-million Partnership Grant. In partnership with Prof Claudia Mitchell, Faculty of Education, University of McGill. June 2024.

Carnegie African Diaspora Fellowship Grant. “Cultural Theory Retreat.” Institute of African Studies, University of Lagos, June to August 2022. \$16,000.00.

National Humanities Center Fellowship, Research Triangle, North Carolina. September 2021-May 2022. \$37000.

Faculty Research Awards, College of Arts and Sciences, Illinois State University. Spring, 2021. \$7000.

College of Arts International Travel Grant. September 2019. \$1400.

Sage Grant. Special funding for hosting International scholars. Provosts Office, Illinois State University, July 2017. \$3000.00.

CODESRIA African Diaspora Support to African Universities: Visiting Professorship Program. \$12, 800. May to August 2016.

New Faculty Start-up Award. School of Graduate Studies and Research, Illinois State University. \$2500.00. January 2016.

“Research and Training in African Literatures and Cultures.” Carnegie African Diaspora Fellowship Grant. \$25, 650.00. May to August 2015.

Newton Follow-up Funding from the British Academy. 6000GBP, September 2013-August 2014; 6000GBP, October 2015-September 2016; & 6000GBP September 2016-August 2017; and 6000 GBP, September 2017-August 2018.

New Faulty Grant, Illinois State University, August 2014 to May 2015. \$3500.00.

Faculty Research Grant, Department of English, Illinois State University, 2014 & 2015, \$2800.00.

“The Reconstruction of Youth in Perilous Times: the Politics of Youth Culture in Nigeria”. Newton International Fellowship, UK (£107, 750.00), 2011-12.

“Reconstructing Identities in Precarious Times: Youth and the Politics of Culture in Nigeria.” SSHRC Postdoctoral Fellowship, Canada (\$81,000.00), 2010-12.

Trevor C. Charles, Ph.D.

Professor, Scientist, Entrepreneur

Academic Degrees

- Ph.D. Biology, McMaster University, 1991
- B.Sc. Microbiology, University of British Columbia, 1985

Employment History

Academic Appointments

- **Professor**, Department of Biology, University of Waterloo (2008 – present)
- **Director**, Waterloo Centre for Microbial Research (2017 – 2024)
- **Associate Director**, Centre for Bioengineering and Biotechnology, University of Waterloo (2011 – 2017)
- **Associate Chair, Graduate Studies**, Department of Biology, University of Waterloo (2009 – 2015)
- **Associate Professor**, Department of Biology, University of Waterloo (1998 – 2008)
- **Assistant Professor**, Department of Natural Resource Sciences, McGill University (1993 – 1998)
- **NSERC Postdoctoral Fellow**, Microbiology, University of Washington (1991 – 1993)

Entrepreneurship and Leadership

- **Founder and Executive Director**, LBIH (2025 – present)
- **Founder**, Healthy Hydroponics InnoTech Inc. (2022 – present)
- **Co-founder and Chief Science Officer**, Earth Microbial Public Benefit Corporation (2022 – present)
- **Founder and Chief Science Officer**, Metagenom Bio (2014 – present; CEO since 2021)
- **Founder and Executive Director**, LiftOff Black Entrepreneurship Program (2021 – 2025).
- **Founder and Executive Director**, Lanterna Black Innovation Hub (2025 – present)

Honors and Awards (Selected)

- **Wiley Research Heroes Prize**, inaugural awardee (2024)
- **Research Innovation and Impact Award**, BE-STEMM Conference, Canadian Black Scientists Network (2022)

- **International Award of the Ninth DBN Science and Technology Awards (China) (2015)**
- **Fellowship of Association of Biotechnology and Pharmacy (India) (2015)**
- **NSERC Postdoctoral Fellowship (1991)**

Research and Teaching

Research Interests

- Circular Bioeconomy and Sustainable Development
- Plant-microbe interactions
- Functional metagenomics
- Bioplastics production
- Bacterial genome engineering
- Microbiome analysis and pathogen surveillance

Knowledge and Technology Translation

Research is oriented toward the **Circular Bioeconomy** and focused on sustainable development through an entrepreneurial route.

- **Metagenom Bio** (established 2014) harnesses microbial genomics for environmental and agricultural challenges, leveraging high-throughput sequence analysis of microbial communities.
 - Subsidiary **Healthy Hydroponics InnoTech** specializes in pathogen surveillance services for the controlled environment agriculture sector.
 - Sister company **Earth Microbial** is dedicated to the development and marketing of innovative probiotic products for agriculture and turf applications.
 - Co-founded **MetaCycler BioInnovations** (with trainees) with the aim of converting food waste streams to biodegradable bioplastic materials.
- Founded the **LiftOff Black Entrepreneurship** program (2021-2025), which welcomed over 140 entrepreneurs, and is now the independent non-profit, **Lanterna Black Innovation Hub**.

Funding Highlights (PI/Co-PI/Co-Applicant, Selected since 2021)

Title	Agency	Duration	Total Funding (to Charles Lab/UW)
NSERC Discovery: Biological nitrogen	NSERC	2025-2030	\$310,000

Title	Agency	Duration	Total Funding (to Charles Lab/UW)
fixation for sustainable agriculture			
NSERC Alliance Advantage: Functional Metagenomics... Antibiotic Resistance	NSERC	2024-2026	\$800,000
INSPIRE: Integrated Network for the Surveillance of Pathogens... (Co-App)	Canadian Biomedical Research Fund	2024-2028	\$1,495,000 to UW
Wastewater Surveillance Program – Pearson International Airport	Public Health Agency of Canada	2023-2025	\$687,580
Wastewater Surveillance Initiative	Ontario Ministry of Environment and Climate Change	2021-2025	\$2,108,043
Health Canada COVID-19 Safe Restart Agreement...	Health Canada	2021-2023	\$1,132,750
LiftOff by CCAWR	Black Entrepreneurship Program Ecosystem Fund	2021-2024	\$2,999,687

Publications

Refereed Journal Articles (total 139 published)

<https://scholar.google.ca/citations?user=gTkdyfsAAAAJ&hl=en> (h-index = 51)
<https://orcid.org/0000-0002-0344-5932>

Current Supervision

2 M.Sc., 9 Ph.D., 3 PDF, 3 technical staff, several undergraduates

October 2025

YVERICK RANGOM

50 McCarron Crescent
Waterloo, ON, N2L 5N1
CANADA

ca.linkedin.com/in/yverickrangom
yrangom@uwaterloo.ca
+1 226 753 1850

SUMMARY OF QUALIFICATION

- 3 years of experience as independent research investigator
- 3 years of experience lecturing university-level Chemical engineering courses
- +10 years of experience designing, cycling, analyzing and testing electrochemical cells
- Trained on analytical equipment: SEM, XRD, TGA, Raman and Infrared spectroscopy
- +10 years of experience working in advanced multi-disciplinary research teams
- Licensed Professional Engineer - Professional Engineer Ontario license #100119690
- Canadian and French citizenships – Languages: English (fluent) & French (fluent)

EMPLOYMENT

Assistant Professor – Chemical Engineering 2022 - On-going
University of Waterloo, Waterloo, Ontario - Canada

- Principal Investigator: 3D mesoporous composite materials for Energy Storage Applications
- Lecturer: CHE-102 Chemistry for Engineers; CHE-181 Design Studio 2; CHE-230 Physical Chemistry
- Faculty Lead: Battery Workforce challenge (US-Canada university competition to build a full-size EV battery for a Stellantis RAM ProMasterEV organized by US Department of Energy)

Post-doctoral Fellow – Chemical Engineering 2020 - 2022
University of Waterloo, Waterloo, Ontario – Canada

- **US Patent:** 63/248,293 *Covalently Joined Carbonaceous and Metalloid Powders by Carbide-Based Interconnects and Method of Fabrication for High Performance Electrodes* (2021)

EDUCATION

Doctor of Philosophy – Chemical Engineering 2017 – 2021
The University of Queensland, Brisbane, Queensland – Australia

- Thesis: Manipulating Interfaces for Enabling Fast Charging of Alkali-ion Batteries
- Relevant Projects:
 - *Fast-charging graphite anodes for Li-ion batteries* 2019 - 2020
 - Enabled sustained 5-minute (12C) fast-charging of graphite materials with particle sizes ranging from 50-nm to 23- μ m
 - Devised a SEI formation protocol that reduced formation times from typical several days to less than one hour while increasing cell performance
 - Reduced ion impedance of solid electrolyte interphase (SEI) layers on graphite materials by 88% and improved the overall ion diffusivity of graphite anode by 38%.
 - *Ultra-high rate hard-carbon anodes for Li-, Na- and K-ion batteries* 2017 - 2019
 - Produced CNT-hard carbon composite thin-films with two-orders of magnitude higher charging-rate (361 C) than traditional binder + active material architecture
 - Produced solid electrolyte interphase (SEI) layers with much improved ion transfer properties characterized with thinner thickness and lower ion impedance

Full-time Research Assistant*University of Waterloo*, Waterloo, Ontario – Canada**Masters in Electrical Engineering – Nanotechnology***University of Waterloo*, Waterloo, Ontario – Canada

2011 - 2014

- Thesis: Double Layer Formation and Cation Pseudo-Intercalation Supercapacitor Carbon Nanotube Composite Electrodes With Enhanced Electrochemical Performances

- Relevant Projects:
 - *Ultra-high rate carbon-based supercapacitors* 2012 - 2014
 - o Designed and built nanostructured current collector and matching carbon film for reduced internal resistance
 - o Executed high-cycle rate tests for full characterization of performance in 120 Hz AC-line filtering applications
 - *Lithium-Sulfur electrodes* 2013 - 2014
 - o Developed new electrode chemistry and self-assembly cell chemistry without polymer binders
 - o Performed post-cycling physical and chemical analysis on opened cells to characterize degradation mechanisms (e.g. active material pulverization, sulfate deposition on lithium anode)

- Relevant courses: Nanoscale Phenomena, Solid State Physics & Chemistry, Energy Processing

Honours Bachelor of Science in Physics with 1st class distinction*York University*, Toronto, Ontario – Canada

2007 - 2011

Bachelor of Mechanical Engineering*Université Laval*, Quebec city, Quebec – Canada

2001 - 2006

PUBLICATIONS

- **Yverick Rangom**, Oleksii Sherepenko, Ahad Shafiee, Alek Cholewinski, Kiran Gundegowda Kalligowdanadoddi, Bersu Bastug Azer, Parisa Jafarzadeh, Boxin Zhao, Elliot Biro, Holger Kleinke, Michael A. Pope, *Covalent Carbide Interconnects Enable Robust Interfaces and Thin SEI for Graphite Anode Stability under Extreme Fast Charging*, Advanced Science (2024) 2408277
- **Yverick Rangom**, Timothy T Duignan and X.S. Zhao, *Enabling Fast-charging Lithium-ion Batteries by Manipulating the SEI Layer and with Graphite Nanoparticles*, ACS Applied Materials & Interfaces (2020)
- **Yverick Rangom**, Rohit R. Gaddam, Timothy T. Duignan, Yilan Wu, Zhe Hu and X.S. Zhao, *Li⁺, Na⁺ and K⁺ Storage Behaviour in Carbon Nanoparticles at Extreme Fast Charging Rates*, in preparation (2020)
- **Yverick Rangom**, Rohit R. Gaddam, Timothy T. Duignan, X.S. Zhao, *Improvement of Hard Carbon electrode Performance by Manipulating SEI Formation at High Charging Rates*, ACS Applied Materials & Interfaces (2019) vol 11, no 38, 34796
- **Yverick Rangom**, Shirley Tang, and Linda F. Nazar, *CNT-Based Supercapacitors with Excellent ac Line Filtering and Rate Capability via Improved Interfacial Impedance*, ACS Nano (2015) vol. 9, no. 7, 7248
- Xiao Liang, **Yverick Rangom**, Chun Yuen Kwok and Linda F. Nazar, *Interwoven MXene Nanosheet/Carbon Nanotube Composites as Li-S Cathode Hosts*, Advanced Materials (2016) vol 29, no 3, 1603040
- Mayhar Mazloumi, Samaneh Shadmehr, **Yverick Rangom**, and Linda F. Nazar, *Fabrication of Three-Dimensional Carbon Nanotube and Metal Oxide Hybrid Mesoporous Architectures*, ACS Nano (2013) vol. 7, no. 5, 4281

OTHER WORK EXPERIENCE**Newspaper Head of Photography**,

2003 – 2005

Impact Campus, Laval University, Quebec city, Quebec - Canada

- Supervised the transition of the newspaper to digital photography which greatly reduced delays for publication
- Managed a team of photographers and staff for getting publishable photographs of events

Assistant to Lead Mechanic and Body Shop manager,

Summer 2000

Auto GM, Le Lamentin, Martinique - French Caribbean

- Managed and filed customer requests for repairs to their vehicles
- Catalogued spare part in electronic inventory system and dispatched required parts to mechanics

VOLUNTEER EXPERIENCE**Founder and President,**

2006 - 2014

Association des Régions Françaises d'Amérique au Québec, Canada/Caribbean

- Coordinated official promotion of international studies to Head of high schools as well as local elected officials
- Designed and published the first website allowing Caribbean students to apply directly for admission in select French Canadian universities as well as applying for study permit -www.arfaq.ca-
- Successfully inspired nine young adults to make the jump and come study in Canada

AWARDS

• University of Queensland Research Training Scholarship	\$28092/year	2017-2020
• Faculty of Engineering Award	\$1250	2014
• Ontario Graduate Scholarship recipient	\$15 000	2012
• WIN Nanofellowship recipient	\$10 000	2011
• President's Graduate Scholarship	\$5 000	2011
• Emeritus Professors Prize	\$1 000	2010
• National Science and Engineering Research Council	\$8 000	2010
• Physics department R.M. Hobson Prize recipient	\$250	2009
• York International Internship Award	\$3 000	2008

PERSONAL ACCOMPLISHMENTS/INTERESTS

- Member of the Golden Key International Honour Society (since 2011)
- Presented with a Letter of Recognition for significant International Experience by York University Associate Vice-President (March 2010)
- Awarded highest honours for photography from Université Laval -*Muse of Photography* 2003- which granted me an internship in city-wide newspaper *Le Soleil* (summer 2003)
- Written and published a philosophy essay (June 2001) represented in the National Library of France
- Amateur long-distance cyclist

APPENDIX B. Letters of Support

Faculty and Department/School Endorsements

- **Faculty of Arts** – Dean, Chairs (Departments of History, Political Science, Communication Arts, and English Language & Literature) and Director (Stratford School of Interaction Design and Business)
- **Faculty of Health** – Dean, Chairs (Departments of Kinesiology & Health Sciences and Recreation & Leisure Studies), and Director (School of Public Health Sciences).
- **Faculty of Environment** – Dean
- **Faculty of Mathematics** – Dean
- **Faculty of Science** – Associate Dean, Research (Dean Delegate)
- **Faculty of Engineering** – Associate Dean, Research (Dean Delegate)

Institutional Offices and Innovation Hubs Endorsements

- **Office of the Associate Vice-President, Equity, Diversity, Inclusion & Anti-Racism** (EDI-RO) – Associate Vice-President
- **Lanterna Black Innovation Hub** (LBIH) – Founder & Executive Director
- **Velocity** – Senior Director, Founder Development

November 10, 2025

Charmaine Dean

Vice President, Research & International

Re: Support for the Establishment of the Pan-African Initiative for Research (PAIR)

Dear Professor Dean,

On behalf of the Faculty of Arts and its constituent schools and departments at the University of Waterloo, we are pleased to offer our full support for the establishment of the **Pan-African Initiative for Research (PAIR)** as a formal research group within the University. This initiative aligns powerfully with our Faculty's strategic vision, "*A Future for Humanity*," and reflects our commitment to interdisciplinary scholarship, inclusive excellence, and global engagement.

PAIR represents a transformative opportunity to advance research that is rooted in African and Afro-diasporic knowledge systems, community engagement, and decolonial methodologies. Its mission to "pair" Waterloo researchers with Pan-African scholars and communities resonates deeply with our Faculty's priorities for change, particularly:

- **Building Connection through Interdisciplinarity:** PAIR's design brings together scholars from history, literature, political science, public health, and environmental studies, among others, to address complex global challenges. This model exemplifies the kind of interdisciplinary collaboration our Faculty seeks to foster.
- **Effecting Social Impact:** PAIR's commitment to ethical, reciprocal partnerships and community-based research reflects our values of social justice, equity, and compassion. Its work will contribute meaningfully to reducing harms and advancing human dignity across borders.
- **Fostering Student Agency:** Through mentorship, fellowships, and curriculum development, PAIR will empower Black and Pan-African students and early-career researchers to lead in shaping knowledge and policy. This aligns with our goal to prepare students for life and work in a culturally complex and technologically driven world.

We are proud that several PAIR founding members are faculty within Arts, including Professors Christopher Taylor, Naila Keleta-Mae, and Paul Ugor, whose scholarship and



leadership have already made significant contributions to Black Studies, cultural expression, and global justice. Their involvement ensures that PAIR will be grounded in rigorous, community-rooted research and pedagogy.

In light of PAIR's alignment with our Faculty's mission, values, and strategic priorities, we strongly endorse its formal recognition as a research group. We look forward to working collaboratively with PAIR to advance interdisciplinary research, inclusive education, and global impact.

Sincerely,

Professor Alexie Tcheuyap

Dean, Faculty of Arts
University of Waterloo

This letter is endorsed by the Chairs of the following departments and schools within the Faculty of Arts:

Dr. Jay Dolmage – Chair, Department of English Language and Literature

Dr. Dan Gorman – Chair, Department of History

Dr. Jasmin Habib – Chair, Department of Political Science

Dr. Gerald Voorhees – Chair, Department of Communication Arts

Dr. Jessica Thompson – Director, Stratford School of Interaction Design and Business



November 10, 2025

Charmaine Dean
Vice President, Research & International
University of Waterloo
200 University Avenue West
Waterloo, Ontario, N2L 3G1

Re: Support for the Establishment of the Pan-African Initiative for Research (PAIR)

Dear Professor Dean,

The Faculty of Health, with its schools and departments, at the University of Waterloo enthusiastically supports the establishment of the Pan-African Initiative for Research (PAIR) as a formal research group—an initiative that speaks to the future of global health equity and interdisciplinary collaboration.

PAIR's mission to advance interdisciplinary, community-rooted, and globally engaged research across Pan-African spaces aligns with our Faculty's commitment to building healthy futures—a core pillar of the University's Global Futures framework. As health systems around the world face increasing complexity, demographic shifts, and persistent inequities, PAIR offers a timely and transformative network for advancing inclusive, collaborative, and globally engaged research.

The Faculty of Health is home to scholars and programs whose work directly supports PAIR's mission. For example, our collaborative PhD in Aging, Health and Well-being—the first of its kind in Canada—offers an interdisciplinary platform for creating a healthy future for aging populations. We are also pleased that PAIR includes core members from our Faculty, including Dr. Charity Oga-Omenka, whose research focuses on health systems strengthening and infectious disease policy in African contexts, and Dr. Karim Wissa, whose work spans global health systems and equity.

Additional faculty members whose work aligns with PAIR include Dr. Warren Dodd, who conducts community-based global health research in East Africa, Central America, and Southeast Asia, focusing on migration, food security, and climate change; Dr. Zahid Butt, who applies the syndemic framework to infectious disease and health equity, with global collaborations through WHO and UNICEF; and Dr. Plinio Morita, who leads research in digital health and climate-responsive technologies, with international partnerships supporting maternal and child health in low- and middle-income countries.



PAIR's focus on health equity, migration, climate justice, and community-based research complements our Faculty's strategic priorities to:

- Leverage interdisciplinary strengths to address real-world health challenges;
- Catalyze partnerships across campus and with global communities;
- Advance equity, diversity, and inclusion in health research and education;
- Support emerging scholars through mentorship and collaborative networks.

As we move toward the University's centennial vision, **Waterloo at 100**, the Faculty of Health looks forward to collaborating with PAIR and supporting its efforts to shape the future of health research through interdisciplinary excellence, inclusive partnerships, and global impact.

Sincerely,

Lili Liu
Dean, Faculty of Health
University of Waterloo

Signed in support by Chairs and Directors of the following departments and schools:

Ellen MacEachen
Director, School of Public Health Sciences

Heather Mair
Chair, Department of Recreation and
Leisure Studies

Russell Tupling
Chair, Department of Kinesiology and
Health Sciences



November 10, 2025

Charmaine Dean
Vice President, Research & International
University of Waterloo
200 University Avenue West
Waterloo, Ontario, N2L 3G1

Re: Support for the Establishment of the Pan-African Initiative for Research (PAIR)

Dear Professor Dean,

The Faculty of Environment at the University of Waterloo is pleased to offer its full support for the establishment of the Pan-African Initiative for Research (PAIR) as a formal research group.

PAIR's vision—to advance interdisciplinary, community-rooted, and globally engaged research across Pan-African spaces—resonates with the Faculty's strategic direction as outlined in *Environment 2035*, our roadmap toward a sustainable and inclusive future. PAIR's emphasis on climate justice, migration, health equity, and cultural resilience reflects the kind of transformative scholarship our Faculty is proud to champion.

As the University of Waterloo moves toward its centennial vision, Waterloo at 100, PAIR exemplifies the kind of bold, globally connected, and equity-driven research that will define our next century. Its leadership in bridging academic and community knowledge systems, supporting emerging scholars, and co-creating solutions with partners across the African diaspora aligns with our Faculty's priorities to

- connect research and teaching to the world's most pressing challenges;
- collaborate across disciplines and sectors to foster innovation;
- advance Indigenous and equity-focused initiatives that promote justice and sustainability; and,
- mobilize knowledge in ways that are inclusive, accessible, and impactful.

We are especially proud that PAIR includes core members from our Faculty, including professors Helena Shilomboleni and Felicitas Egunyu, whose work in sustainability, Indigenous knowledge systems, and community engagement exemplifies the kind of leadership PAIR would bring to Waterloo.

The Faculty of Environment looks forward to future collaborations with PAIR that strengthen our shared commitment to interdisciplinary excellence, global engagement, and inclusive research leadership.

Sincerely,



Bruce Frayne, Dean
Faculty of Environment
University of Waterloo
200 University Avenue West
Waterloo, ON N2L 3G1 CANADA





Faculty of Mathematics
200 University Avenue West
Waterloo, ON, N2L 3G1

email: jochen@uwaterloo.ca
www.math.uwaterloo.ca/~jochen
www.linkedin.com/in/jkoenemann

November 12, 2025

Re: Support for the Establishment of the Pan-African Initiative for Research (PAIR)

Dear Professor Dean,

The Faculty of Mathematics affirms its support for the formal establishment of the Pan-African Initiative for Research (PAIR) as a research group at the University of Waterloo.

PAIR's vision for globally engaged and interdisciplinary research aligns with our faculty's commitment to advancing mathematical and computational knowledge through inclusive collaboration and international partnerships. As articulated in the University's Waterloo at 100 vision, we are focused on building research and education ecosystems that respond to complex global challenges with creativity, rigour, and equity.

Dr. Ian Vanderburgh's involvement in PAIR reflects the Faculty's longstanding commitment to outreach, education, and global engagement. His leadership in mathematics education has shaped national and international programming, including curriculum development, teacher training, and digital learning platforms that have reached millions of learners. His work with educators across Africa and his strategic leadership in enrolment and outreach exemplify the values of accessibility, excellence, and global citizenship that PAIR seeks to advance.

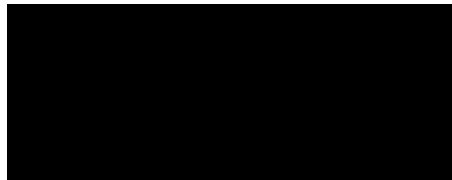
The Faculty of Mathematics also maintains an active partnership with the African Institute for Mathematical Sciences (AIMS), a pan-African network of postgraduate centres dedicated to advancing STEM education and research. Through this collaboration, Waterloo supports scholarships for AIMS alumni, facilitates guest teaching and tutoring by our faculty and graduate students, and contributes to capacity-building initiatives across the continent. These efforts reflect our commitment to reciprocal, ethical partnerships and the co-creation of knowledge with African institutions.

PAIR offers a timely and necessary platform to deepen these connections and expand interdisciplinary engagement across mathematics, computer science, and statistics. The Faculty of Mathematics looks forward to supporting PAIR's growth as part of our shared commitment to global impact, inclusive excellence, and transformative research.

**MIDTERM EXAMINATION
CO456, Fall Term 2018**

Yours sincerely,

SOLUTIONS



Jochen Koenemann
Professor and Dean
Faculty of Mathematics

November 12, 2025

Charmaine Dean
Vice President, Research & International
University of Waterloo
200 University Avenue West
Waterloo, Ontario, N2L 3G1

Re: Support for the Establishment of the Pan-African Initiative for Research (PAIR)

Dear Professor Dean,

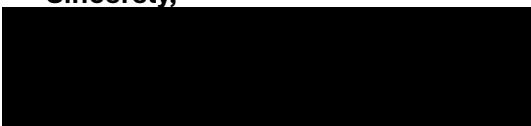
The Faculty of Science, with its departments and schools, strongly supports the formal establishment of the Pan-African Initiative for Research (PAIR) as a research group at the University of Waterloo.

PAIR's interdisciplinary and globally engaged approach aligns with the Faculty's commitment to advancing scientific discovery through collaboration, inclusive excellence, and research that addresses complex societal and environmental challenges. Several of PAIR's thematic areas intersect meaningfully with the Faculty's strategic directions, which emphasize innovation, impact, and responsiveness to global needs across health, environment, sustainability, and beyond.

We are proud to have Professor Trevor Charles among PAIR's founding members. His leadership in microbiology, genomics, and community-engaged science exemplifies the calibre of research excellence within our faculty. Many researchers in our faculty bring deep expertise and longstanding international collaborations that align with PAIR's vision for globally networked, interdisciplinary research, including Professors Mark Servos, Brian Dixon, Abiola Olaitan, Conrad Giresse Tetsassi Feugmo, and Hugh Broders.

We see clear opportunities for collaboration across departments and with PAIR's international networks, particularly in areas such as biodiversity, health systems, and sustainable development. The Faculty of Science looks forward to supporting PAIR's growth as part of our shared commitment to research excellence, global engagement, and institutional transformation.

Sincerely,


Todd Holyoak
Assoc. Dean, Discovery, Innovation, and Mobilization

Delegate for Chris Houser, Dean

Faculty of Science
University of Waterloo

November 12, 2025

Charmaine Dean
Vice President, Research & International
University of Waterloo
200 University Avenue West
Waterloo, Ontario, N2L 3G1

Re: Support for the Establishment of the Pan-African Initiative for Research (PAIR)

Dear Professor Dean,

The Faculty of Engineering supports the idea of establishing a Pan-African Initiative for Research (PAIR) as a research group at the University of Waterloo.

PAIR's vision for globally networked and interdisciplinary research aligns with our faculty's strategic aspiration to lead in addressing generational challenges through innovation, entrepreneurship, and inclusive collaboration. As outlined in our 2025–2030 strategic plan *Where Excellence Thrives*, Waterloo Engineering is committed to building a better future by connecting knowledge, curiosity, and ambition across disciplines and borders. PAIR's emphasis on community-rooted research and ethical partnerships reflects our values of responsibility, excellence, and inclusive innovation.

We are glad that Dr. Yverick Pascal Rangom is among PAIR's founding members. His work in energy systems and materials science contributes to PAIR's broader goals of sustainability and technological advancement. Many researchers in our faculty bring deep international experience and collaborative networks that complement PAIR's goals, particularly in areas such as climate-resilient infrastructure, biomedical innovation, and digital equity. Programs such as Biomedical Engineering, Nanotechnology Engineering, and initiatives within the Conrad School of Entrepreneurship and Business offer platforms for interdisciplinary engagement that could support PAIR's objectives through potential engagement of faculty members from these academic units.

As Waterloo advances its *Waterloo at 100* vision and the five Global Futures—Societal, Health, Sustainable, Technological, and Economic—PAIR seems to provide a timely and useful framework for engaging African and Afro-diasporic communities in co-creating solutions to shared challenges. The Faculty of Engineering looks forward to supporting PAIR's growth as part of our shared commitment to global impact, inclusive excellence, and transformative research.

Sincerely,



Dr. Hassan Baaj
Associate Dean, Research and External Partnerships
Faculty of Engineering
University of Waterloo



November 12, 2025
Charmaine Dean
Vice President, Research & International
University of Waterloo
200 University Avenue West
Waterloo, Ontario, N2L 3G1

Re: Support for the Establishment of the Pan-African Initiative for Research (PAIR)

Dear Professor Dean,

It is with great enthusiasm and unwavering support that I endorse the establishment of the Pan-African Initiative for Research (PAIR) at the University of Waterloo. As AVP, Equity, Diversity, Inclusion, and Anti-Racism (EDI-R), I recognize PAIR as a transformative and visionary research group that will not only elevate the university's global research profile but also address a long-standing institutional gap in our engagement with African and Afro-diasporic knowledge systems.

PAIR represents a bold and necessary step forward in our commitment to equity, diversity, inclusion, and anti-racism (EDI-R). It reimagines EDI-R not as a checklist, but as a dynamic, reciprocal framework rooted in ethical partnerships, community engagement, and decolonial methodologies. This initiative is Black-led by design, and its leadership reflects the intellectual excellence and lived experience of scholars deeply embedded in Pan-African networks. Their work will catalyze interdisciplinary research, foster inclusive education, and build bridges between academic and community knowledge systems.

The Faculty of Arts, my home faculty, is proud to be home to several of PAIR's founding members, whose scholarship and leadership have already made significant contributions to our university and beyond. PAIR's strategic priorities, ranging from research excellence and curriculum development to global engagement and institutional transformation, align seamlessly with the faculty's mission and the university's strategic plan. By supporting PAIR, we are investing in a future where Waterloo is recognized as a global leader in Pan-African and Afro-diasporic research.

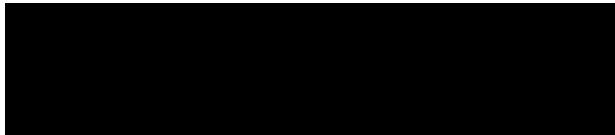
This initiative is critically important to the future of the University of Waterloo. It fills a vital institutional gap by centering Black thought, histories, and futures in our research ecosystem. It also positions Waterloo as a leader in ethical, community-rooted research that responds to global challenges such as climate justice, migration, health equity, and cultural resilience.



I fully support the allocation of resources from the EDI-RO necessary to ensure PAIR's success, including space, and administrative support. I also commit to working collaboratively with other academic support units and faculties to embed PAIR's vision across campus.

PAIR is not just a research group – it is a movement. It is a declaration that the University of Waterloo is ready to lead, listen, and learn in partnership with the Pan-African world.

Sincerely,



Christopher Stuart Taylor, PhD
Associate Vice-President, Equity, Diversity, Inclusion, and Anti-Racism
Associate Professor, Department of History
University of Waterloo





November 6, 2025

To Whom It May Concern,

I am writing with immense enthusiasm and a firm commitment to endorse the formation of the **Pan-African Initiative for Research (PAIR)** at the University of Waterloo. As the **Executive Director of the Lanterna Black Innovation Hub (LBIH)** which will be an active PAIR collaborator, I see this initiative as a **critical institutional investment** that will yield profound benefits for the University's global standing and its innovation ecosystem.

PAIR as a Catalyst for Black-Led Innovation

Our core mission at the Lanterna Black Innovation Hub is to nurture Black-led ventures and drive economic empowerment. We recognize that true innovation is intrinsically linked to robust research and diverse intellectual pipelines. PAIR fills a vital, long-standing gap by **centering Black intellectual traditions, histories, and futures** within our academic framework.

This is not merely an academic exercise; it is an **economic and social imperative**. By generating knowledge rooted in Pan-African and Afro-diasporic experiences, PAIR will directly inform new solutions to global challenges, from climate justice and public health equity to cultural resilience and ethical technology adoption. This research forms the necessary foundation for the next generation of Black innovators and entrepreneurs.

A Visionary Approach to Global Engagement and EDI-R

PAIR is designed to be **Black-led**, ensuring its methodologies are reciprocal, community-engaged, and deeply ethical. It shifts the conversation around **Equity, Diversity, Inclusion, and Anti-Racism (EDI-R)** away from mere compliance and toward dynamic, transformative scholarship.

This initiative positions the University of Waterloo as a **global leader** in fostering authentic, decolonial partnerships. The work of PAIR's founding members, scholars of exceptional intellectual caliber, is essential for building bridges between academic thought and tangible community impact, a hallmark of our shared commitment to institutional transformation.

Commitment and Resources for Success

The Lanterna Black Innovation Hub is proud to commit to **active, ongoing collaboration** with PAIR. Our support extends beyond endorsement; we will work to create direct pathways for **research translation, knowledge mobilization, and community impact**, ensuring PAIR's scholarship directly informs the innovation landscape.



I strongly advocate for the **full allocation of necessary University resources**, including administrative support and dedicated space, to ensure PAIR's long-term success. Supporting PAIR is supporting a future where Waterloo is recognized globally not only for its technical prowess but also for its ethical, world-changing research and its commitment to centering Black excellence.

PAIR is more than a research group; it is a **declaration of intellectual and institutional maturity**. It shows that the University of Waterloo is ready to partner, lead, and learn with the Pan-African world.

Sincerely,

[Redacted]
Trevor C. Charles, Ph.D.
Founder and Executive Director
Lanterna Black Innovation Hub
tcharles@lbih.org

Charmaine Dean
Vice President, Research & International
University of Waterloo
200 University Avenue West
Waterloo, Ontario, N2L 3G1

November 12, 2025

Re: Support for the Establishment of the Pan-African Initiative for Research (PAIR)

Dear Charmaine,

Velocity is proud to offer its full support for the establishment of the Pan-African Initiative for Research (PAIR) at the University of Waterloo as a formal research group.

At Velocity, we recognize the immense value PAIR brings to the university and beyond. As the University of Waterloo's flagship entrepreneurship centre, Velocity has supported the creation of over 500 companies, trained by more than 1,200 founders, with a combined enterprise value exceeding \$40 billion. Our ecosystem thrives on bold ideas, inclusive innovation, and the translation of ideas and research created at UWATERLOO into sustainable products, services, and processes. PAIR's emphasis on knowledge translation, global and community engagement, and capacity building resonates well with our mission.

We are pleased that Dr. Grace Gomashie, a key member of our innovation community, is the Director Designate of PAIR. As an accomplished researcher and strategic leader, she excels in connecting people, ideas, and perspectives. Her work supporting health tech startups, building strategic partnerships, navigating complex systems, and advancing equity-focused research reflects the values we uphold at Velocity and across the University of Waterloo; to think differently, act with purpose, and work together.

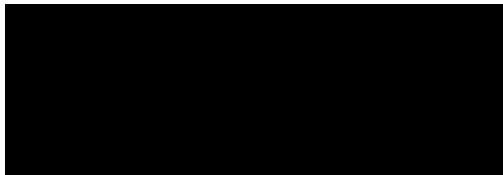
We see significant opportunities for collaboration between PAIR and Velocity, including:

- The support of **international partner-led innovation** through mentorship, commercialization pathways, and product development labs.
- Helping researchers translate **ideas into impact** across pressing challenges in health, society, economy, environment, and technology.
- Advancing **inclusive innovation** by working with global partners to co-create solutions that are ethical, sustainable, and scalable.

- Building **strategic partnerships** that connect researchers, entrepreneurs, and communities across borders.

Velocity is excited to support and collaborate with PAIR to strengthen Waterloo's leadership in global research, innovation, and entrepreneurship.

Sincerely,



John A.G. Dick, PhD, MBA
Senior Director, Founder Development
Velocity
University of Waterloo