

Senate Executive Committee

Open & Confidential Session

April 20, 2026

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

Needles Hall

NH 3318

Waterloo Campus

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2026 04 20 Senate Executive Committee Meeting Book

AGENDA

	1. Governance Resources		
	Link to Governance Resources		
	2. OPEN SESSION		
3:30 p.m.	3. Approval of the Minutes		
	3.1 Conflict of Interest	Information	3
	3.2 Minutes of the March 24, 2026 Meeting	Decision	4
	3.3 Business Arising from the Minutes	Information	
3:35 p.m.	4. Reports to the Senate Executive Committee		
	4.1 Senate Engagement Working Group Update	Information	6
3:50 p.m.	5. Senate Agenda Preparation		
	5.1 Senate Work Plan 25/26	Information	23
	5.2 Draft May 4, 2026 Senate Meeting Book	Decision	24

8. Other Business

9. Adjournment

The next meeting of the Senate Executive Committee will be held on May 25, 2026 from 3:30 p.m. - 4:30 p.m.

For Approval

Open Session

To: Senate Executive Committee

From: Ashley Day
Associate University Secretary

Date of Meeting: April 20, 2026

Agenda Item: **3. Approval of Minutes and Business Arising**

3.1 Conflict of Interest

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

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

3.2 Minutes of the March 24, 2026 Meeting

Motion: To approve the minutes of the March 24, 2026 Senate Executive Committee meeting, as distributed/amended.

Documentation Provided:

- Minutes of the March 24, 2026 Meeting

3.3 Business Arising from the Minutes

Any matters of business arising will be addressed through the balance of the agenda.

University of Waterloo
SENATE EXECUTIVE COMMITTEE
Minutes of the March 24, 2026 Meeting

Present: Ashley Day (Secretary), Laura Deakin, Tom Duever, Mark Ferro, Vivek Goel (Chair), Nadine Ibrahim, Blake Madill, Damian Mikhail, David Porreca, Rida Sayed, Jessica Rindlisbacher, Mark Seasons, James Skidmore, Justin Wan

Resources: David DeVidi, Jenny Flager-George, Andrea Kelman, Tony Ly

Guests: Nasser Abukhdeir, James Nugent

Regrets: Vikas Gupta, Carol Ann MacGregor

1. Governance Resources

This item was provided for information only.

2. Open Session

3. Approval of Minutes

3.1 Conflict of Interest

There were no conflicts of interest declared.

3.2. Minutes of February 17, 2026 Meeting

A motion was heard to approve the minutes of the February 17, 2026 meeting, as distributed. Seasons and Porreca. Carried.

3.3 Business Arising from the Minutes

The Senate Alternative Credentials Committee proposal, which was deferred at the previous Senate meeting, will continue to be developed based on feedback received. The Secretariat will meet with David DeVidi and Tom Duever to discuss next steps.

The proposal for a Senate Academic Innovation Committee, submitted by Senator Nasser Abukhdeir, has been reviewed by Senate Undergraduate Council (SUC) and Senate Graduate Council (SGC). Feedback identified potential duplication with existing committee mandates. The Secretariat will continue to work with Senator Abukhdeir to address this feedback.

4. Reports to the Senate Executive Committee

4.1. Senate Engagement Working Group Update

Laura Deakin, Co-Chair of the Senate Engagement Working Group, provided a verbal update on the group's progress. Draft rules of procedure, roles and responsibilities, and proposed amendments to Senate Bylaw 1 are expected to be presented to the Senate Executive Committee (SEC) and Senate in April. Deakin noted that there has been engagement from the Senate community through email and the online feedback form.

5. Senate Agenda Preparation

5.1. Senate Work Plan 25/26

This item was provided for information only.

5.2. Draft April 6, 2026 Senate Meeting Book

The Chair gave an over of the main items on the April Senate agenda. Prior to the motion to approve the agenda was heard, members reviewed and discussed two items under other business.

A motion was heard that the Senate Executive Committee approve the April 6, 2026 Senate agenda as amended. Deakin and Madill. Carried.

6. Other Business

The Chair noted that the Secretariat had received two independent communications on behalf of SEC. The first communication from student senator, A. Chang, presents a motion for the establishment of a new student bursary that would provide current and incoming Ontario domestic undergraduate and graduate students enrolled in OSAP eligible programs with \$800,000 in non-repayable, need-based financial aid annually starting in Fall 2026. Damian Mikhail, President of the Waterloo Undergraduate Student Association (WUSA), spoke further to the motion and its recent support from WUSA's Advocacy Affairs Committee.

Members discussed current student grants and bursaries including the mandated tuition set-aside and increases to University support for needs-based student financial aid, the impact of OSAP changes on lower-income students, and the need for the Provincial government to update information on financial accessibility as a result of the OSAP changes.

The Chair noted that while the Senate and Board recommend and approve a high-level budget, how the money is allocated is an operational decision made by programs and departments. The Chair offered to work with Mikhail on a statement to the community on how the University is working on supporting students, including information on what has already been committed to in the 2026-27 Operating Budget report.

The Chair proposed more information be gathered, including the pending OSAP calculations, before the motion is considered. Members agreed with this proposed approach.

The second communication from faculty senator, J. Nugent, presents a motion for Senate to form an ad hoc Senior Leadership Review Committee to make recommendations to the Board of Governors regarding compensation for senior executives and key administrative positions at the University. The Chair noted that currently, executive compensation is governed by the *Broader Public Sector Executive Compensation Act, 2014*, and oversight of all compensation matters lies with the Board's Governance and Leadership Committee.

The Chair invited Nugent to speak to the proposed motion. Nugent clarified that his motion is based on his interpretation of the *University of Waterloo Act, 1972*, under which Senate may make recommendations to the Board on operational matters, including internal resource allocation, but does not have decision-making authority. Nugent noted that Senate has limited visibility into these processes, with only limited public information available, and that the relevant Board committee meets in camera and does not share information on senior compensation, despite the significant resources involved.

Members discussed the existing Board oversight of senior leadership compensation. The Chair added that the Board Governance and Leadership Committee's mandate was recently updated to strengthen language and codify this responsibility on behalf of the Board.

The Chair proposed that the request to better understand the review process for senior leadership compensation be directed to the Board Chair, and that a report on this matter from the Governance and Leadership Committee be provided to the Board. The report would then be available to Senators to enhance transparency. Members agreed with this proposed approach.

It was agreed that both communications would be provided to Senate for information and transparency of the Committee's deliberations and decision.

7. Adjournment

The meeting adjourned at 4:27p.m. It was noted that the next meeting of the Senate Executive Committee will be held on April 20, 2026, from 3:30 p.m. - 4:30 p.m.

March 26, 2026

Ashley Day
Associate University Secretary

For Information**Open Session**

To: Senate Executive Committee

From: Laura Deakin
Marcus Shantz
Co-Chairs, Senate Engagement Working Group

Date of Meeting: April 20, 2026

Agenda Item: **4.1 Senate Engagement Working Group Update**

Summary

On September 22, 2025, Senate passed a motion to establish an ad hoc working group to review current practices and opportunities to enhance senator engagement. Over the past several months, the Senate Engagement Working Group has met regularly as part of its mandate to strengthen senate engagement and effectiveness. Through these discussions, the Working Group has developed a suite of governance and procedural documents intended to reduce barriers to participation, enhance transparency, and support meaningful engagement by senators. The resulting proposals reflect shared discussion, consensus-building, and a common commitment to transparency and participation.

Building on the Working Group's recent discussions and document development, and subject to Senate Executive Committee's approval of the May Senate agenda, proposed amendments to Bylaw 1 will be brought forward for a first reading. The SEWG is also planning to host an engagement event for all senators prior to the June Senate meeting to seek feedback on the proposed documents. It is anticipated that the Rules of Procedure, Roles and Responsibilities, and Membership and Elections Guidelines will be brought forward to Senate for endorsement at the June meeting.

Summary of Proposed Amendments to Bylaw 1:

- 1.02 has been updated for currency and to reflect roles provided for in the University of Waterloo Act or roles that Chair a committee or council of Senate
- 3.04ai has been added to clarify that a special meeting of Senate may also be called at the sole discretion of the chair
- 3.04iii has been updated to remove duplication of language and add reference to section 3.04.1
- 3.04b is now covered under 3.04.1bi
- 3.04.1 prescribes requirements for the submission of special meeting requests, clarifies the authority of the Senate Executive Committee, and provides a mechanism for appeal
- 3.05 has been added to clarify the technical requirements, participation, and voting of members attending meetings online

- 6.02 has been expanded to allow members of the University community to observe meetings virtually via broadcast
- 7.01 has been updated to reflect the need for more transparent governing documents that provide clear guidance on the classification of confidential materials. The Board has recently approved confidential and in camera guidelines, and it is recommended that the Senate adopt a similar governing document.
- 10.01 has been subsumed under 9.02
- 12.01 has been removed to reflect the restructuring of the Senate Finance Committee and the Senate Long-Range Planning Committee into a single governance body
- Section 16 introduces and defines formal and informal meeting formats, including procedures, limitations, and discretion for informal sessions

Rules of Procedure of the University of Waterloo Senate

The Rules of Procedure provide a formal framework to ensure Senate business is conducted in an orderly, transparent, respectful, and equitable manner. They supplement the Senate's bylaws and the *University of Waterloo Act, 1972*, which remain the primary governing authorities. Where these rules are silent, *Bourinot's Rules of Order* apply.

The document aims to provide clarity on issues identified by senators as barriers to participation and engagement:

- How to add an item to the agenda
- Limitations on speaking time and order of speakers
- Clarifying abstentions and requirements for online voting/participation
- Opportunities for informal discussion sessions
- Motions to extend the meeting time
- How matters beyond Senate's Jurisdiction may be dealt with

Jurisdiction

In accordance with the Senate Engagement Working terms of reference:

2. Responsibilities

- Review existing governance frameworks and processes as outlined in the work plan, including but not limited to:
 - *Rules of Order*: Review current practices and make recommendations as determined appropriate regarding expectations for participation in Senate processes, discussions, and committees/councils.
- Consult with senators and stakeholders to gather input, as applicable to the working groups mandate,
- Draft documents, reports, and recommendations for consideration

Documentation

- Proposed Amendments to Bylaw 1
- Draft Rules of Procedure of the University of Waterloo Senate

Proposed Amendments to Senate Bylaw 1

A bylaw relating generally to the business and affairs of Senate of the University of Waterloo, and its Committees and Councils.

BE IT ENACTED as a bylaw of Senate of the University of Waterloo, as follows:

1. Interpretation

1.01	In all the bylaws of Senate,	
	a.	"year" means the twelve-month period dating from September 1 of one year to August 31 of the succeeding calendar year.
	b.	"Senate" means Senate of the University of Waterloo.
	c.	"Executive Committee" means the Executive Committee of Senate as established in the Senate bylaws.
1.02	Throughout all the bylaws of Senate of the University of Waterloo:	
	a.	Where the title "president" appears, an acting president or president pro tem, so designated by the Board of Governors, shall serve in the place of the president, with the latter's full rights and responsibilities.
	b.	Where the title "vice-president, academic & provost" appears, an acting vice-president, academic & provost or vice-president, academic & provost pro tem, so designated by the president and/or the Board of Governors, shall serve in the place of the vice-president, academic & provost, with the latter's full rights and responsibilities.
	c.	Where the title "vice-president, administration & finance" appears, an acting vice-president, administration & finance or vice-president, administration & finance pro tem, so designated by the president, shall serve in the place of the vice-president, administration & finance, with the latter's full rights and responsibilities.

d.	Where the title "vice-president, advancement and external relations" appears, an acting vice-president, advancement or vice-president, advancement pro tem, so designated by the president, shall serve in the place of the vice-president, advancement, with the latter's full rights and responsibilities.
e.	Where the title "vice-president, university relations" appears, an acting vice-president, university relations or vice-president, university relations pro tem, so designated by the president, shall serve in the place of the vice-president, university relations, with the latter's full rights and responsibilities.
f.	Where the title "vice-president, research and international" appears, an acting vice-president, research and international or vice-president, research and international pro tem, so designated by the president and/or the Board of Governors, shall serve in the place of the vice-president, research and international, with the latter's full rights and responsibilities.
g.	Where the title "associate vice-president, academic" appears, an acting associate vice-president, academic or associate vice-president, academic pro tem, so named to serve by the president, shall serve in the place of the associate vice-president, academic, with the latter's full rights and responsibilities.
h.	Where the title "associate vice-president, graduate studies and postdoctoral affairs" appears, an acting associate vice-president, graduate studies and postdoctoral affairs or associate vice-president, graduate studies and postdoctoral affairs pro tem, so named to serve by the president, shall serve in the place of the associate vice-president, graduate studies and postdoctoral affairs, with the latter's full rights and responsibilities.
i.	Where the title "deputy provost, integrated planning and budgeting" appears, an acting deputy provost, integrated planning and budgeting or deputy provost, integrated planning and budgeting pro tem, so designated by the president, shall serve in the place of the deputy provost, integrated planning and budgeting, with the latter's full rights and responsibilities.
j.	Where the titles "dean of each faculty" appear, an acting dean, or dean pro tem, so named to serve by the vice-president, academic & provost, shall serve in the place of the dean, with the latter's full rights and responsibilities.

2. Schedule of meetings

2.01	The schedule of meetings for Senate and its committees and councils shall be approved by the chair of Senate and published by the Secretariat prior to the new year.
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3. Meetings of Senate

3.01	<p>General meetings</p> <p>Senate shall normally hold eight (8) general meetings during each year. Notice of each meeting shall be communicated to the university community in such places and ways as may be designated from time to time by Senate.</p>
3.02	<p>Place of meetings</p> <p>Meetings of Senate may be held:</p> <ul style="list-style-type: none">a. in-person upon the campus of the university, or;b. via telephone, electronic or other communications facilities that permit all participants to communicate with each other during the meeting, orc. in-person upon the campus of the university with simultaneous participation via telephone, electronic or other communications facilities that permit all participants to communicate with each other during the meeting. <p>The specific space of any given meeting shall be at the sole approval of the chair of Senate and shall be communicated with the notice of agenda as in section 3.03 of this bylaw.</p>
3.03	<p>Notice of an agenda and background material for general meetings</p> <p>Notice in writing of each general meeting and the agenda and available background material for any such meeting, shall be available to all members of Senate at least seven (7) days prior to the date of each such meeting.</p>

3.04	<p>Special meetings</p> <p>a. Special meetings of Senate shall be called by one of the following:</p> <ul style="list-style-type: none"> i. The chair of Senate, in the case of extraordinary circumstances (including, without limitation, time-sensitive appointments requiring approval by Senate and the Board of Governors) or emergency situations, as determined by the chair in the chair's sole discretion; ii. The chair of Senate, upon the receipt of a request of the Executive Committee for such meeting; or iii. The secretary of Senate, upon receipt by the secretary of a written request for such meeting signed by at least twenty (20) members of Senate, subject to 3.04.1 below. <p>b. Special meetings shall be called promptly.</p> <p>c. Notice in writing of each special meeting, together with the agenda and available background material shall normally be available to each member of Senate at least seven (7) days prior to the date of the meeting, provided that the chair of Senate shall have the power and authority to abridge such seven-day period when, in the chair's absolute discretion, the urgency of any item of business to be dealt with at such meeting so requires.</p> <p>d. Notice in writing of each special meeting shall be communicated to the university community in such places and ways as may be designated from time to time by Senate.</p>
3.04.1	<p>a. A request for a special meeting pursuant to 3.04(iii) shall</p> <ul style="list-style-type: none"> i. include a brief description of the proposed item, along with the text of the proposed motion, ii. be submitted to the secretary during normal business hours not less than twenty-four (24) hours before the start of a scheduled Senate Executive Committee meeting, <p>b. Upon receipt of a request for a special meeting pursuant to 3.04(iii), the Secretary shall forward the request to the Senate Executive Committee, which may decide to:</p> <ul style="list-style-type: none"> i. promptly call the meeting, ii. refer the matter to a committee or other body of Senate, or iii. not call the meeting, on the grounds that item is outside the jurisdiction of Senate or is otherwise not appropriate for inclusion on the agenda. <p>c. If the Senate Executive Committee decides not to call a meeting requested under 3.04(iii), or to refer the matter,</p> <ul style="list-style-type: none"> i. the secretary shall promptly notify all members of Senate with written notice of the decision and a brief explanation, and

	<p>ii. the decision may be appealed by motion approved by the affirmative vote of a simple majority of members present and voting at the next regular meeting of Senate, (or, in the event that no regular meeting of Senate is scheduled within four weeks, by an electronic vote organized by the secretary) whereupon the chair or secretary shall promptly call the special meeting, with notice provided pursuant to 3.04(b) and 3.04(c) above.</p>
3.05	<p>Participation and voting in online meetings</p> <p>Where a meeting is conducted in whole or in part by electronic means, the chair shall ensure that:</p> <ul style="list-style-type: none"> a. all participants are able to hear and be heard by one another; b. procedures are in place for recognition of speakers; c. votes can be taken and recorded in a manner that ensures accuracy and integrity. <p>Members participating electronically shall be deemed present for purposes of quorum and voting.</p>

4. Committees and councils - agenda and background material to be available

4.01	<p>Notice in writing of each general meeting of any committee or council shall be available at least seven (7) days prior to the date of each such meeting.</p>
4.02	<p>The agenda and available background material for any general meeting of any committee or council shall normally be available at least seven (7) days prior to the date of each such meeting.</p>

5. Quorum

5.01	<p>At all meetings of Senate and of its committees and councils, a majority of the members shall constitute a quorum for the transaction of the business and affairs of the body.</p>
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6. Meetings in open session

6.01	Subject to section 7 of this bylaw, all general and special meetings of Senate and its committees and councils shall be open to members of the university community, the public-at-large, and representatives of the news media. Senate will make every effort to hold its meetings in a room sufficiently large to accommodate those who indicate to the secretary of Senate, two full working days in advance of the meeting, their desire to attend. Meetings will be broadcast for members of the University community to observe the proceedings virtually.
6.02	Non-members in attendance at meetings shall not disrupt the proceedings of the meeting nor cause any disturbance by unreasonable noise or vocal expression. The chair may remove any such person when, in the chair's sole judgment, such person is engaging in improper or disruptive conduct that is detrimental to Senate carrying out its business.

7. Meetings in closed session

7.01	<p>Notwithstanding the provisions of section 6 of this bylaw, and provided that all meetings shall begin in open session, Senate and its committees and councils shall have the right to hold any meeting or part thereof in closed session. This provision may exclude therefrom all persons, save for members and such resource persons as may be agreed should be in attendance, for the purpose of considering confidential financial matters of the university or where intimate financial or personal matters of any person may be disclosed, unless such person requests that such part of the meeting be open to the public; or, for other such matters as outlined in approved Senate governing documents .</p> <p>The Executive Committee shall determine for purposes of the Senate agenda whether any matter is of a confidential nature and such matter shall be so designated on the agenda for such Senate meeting and shall be designated and described in a manner consistent with maintaining the confidentiality of such matter.</p> <p>The chair or chair(s) of any committee or council of Senate will determine whether any matter before the committee or council is of a confidential nature and such matter shall be so designated on the agenda for such meeting and shall be designated and described in a manner consistent with maintaining the confidentiality of such matter.</p> <p>Senate or its committees or councils shall initially deal with any such confidential matter in closed session, but, after receiving the pertinent information relative to the confidential matter, may direct that the matter be thereupon considered in open session.</p>
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8. Declarations of conflict of interest

8.01	At the beginning of each meeting of Senate or any of Senate’s committees or councils, the chair will call for members to declare any conflicts of interest with regard to any agenda item. For agenda items to be discussed in closed session, the chair will call for declarations of conflict of interest at the beginning of the closed portion of the meeting. Members may nonetheless declare conflicts at any time during a meeting.
8.02	A member shall be considered to have an actual, perceived or potential conflict of interest, when the opportunity exists for the member to use confidential information gained as a member of Senate, or any of Senate’s committees or councils, for the personal profit or advantage of any person, or use the authority, knowledge or influence of the Senate, or a committee or council thereof, to further her/his personal, familial or corporate interests or the interests of an employee of the university with whom the member has a marital, familial or sexual relationship.
8.03	Members who declare conflicts of interest shall not enter into debate nor vote upon the specified item upon which they have declared a conflict of interest. The chair will determine whether it is appropriate for said member to remove themselves from the meeting for the duration of debate on the specified item(s).
8.04	Where Senate or a committee or council of Senate is of the opinion that a conflict of interest exists that has not been declared, the body may declare by a resolution carried by two-thirds of its members present at the meeting that a conflict of interest exists and a member thus found to be in conflict shall not enter into debate on the specified item upon which they have declared a conflict of interest. The chair will determine whether it is appropriate for said member to remove themselves from the meeting for the duration of debate on the specified item(s).

9. Representations to meetings

9.01	Any members of the university community, or of the public-at-large, wishing to make representations to any meeting of a committee or council shall file with the secretary of the relevant committee or council, at least two full working days prior to the date of such proposed meeting, written notice to that effect with such notice to designate the nature of the proposed representations.
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9.02	The chair of any committee or council may limit the time to be allotted to members of the university community and the public-at-large for committee or council representations.
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~~10. Time limit on representations~~

10.01	The chair of any committee or council may limit the time to be allotted to members of the university community and the public-at-large for committee or council representations.
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11. Secretary

11.01	The university secretary shall be the non-voting secretary of Senate.
11.02	The university secretary shall appoint one or more associate secretaries of Senate to act as secretary of Senate in the absence of the university secretary.
11.03	The university secretary, or designate, shall be the non-voting secretary of each committee or council of Senate.

~~12. Limit on service on committees~~

12.01	An elected member of Senate shall not serve on more than one of the Executive, Finance or Long Range Planning Committees.
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13. Term of office

13.01	Except where specified by Senate bylaws, the term of office on committees or councils shall be one year, with members eligible for re-election.
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14. Bylaws - general

14.01	The passage of a new bylaw or amendment(s) to an existing bylaw is accomplished in two readings by Senate. At the first reading, such discussion as is deemed appropriate by Senate shall take place. At the second reading, further discussion may take place and the vote on the document shall be taken. The two readings shall take place at different, but not necessarily consecutive, meetings of Senate.
14.02	No proposed bylaw or amendment(s) will be given reading unless it has been bound into or accompanies the agenda portfolio distributed in advance of the meeting.
14.03	Any proposed bylaw or amendment(s) shall include the proposed wording of the bylaw or amendment(s), and where appropriate, a summary of the reasons for such bylaw or amendment(s).
14.04	In order to be approved by Senate, any new bylaw or amendment(s) to bylaws must receive the affirmative vote of at least two-thirds of the members of Senate present and voting at the meeting.

15. Faculty constitutions

15.01	Each faculty and each academic department and school of the university may adopt a formal constitution governing its operations, provided that each such constitution and any amendments thereto shall be inoperative and ineffective until approved by Senate. No provision of the constitutions shall be inconsistent with any provisions of The University of Waterloo Act, 1972 , as amended, and no provision of any constitution shall be exempt from the provisions of any of the bylaws or established policies of the university which are within the final jurisdiction of Senate, except as expressly approved by Senate.
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16. Meeting Formats

16.01	<p>Formal Session</p> <p>Senate shall conduct its formal business in sessions governed by the procedures set out in this by-law and any regulations that may be adopted by the Senate from time to time.</p>
16.02	<p>Informal Session</p> <p>Senate may resolve into informal session for the purpose of discussion or receiving reports and other information, subject to the following:</p> <ul style="list-style-type: none">a. A motion to resolve into an informal session will not be considered unless the informal session was included in the agenda that was circulated in advance for the meeting.b. No motions may be made and no votes taken which are binding on the Senate, except a motion to rise from informal session.c. Any record of discussion and action items may be shared with Senate but shall not form part of the official minutes of Senate.d. The chair of the Senate may choose to designate the Secretary or a member of the Senate to act as chair for the purpose of actively participating in the discussion.e. The chair of the Senate or designate shall have discretion to vary or waive any formal rules of procedure adopted by the Senate.



Rules of Procedure of the University of Waterloo Senate

Part 1: Matters Not Covered by These Rules

These Rules of Procedure are supplemental to the Senate's bylaws and the University of Waterloo Act, 1972, which constitute the primary authorities governing the conduct of Senate proceedings.

The Rules of Procedure are a regulation of the Senate adopted to provide a procedural framework that facilitates the orderly, transparent, and equitable conduct of Senate business.

These rules are intended to ensure that all members entitled to speak may do so, that debate proceeds in a respectful and substantive manner, and that diverse perspectives, both supporting and dissenting, are considered. Decisions of Senate shall be made on a clear and well-informed basis, consistent with the Act, the bylaws, and sound procedural principles.

Part 2: Definitions

The following definitions are in use throughout, except as context requires otherwise:

- The Board shall mean the Board of Governors of the University of Waterloo
- The Chair shall mean the Chair of meetings of the Senate, or the chair of one of its committees as context requires
- Councils of Senate shall mean the Councils and Committees of the University of Waterloo Senate
- University shall mean the University of Waterloo
- The Act shall mean the *University of Waterloo Act, 1972*



Part 3: Rules and Procedures of the Senate

3.1 Application

The provisions of this Regulation apply to all general and special meetings of Senate and may provide guidance to meetings of Senate committees and councils.

3.2 Presiding Authority

The chair of Senate shall preside over meetings, is responsible for maintaining order and decorum, and for ensuring that proceedings are conducted in accordance with this regulation.

3.3 Reference Authority

Where a matter of procedure is not addressed in this regulation, Bourinot's Rules of Order, most recent edition, shall govern.

3.4 Speaking Rules

A member may speak to a motion or discussion item for up to two (2) minutes, unless the chair permits the member to speak for a longer period.

A member who has already spoken to a motion or discussion item shall not be recognized to speak for a second time on the same motion or discussion item unless all other members who wish to speak have been recognized.

The mover of a main motion shall have the right of reply, which shall not exceed five (5) minutes.

3.5 Recognition and Order

No member shall speak unless recognized by the Chair. Members shall address all remarks through the Chair and shall confine remarks to the matter under consideration.

3.6 Procedural Motions

When a motion is under debate, no motion shall be received except the following, which shall have precedence in the order listed:

- to adjourn the meeting;
- to recess;
- to defer debate;
- to put the question (closure);
- to refer or commit;
- to amend;
- to divide the motion.

Unless otherwise provided in this bylaw, procedural motions shall be decided without debate.



3.7 Closure

A motion to put the question shall require the affirmative vote of two-thirds (2/3) of the members present and voting.

3.8 Suspension of Rules

No rule set out in this section may be suspended except by the affirmative vote of two-thirds (2/3) of the members present and voting.

3.9 Questions on Items for Information

- a. Where an item is presented to Senate for information, is not accompanied by a motion, and is not noted on the agenda for discussion, members may ask questions of clarification when recognized by the chair, and the person presenting the report may answer. Items for information shall be submitted in accordance with rule 4.6.
- b. Questions under this section shall be limited to requests for factual clarification or explanation of the content of the report.
- c. The Chair has discretion to proceed to the next item on the agenda without hearing from every member who wishes to ask a question.
- d. The Chair shall have the authority to rule questions out of order where, in the Chair's judgment, they exceed the scope set out in subsection "b" above.
- e. If, following a report, a member wishes Senate to take action or engage in substantive debate, the member shall do so by submitting a motion in accordance with the agenda procedures set out in section 4 of this regulation.

3.10 Extension of Meeting Time

Meetings of Senate shall conclude no later than time scheduled in the agenda, unless extended in accordance with the following:

- a. At the chair's discretion, by no more than ten minutes and no more than once.
- b. A motion to extend the duration of a meeting shall specify the length of the proposed extension and shall be decided without debate. The chair may invite a member to make a motion to extend.
- c. A motion to extend the duration of a meeting shall require the affirmative vote of two-thirds (2/3) of the members present and voting.
- d. Further extensions shall require a separate motion under this section.



Part 4: Order and Scope of Business

4.1 Approved agenda to be followed

Business shall proceed in the order set out in the agenda approved by Senate, unless Senate resolves otherwise.

4.2 New Business

During a meeting, no substantive item of business shall be introduced that does not appear on the agenda as circulated in advance, except with the affirmative vote of two-thirds (2/3) of the members present and voting.

4.3 Matters Beyond Senate's Jurisdiction

Senate shall consider only matters within its statutory authority and mandate.

Where a question arises during a meeting as to whether a proposed motion or amendment falls within the jurisdiction of Senate, the chair shall rule on the question, subject to appeal to Senate. An appeal of the chair's ruling shall be decided by a simple majority of the members present and voting.

4.4 Right to Submit Agenda Items

Any member of Senate may submit a request to place an item on the agenda of a general meeting of Senate.

4.5 Form and Timing of Submission

A request under subsection 4.4 shall be submitted in writing to the Secretary of Senate during normal business hours not less than twenty-four (24) hours before the start of a scheduled Senate Executive Committee meeting, and shall include:

- a clear description of the proposed item;
- the form in which the item is proposed to come forward (information, discussion, or motion);
- where applicable, the text of any proposed motion; and
- a brief statement of relevance to Senate's mandate.

4.6 Consideration by the Senate Executive Committee

The Senate Executive Committee shall consider all properly submitted agenda requests and shall determine whether:

- the item is to be placed on the agenda;
- the item should be referred to a committee or other body prior to Senate consideration; or



- the item is outside the jurisdiction of Senate or otherwise not appropriate for inclusion on the agenda;
- the item is to be heard in formal or informal session.

4.7 Notice of Decision

Where the Senate Executive Committee determines not to place a requested item on the agenda, the Secretary of Senate shall provide the requesting member with written notice of the decision and a brief explanation.

4.8 Challenge of Agenda Exclusion

A member who has properly submitted an agenda request that was not placed on the agenda may move that the item be added to the agenda as other business, and such motion shall be decided by a simple majority of members present and voting.

Part 5: Voting

5.1 Participation and voting in online meetings

Where a meeting is conducted in whole or in part by electronic means, the Chair shall ensure that:

- all participants are able to hear and be heard by one another;
- procedures are in place for recognition of speakers;
- votes can be taken and recorded in a manner that ensures accuracy and integrity.

Members participating electronically shall be deemed present for purposes of quorum and voting.

5.2 Abstentions

An abstention occurs when a member chooses not to vote either in favor or against a motion. Only votes cast “for” or “against” are counted when determining whether a motion is approved. A senator may request that their abstention be noted in the minutes.

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

Senate

Open Session

May 4, 2026

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

Needles Hall

NH 3407

Waterloo Campus

Think Differently | Act with Purpose | Work Together

2026 05 04 Senate Meeting Book

AGENDA

	1. Governance Resources		
	1.1. Link to Governance Resources		
	2. OPEN SESSION		
3:30 p.m.	3. Territorial Acknowledgement [Koenemann]	Information	
3:35 p.m.	4. Approval of the Agenda and Minutes		
	4.1 Conflict of Interest	Information	4
	4.2 Approval of the Agenda and Consent Items	Decision	
	4.3 Minutes of the April 6, 2026 Meeting	Decision	5
	4.4 Business Arising from the Minutes	Information	
3:40 p.m.	5. Report of the President [Goel]		
	5.1 General Update	Information	11
3:55 p.m.	6. Report of the Senate Executive Committee		
	6.1 Amendments to Senate By-Law 1 [Gauthier-Chalifour]	Information	
	Materials will be provided prior to the meeting		
	6.2 Senate Engagement Working Group Update [Deakin, Shantz]	Information	
	Materials will be provided prior to the meeting		
4:20 p.m.	7. Report of the Senate Undergraduate Council		
	7.1 Faculty of Science [DeVidi]	Decision	12
4:45 p.m.	9. Annual Reports		
	9.1 Annual Report from FAUW [Porreca]	Information	34
	9.2 Co-operative and Experiential Education Report [Pretti]	Information	35
	9.3 UCSA Annual Report on Student Appeals [DeVidi]	Information	43
5:15 p.m.	10. Report of the Senate Research and Innovation Council		
	10.1 Report on Defence Discussion [Dean]	Information	48
	11. Consent Agenda	Information	
	11.1 Filling Vacancy on Senate Executive Committee – Appointment of New Member	Decision	
	Materials will be provided prior to Senate.		
	11.2 2026-2027 Senators to Board of Governors Election Results	Information	
	Materials will be provided prior to Senate.		
	11.3 Teaching Awards Committee Winners	Information	
	Materials will be provided prior to Senate.		
	11.4 Report of the AQUE Committee	Information	49
	11.5 Report of the Senate Research and Innovation Council	Information	50
	11.6 Report of the Senate Undergraduate Council	Information	51
	11.7 Report of the Vice-President, Academic & Provost	Information	
	Materials will be provided prior to Senate.		
	11.8 Report of the Vice-President, Research and International	Information	52

12. Items Removed from the Consent Agenda

13. Other Business

14. Adjournment

The next meeting of Senate will take place on June 8, 2026 from 3:30 p.m. - 5:30 p.m. in NH 3407.

For Information**Open Session**

To: Senate

From: Gen Gauthier-Chalifour
University Secretary

Date of Meeting: May 4, 2026

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

4.1 Conflict of Interest

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

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

4.2 Approval of the Agenda and Consent Items

Motion: To approve the agenda as presented/amended, and to approve or receive for information the items on the consent agenda, listed as items 11.1-11.8 of the Senate agenda.

Senators wishing to have an item removed from consent to the regular agenda are asked to contact the University Secretary in advance of the meeting. Senators may also request to have items moved to the regular agenda immediately prior to the approval of the agenda. Items removed from the consent agenda will be considered under item 12.

4.3 Minutes of the April 6, 2026 Meeting

Motion: To approve the open minutes of the April 6, 2026 meeting, as distributed.

Documentation Provided:

- Open minutes of the April 6, 2026 meeting

4.4 Business Arising from the Minutes

There is no business arising from the minutes.

University of Waterloo
SENATE
Minutes of the April 6, 2026 Meeting

Present: John Abraham, Yasmeen Almomani, Michael Barnett-Cowan, Aubrey Basdeo, Jordan Bauman, Raouf Boutaba, Andrew Chang, David Clausi, Martin Cooke, Ray Darling, , Hans De Sterck, Laura Deakin, David DeVidi, Michael Drescher, Thomas Duever, Andrea Edginton, Mark Ferro, Paul Fieguth, Bruce Frayne, Murray Gamble, Gen Gauthier-Chalifour (Secretary), Vivek Goel (Chair), Rob Gorbet, Vikas Gupta, Peter Hall, Kevin Hare, Chris Houser, Acey Kaspar, Misha Khan, Jochen Koenemann, Sachin Kotecha, Christiane Lemieux, John Lewis, Ondrej Lhotak, Christopher Lim, Jun Liu, Lili Liu, Brad Lushman, Shana MacDonald, Carol Ann MacGregor, Blake Madill, Pendar Mahmoudi, Heather Mair, Peter Meehan, Damian Mikhail, Sushanta Mitra, Carter Neal, Christopher Nielsen, James Nugent, Alex Pawelko, David Porreca, Neil Randall, Arya Razmjoo, Jacinda Reitsma, Sharon Roberts, Meray Sadek, Beth Sandore Namachchivaya, Rida Sayed, Mark Seasons, Marcus Shantz, James Skidmore, Karen Sunabacka, Christopher Taylor, Alexie Tcheuyap, Sharon Tucker, Diana Vangelisti, Bojana Videkanic, Justin Wan, Johanna Wandel, Mary Wells, Jeffrey Wilson, Stan Woo, Clarence Woudsma, En-Hui Yang

Regrets: Nasser Abukhdeir, Laith Alkhalwaldeh, Veronica Austen, Helen Chen, Cecilia Cotton, Charmaine Dean, Teresa Fortney, Nadine Ibrahim, Marc Jerry, Achim Kempf, Scott Kline, Colleen Maxwell, Richard Myers, Nicholas Pellegrino, Jessica Rindlisbacher, Jagdeep Singh Bachher, Su-Yin Tan, Katie Traynor

Guests/Resources: Heather Bolton, Graham Brown, Aldo Caputo, Tanya Daniels, Ashley Day, Nenone Donaldson, Jenny Flagler-George, Jennifer Gillies, Diana Goncalves, Sarah Hadley, Jennifer Kieffer, Tony Ly, Nick Manning, Fayaz Noormohamed, Gwendoline Nubila, Judene Pretti, Samir Sharma, Ian VanderBurgh, Nickola Voegelin, Tim Weber-Kraljevski

Organization of Meeting: Vivek Goel took the chair and Gen Gauthier-Chalifour acted as secretary. The secretary advised that a quorum was present.

1. Governance Resources

2. OPEN SESSION

The Chair called the meeting to order and welcomed all members to the meeting. The Chair welcomed Ray Darling, Registrar, as a new member of Senate and congratulated Martin Cooke on his appointment as Associate Vice-President, Academic, starting July 1. The Chair noted it was the last meeting for current Waterloo Undergraduate Student Association (WUSA) President Damian Mikhail and thanked him for his service.

3. Territorial Acknowledgement

Vivek Goel, President and Vice-Chancellor, and Chair of Senate, provided the territorial acknowledgement.

3.1 Senate Art Initiative and Installation

Christopher Stuart Taylor, Associate Vice-President, Equity, Diversity, Inclusion & Anti-racism, spoke to the Senate/Board Room Art Initiative, intended to showcase diverse artistic voices and strengthen community engagement and will include works across multiple mediums. Next steps include forming the adjudication committee, issuing the initial call for artists, and finalizing installation logistics.

Gen Gauthier-Chalifour, University Secretary, spoke about the current installation, "Bead the Tract", on behalf of Logan MacDonald, Director of Longhouse Labs and the artists, Courtney Skye, Talena Atfield, Tesha Emarthle, Jija Jacobs, and Kahionwinehshon Phillips, who could not be in attendance.

4. Approval of the Agenda and Minutes

4.1 Conflict of Interest

No conflicts of interest were declared.

4.2 Approval of the Agenda and Consent Items

A member requested that the item on page 20 of the meeting materials, proposing a motion to form an ad hoc Senior Leadership Review Committee be added to the agenda. The Chair confirmed that discussion of this item would take place under item 7.1 on the agenda.

A motion was heard to approve the agenda as presented, and to approve or receive for information the items on the consent agenda, listed as items 12.1-12.7 of the Senate agenda. Porreca and Madill. Carried.

4.3 Minutes of the March 2, 2026 Meeting

There were no amendments to the minutes.

A motion was heard to approve the open and confidential minutes of the March 2, 2026 and March 9, 2026 meetings, as distributed. Porreca and Wan. Carried.

4.4 Business Arising from the Minutes

No items of business arising were identified.

5. Report of the President

5.1 General Update

Vivek Goel, President and Chair of Senate reported that the 2026 QS World Subject Rankings reflect continued improvement in the University of Waterloo's global standing. Waterloo now has 15 subjects ranked within the top 100 internationally, including four in the top 50: Computer Science, Mathematics, Electrical Engineering, and Data Science. While rankings are not a primary institutional focus, the trend toward a broader range of highly ranked disciplines was highlighted as a positive indicator of sustained academic strength.

The Chair spoke to the recent work related to the federal Impact+ Chairs Program. Over the past four months, teams across the Office of Research and the Faculties collaborated to submit eight nominations for this program, which provides \$1 billion over twelve years to support the recruitment of outstanding international faculty. The Chair acknowledged the significant coordination and compressed timelines involved and thanked those who contributed. This effort was noted as evidence of the University's capacity to work collaboratively and respond quickly, reinforcing confidence among external partners, including government.

In response to questions raised at the previous Senate meeting regarding OSAP changes and institutional support for students, it was noted that further detail on needs-based financial aid will be provided by the Provost in the 2026-27 Operating Budget Report later in the agenda.

On March 23, Canada's Auditor General released a report on the implementation of International Student Program reforms, concluding that the changes were not effectively executed and that permit reductions exceeded intended targets. The report reinforced concerns long expressed by the University and the sector regarding the pace and unintended impacts. The University welcomed IRCC's stated commitment to establish clear processes and more equitable assessment of study permit applications.

The Government of Ontario tabled its 2026 Budget on March 26, reaffirming \$6.4 billion in funding for the postsecondary sector and signaling the development of a provincial AI strategy. The Budget included mention of the Communitech-led Build Waterloo AI initiative, which pairs small businesses with co-op students to identify high-value opportunities and deploy real AI-enabled workflows. The spring-term pilot attracted strong student interest,

with more than 1,000 applicants for 21 positions. If successful, the provincial budget language suggests potential for future program expansion.

6. Report of the Vice-President, Academic and Provost

6.1 University Professor Designation

Tom Duever, Interim Vice-President, Academic and Provost, announced the 2026 University Professor designations as N. Asokan, Faculty of Mathematics, Cheriton School of Computer Science; Randy Harris, Faculty of Arts, English Language and Literature; and, John McPhee, Faculty of Engineering, Systems Design Engineering.

7. Report of the Senate Executive Committee

7.1 Summary of the March 24, 2026 Meeting

Goel spoke to the report as included in the meeting materials. At its March meeting, the Senate Executive Committee (SEC) received and reviewed two independent communications from Senators requesting motions be brought forward to Senate.

First, a motion to establish a new student bursary was proposed by Senator A. Chang. The committee determined that consideration of the motion was premature and that additional information be gathered, including pending details on OSAP changes. It was noted that the Provost would provide further context on needs-based financial aid and proposed increases during the operating budget presentation later in the meeting.

Second, a motion from Senator J. Nugent proposed establishing an ad hoc Senior Leadership Review Committee to make recommendations on senior administration compensation. The Chair noted that compensation for designated executives is governed by Ontario government legislation and falls under the purview of the Board's Governance and Leadership Committee. SEC agreed that a request for greater clarity on the review process be directed to the Board Chair, and that a report from the Governance and Leadership Committee be provided to the Board in open session, which would then be available for Senators to review.

Nugent motioned from the floor that the proposal to establish an ad hoc committee be added to the agenda.

Board Chair and Chair of the Governance and Leadership Committee, Murray Gamble, spoke to the Committee's recently updated terms of reference, which includes oversight of compensation matters including executive compensation. Oversight of designated executive's compensation has long been within the Committee's mandate, with compensation largely frozen in recent years unless responsibilities change. The process for reviewing compensation below the designated executive level is being documented for the Committee. A report on this matter will be provided to the Committee and presented to the Board during the open session at a future meeting. It was reaffirmed that responsibility for these matters rests with the Board.

Members discussed the motion, noting opposing views.

A motion was heard to add the proposal, found on page 20 of the meeting material, to the agenda. Nugent and Porreca.

The motion did not carry.

8. Report of the Senate Planning and Finance Committee

8.1 2026-2027 Budget

Duever provided an overview of the University of Waterloo's 2026–2027 Budget Report, as presented in the meeting materials. Projected expenses were outlined by fund and it was noted that allocations are based on source and purpose with trust and endowment funds restricted to designated uses. While the University continues to meet its obligations, it

remains in a deficit position within the context of ongoing long-term financial constraints. Increases to grant funding recently announced by the province was highlighted as providing \$50.8M in additional funding. Duever further reviewed revenue information, noting that estimates do not include income from new programs and that expense projections exclude salary increases not yet in place.

Duever provided an overview of the multi-year plan to return to a balanced budget, emphasizing the need for continued efficiency, expense management, and development of new revenue-generating programs, with assumptions informed by provincial growth, international agreements, and other opportunities.

Duever spoke to the recent changes to OSAP bursaries and provided an illustration of potential impact, observing that a \$20,000 package (previously \$12,000 loan and \$8,000 grant) may shift to an estimated \$15,000 loan and \$5,000 grant. It was acknowledged that students will feel the impact of this change. Duever added that \$1.5M from tuition increases has been set aside to support needs-based funding and enhance student supports. Work is underway to review the funding mix, with further consideration planned for next year. Future decisions will depend on OSAP rules, calculation methods, and potential implications related to student access guarantees.

Members discussed the additional funds allocated to deferred capital renewal and the potential human impact as a result of budget reduction targets.

A motion was heard that Senate recommend that the Board of Governors approve the operating budget revenues and expenses for 2026-2027, as presented in Tables 14 and 20 of the University of Waterloo 2026-2027 Budget Report. Porreca and Woudsma. Carried.

Separate from the operating budget approval, Mikhail motioned from the floor that an item be added to the agenda related to an explanation of how OSAP cuts are expected to affect students financially and an action plan to address the impacts. Members spoke in support of the item being added to the agenda. Mikhail and Nugent. Carried.

The Chair noted the motion would be discussed under item 15. Other Business.

9. Report of the Senate Graduate Council

9.1 Faculty of Arts

Justin Wan, Chair of the Senate Graduate Council, spoke to the materials provided in the meeting package. There were no questions.

A motion was heard that Senate approves the major modifications to the Doctor of Philosophy (PhD) in Political Science and Doctor of Philosophy (PhD) in Political Science - Co-operative Program, effective May 1, 2026, as presented. Wan and Tcheuyap. Carried.

9.2 Graduate Studies and Postdoctoral Affairs

Wan spoke to the materials provided in the meeting package. There were no questions.

A motion was heard that Senate approve the major modifications to the 2026 Graduate Studies Academic Calendar, effective May 1, 2026, as presented. Wan and Nielson. Carried.

10. Student Academic Disability Accommodations Policy

10.1 Student Academic Disability Accommodations Policy

David DeVidi, Associate Vice-President, Academic, spoke to the Policy as provided in the meeting materials. DeVidi highlighted the Policy Drafting Committee process, and the recommendation for a Student Accommodations Policy as an outcome of the Accessible Education Project.

Jennifer Gillies, Associate Provost, Campus Support and Accessibility, spoke to the key changes from the current Student Accommodation Guidelines that have been used by the community since their inception in 2019, to the proposed Policy and Procedures. Gillies highlighted the outcomes of the consultation process, such as supplementing the Dispute Resolution procedures, and communications related to the new policy.

Members commended the work of the Policy Drafting Committee. They discussed the dispute resolution process, the importance of training faculty on new accommodation-related concepts, program- and course-level essential requirements, and the inclusion of information on the accessibility fund to cover equipment costs during the policy's one-year review period.

A motion was heard that Senate approve the proposed new Policy 19: Student Academic Disability Accommodations; and, that Senate recommend the Board of Governors give final approval to the Policy. DeVidi and Mikhail. Carried.

11. Report of the Associations

11.1 Annual report of the Associations

Damian Mikhail, President of the Waterloo Undergraduate Student Association (WUSA), presented the Annual WUSA Report. Mikhail highlighted recent initiatives such as the Club Funding Increase, WUSA Governance Reform, University and Government advocacy efforts and Annual Members Meeting. There were no questions.

Meray Sadek, President of the Graduate Student Association (GSA), presented the Annual GSA Report. Sadek highlighted the role of the GSA, the political positions and structures, GSA Health services, and Graduate spaces such as art installations and the Graduate House.

Members congratulated both Mikhail and Sadek on a successful year as student leaders.

The report from the Faculty Association of the University of Waterloo was deferred to the May meeting of Senate.

12. Consent Agenda

The following items were approved / received for information as part of the consent agenda motion for approval under item 4.2.

- 12.1 Delegation of Authority for Approval of the Roster of Graduands
- 12.2 26-27 Senate Nominations for the Board of Governors
- 12.3 Report of the Senate AQUE Committee
- 12.4 Report of the Senate Graduate Council
- 12.5 Report of the Vice-President, Academic & Provost
- 12.6 Report of the Vice-President, Research and International
- 12.7 Senate Work Plan

13. Items Removed from the Consent Agenda

There were no items removed from the consent agenda.

14. Confidential Consent Agenda

The following items were approved / received for information as part of the consent agenda motion for approval under item 4.2.

- 14.1 Confidential Minutes from the March 2, 2026 Meeting
- 14.2 Confidential Minutes from the March 9, 2026 Special Meeting

15. Other Business

Mikhail spoke briefly to his motion, as presented,

Be it resolved that the Senate requests a report from the Provost detailing estimated impacts of the OSAP cuts on UWaterloo student finances.

Be it further resolved that the Senate Requests that the Provost outline possible actions to be taken to mitigate the loss of needs based financial assistance, including but not limited to additional UWaterloo grant funding.

The Chair confirmed the Provost accepted the motion and agreed that Senate would receive a report from the Provost addressing the request for information once additional details from the province become available.

16. Adjournment

The meeting adjourned at 5:35p.m. The next meeting of Senate will be on Monday May 4, 2026.

April 8, 2026

Ashley Day
Associate University Secretary

For Information**Open Session**

To: Senate

From: Vivek Goel
President and Vice-Chancellor

Date of Meeting: May 4, 2026

Agenda Item: **5.1 General Update**

Summary

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

For Approval**Open Session**

To: Senate

From: Senate Undergraduate Council

Presenter(s): David DeVidi
Associate Vice-President, Academic

Date of Meeting: May 4, 2026

Agenda Item: **7.1 Report of the Senate Undergraduate Council: Faculty of Science – Major Modifications**

Recommendation/Motion

That Senate approve the major modifications for the Biochemistry Specialization, Biology Specialization, and Biotechnology Specialization for the Faculty of Science, effective September 1, 2027, as presented.

Summary

[Senate Undergraduate Council](#) met on [April 7](#), 2026 and agreed to forward the following item to Senate for approval as part of the regular agenda.

- a. Science and Business, Biochemistry Specialization.
- b. Science and Business, Biology Specialization.
- c. Science and Business, Biotechnology Specialization.

The full proposal can be found in the April 7, 2026 Senate Undergraduate Council Meeting Book, starting on [page 60](#).

Proposal/Rationale

The above specializations are direct entry (plan10) specializations. They are being removed to align with the definition of specializations across UW (as a plan20). These specializations have had very low enrolment, and students undergo multiple changes in plans as their interests change. Students will be placed into the general Science and Business program, with the opportunity to later choose micro credentials in both Science and Business fields (options, minors or diplomas) to accompany their degree.

The Faculty of Science and the School of Accounting and Finance (SAF) have collaborated to revise the Science and Business program, strengthening its focus on linking scientific innovation with business practice.

The updated program emphasizes commercialization and entrepreneurship, building core skills in business fundamentals, project management, systems thinking, and supply chain management. The curriculum is designed to help students turn scientific ideas into impactful products and solutions.

SAF provided expertise to refine the business curriculum, identifying foundational courses and integrating them with SCBUS courses that apply business concepts to scientific contexts.

On the science side, the revisions simplify requirements, increase flexibility, and align the plan with other Science programs. Retiring the three existing specializations supports these goals and streamlines administration.

Students will have added flexibility to pursue a variety of existing science credentials, guided by advisors who will help them consider the full range of options. A forthcoming Biotechnology Option will ensure pathways that correspond with the retiring specializations.

Current existing Science Credentials:

- Astrophysics Minor
- Biochemistry Minor
- Biology Minor
- Biophysics Minor
- Chemistry Minor
- Earth Sciences Minor
- Neuroscience Minor
- Physics Minor
- Bioinformatics Option
- Cell and Molecular Biology Option
- Ecology and Environmental Biology Option
- Microbiology Option

Since students are introduced to specializations upon admission, approval to retire the following three specializations effective September 1, 2027, is being requested now to support marketing and recruitment for the 2027 cohort:

- Science and Business, Biology Specialization
- Science and Business, Biochemistry Specialization
- Science and Business, Biotechnology Specialization

Science and Business will remain invalid with Management Studies minor, but "(any specialization)" can be removed as the specializations will retire as part of this change.

For the three retiring specializations the following combinations with each one, will be discontinued:

- Bioinformatics Specialization (Computer Science major, BCS or BMath)
- Biology Minor
- Biology Specialization (Applied Mathematics major)
- Biology Minor
- Biology Major
- Management Studies Minor

Inactivation of Science and Business Specializations, as well as proposed changes to the H-Science and Business plan, were socialized at the SUSC forum Jan. 14, 2026. The Assistant Registrar, Records Operations was present at this forum (A. Graystone).

Jurisdictional Information

As provided for in [Senate Bylaw 2](#), section 5.03, council is empowered to make approvals on behalf of Senate for a variety of operational matters:

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

Governance Path

Faculty of Science: February 24, 2026

Senate Undergraduate Council Curriculum Subcommittee – March 27, 2026

Senate Undergraduate Council: April 7, 2026

Senate: May 4, 2026

Documentation Provided

Appendix A: [Proposed Changes – Faculty of Science](#)

The full proposal can be found in the April 7, 2026 Senate Undergraduate Council Meeting Book, starting on [page 60](#).

For Information

Open Session

To: Senate
From: Vivek Goel
President and Vice-Chancellor
Date of Meeting: May 4, 2026
Agenda Item: **9.1 Annual Report from FAUW**

Summary

The 2025-2026 Annual Report of the Faculty Association of the University of Waterloo (FAUW) will highlight key accomplishments, advocacy efforts, and emerging priorities across the associations. The annual update will be presented by FAUW President, David Porreca.

For Information

Open Session

To: Senate

From: Judene Pretti
Associate Provost, Co-operative and Experiential Education (Interim)

Date of Meeting: May 6, 2024

Agenda Item: **9.2 Co-operative and Experiential Education Report**

Summary

Judene Pretti, Interim Associate Provost, Co-operative and Experiential Education, will present Co-operative and Experiential Education 2024/25 Performance Report. This report to Senate highlights key accomplishments, research and outcomes related to co-operative education and work-integrated learning at Waterloo. The report outlines what is next for CEE as we navigate change and strengthen impact through collaborative partnerships across campus and with industry, governmental and other key stakeholders.

Documentation Provided

- CEE 2024-25 Annual Performance Report

Co-operative and Experiential Education (CEE)

2024/25 Annual CEE Performance Report

Introduction

This report is an annual update on CEE’s progress towards our mission, strategic plan and the University’s long-term strategic framework, the Waterloo at 100 vision. As we reflect on another year of growth and innovation, CEE’s commitment to our students and partners remains the heart of our mission, across our campuses and with industry, community and global collaborators. The evolving world of work demands that we continually strengthen our talent ecosystem.

During the 2024-25 academic year, CEE focused on fostering new connections and deepening existing relationships to ensure our students receive the highest-quality co-op and work-integrated learning (WIL) experiences. We expanded research-informed programming, embedded responsible artificial intelligence into career education and launched new tools to improve access to meaningful work opportunities. Together with faculty, industry and community partners, we continued to evolve Waterloo’s world-leading WIL ecosystem.

Accomplishments	Why it matters
Experiences 24,254 co-op work terms at 5,731 organizations in 71 countries	Unmatched scale in delivering high-quality experiences to students and much-needed talent to organizations.
Feedback 13,163 student responses 2,337 employer responses	Data collected from student and employer surveys helps us monitor program health and identify opportunities.
Academic 165 grad/undergrad WIL courses (Strategic Mandate Agreement)	Innovation in tracking and supporting course-based WIL across campus, embedding applied learning within academic studies to build students’ skills, confidence and career readiness.

CEE AT A GLANCE

CEE’s mission is to equip and empower learners for the future of work and lifelong learning by developing talent for a complex future, advancing research and strengthening Waterloo’s sustainable and diverse communities. We accomplish this work through a portfolio, which includes:

- Associate Provost Office
- Centre for Career Development (CCD)
- Centre for Work-Integrated Learning (CfWIL)
- Industry Relations (IR)
- Strategic Enablement Team (SET)
- Student & Faculty Relations (SFR)
- Work-Learn Institute (WxL)

During the 2024-25 academic year, CEE’s work was guided by **five forward-looking pillars**:

- 1. Demonstrating global leadership**
We lead the world in co-operative and career education and WIL with future-ready graduates who support communities and organizations.
- 2. Advancing research for global impact**
We evolve and innovate our programming to address the future world of work by researching co-op and WIL and applying research-based insights. We lead the way in sharing WIL research through consulting, speaking engagements and published articles.
- 3. Future-proofing students**
We equip and empower our learners to successfully navigate the ever-changing and complex world of work by focusing on the innovative and intentional integration of academic learning with valuable work experiences.
- 4. Future-proofing employers**
We help industry, community and government partners maximize the benefits of the innovative ideas, skills, knowledge and fresh perspectives Waterloo students bring to the workplace. We engage with employers and industry partners to create quality student learning experiences that positively impact their organizations.
- 5. Future-proofing ourselves**
We foster a connected, supportive and inclusive community that inspires staff to identify and achieve their personal, academic and professional goals while feeling valued and effectively contributing to our mission and vision.

This report highlights how CEE prepares students, not just for their first job, but for lifelong learning, adaptability and leadership in a rapidly changing world. Each pillar includes a high-level overview of our progress.

1. Demonstrating global leadership

As the world of work continues to transform at an unprecedented pace, CEE remains at the forefront, setting new benchmarks for excellence in co-operative education and WIL. Our unwavering commitment to thought leadership and global influence is reflected in a range of impactful initiatives, which have solidified Waterloo's reputation as a leader in work-integrated learning worldwide.

For example, this past year we:

- Developed key partnerships with industry associations, government organizations and key stakeholders to position WIL at the forefront of Ontario/Canada's talent strategy.
- Secured contracts to provide WIL consulting services to multiple organizations in 31 countries.
- Updated our globally recognized AAA quality WIL framework to reflect current research and practice on quality WIL.

HIGHLIGHTS:

Transforming work-integrated learning with AI tools for students

CEE is breaking new ground in AI-driven WIL with an innovative tool developed in partnership with the University's Information and Systems Technology (IST) team, co-op students, Microsoft and global collaborators. [The Job Aggregator Digital Assistant \(JADA\)](#) streamlines co-op job discovery, offers real-time support and integrates multiple job boards to support Waterloo co-op students in their job search process. Students tested the beta tool, demonstrating the University's leadership in shaping future-ready education and best practices for experiential learning and workforce development.

Shaping the future of WIL: Certified programs designed to empower educators and WIL practitioners

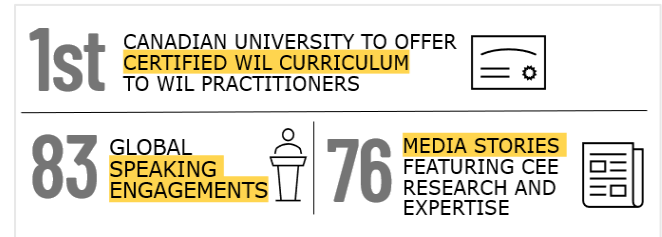
Waterloo became the first institution to offer [certified WIL curricula with two accredited programs](#): the Waterloo Institute for Leaders in WIL and the WIL Fundamentals Workshop Series. Offered by CEE and the Work-Learn Institute, the certifications share best practices to help institutions implement, enhance and scale high-quality WIL.

2. Advancing research for global impact

This year, the Work-Learn Institute (WxL) continued to generate insights and evidence through research and collaborations that inform the practice of WIL globally. WxL shared research insights with industry-based audiences, governments and educational institutions around the world. The Centre for WIL (CfWIL), in collaboration with the University of Wollongong in Australia, created the Capture, Link, Examine, Assemble and Respond (CLEAR) reflection process to advance student reflection in WIL. The Centre for Career Development (CCD) published a framework for examining how learners integrate self-knowledge, labour market insight and reflection to navigate modern careers.

Published high-impact research related to WIL includes:

- [Examining first-year co-operative education students' responses to stressful events during the job search and application process](#)
- [How should work-integrated learning supervisors support their students? A concurrent triangulated mixed-method study](#)
- ['I wasn't my authentic self': identity concealment during placement-based work-integrated learning among students from equity-deserving groups](#)
- [Enhancing neurodivergent student wellbeing in co-operative education: A theoretical model and research agenda](#)
- [Utilizing a fun model: Supporting students' well-being in project-based work-integrated learning](#)
- [Work-integrated learning as a landscape of practice](#)
- [Learners or workers? Supervisors' views on co-operative education students' roles](#)



RESEARCH HIGHLIGHTS:

Understanding how students respond to stressful events during the job search and application process

Researchers from WxL conducted interviews with 25 first-year engineering co-op students who had recently completed their first job search to explore how students respond to early WIL stressors and what helps them cope. The [key findings](#) showed that student stress begins long before the first day of work and is often related to the job search process. The report outlines the importance of early-stage supports to help students feel prepared and supported.

Learners or workers? Supervisors' views on co-operative education students' roles

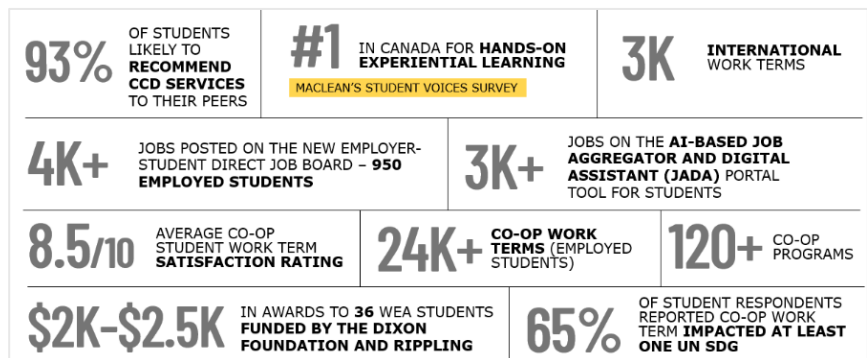
[The International Journal of Work-Integrated Learning](#) published WxL research about co-op supervisors' views on co-op students' roles. By interviewing supervisors, the study found that 25 per cent of respondents view students primarily as learners, leading to a stronger emphasis on skill development. The study highlighted how enhanced supervisor training can foster more supportive, learning-centred WIL environments.

Teach WIL resources on the CLEAR reflection process

Reflection is a key component of WIL as it facilitates knowledge transformation and fosters deeper self-awareness and understanding. It is an evidence-based, integrative, analytical, capacity-building process that generates, extends, critiques, and documents learning. The CfWIL's [CLEAR reflection process](#): Capture, Link, Examine, Assemble and Respond provides a structured, research-informed approach grounded in the CCD's concept of purposeful work. Together, these foundations ensure that career-based reflection moves beyond description to deliberate critical thinking about skills articulation, identity formation and career direction. The CLEAR process helps to equip students to translate experience into demonstrable capabilities and long-term professional momentum.

3. Future-proofing students

This past year, CEE implemented the new student-centred service model and renewed focus on strategic job development. Dedicated co-op advisors and career advisors are now aligned by faculty, providing more consistent, integrated support across students' academic and co-op journeys. Together, these structural changes evolve the co-op model to prepare students for a rapidly changing world of work.



Last year, to support this key strategic priority, we:

- Updated the WaterlooWorks user interface for search and apply based on feedback from students.
- Launched the new Employer-Student Direct job board on WaterlooWorks to put more quality job opportunities in front of students.
- Leveraged AI to identify in-demand skills and support students through AI-powered career tools (e.g., JADA, 1Mentor, InStage, etc.).
- Streamlined job processes to best support students, including the centralization of the arrange own job process and offering multiple employment pathways.
- Connected students with alumni for practical career insight and mentorship.
- Developed new career-integrated resources for graduate student WIL.
- Listened to students via a Purposeful Career Readiness framework and self-reflection survey.
- Connected more students than ever with employers at the [30th Partnerships for Employment \(P4E\) job fair](#), a partnership with the University of Guelph, Wilfrid Laurier University and Conestoga College.
- Launched a reimagined [CareerHub](#) – a centralized and user-friendly space for career resources.
- Developed [Graduate WIL](#) and [TeachWIL](#) resources to support WIL opportunities in courses.

2024/25 CEE Annual Performance Report

Our International Strategic Initiatives and advancement roles empowered students through funding and awards. Last year, they:

- Supported student global learning through five \$5,000 Global Connections awards for outbound mobility.
- Partnered with the Norwegian University of Science and Technology (NTNU) to fund [nine work terms in Norway](#), totalling ~\$81,000.
- Distributed two Erasmus grants to students totalling \$6,200.
- Provided four [change makers in co-op awards](#) at \$10,000 each, totalling \$40,000.
- Awarded three [Global Skills Opportunity awards as part of the Powering Change program](#), totalling \$30,000.
- Secured three Scholarship and Educational Exchanges for Development (SEED) grants for students from member States of the Association of Southeast Asian Nations (ASEAN) for incoming Thai students at \$10,200 each.

HIGHLIGHTS:

Celebrating the 20th anniversary of the Co-op Student of the Year awards

In honour of two decades of celebrating students for their co-op work terms, previous award-winning alumni joined the ceremony and [presented the awards to this year's winners](#). Past winners shared experiences, advice and the impact co-op had on their careers. "Co-op taught me what I couldn't learn in a textbook," said Diljot Chhina (BSc '13), former co-op student of the year and measurement lead at Google. "I have used those skills in my career to be resilient, no matter what is happening at a macro level."

From pilot to practice: Grad students connect academic studies with real-world impact

The [Graduate Work-Integrated Learning \(GradWIL\) initiative](#) at Waterloo expanded to provide more opportunities to connect students with real-world experiences that complement their academic studies. Through new partnerships and innovative programming, GradWIL empowers students to apply their research, build professional skills and make meaningful impacts in diverse workplaces.

Celebrating the 30th anniversary of the P4E Job Fair

The [Partnerships for Employment \(P4E\) Job Fair](#) celebrated its 30th anniversary, marking three decades of connecting students with employers in partnership with the University of Guelph, Wilfrid Laurier University and Conestoga College. Since its inception, P4E has engaged more than 170,000 students and alumni, and 10,600 employers. This milestone event featured record attendance and showcased Waterloo's commitment to providing students with valuable networking opportunities and pathways to meaningful careers through strong industry partnerships.

WaterlooWorks updates for improved user experience

CEE introduced [key updates to WaterlooWorks](#) to enhance the student job search experience, including a redesigned interface and improved application features. These changes, driven by student feedback, make it easier for students to find and apply for co-op opportunities, supporting their career development and success in the evolving world of work.

Investing in tomorrow's talent through co-op

In 2025, CEE had its most successful Giving Day to date, raising approximately \$170,000. Working in partnership with Advancement colleagues across campus, we're building a habit of giving among employers who recognize the tremendous value co-op students bring to their organization and want to invest in the next generation of talent. [CEE's Giving Day champion, Murray Gamble](#) (president of the C3 Group of Companies and Chair of the University of Waterloo's Board of Governors), strongly believes that supporting Waterloo's co-op program is a powerful way to make an impact.

Steele Family Foundation funding empowers co-op students to transform refugee education

Waterloo co-op students worked on innovative projects where they supported refugee education while gaining hands-on experience in program development and global engagement. Thanks to the funding from the Steele Family Foundation, students were able to broaden their perspectives and contribute to meaningful social change as part of the [Change Makers in Co-op program](#). The program helps to eliminate financial barriers, enabling students to gain hands-on experience at non-profits abroad.

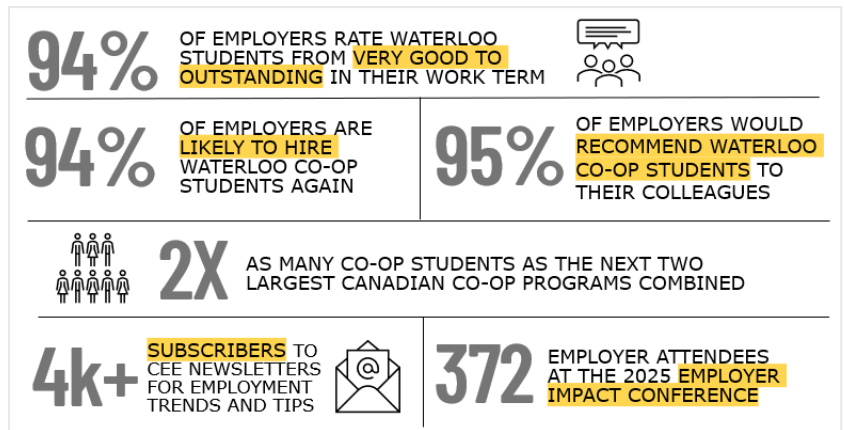
Donor-funded WE Accelerate Awards

Recently, 36 WE Accelerate students received awards valued at \$2,000 or \$2,500, generously funded by the Dixon Foundation and U.S.-based employer Rippling. [Donor support](#) continues to grow, with alumni and employers investing in early talent and helping students on unpaid or underpaid co-op terms.

4. Future-proofing employers

CEE works with employers to create quality learning experiences for students, which also give employers the opportunity to leverage our students' innovation, skills, knowledge and fresh perspectives.

Our newly aligned Industry Relations team is focused on understanding employer needs, providing effective resources and building impactful partnerships. Through initiatives such as enhanced service delivery, portfolio realignment and collaborative campus connections, we're creating more opportunities for employers to engage with Waterloo's future-ready students. Our goal is to drive employer delight and loyalty, ensuring that every partnership is mutually beneficial and sustainable. By adapting to changing industry needs, CEE is building a resilient talent ecosystem – one where employers return year after year, confident in the quality, innovation and impact our students bring to their organizations.



In the past year, to help future-proof employers, we:

- Partnered with industry associations (e.g., BioTalent, ECO Canada, etc.) for greater engagement with employers/industry.
- Realigned our Industry Relations group to activate a new approach to employer experience that includes more competitive service delivery levels.
- Launched an [offboarding guide](#) with resources for employers to complement the existing [onboarding guide](#).
- Hosted the [2025 Employer Impact Conference – The Power of Change Makers](#).
- Streamlined funding to support our employers, including approximately \$1.5 million in Student Work Placement Program (SWPP) funding to support employers in hiring Waterloo co-op students.
- Disbursed [Mitacs Business Strategy Internship](#) funding of more than \$700,000.

HIGHLIGHTS:

Celebrating the 2024/2025 CEE Employer Impact Award Recipients

Each year, CEE celebrates our [Employer Impact Award recipients](#) and honourable mentions for the positive impact they have on our students. These outstanding employers empower Waterloo co-op students to shape a better future in everything from AI research to sustainable construction to community health-care solutions.

Building the workforce of tomorrow with the power of change makers

At the [2025 Employer Impact Conference](#), industry leaders and Waterloo co-op experts explored how organizations can nurture a workforce of change makers. The presenters each emphasized the importance of investing in people today to benefit from a stronger workforce in the future. Throughout the conference sessions, presenters shared practical tips ranging from fostering curiosity and mentorship to embracing diverse perspectives and meaningful challenges.

Tips for maximizing student expertise in AI to benefit employers

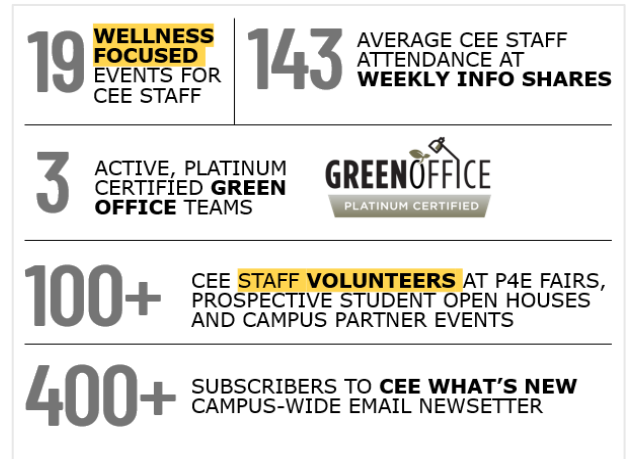
CEE hosted industry experts in a [panel discussion about AI and the future of work](#). The panel highlighted the need for organizations to adopt emerging AI technologies while recognizing the importance of human skills and the benefits students can bring when implementing AI. "It's an incredible opportunity for students to come into the workplace with some insight and skills as early adopters. If they come in with a great education and some insights, they're going to be able to change culture and processes at organizations that will have huge, positive ripple effects," said panellist Aaron Wilson, vice-president of marketing and sales at ECO Canada.

5. Future-proofing ourselves

With a One Waterloo approach, CEE continued to strengthen campus collaboration to support shared goals and student success. By investing in our people, systems and practices, we continue to support excellence and resilience.

Last year, we:

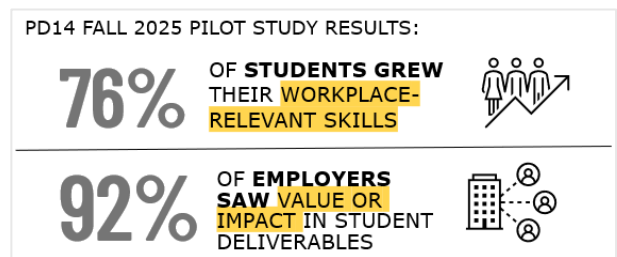
- Provided AI tools and training for staff to securely analyze qualitative data and surface insights for students, faculties and employers.
- Established a cross-unit Tech Adoption Group to share use cases and evaluate the use of AI and other technologies to improve effectiveness and efficiency in the delivery of CEE services and programming.
- Centralized the existing Arranged Own Job process to streamline work.
- Moved administrative support for the EDGE program into WaterlooWorks to create operational efficiencies and a better user experience.
- Supported sustainability through the Green Office program.
- Established CEE’s Inclusion Connection Network and Indigenous Relations committee.
- Launched [CEE What’s New cross-campus newsletter](#) to connect our work with campus partners.
- Collaborated with campus partners to launch a [community of support for administrative professionals](#).



ACTIONING STRATEGY IN A RAPIDLY CHANGING WORLD

In Fall 2025, CEE continued to turn strategy into action. We’re responding to a fast-paced, evolving world of work by strengthening student support, advancing experiential and career-ready learning, deepening employer and global engagement and reinforcing Waterloo’s leadership in WIL.

Central to this work was advancing a **cohesive educational strategy for an AI-enabled future of work**. Students become AI-capable by using technology in real workplaces, with real consequences. Through applied AI projects in [PD14: Technological Futures: Responsible Digital Innovation](#), students create tangible impact in their work environments. A just-in-time [micro course focused on AI and work](#) ensures learning is immediately relevant to workplace tools and decisions, while structured reflection assignments (powered by InStage) build judgment and confidence. The responsible use of AI principles, embedded across the curriculum and reinforced through a standalone professional development (PD) module, ensures ethical and effective application.



This practice-based approach has also attracted external validation and investment, with \$750,000 in grant funding secured by the end of 2025. Funding includes support from the [Embark Student Foundation](#) and **Business Higher Education Roundtable** to scale AI-enabled WIL. Together, these efforts move AI education from awareness to application, positioning Waterloo as a global leader in preparing graduates who can confidently, responsibly and effectively use AI — not just understand it in theory.

In both research and practice, CEE is also leveraging AI to analyze job descriptions and student skill data, enabling systematic tracking of emerging workforce trends and employer demand. This work will provide faculty and staff with timely, actionable insight to align curriculum, WIL, advising and program decisions with the future of work.

Together, this work ensures Waterloo remains nimble and responsive — equipping students with the skills, judgment and confidence to thrive amid constant change. At the same time, CEE will continue to evolve at the pace of industry and community needs and help shape the future of work rather than react to it.

WHAT'S NEXT FOR CEE

In 2026, CEE is focused on five core priorities that help students succeed, support employers and partners and strengthen Waterloo's leadership in WIL.

1. Prepare students for a changing world

Equip students with the skills, experiences and guidance they need to navigate an evolving labour market.

- Create the conditions for co-op and WIL students to thrive by strengthening advising, communications and job development.
- Expand career readiness supports, including purposeful career education and new upskilling opportunities such as applied AI learning.
- Continue to evolve experiential programs across campus, including a review of the EDGE program.

2. Be the top choice for industry, employers, and community partners seeking student talent

Deliver value, generate delight, build loyalty and create lasting partnerships.

- Strengthen employer and industry relationships through streamlined communications, impactful branding and more meaningful engagement opportunities.
- Continuously gather employer feedback to better understand changing talent needs.
- Support high-quality student supervision through new training and resources for employers.

3. Strengthen campus collaboration through a One Waterloo approach

Work across the institution to support shared goals, impact and student learning.

- Partner with faculties to align co-op, WIL and career learning with academic programs.
- Work with campus and external partners to identify meaningful work opportunities.
- Support and grow capstone and community-engaged learning experiences.

4. Advance research that shapes the future of work-integrated learning

Generate insights and evidence that inform practice and policy, locally and globally.

- Support priority Future of Work research areas, including the impacts of artificial intelligence, evolving work modes and WIL.
- Strengthen connections between faculty and CEE through research partnerships, data sharing and collaborative funding opportunities.

5. Strengthen how we deliver and adapt

Invest in people, systems and tools so we can operate effectively and respond to change.

- Embed high-quality reflection practices across WIL and PD courses.
- Improve digital and operational systems that support students and employers.
- Use AI responsibly to improve how we work.
- Grow external funding to support students, services and infrastructure.

For Information**Open Session**

To: Senate

From: University Committee on Student Appeals (UCSA)

David DeVidi
Associate Vice-President, Academic
UCSA Co-Chair

Justin Wan
Interim Associate Vice-President, Graduate Studies and Postdoctoral Affairs
UCSA Co-Chair

Date of Meeting: **May 4, 2026**

Agenda Item Identification: **9.3 University Committee on Student Appeals Annual Report (Policy 71 and 72)**

Summary:

These reports provide information required to be reported annually to Senate for the period September 1 2024 to August 31 2025.

To preserve confidentiality, cases are not reported by faculty, unit or program. In addition to the two reports, annual summaries (with identifying student and faculty names removed) of discipline cases and appeals are posted to the Secretariat's website:

- [Summary of Discipline Cases](#)
- [Summary of Student Appeal Cases](#)

Policy 71 Discipline Cases Report

The first report is on the discipline cases under Policy 71 – Student Discipline. The numbers reported in the attached chart include findings of misconduct under Policy 71 for graduate and undergraduate students at the University and Faculty levels. The level of measurement is cases, not individual students, i.e., some students are involved in multiple cases. Until 2024-25, there were also cases that involved multiple students. Beginning in 2024-25 such “multi-student” cases are now categorized so that each student involved is counted as a separate case. This explains some of the increase in the number of cases in 2024-25 compared to previous years.

The data shows a spike in cases during the pandemic, followed by a return to historically more-typical numbers. Plagiarism (2,050) and Unauthorized aids or assistance (1,184) have been trending upwards over the past two years while cases of Unauthorized co-operation or collaboration (1,553) and Cheating (170) have been trending down. Of course, the boundaries between these various categories are not precise. As noted below, the University has recently taken steps to ensure greater consistency in the categorization of cases, which may explain some of this variation. There is also an upward trend in the overall number of cases. When asked for comments about this data, some Faculties say the increase in cases largely involves inappropriate use of generative artificial intelligence tools.

Non-academic offences have also been declining since the 2020-21 academic year and are now significantly below pre-pandemic numbers. When asked for comments about this data, some Faculty Associate Deans expressed surprise, especially at the steep decline in 2024-25, but could offer no explanations.

End users in each Faculty enter data into the Campus Incident System (CIS). The numbers in this report are extracted from the CIS by the Secretariat. As reported last cycle, the CIS is nearing the end of its lifecycle. A new system has been selected, and a process of developing appropriate protocols and training those who will use it is underway. The new system is anticipated to be in place by January 2027. The new system will maintain the capacities of the current CIS, and includes additional features that should enhance reporting.

As was also previously reported, it has been known for some time that because of the large (probably excessive) number of categories available, and the various possible reasonable ways of making nuanced distinctions between them, there have historically been different understandings between Faculties in the ways particular sorts of action should be classified. A working group involving the Secretariat, staff from the AVPA Office, and staff in every Faculty was established that completed a clear and accessible Users Guide during 2023-24 so that all those using the CIS approach the issue of categorization with a shared understanding. As noted, this may explain some recent variation, as cases that might have been categorized one way in past years are now categorized differently, but it will also enhance the consistency and value of the data in the future.

Policy 72 Appeal Cases Report

The second report summarizes student appeal cases submitted under Policy 72 Student Appeals. The numbers presented in the attached chart include the appeals sent to the UCSA and to each of the Faculty Committees on Student Appeals (FCSAs). The report also provides a breakdown of the cases by outcome and by the nature of the appeals. These figures are provided by the UCSA and the FCSAs. In accordance with section 5 of Policy 72, each FCSA reports annually to the UCSA. Each FCSA may also make recommendations to its faculty on matters arising from appeals as it considers appropriate.

The UCSA, with support from the Secretariat, has reviewed its processes and reporting requirements under Policy 72 and has identified that this report has been historically overlooked, and has not been submitted to Senate since 2009. The UCSA is committed to providing this report on an annual basis going forward. The 2024-2025 cycle will serve as the baseline, and beginning with the next cycle, the UCSA will be able to identify and highlight trends in appeal activity for reporting to Senate.

The UCSA has no recommendations to make to Senate at this time.

Jurisdictional Information:

In accordance with [Policy 71 – Student Discipline, section 5](#), UCSA will report cases annually to Senate.

In accordance with [Policy 72 – Student Appeals, section 5](#), the UCSA shall report annually to Senate on the number of cases heard at the University and faculty levels, their nature and such recommendations as it sees fit to make with respect to matters under its jurisdiction.

Governance Path:

University Committee on Student Appeals: April 10, 2026 (via email)
Senate Executive Committee: April 20, 2026

Documentation Provided:

- Appendix A: UCSA Annual Policy 71 Report - 2024-2025
- Appendix B: UCSA Annual Policy 72 Report - 2024-2025

Appendix A: UCSA Annual Policy 71 Report - 2024-2025

DISCIPLINE OFFENCE	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
ACADEMIC										
Academic or admission fraud	61	88	14	10	0	0	9	16	10	34
Altering or falsifying a relevant document	29	19	13	17	0	4	5	16	20	2
Cheating	512	257	324	553	1,340	2,394	869	285	433	170
Contravention of statute	0	0	0	0	0	0	0	0	0	0
Impersonation	0	22	38	25	57	14	0	8	4	6
Misrepresentation	96	92	125	88	25	226	74	27	84	78
Obtaining confidential academic materials	0	0	0	0	4	16	4	0	4	5
Plagiarism	853	1,441	1,477	1,619	1,922	2,198	1,710	1,226	1,690	2,058
Theft of intellectual property	16	11	53	6	98	405	67	55	40	58
Unauthorized aids or assistance	47	32	56	28	604	1482	409	237	707	1,188
Unauthorized co-operation or collaboration	772	740	821	1,458	1,366	3,647	2,858	2,769	1,887	1,581
Unauthorized resubmission of work	41	20	75	48	12	19	22	8	22	40
Violation of examination regulations	15	11	40	27	159	153	65	1	51	262
Violation of instructor copyright	0	0	0	0	0	450	186	12	16	25
Other	4	12	12	12	1	83	6	10	9	7
Total	2,446	2,745	3,048	3,891	5,588	11,091	6,284	4,670	4,977	5,514
NON-ACADEMIC										
Contravention of a statute	7	3	0	0	0	0	0	0	0	0
Disruptive, dangerous, aggressive or threatening behaviour	39	16	31	21	14	7	9	12	18	12
Infringing unreasonably on the work of others	9	8	9	0	1	0	0	0	10	2
Mischief	2	39	0	0	0	0	30	4	0	0
Misuse of University resources	8	27	1	21	2	0	2	2	3	0
Theft	11	0	0	0	0	0	0	8	5	0
Unauthorized use of equipment	4	3	4	0	0	0	0	0	0	0
Unethical behaviour	52	74	61	5	0	14	2	9	5	2
Vandalism	0	0	0	32	0	0	0	4	0	0
Violation of safety regulations	0	0	0	0	4	401	5	9	0	0
Other	11	13	10	5	10	83	31	4	0	7
Total	143	183	116	84	31	505	79	52	41	23

*The numbers in this table represent cases. Up until 2024-2025 cases could have included multiple students. Starting in 2024-2025, any multi-student cases are now categorized so that each student involved is counted a separate case.

Appendix B: UCSA Annual Policy 72 Report - 2024-2025

APPEALS						
LEVEL	DECISION			NO DECISION		TOTAL
	Granted	Granted with Adjustments	Denied	Dismissed	Withdrawn	
Arts FCSA	0	0	8	0	0	8
Engineering FCSA	0	0	3	0	0	3
Environment FCSA	0	0	0	0	0	0
Health FCSA	0	0	0	0	0	0
Mathematics FCSA	1	0	18	0	0	19
Science FCSA	0	1	5	0	0	6
FCSA Totals	1	1	34	0	0	36
UCSA	0	0	11	1	0	12
FCSA & UCSA Totals	1	1	45	0	0	48

NATURE OF FCSA APPEALS							
APPEAL CONCERNING	Arts	Engineering	Environment	Health	Math	Science	Total
A grievance decision in an academic setting made by an Associate Dean under Policy 70.	0	0	0	0	2	0	2
A decision on a reassessment challenge under Policy 70.	2	0	0	0	0	0	2
A decision of an Associate Dean under Policy 71 where the penalty imposed does not include suspension for more than three consecutive terms or expulsion.	6	3	0	0	17	6	32
Total:	8	3	0	0	19	6	36

NATURE OF UCSA APPEALS

APPEAL CONCERNING	UCSA
A FCSA decision regarding an appeal of a grievance decision in an academic setting made by an Associate Dean under Policy 70.	0
A FCSA decision regarding an appeal of a decision on a reassessment challenge under Policy 70.	2
A FCSA decision regarding an appeal of a decision of an Associate Dean under Policy 71 where the penalty imposed does not include suspension for more than three consecutive terms or expulsion.	5
A discipline penalty imposed under Policy 33.	0
A grievance decision in an academic support setting made under Policy 70.	0
A decision of an Associate Dean under Policy 71 where the penalty imposed includes suspension for more than three consecutive terms or expulsion.	1
A decision of the Vice-President, Academic & Provost under Policy 71.	3
A matter concerning a student referred to the UCSA by the Senate or Board of Governors.	0
A decision under Policy 42.	1
Total:	12

For Information**Open Session**

To: Senate

From: Senate Research & Innovation Council

Presenter(s): Charmaine Dean
Vice President, Research and International

Date of Meeting: May 4, 2026

Agenda Item: **10.1 Report of the Senate Research & Innovation Council**

Summary

Charmaine Dean, Vice-President, Research and International, and Chair of the Senate Research and Innovation Council (SRIC), will provide an update on recent SRIC and luncheon discussions with Senators concerning Defence Research.

For Information**Open Session - Consent**

To: Senate

From: Senate Academic Quality Enhancement Committee

Presenter(s): David DeVidi
Associate Vice-President, Academic

Date of Meeting: May 4, 2026

Agenda Item: **11.4** **Report: Senate Academic Quality Enhancement Committee**

Summary

Senate Academic Quality Enhancement Committee (AQuE) conducted an e-vote concluding on March 23, 2026 and agreed to forward the following items to Senate for information as part of the consent agenda. On behalf of Senate, the following items were received approved:

- a. Final Assessment Report: Physics, Biological and Medical Physics, Physics and Astronomy, Mathematical Physics (BSc), Physics, Bio Physics (Minors), Physics (MSc/PhD – Joint with Guelph)
- b. Final Assessment Report: Philosophy (BA, Minor, MA, PhD), Applied Philosophy (PhD)
- c. Final Assessment Report: Pure Mathematics (BMath, Minor)

Approved final assessment reports and cyclical program review progress reports can be viewed on the [AQuE Committee Reporting page](#). There were no issues noted in the reports or concerns raised by the committee.

Jurisdictional Information

As outlined in the committee's [Terms and Reference](#), Senate Academic Quality Enhancement Committee is empowered to make approvals on behalf of Senate for a variety of operational matters:

2. On behalf of Senate, consider and approve all Final Assessment Reports and Progress Reports within the University's IQAP, and provide Senate with a summary of the committee's deliberations in this regard. Any matter of controversy that might arise may be referred to Senate.

Governance Path

Senate Academic Quality Enhancement Committee approval date: March 23, 2026

For Information**Open Session - Consent**

To: Senate

From: Senate Research & Innovation Council

Presenter(s): Charmaine Dean
Vice President, Research and International

Date of Meeting: May 4, 2026

Agenda Item: **11.5 Report of the Senate Research & Innovation Council**

Summary

[Senate Research and Innovation Council](#) met on [April 9, 2026](#) and discussed the following items at the meeting:

1. [Research Security Plan](#)
Council received for information and provided feedback on the Research Security Plan.
2. [Canada Impact+ Research Chairs Program](#)
Council received for information and provided feedback on the Canada Impact+ Research Chairs Program.
3. [Declaration on Research Assessment \(DORA\)](#)
Council received for information and provided feedback on DORA.

Jurisdictional Information

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

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

Governance Path

Senate Research and Innovation Council: [April 9, 2026](#)

For Information**Open Session - Consent**

To: Senate
From: Senate Undergraduate Council
Presenter(s): David DeVidi
Associate Vice-President, Academic

Date of Meeting: May 4, 2026

Agenda Item: **11.6 Report of the Senate Undergraduate Council**

Summary

[Senate Undergraduate Council](#) met on [April 7, 2026](#) and agreed to forward the following items to Senate for information as part of the consent agenda. On behalf of Senate, the following items were approved:

1. Curricular Submissions

Council approved the following new courses, the deletion of courses, course changes, and proposed minor changes to existing courses and programs for:

- a. [Faculty of Mathematics](#)
- b. [Faculty of Science](#)

2. EdTech Project and Fee Proposal

Council received for information and provided feedback on the EdTech Project and fee proposal.

3. Velocity Resources and Support for Undergraduate Students

Council received for information and provided feedback on the resources and support available for undergraduate students at Velocity.

Jurisdictional Information

As provided for in [Senate Bylaw 2](#), section 5.03, council is empowered to make recommendation and approvals on behalf of Senate for a variety of operational matters:

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

Governance Path

Senate Undergraduate Council, Curriculum Subcommittee: March 27, 2026

Senate Undergraduate Council: April 7, 2026

For Information**Open Session - Consent**

To: Senate

Presenter(s): Charmaine Dean
Vice President, Research and International

Date of Meeting: May 4, 2026

Agenda Item: **11.8 Awards, Distinctions, Grants, Commercialization Activity, International Engagements**

Recommendation/Motion

This item is for information purposes.

Summary

This report summarizes successful commercialization, research and international outputs and outcomes for the period March to mid-April 2026.

Proposal/Rationale

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

Jurisdictional Information

N/A

Governance Path

N/A

Documentation Provided

Attached – Vice-President, Research and International: Report to Senate, May 2026.

**Vice-President, Research & International
Report to Senate
May 2026**

Introduction

This report highlights successful research and commercialization outputs and outcomes for the period March to mid-April 2026.

Funded Awards

**CIHR Catalyst – Analysis of Canadian Longitudinal Study on Aging (CLSA)
Data Grants**

Dr. Hao Luo (School of Public Health Sciences)

Title: Enhancing the utility of CLSA cognitive measures: Handling non-ignorable missing data for more accurate inferences

Amount: \$68,750

Dr. Anamarie Crisan (Cheriton School of Computer Science)

Princess Margaret Hospital – Grand Challenge

Amount: \$250,000 (cash and in-kind support)

Title: MedDataOS: A Human-Centered Multi-Agent Framework for Biomedical Data Analysis

As part of Princess Margaret Hospital’s partnership with the University of Waterloo, this project aims to develop a multi-agent AI system to integrate and analyze clinical data on head and neck cancers to help improve the outcomes of cancer patients. The research builds on an existing prototype developed by Crisan’s team that uses two AI agents, one for tabular clinical data and another for CT image data. These agents are coordinated through a central orchestrator that processes clinician queries through a web-based conversational interface.

Ontario Research Fund (ORF) – Small Infrastructure Fund (ORF SIF)

The ORF Small Infrastructure Fund (SIF) is co-funded by the Federal John R. Evans Leader – Canada Foundation for Innovation (CFI) fund to help cover the costs of acquiring/renewing research equipment and/or facilities.

Waterloo received successful notice of awards for 24 ORF-SIF projects from the winter and spring, 2025 funding rounds (matching funds for the successfully funded CFI projects).

Name	Department	Project Title	ORF Contribution
March 2025 Round			
1. Dr. Jordan Cannon	Kinesiology and Health Sciences	Development of a modular biomechanics laboratory to quantify, assess, and (re)train movement from lab-to-clinic-to-field	\$110,000
2. Dr. Wenhua Chen	Cheriton School of Computer Science	Enriching the linguistic diversity of open language models	\$168,004
3. Dr. Clara Colombatto	Psychology	Socio-cognitive foundations of human-machine interactions	\$180,000
4. Dr. Yuntian Deng	Cheriton School of Computer Science	Progressive Internalization of Skills for Advanced Language Model Reasoning	\$96,000
5. Dr. Adrian Lupascu	Physics and Astronomy and Institute for Quantum Computing	Platform for advanced experiments with superconducting quantum devices	\$421,000
6. Dr. Tizazu Mekonnen	Chemical Engineering	Rational design of sustainable and nano-enabled multiphase polymers	\$258,000
7. Dr. Sahar Pirooz Azad	Electrical and Computer Engineering	Reconfigurable Converter Platform for Design, Protection and Control of Modern Power Grids	\$154,204
8. Dr. Shiyu Su	Electrical and Computer Engineering	High-Speed and Efficient Integrated Circuits for Next Generation Computing Systems	\$100,000
9. Dr. Varvara Zemskova	Applied Mathematics	GPU Accelerated Numerical Simulations for Oceanographic Applications	\$160,000
10. Dr. Hong Zhang	Cheriton School of Computer Science	Serving Systems for Large Language Models with Low Latency, High Utilization, Good Scalability, and Low Carbon Emissions	\$195,069
11. Dr. Victor Zhong	Cheriton School of Computer Science	Privacy-Aware Language Agents via Post-Deployment Learning and Adaptation	\$80,000

Name	Department	Project Title	ORF Contribution
June 2025 Round			
12.Dr. Maricor Arlos	Civil and Environmental Engineering	Invisible threats, visible solutions: Advancing water quality management through micropollutant analysis	\$125,000
13.Dr. Michal Bajcsy	Electrical and Computer Engineering and Institute for Quantum Computing	Atomic Layer Etcher for Enhanced Quantum Technology Devices	\$579,016
14.Dr. Andrew Boutros	Electrical and Computer Engineering	Architecture Exploration and Design Tools for Next-Generation Reconfigurable Acceleration Devices	\$80,000
15.Dr. Peter Crank	Geography and Environmental Management	Addressing urban (over)heating in a warming climate	\$78,000
16.Dr. Vinny Gupta	Mechanical and Mechatronic Engineering	Fast Spectral Imaging of Fire Emissions	\$125,000
17.Dr. Mohamed Hibat Allah	Applied Mathematics	Exploring many-body physics with language models	\$160,000
18.Dr. Elise Laende	Systems Design Engineering	Digital Infrastructure for Motion Capture	\$80,000
19.Dr. Shana MacDonald	Communication Arts	Feminist Interdisciplinary Research Lab	\$105,000
20.Dr. John Magliaro	Mechanical and Mechatronic Engineering	Elevated- to high-rate characterization facility for advanced lightweight materials and structures	\$115,000
21.Dr. Robert Nishida	Mechanical and Mechatronic Engineering	Framework for Advancing Aerosol Metrics to Improve Air Quality and Health	\$95,000
22.Dr. Katherine Ratliff	Psychology	Canada Research Chair in Intergroup Attitudes	\$50,000
23.Dr. Mihaela Vlasea	Mechanical and Mechatronic Engineering	Technologies enabling nature-inspired architected materials and structures	\$375,750
24.Dr. Jung-Ho Yu	Chemistry	Raman Spectroscopy for Multidimensional and Ultrasensitive Chemical Analysis of Live Biological Subjects	\$100,000

Commercialization and Entrepreneurship Highlights

Below are March highlights showcasing University of Waterloo students and startups supported by Velocity.

Jain Family Fund Award

Henrietta van Niekerk (GBDA, current and Founder) - [Skrimp.AI](#)
Ven Niekerk was awarded the [winter 2026 Jain Family Fund Award](#) for her meal-planning app that helps users save money. The \$5,000 prize is granted every fall and winter term to a University of Waterloo student that has participated in the Velocity Cornerstone Program and has used the Enterprise Co-op program to continue working on their startup idea.

Agri-Food Innovation Challenge

The inaugural Agri-Food Innovation Challenge was a two-week challenge in March for University of Waterloo students to start a new solution in the Canadian agriculture space. The challenge was developed by Velocity and supported by Ontario Greenhouse Vegetable Growers (OGVG), Ontario Ministry of Agriculture, Food and Agribusiness (OMAFRA), Bioenterprise, Cooperathon powered by Desjardins, Ceragen and Intellectual Property Ontario (IPON). Nearly 100 students participated in the challenge across 15 teams.

The winning teams and their solutions were:

- *Yousuf Islam (BASc.'26 and Co-Founder), Ayush Shah (BMath.'26 and Co-Founder) and Deen Parak (BASc.'26) - **VineVision***
VineVision is a scissor lift-mounted camera system using computer vision to automatically count and classify tomato flowers and fruit, delivering real-time yield predictions.
- *Ashley Juraschka (BASc.'24, MASc.'26 and Co-Founder), Joanna Rywak (BASc.'24, MASc.'26 and Co-Founder) and Yoghashri Karthikeyan Srimathi (BASc.'30 and Co-Founder) - **AgriScout***
AgriScout uses machine vision, AI, and autonomous scouting to provide real-time, predictive pest insights for precise, proactive pest management.
- *Sheldon Mbuh (BSc.'29 and Co-Founder) and Harkamal Bhamra (MASc.'27 and Co-Founder) - **EcoNode***
EcoNode are AI-powered Augmented Reality powered glasses that guide apple tree pruning, reducing decision time, speeding up training, and improving precision to boost yield.
- *Lily Yandeng (BASc.'29 and Co-Founder), Karan Bajwa (BASc.'29 and Co-Founder) and Nina Mathew (BASc.'29 and Co-Founder) - **BloomGuard***
BloomGuard is a customizable, CNC-based spring bud protection spray that integrates with existing orchard systems to prevent frost damage.

Socratica Symposium

Socratica is a Waterloo born and globally recognized maker community that hosted its annual Symposium in March. The two-day celebration drew thousands of students, alumni, community creators and local groups to share what they have made and what they have learned.

Co-op Workplace Simulation

The Co-op Workplace Simulation is open to all students seeking practice identifying real business problems. Through interactive simulation, 20 participants acted as co-op students at a fictional real estate/home builder company, collaborating with peers to uncover the organization's key challenges, and learning to communicate solutions confidently. Students gained practical skills in engaging co-workers, asking better questions, and recognizing signs of organizational challenges.

Velocity Start-up news

Phillip Cooper (BASc.'17 and Co-founder) and Michael Phillips (BASc.'17 and CEO and Co-Founder) – [Vena Medical](#) and Armen Bakirtzian (BASc.'08 and Co-founder), Andre Hladio (BASc.'08, MASc.'10 and Co-founder) and Richard Fanson (BASc.'08 and Co-founder) – [Intellijoint Surgical](#)

Two Velocity Health ventures, Vena Medical, and Intellijoint Surgical, will receive a combined \$1.9 million from the Provincial Life Sciences Scale-Up Fund to increase manufacturing capacity, expand globally and advance commercialization of their health-care technologies.

Rastin Rassoli (BCS.'25 and Co-founder) - [Doro](#)

Velocity startup Doro is developing clinically guided AI tools to ensure that connection with patients continues long after appointments end, addressing a critical gap in provider capacity. Rassoli is now collaborating with Dr. Allison Kelly (Psychology), Dr. Helen Chen (Professor and Director of the Professional Practice Centre in Health Systems at Waterloo), and a multidisciplinary team to build continuity of care solutions for hospitals.

Mazhar Shaheen (BASc.'22, MASc.'27 and Co-Founder) and Shiv Naik (BS.'22, MEng.'27 and Co-Founder) – [NewGen Health](#)

Currently an estimated 805 million people suffer from kidney disease, which is typically detectable only through lab tests. NewGen is revolutionizing early detection with a rapid urine-based screening solution, paired with software that optimizes prescription dosing to protect kidney health and improve patient outcomes. In this period, NewGen Health won top prize at the SE Health Innovation Challenge.

Miswar Syed (MASc.'26 and Co-founder) and Amirhossein Boreiri (MASc.'26 and Co-founder) – [Swish Solar](#)

In March, Swish Solar launched an AI tool for solar panel cleaning optimization. The self-cleaning solar panel technology is designed to actively keep solar panels clean in snowy and sandy regions. The launch was covered in pv magazine, a leading publication for the U.S. solar photovoltaics (PV) community.