

University of Waterloo
SENATE
Minutes of the Monday 17 October 2022 Meeting

Present: Sheila Ager, Marc Aucoin, Sandra Banks, Michael Beauchemin, Jason Blokhuis, Jeff Casello, Trevor Charles, Joan Coutu, Neil Craik, Kristine Dalton, David DeVidi, Laura Deakin, Charmaine Dean, Jack DeGooyer, Nenone Donaldson, Catherine Dong, Aiman Fatima, Wendy Fletcher, Bruce Frayne, George Freeman, Mark Giesbrecht, Moira Glerum, Vivek Goel (chair), Rob Gorbet, Kelly Grindrod, Mike Grivicic (secretary), David Ha, Mary Hardy (for Lori Curtis), Dennis Huber, Sonia Ismail, Narveen Jandu, Achim Kempf, Jennifer Kieffer, Veronica Kitchen, Scott Kline, Christiane Lemieux, Robert Lemieux, Lili Liu, Brad Lushman, Ellen MacEachen, Carol Ann MacGregor, Blake Madill, Peter Meehan, Nasser Mohieddin Abukhdeir, Graham Murphy, Cathy Newell Kelly, Erin O'Connell, Daniel O'Connor, Troy Osborne, Nicholas Pfeifle, Luke Potwarka, Mary Robinson, James Rush, Matthew Schwarze, Marcus Shantz, Siva Sivoththaman, Chao Tan, Sharon Tucker, Graeme Turner, Diana Vangelisti, Paul Ward, Dan Weber, Mary Wells, Stan Woo, Changbao Wu, Annie Yang, En-Hui Yang, Stephanie Ye-Mowe

Guests: Tanya Andrews, Jean Becker, Bruce Campbell, Jana Carson, Aldo Caputo, Bernard Duncker, Annamaria Feltracco, Diana Goncalves, Michele Hollis, Karen Jack, Andrea Kelman, Nick Manning, Anton Mosunov, Fayaz Noormohamed, Chris Read, Ian Rowlands, Daniela Seskar-Hencic, Allan Starr, Brandon Sweet, Mat Thijssen, Kerry Tolson, Johanna Wandel, Katy Wong Franco

Absent: John Abraham*, Dominic Barton*, Lisa Bauer-Leahy, Kim Cuddington, Lori Curtis, Cindy Forbes*, Onurcan Gokkaya, Kevin Hare, Natalie Hutchings, Martin Karsten*, Alysia Kolentsis, Xianguo Li, Ceileigh McAllister*, Richard Myers*, Beth Namachchivaya*, Oudy Noweir, Naima Samuel*, Siv Sivaloganathan, Julian Surdi*, Clarence Woudsma,
*regrets

OPEN SESSION

CHAIR'S REMARKS

The chair welcomed members to the meeting and applauded the deans for their efforts to showcase the annual United Way workplace campaign.

He remarked: welcome to Mary Hardy, who is serving in place of Lori Curtis who is unavailable; municipal elections are upcoming on 24 October, and we encourage all members to participate in this important democratic exercise; excellent feedback received on the joint Board-Senate session on 28 September, and areas will be identified for further engagement as well as for increased involvement of Senate; recent President's Forum was held on 3 October with attendees both in person and participating online, which provided an excellent venue for discussions re: Waterloo at 100; the fall convocation ceremonies are upcoming on 21-22 October, and members are encouraged to participate as they are able; Mary Robinson was confirmed earlier today as the Faculty senator representative to the Board of Governors, term to 30 April 2023.

1. CONFLICT OF INTEREST

Senators were asked to declare any conflicts they may have in relation to the items on the agenda. No conflicts were declared.

2. APPROVAL OF THE AGENDA

By consensus, members approved the agenda as presented.

3. MINUTES OF THE 19 SEPTEMBER 2022 MEETING

A motion was heard to approve the minutes as distributed. Giesbrecht and Wells. Carried.

4. BUSINESS ARISING FROM THE MINUTES

The chair observed that item 8(c) arises from the minutes of the previous meeting. No other items arising were noted.

5. SENATE WORKPLAN

The chair noted that minor changes have been made to the timing of some items, toward fine tuning the work plan. This item was received for information.

6. REPORT OF THE PRESIDENT

a. President's Update. The president highlighted important recent events: commitment ceremony held last month where he acknowledged the University's full commitment to reconciliation, Indigenization and decolonization of the institution; at the same ceremony the president received gifts of an eagle feather and two wampum belts, some of which will be displayed in the Board and Senate chamber; a Walk for Truth and Reconciliation was held on 30 September, coinciding with the National Day for Truth and Reconciliation and honoring the lost children and Survivors of residential schools, their families and communities; the president expressed his sorrow at the murder of student Mahsa Amini at the hands of Tehran's Guidance Patrol; the president expressed his sadness at the death of Sarah Inam, a Waterloo alum who lost her life to intimate partner violence, and underscored the importance of taking an active role to speak out against gender-based violence; the University will participate in the 16 days of Activism against Gender-based Violence, led by UN Women; the University hosted the Sustainable Aeronautics Summit earlier this month, with keynote from Commander Chris Hadfield; the recent Black and Gold Day and Ontario Universities' Fair were very successful events; overview of recent announcements re: university rankings, and noting that the Waterloo at 100 discussions have taken an interest in areas where the institution ought to be concerned with elements of these exercises, or not.

b. Strategic Plan Annual Update 2021-22. Goel provided a PowerPoint presentation: areas of ongoing strength for Waterloo, along with prospective areas for improvement; trends in enrollment growth and graduation rates, with relevant comparators; employment trends for faculty and staff, highlighting increased turnover during the pandemic; another employee survey will be required in the near term to provide insight into the condition of the current workforce; perceptions of student experience from both undergraduate and graduate surveys; co-op employment has rebounded and is at pre-pandemic levels; strong showing vs. comparators for employment of Waterloo graduates in co-op; trends in reduced government funding in recent years; startup culture and innovation ecosystem, with strong research funding in key areas (and accounting for the presence of medical schools at comparator institutions); tracking alumni engagement; greenhouse gas emission trends and efforts made by the institution to continually improve in its environmental footprint. Members discussed: the greenhouse gas emissions reported are scope 1 and 2, and work is being done toward accounting for scope 3 emissions; would be good to obtain more content on faculty-specific matters and to engage with faculty on strategic plan goals, as faculty have potentially become more disengaged in recent years due to the pandemic. Some members requested access to the source material and data and will liaise with staff in IAP to that end.

7. LEADERSHIP UPDATES

a. Report of the Vice-President, Academic & Provost

The provost provided an operational update via PowerPoint presentation: observations and trends in facets of student experience including athletics, campus housing, and the utilization of counselling and health services; upcoming conference on student mental health this month; supporting new student transitions; recent actions taken to promote health and safety on campus, with ongoing attention to making operational decisions based on evidence and science; recent release of guidelines for flexible work and for electronic monitoring (the latter as required by Bill 88). Members discussed the messaging to campus pertaining to masking and some members indicated that more unreserved support for masking would be appropriate.

i. Policy 76/77 Update. Rush and Hardy jointly gave a PowerPoint presentation in support of the memo included with the agenda, highlighting the shared interest and desire between all parties involved to bring the process to a close in a way that is timely and best for the University community. Members discussed the memo and proposal: the policy process is fairly antiquated

and not necessarily in keeping with the needs of today's University community; the heterogeneity of teaching loads across units makes it difficult to find a single policy solution; perceptions of a breakdown in the policy process do not necessarily reflect the complexity of the issues at hand and the efforts made by all parties to thoroughly examine those issues; there is provision for communication to the community as part of the proposed process, which fosters transparency.

A motion was made:

To approve the following membership on the Policy 76/Policy 77 Drafting Committee: Mary Hardy (statistics and actuarial science, FAUW appointee); Su-Yin Tan (geography and environmental management, FAUW appointee); Paul Wehr (psychology, FAUW appointee); David DeVidi (associate vice-president, academic, President's appointee); Anna Esselment (political science, President's appointee); and Ian VanderBurgh (mathematics, President's appointee).

Rush and Hardy.

A motion was made to amend the main motion to add two student observers into the process, one each from the GSA and WUSA. Pfeifle and Ye-Mowe.

Members discussed: this amendment would place the membership outside the established policy framework; the proposal as presented is the outcome of extensive discussions between the interested parties; while students are indirectly impacted by the outcome of the process, it would set an impractical precedent to account for indirect impacts in setting the membership of policy development committees. One senator called a point of order and observed that the amending motion is out of order, as the motion would result in a clear departure from the established policy framework. The chair ruled the amending motion to be out of order. The chair affirmed that Policy 1 has no provision for observer in policy development committee, observing that both the provost and FAUW president have committed to bringing in student perspective as appropriate.

The main motion was carried, with one opposed and one abstaining.

b. Report of the Vice-President, Research & International

This item was deferred to the next meeting.

8. REPORT FROM COMMITTEES AND COUNCILS

a. Senate Graduate & Research Council

Dean introduced the item and Olaf Weber provided an overview of the prospective new center, affirming that all Faculties have been contacted with regard to joining in on this new activity. A motion was heard to approve the establishment of the Centre for Sustainability and Business (CSB), as presented. Dean and Ager. Carried with one opposed and one abstention.

b. Senate Undergraduate Council

DeVidi spoke to the item and a motion was heard to approve the proposed correction of the official name of the Environmental Sciences plans, both Honours and Honours Co-operative, to be pluralized (Environmental Sciences versus Environmental Science), effective 1 September 2023. DeVidi and Lemieux. Carried with one abstention.

c. Senate Executive Committee

Goel provided an overview of the report, and a motion was heard to approve the appointment of Dr. Scott Kline as the Council of Ontario Universities (COU) Academic Colleague for the University of Waterloo, term to 30 April 2025. Casello and O'Connor. Carried with one abstention.

d. Senate Long Range Planning Committee

Goel noted the committee's discussion of Waterloo at 100 as well as the Digital Learning Strategy. This item was received for information.

9. OTHER BUSINESS

There was no other business.

CONSENT AGENDA

A motion was heard to approve or receive for information the items on the consent agenda, listed as items 10-12 of the Senate agenda. Freeman and Ye-Mowe. Carried.

10. REPORTS FROM COMMITTEES AND COUNCILS

- a. **Senate Graduate & Research Council.** Received for information.
- b. **Senate Undergraduate Council.** Two items approved; remaining items received for information.

11. REPORTS OF THE VICE-PRESIDENT, ACADEMIC & PROVOST

To approve the lists of candidates for degrees, diplomas, and certificates as specified in the document which is uploaded to Senate's SharePoint site.

12. REPORTS FROM THE FACULTIES. Received for information.

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

25 October 2022
/dg

Mike Grivicic
Associate University Secretary
Secretary to Senate