

University of Waterloo
SENATE
Minutes of the Monday 16 January 2023 Meeting
[in agenda order]

Present: John Abraham, Sheila Ager, Marc Aucoin, Sandra Banks, Michael Beauchemin, Jeff Casello, Trevor Charles, Joan Coutu, Neil Craik, Charmaine Dean, Jack DeGooyer, Nenone Donaldson, Catherine Dong, Aiman Fatima, Wendy Fletcher, Cindy Forbes, Mark Giesbrecht, Vivek Goel (chair), Kelly Grindrod, Mike Grivicic (secretary), David Ha, Kevin Hare, Martin Karsten, Achim Kempf, Jennifer Kieffer, Veronica Kitchen, Christiane Lemieux, Robert Lemieux, Lili Liu, Brad Lushman, Jennifer Lynes Murray, Carol Ann MacGregor, Blake Madill, Ceileigh McAllister, Peter Meehan, Nasser Mohieddin Abukhdeir, Kristiina Montero, Richard Myers, Beth Namachchivaya, Cathy Newell Kelly, Chris Nielsen, Oudy Noweir, Daniel O'Connor, Troy Osborne, Nicholas Pfeifle, Luke Potwarka, Jacinda Reitsma, Mary Robinson, James Rush, Naima Samuel, Matthew Schwarze, Marcus Shantz, Siv Sivaloganathan, James Skidmore, Sharon Tucker, Graeme Turner, Diana Vangelisti, Paul Ward, Dan Weber, Mary Wells, Stan Woo, Annie Yang, En-Hui Yang, Stephanie Ye-Mowe

Guests: N. Asokan, Jean Becker, Bruce Campbell, Aldo Caputo, Bernard Duncker, Donna Ellis, Rebecca Elming, Lori Gamble, Diana Goncalves, Sarah Hadley, Michele Hollis, Scott Inwood, Ross Johnston, Andrea Kelman, Nick Manning, Marilla McCargar, Fayaz Noormohamed, Ian Rowlands, Daniela Seskar-Hencic, Alisa Sivak, Allan Starr, Brandon Sweet, Kerry Stryker, Evan Taylor, Mat Thijssen, Sam Toman, Chris Vigna, Nickola Voegelin, Tim Weber-Kraljevski, Katy Wong-Francq

Absent: Dominic Barton*, Kim Cuddington, Kristine Dalton, Laura Deakin, David DeVidi*, Bruce Frayne*, Onurcan Gokkaya, Rob Gorbet*, Mary Hardy, Natalie Hutchings, Sonia Ismail, Narveen Jandu, Scott Kline, Alysia Kolentsis*, Xianguo Li, Ellen MacEachen, Graham Murphy*, Erin O'Connell*, Siva Sivoththaman*, Julian Surdi, Clarence Woudsma*, Changbao Wu
*regrets

OPEN SESSION

CHAIR'S REMARKS

The chair's welcomed new members Jennifer Lynes Murray, Kristiina Montero, Chris Nielsen, and James Skidmore. He introduced Jacinda Reitsma, who joins Senate in her role as Vice-President, Administration and Finance. He noted the recent retirement of George Freeman and observed that Moira Glerum and Zhongchao Tan have both stepped down from Senate; he thanked those senators for their service.

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

A motion was heard to approve the agenda as distributed. Schwarze and Woo. Carried.

3. MINUTES OF THE 21 NOVEMBER 2022 MEETING

A motion was heard to approve the minutes as distributed. Ward and Schwarze. Carried.

4. BUSINESS ARISING FROM THE MINUTES

There was no business arising from the minutes.

5. SENATE WORKPLAN

Members noted the new item on the workplan "Faculty Update", and the first update will come from Engineering at the September 2023 meeting. This item was received for information.

6. REPORT OF THE PRESIDENT

a. President's Update

The president congratulated two members of the University of Waterloo community who were recently named members of the Order of Canada: Feridun Hamdullahpur, president emeritus, and John Lounds, a distinguished alumnus and former member of the Board of Governors. The president indicated that the Global Futures report will be launched next week. The publication's themes align with the Waterloo at 100 futures themes, and hard copies of the Global Futures report will be available to senators at the next meeting in February. The president observed that the Waterloo at 100 vision paper is approaching completion, and that a number of launch events will be planned for both the internal and external University community. He highlighted that the vision paper calls out next steps in a number of strategic areas e.g. integrated planning, enhanced budgeting, and mapping the vision for key exercises and working groups.

b. Presentation: Strategic Plan – Talent

i. 2020-2025 Strategic Plan Thematic Spotlights on Talent

The chair welcomed the panel and recalled that many senators will have participated the previous week's Strategic Plan Thematic Discussion on Talent.

ii. Graduate Student Panel: Design of Course on "Wicked Problem of Climate Change"

Donna Ellis introduced the panel, which focuses on the design of the course as one of the beta projects of the Teaching Innovation Incubator (TII). Brian Laird and Kyle Scholz spoke to their observations and experiences as part of the project (and relayed observations from Kayleigh Swanson, a graduate student also involved with the project): overall aim to advance interdisciplinarity between 38 participants across all six Faculties; the course was novel as was its format, and the TII played a key role in making it happen; it is important to make the course content accessible for a wide range of students; the process of developing the course yielded a good deal of formative discussion and mutual understanding of differing priorities among those involved, leading to increased understanding and instructors learning new pedagogical approaches from each other; the majority of TII projects would be likely to cross boundaries between departments and disciplines, and those involved need to be open to ideation work and embrace the support available from the academic support units; for those involved in TII project, failure should be seen as one possible (and acceptable) outcome of their project, with resources devoted to project evaluation to glean lessons for future projects.

Members discussed: a key feature of the TII is that project content is fed into a repository for use by future TII participants; need to assess the relative costs and benefits of teaching innovation activity, as the TII represents one model but innovation is happening in many areas with varying resource support; fostering interdisciplinarity is a key element of the University's strategic plan; some members were unclear on the utilization of "incubator" terminology, as it is difficult to quantify the return on investment (e.g. benefits in advancing research and teaching); TII projects are meant to be large, whereas Learning Innovation and Teaching Enhancement (LITE) Grants are smaller and generally more incremental; in evaluating beta incubator projects, need to assess how a given project would be scaled up and whether innovation would occur with or without the incubator; a member suggested that greater decentralization of these sorts of activities yields greater benefits in comparison to more centralized models; minor barriers can prevent uptake by students e.g. one Faculty did not have a course code for the new Wicked Problems course, though with experience the necessary adaptations are being made; the idea for TII came from the Strategic Plan grassroots discussions, and additional resources to be devoted to these projects will be assessed as part of the budget process.

7. LEADERSHIP UPDATES

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

i. Operational and Strategic Matters

James Rush provided a PowerPoint presentation: CUPE was certified to represent sessional instructors earlier this month following a vote in December 2022, and the University is interacting with CUPE on defining the bargaining unit as well as determining the dates and logistics of the bargaining process; following the court decision in November 2022 to declare Bill 124 void and of no effect (and cognizant that the province has filed an appeal of said decision), the University is reviewing the compensation agreements with certain employee groups and considering options to open discussions with the same groups; revisions to Policies 76 and 77 continue with the assistance of an external mediator under the process previously approved by Senate in October 2022; the revised Policy 30, Employment of Graduate Student Teaching Assistants was approved in December 2022, following endorsement at the Graduate Student Relations Committee and extensive consultation; Bill 26 will require that the University have an employee sexual misconduct policy by 1 July 2023, and various offices on campus are aligning efforts toward developing a proposal to put forward to employee groups on how to proceed; for the Winter term, members of the University community are strongly encouraged to wear a mask in indoor settings when in close contact with others – masks are available for pickup on campus and the University will bring back the requirement to wear masks if the situation requires this at any point during the term.

Members discussed/clarified: Bill 26 requirements differ from Policy 42 in that the new policy will be an employee policy; some members expressed concern at training and vacation pay for teaching assistants, and clarification was provided that training occurs at the Faculty level and that all teaching assistants receive 4% vacation pay; the new Policy 30 does not exclude undergraduates from serving as teaching assistants; the recent communique from the University on the Policy 76/77 changes is intended as a general message and progress report.

ii. Policy 30

This item was received for information.

iii. Co-op Annual Report

Ross Johnston provided a PowerPoint presentation, including: 2022 activity toward meeting the department's strategic goals; two members of the department hold key roles at national/international level organizations, with Judene Pretti as the president-elect of Co-operative Education and Work-Integrated Learning Canada and with Johnston currently serving as president of the Cooperative Education & Internship Association (only the second non-American to do so); co-op employment rates have resumed pre-COVID levels, at greater than 97%; the major reflective report from the Centre for Work-Integrated Learning was informed by students' observations on their learning and development; continued engagement with current employers, and partnering with Alumni Relations to foster new/increased engagement in 2023; refreshment of professional development courses and supporting flexible programming; various initiatives to support further development in 2023/24, including rebrand and relaunch of the Centre for Career Action in Fall 2023; development of CEE 5.0 to respond to Industry 5.0.

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

i. Operational and Strategic Matters

Charmaine Dean provided a PowerPoint presentation: recent launch of the National Quantum Strategy (NQS) and enunciation of the three NQS pillars as research, commercialization, and training); the three missions of the NQS will guide collaboration between academia, industry, not-for-profit organizations, and government; an advisory group (co-chaired by Raymond Laflamme) will work to develop activities/milestones for each mission over 6-8 months, and will deliver three separate road maps; renewal of the MOU with NOSM University, which expands

the relationship with a focus on teaching and research innovation, particularly for students working with remote and Indigenous communities; research partnership with Grand River Hospital was renewed in 2022 to promote innovation and collaboration with Waterloo researchers, bringing dedicated space at the hospital along with a joint research agenda, a framework for intellectual property, and hospital services to support Waterloo research; Waterloo researchers secured an incredible \$15.8 million from the Climate Action and Awareness Fund to support research toward net-zero emissions in Canada by 2050; four Waterloo faculty are among the newest fellows of the Royal Society of Canada: Marie-Claire Cordonier Segger, Carl Haas, Randy Harris, and Richard Hughson (with some fellows deferring their acceptance to next year, when the society's event will take place in Waterloo).

ii. Annual Report, Intellectual Property

Scott Inwood provided a PowerPoint presentation: annual institutional reporting on intellectual property (IP) and commercialization arises from recommendations in a 2015 Ontario auditor general's report; disclosure requirement under Policy 73, with online reporting tool launched to allow inventors to easily make those disclosures and an annual communications campaign to support this activity; disclosure compliance was 93% in 2022, and overall disclosures have risen notably since 2019-20; disclosures support the commercialization mandate under the Ontario IP Action Plan and the University's obligations under the commercialization mandate agreement with the province; it is expected that province will specify metrics for ongoing monitoring, which will have the potential to impact provincial funding for the institution. In response to one member's concern about providing open access to IP to foster advances in research, Inwood clarified that Policy 73 does not compel the commercialization of IP; Goel noted that a presentation on open access can be brought to a future meeting of Senate.

8. REPORT FROM COMMITTEES AND COUNCILS

a. Senate Graduate & Research Council

i. Casello provided an overview of the item, and a motion was heard to approve updates to the non-degree graduate student definition, effective 1 January 2023, as presented. Casello and Ward. Carried with one opposed.

ii. Casello spoke to the item and clarified that the changes would impact only incoming students once effective. A motion was heard to approve the deletion of the coursework study option for the Master of Arts (MA) in Economics, effective 1 May 2023, as presented. Casello and Ager. Carried with one opposed and one abstaining.

b. Senate Undergraduate Council

Newell Kelly provided an overview of items (i)-(iii).

i. A motion was heard that Senate approve the academic program changes associated with the renewal of the joint academic agreement between Dalian Maritime University (DMU) and the University of Waterloo, effective as of the date of the last required signature on the signing page of the agreement, as presented. Newell Kelly and Lemieux. Carried with two abstaining.

ii. A motion was heard that Senate approve the proposed changes to the Technical Writing Minor for the Faculty of Arts, effective 1 September 2024, as presented. Newell Kelly and Ager. Carried with one abstaining.

iii. Chris Vigna spoke to the proposed new minor plan, highlighting the benefits of the program in congruence with the aims of the Strategic Plan and in fostering interdisciplinarity across four academic units in three Faculties. A motion was heard that Senate approve the proposed Neuroscience Minor for the Faculty of Health, effective 1 September 2024, as presented. Newell Kelly and Liu. Carried.

c. Honorary Degrees

Goel spoke to the report and to the proposed changes which aim to bring new support to generate nominations along with a revised open and annual nomination process, and focusing on ensuring high-quality honorands. A motion was heard that Senate approve the revised Terms of Reference for the Senate Nominating Committee for Honorary Degrees, as presented in attachment A and the revised Guidelines for the Awarding of Honorary Degrees as presented in attachment B. Goel and Hare. Carried.

d. Senate Executive Committee

Goel provided a short overview of the report, and called for additional nominations from the floor – no further nominations came from the floor. A motion was heard to elect members to Senate committees as described in this report. Potwarka and Craik. Carried with one abstention.

9. OTHER BUSINESS

a. Delegation of Authority to Senate Executive Committee

Grivicic observed that recommendation will allow for the election of the faculty member of Senate to the Board of Governors in time for the upcoming Board meeting on 7 February. A motion was heard that Senate approve a one-time delegation of authority to the Senate Executive Committee to elect (on behalf of Senate) one faculty member of Senate to the Board of Governors, with said election expected to be completed in late January 2023. Hare and Beauchemin. Carried with two opposed and one abstention.

CONSENT AGENDA

A motion was heard to approve or receive for information the items on the consent agenda, listed as items 10-14 of the Senate agenda. Giesbrecht and Lynes Murray. 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.

i. That Senate approve the proposed academic regulation revisions to the Bachelor of Arts Degree Requirements and the Bachelor of Arts Co-op Requirements for the Faculty of Arts, effective retroactively for the 2021-2022 and 2022-2023 academic calendars, as presented.

ii. That Senate approve the proposed academic regulation revisions to the Bachelor of Arts Degree Requirements and the Bachelor of Arts Co-op Requirements for the Faculty of Arts, effective retroactively for the 2018-2019, 2019-2020 and 2020-2021 academic calendars, as presented.

11. REPORT OF THE VICE-PRESIDENT, RESEARCH & INTERNATIONAL.

Received for information.

12. NEW CONVOCATION HOOD: BACHELOR OF SUSTAINABILITY AND FINANCIAL MANAGER

To approve the new degree hood for the Bachelor of Sustainability and Financial Management as presented.

13. UPDATING THE DISTINGUISHED TEACHER AWARDS

Received for information.

14. REPORTS FROM THE FACULTIES. Received for information.

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

23 January 2023
/dg

Mike Grivicic
Associate University Secretary
Secretary to Senate