

**University of Waterloo**  
**SENATE**  
**Minutes of the Monday January 29, 2024 Meeting**  
**[in agenda order]**

**Present:** John Abraham, Nasser Abukhdeir, Sheila Ager, Marc Aucoin, Aubrey Basdeo, Jean Becker, Jeff Casello, Trevor Charles, Joan Coutu, Kristine Dalton, Laura Deakin, Charmaine Dean, Jack DeGooyer, David DeVidi, Catherine Dong, Aiman Fatima, Mark Ferro, Paul Fieguth, Wendy Fletcher, Bruce Frayne, Genevieve Gauthier-Chalifour (Secretary), Mark Giesbrecht, Vivek Goel (Chair), Rob Gorbet, Mike Grivicic (Secretary), Vikas Gupta, David Ha, Peter Hall, Kevin Hare, Neela Hassan, Chris Houser, Nadine Ibrahim, Sonia Ismail, Narveen Jandu, Martin Karsten, Acey Kaspar, Achim Kempf, Veronica Kitchen, Scott Kline, Christiane Lemieux, Xianguo Li, Lili Liu, Brad Lushman, Jennifer Lynes Murray, Shana MacDonald, Ellen MacEachen, Carol Ann MacGregor, Blake Madill, Colleen Maxwell, Peter Meehan, Kristiina Montero, Cathy Newell Kelly, Christopher Nielsen, Rory Norris, James Nugent, Erin O'Connell, David Porreca, Luke Potwarka, Jacinda Reitsma, Cynthia Richard, Mary Robinson, James Rush, John Saabas, Labibah Salim J Ali, Beth Sandore Namachchivaya, Rida Sayed, Asher Scaini, Marcus Shantz, James Skidmore, Christopher Taylor, Sharon Tucker, Graeme Turner, Diana Vangelisti, Dan Weber, Mary Wells, Stanley Woo, Clarence Woudsma, Changbao Wu

**Guests:** Aldo Caputo, Nenone Donaldson, Bernard Duncker, Becky Elming, Melanie Figueiredo, Barbara Forrest, Diana Goncalves, Sarah Hadley, Michelle Hollis, Ross Johnston, Karim Karim, Andrea Kelman, Norah McRae, Christine McWebb, Ian Milligan, Bessma Momani, Fayaz Noormohamed, Mary Power, Daniela Seskar-Hencic, Greg Smith, Allan Starr, Sean Thomas, Tim Weber-Kraljevski, Meghan Whitfield, Rebecca Wickens, Sarah Willey-Thomas, Nathanael Willms, Alfred Yu

**Absent:** Dominic Barton\*, Judy Castaneda, Kim Cuddington, Murray Gamble\*, Kelly Grindrod, Natalie Hutchings, Alysia Kolentsis, Stephanie Maaz, Richard Myers\*, Troy Osborne, Sivabal Sivaloganathan\*, Siva Sivoththaman, Annie Yang

\*regrets

**OPEN SESSION**

The chair offered remarks:

- Saturday January 27<sup>th</sup> was International Holocaust Remembrance Day, and today is the National Day of Remembrance of the Québec City Mosque Attack and Action against Islamophobia
- February is Black History Month
- Launch of the 2024 Global Futures: Innovation Update one week ago
- Members of the community can expect to see communications pertaining to Senate elections for the upcoming cycle in the near term
- Welcome to Senate to Anita Taylor, who is serving as the acting Associate Vice-President of the Office of Equity, Diversity, Inclusion & Anti-Racism
- New appointments to note:
  - o Jon Mason joined the University as Chief Risk Officer on December 11, 2023
  - o Bessma Momani has begun a three-year term as Associate Vice-President, International
  - o Mark Weber has started into the role as Special Advisor to the Provost on Leadership Strategy and Development
  - o Eleanor McMahon will start as Vice-President, University Relations on March 1, 2024

**1. TERRITORIAL ACKNOWLEDGEMENT**

Mark Giesbrecht offered a territorial acknowledgement along with a personal reflection.

The chair indicated that Senate will seek volunteers for this agenda item for future meetings.

**2. 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.

**3. APPROVAL OF THE AGENDA, AND APPROVAL OF THE CONSENT 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 15-19 of the Senate agenda. Abukhdeir and Woudsma. Carried.

**4. MINUTES OF THE NOVEMBER 27, 2023 MEETING**

A motion was heard to approve the minutes as distributed. Lynes Murray and Porreca. Carried.

**5. BUSINESS ARISING FROM THE MINUTES**

There was no business arising.

**6. SENATE WORKPLAN**

This item was received for information. The chair noted that items 13(b) and 13(c) were deferred from the November meeting.

**7. REPORT OF THE PRESIDENT**

**a. President's Update.** Goel provided his report and offered the following:

- Sorrow at the ongoing conflict in the Middle East, and hope that a peaceful solution may be found
- Launch of the task force on freedom of expression
- Conference "From Targeting in Academia to Promoting Trust and Understanding" is planned for June 2024, and Universities Canada will be running a workshop at the same time; Waterloo would aim to develop principles that could be adopted across Canada
- Continued work arising from emergency response report commissioned from Deloitte, and safety information has been posted in rooms on campus; the University is also testing technology solutions for security and room access
- On January 16, the federal government announced a policy on Sensitive Technology Research and Affiliations of Concern
- Recent happenings/changes to student visa requirements, including a federal court decision denying a Chinese resident's application to Waterloo on national security grounds, federal government announcing new caps on study permits, and changes to minimum funding requirements
- Provincial response to the Blue Ribbon Panel report is expected sometime in February, and advocacy efforts are ongoing via the Council of Ontario Universities
- Certificate issued on 12 January for CUPE to represent graduate teaching assistants and research assistants, and note that negotiations for sessional teacher group will be underway

The chair acknowledged a group of visitors in the meeting room and offered the floor. A member of the group voiced their anguish at the ongoing conflict in the Middle East and expressed concern regarding the University's public stance in that regard.

**8. 2023 ANNUAL REPORT, OFFICE OF THE VICE-PRESIDENT, RESEARCH AND INTERNATIONAL**

Charmaine Dean provided a presentation:

- Waterloo achievements in 2023 include advancing interdisciplinarity and health initiatives, breaking ground on the new Innovation Arena with plans to open in 2024, diversifying partnerships (corporate, government, international), leadership role in safeguarding research, and leading initiatives in equity, diversity and inclusion
- Plans for 2024 include activity related to the Global Futures Networks, expansion of partnerships including government engagement on international student issues, and the launch of the EDI Action Plan - Phase 2 (2024-29)
- Excellent suggestions were gleaned from discussions with Senators at luncheon events

One member observed that SSHRC funding is not emphasized in the report and highlighted the importance of funding for disciplines in the arts.

**9. FACULTY UPDATE PRESENTATION - ENVIRONMENT**

Bruce Frayne provided a presentation: academic units, enrollments, and degree offerings; faculty and staff complement, and research clusters/centers/funding; current Faculty strategic plan runs to 2025,

and currently working on the next strategic plan “Environment 2030”, including visioning exercises, identifying challenges and opportunities, and charting the path forward where Environment can leverage its unique strengths.

**10. APPROVAL OF MEMBERSHIP TO SENATE COMMITTEES AND COUNCILS**

A motion was heard to elect Nasser Abukhdeir to the Senate Long Range Planning Committee as the member from the Board of Directors of the Faculty Association of the University of Waterloo, term to 30 April 2024. Porreca and Woudsma. Carried.

**11. REPORT – SENATE GRADUATE & RESEARCH COUNCIL**

**a. Dissolution of the Survey Research Centre**

Casello provided a short overview of the report and recommendation. A motion was heard to approve the dissolution of the Survey Research Centre, as presented. Casello and Giesbrecht. Carried.

**12. REPORT – SENATE UNDERGRADUATE COUNCIL**

DeVidi spoke to each report (a)-(d).

**a. Major Modifications – Computer Engineering and Electrical Engineering**

A motion was heard to approve the creation of the Quantum Engineering Specialization in (1) the Computer Engineering plan and (2) in the Electrical Engineering plan, effective 1 September 2024, as presented. DeVidi and Wells. Carried

**b. Major Modifications – Nanotechnology Engineering**

A motion was heard to approve the creation of a Nanoelectronics Specialization, Nanobiosystems Specialization, Nanofabrication Specialization, and Nanomaterials Specialization within the Nanotechnology Engineering plan, effective 1 September 2024, as presented. DeVidi and Wells. Carried.

**c. Major Modifications – Planning Honours**

A motion was heard to approve the following major modifications in Planning Honours: the creation of the Social Planning and Community Development Specialization; revisions to the Environmental Planning and Management Specialization, the Land Development Planning Specialization, and the Urban Design Specialization; and the inactivation of the Decision Support and Geographical Information Systems Specialization, effective 1 September 2024, as presented. DeVidi and Frayne. Carried.

**d. Inactivation – Global Experience Certificate**

DeVidi noted that a review of the certificate showed that students face challenges/barriers in completing this certificate, including difficulty in attaining the required courses within certain degree plans, costs associated with travel, changing plans in a way that prevents students from completing a term abroad, and difficulties completing the volunteering hours within a single term. A motion was heard to approve the inactivation of the Global Experience Certificate, effective 1 September 2024, as presented. DeVidi and Deakin. Carried with one abstaining.

**13. REPORT OF THE VICE-PRESIDENT, ACADEMIC AND PROVOST**

**a. Revisions of Institutional Quality Assurance Process (IQAP)**

Rush spoke to the report, noting that while the institution is required to comply with the regulation changes the framework for doing so is formulated and approved locally. He thanked DeVidi and Casello for their work, along with the staff in the Quality Assurance office and those in the department who contributed. DeVidi outlined the broad changes that are recommended: the IQAP reflects a compromise between the Quality Council setting broad standards/requirements, with universities setting their own rules and processes; process language has been extracted from the IQAP, which will facilitate easier approval of changes to processes in the future; change from two-year reports to mid-cycle review reports; programs currently under review will continue under the current framework, and the new IQAP processes will apply as new reviews commence; changes to procedures document will come to Senate. Members discussed: some of the activities under the IQAP are duplicative of those required for accreditation of professional programs; the University is subject to audits from the Quality Council, and the processes framework for the IQAP precludes direct oversight. It was emphasized that Senate approval is sought at this time for the IQAP, and not the process

documentation. A motion was heard to approve the revisions to the Institutional Quality Assurance Process as presented. DeVidi and Casello. Carried with three abstaining.

**b. Briefing Note – Undergraduate and Graduate Admissions Data**

Members heard that a multi-year forecast re: admissions will be part of the draft budget to come forward in the next cycle, and suggested that more longitudinal data could be included (e.g. before 2020) to more clearly show any effects from the pandemic period.

**c. Report – University Committee on Student Appeals Annual Report (Policy 72)**

Received for information.

**14. AMENDMENT TO UNIVERSITY POLICIES**

**a. Recommended Amendments to Policy 76, Faculty Appointments, and to Policy 77, Tenure and Promotion of Faculty Members**

Goel spoke to the report: there was communication to the community in December regarding the agreement between FAUW and the University on revisions to Policy 76 and 77, and the substantive content of the agreed revisions is included in the report and has been available to the community since December through the Provost's website and regular campus communications; these amendments are coming forward for governance approvals following an extensive policy development process lasting several years, and supported by a mediator in recent months as was provided for in the process approved by Senate in October 2022; a faculty town hall event to discuss the changes occurred on January 15<sup>th</sup>, co-hosted by Peter Wood and David DeVidi.

Rush spoke to the required next steps, including changes to the Memorandum of Agreement with FAUW and final approval at the Board of Governors. Other parallel work is ongoing at the Faculty Relations Committee. Rush thanked Porreca on behalf of FAUW for their work on these amendments. Porreca indicated that the amendments will be put to the FAUW membership for a vote to ratify the recommended changes; FAUW is running two ballots as part of the commitment to seeking ratification via double majority, with one ballot exclusively for those who would be included within the prospective new teaching stream.

Members discussed:

- Mechanics of how earned course reductions may be utilized, including in ways which resemble sabbaticals but also allowing flexibility for other options
- The teaching stream is intended to be attractive to those who want careers focused on teaching
- There is facility in this framework to accommodate a variety of activities pertaining to scholarship
- Both pedagogical research and other forms of scholarship may support teaching excellence
- Policy allows for flexible appointments with respect to candidate qualifications, though other processes serve to ensure sufficient quality of those appointed into those roles
- Porreca invited faculty members with policy concerns to connect with him directly

A motion was heard to approve the proposed revised Policy 76 – Faculty Appointments and the proposed revised Policy 77 – Tenure and Promotion of Faculty Members effective 1 September 2024, in accordance with the agreed terms between the Faculty Association of the University of Waterloo (“FAUW”) and the University of Waterloo, and as described in this report, and to recommend that the Board of Governors give final approval to the same proposed revisions with the same effective date. Porreca and Rush. Carried with one opposed and one abstaining.

**CONSENT AGENDA**

The consent agenda was approved under item 3, with items approved or received for information.

**15. REPORT – SENATE GRADUATE & RESEARCH COUNCIL**

Received for information.

**16. REPORT – SENATE UNDERGRADUATE COUNCIL**

**a. Regulation Revisions – Academic Considerations and Accommodations**

To approve the proposed academic regulation revisions for the “University Policies, Guidelines and Academic Regulations, Assignments, Tests, and Final Exams, Accommodations” section of the Undergraduate Studies Academic Calendar, effective for the 2024-2025 Calendar, as presented.

**b. Regulation Revisions – Invalid Credential Combinations**

To approve the proposed academic regulation revisions to the Invalid Credential Combinations section of the Undergraduate Studies Academic Calendar for (i) the Diploma of Excellence in Geographic Information Systems, and (ii) the Diploma in Sustainability, and Sustainability and Financial Management, Honours, as presented and effective 1 September 2024.

**c. Regulation Revisions – Faculty of Environment, Overview of Co-op Plan Requirements**

To approve the proposed academic regulation revisions for the “Overview of Co-op Plan Requirements” of the Faculty of Environment, as presented and effective 1 September 2024.

**d. Regulation Revisions – Faculty of Environment, Repeat Course Rule**

To approve the proposed academic regulation revisions for the Faculty of Environment’s Repeat Course Rule, effective 1 September 2024, as presented.

**17. REPORT – SENATE LONG RANGE PLANNING COMMITTEE**

Received for information.

**18. REPORT – VICE-PRESIDENT, RESEARCH & INTERNATIONAL - AWARDS, DISTINCTIONS, GRANTS, WATERLOO INTERNATIONAL ENGAGEMENTS**

Received for information.

**19. REPORT OF THE PROVOST – FACULTY APPOINTMENTS, LEAVES**

Received for information.

**20. OTHER BUSINESS**

Members observed the group of students that appeared displayed self-control and maturity to convey their message respectfully and passionately. This environment and the space for expression at Waterloo contrasts positively against those at other institutions in that regard.

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

February 8, 2024  
MG/dg

Mike Grivicic  
Associate University Secretary to  
Senate