

**SENATE EXECUTIVE COMMITTEE**

Monday September 9, 2024

3:30 p.m. – 4:30 p.m. EST

NH 3308

TIMING	AGENDA ITEM	PAGE	ACTION
	<b>OPEN SESSION</b>		
3:30 p.m.	1. <a href="#">Minutes of May 28, 2024</a> and Business Arising To approve the minutes as distributed/amended.	3	Decision
3:35 p.m. (10 min)	2. <a href="#">Debrief on the June 2024 Special Senate Meeting and Process</a>		Discussion
3:45 p.m. (10 min)	3. <a href="#">Guidelines for Visitors to Senate Meetings</a> NB: revised from Senate Executive Committee feedback, May 2024	7	Discussion/ Decision
3:55 p.m. (15 min)	4. <a href="#">Draft September 23, 2024 Senate Agenda</a> To approve the September 23, 2024 Senate agenda, as presented/amended  - NB: two additional proposed items for the Senate agenda were received and are appended to the end of the meeting agenda, for SEC's consideration	11	Decision
	5. Other Business		Input
	6. Next Meeting: Monday October 7, 2024 from 3:30-4:30 p.m.		

September 4, 2024

Mike Grivicic  
Associate University Secretary



**University of Waterloo**  
**SENATE EXECUTIVE COMMITTEE**  
**Minutes of the May 28, 2024 Meeting**  
**[in agenda order]**

Present: Avery Akkerman, Jeff Casello, Judy Castaneda, Laura Deakin, Vivek Goel (chair), Mike Grivicic (secretary), Christiane Lemieux, Carol Ann MacGregor, David Porreca, Mary Robinson, James Rush, Rida Sayed, James Skidmore, Sharon Tucker, Clarence Woudsma

Guests: David DeVidi, Jenny Flagler-George, Genevieve Gauthier-Chalifour, Diana Goncalves, Andrea Kelman, Tim Weber-Kraljevski

Regrets: Mark Ferro

The chair welcomed new members to the meeting and noted that the request for a special Senate meeting will be discussed at this meeting along with the draft Senate that was distributed.

**1. MINUTES OF THE APRIL 22, 2024 MEETING AND BUSINESS ARISING**

A motion was heard to approve the minutes as distributed. Porreca and Deakin. Carried. There was no business arising.

**2. SENATE GOVERNANCE REVIEW – PROGRESS TO DATE, AND PLANNED ACTIVITY TO ADDRESS REMAINING RECOMMENDATIONS**

Gauthier-Chalifour provided an overview of the report and observations gleaned, noting particularly comments suggesting an earlier start time for Senate meetings. Casello noted that discussions on the structure of Senate Graduate & Research Council are ongoing. This item was received for information.

**3. GUIDELINES FOR VISITORS TO SENATE MEETINGS**

Goel noted that work on these guidelines commenced several months ago, and that a version was discussed at the previous committee meeting where feedback received has now been incorporated. A similar document is also in development for the Board of Governors. Gauthier-Chalifour detailed the amendments made since the previous meeting and noted that not all suggestions had been incorporated into the draft. Members noted potential further amendments: section 4.4 would correctly apply to all of Senate; inclusion of text at the top of the document to speak to the general purpose of Senate; in section 7, include some allowance for exceptions e.g. “with permission”; adjust language in 3.1 that visitors are asked to register. Members may send further comments through the Secretary, and a revised version will be brought forward to the September meeting.

**4. ELECTION TO SENATE COMMITTEE ON BEHALF OF SENATE**

A motion was heard to elect Natalie Doan as the graduate student representative from the Faculty of Health on the University Committee on Student Appeals, term to 30 April 2025, on behalf of Senate. Casello and Skidmore. Carried.

**5. DRAFT JUNE 10, 2024 SENATE AGENDA**

The chair noted that a request for a special meeting of Senate been received, and the committee will review the draft Senate agenda included with the committee’s agenda and then will consider the request.

Members discussed the draft agenda: to conserve time for discussion at the special Senate meeting, items 7 (Faculty update presentation) and item 8 (presentation on Waterloo Accessible Education Project) will be deferred; items 9 and 14 moved to the consent agenda; item 15 will be removed, as the guidelines for visitors to Senate meeting is still under development following the committee’s discussion at this meeting. A motion was heard to approve the Senate agenda as amended. Deakin and Porreca. Carried.

Separately from discussion of the draft agenda, a question arose regarding the suspension of two programs in Arts and whether it would be appropriate for Senate to hear more on those happenings – members noted that the programs in question are declared after a student arrives rather than a direct admission, and that the action taken relates to the allocation of scarce resources within the Faculty. It is important for Faculties to find ways to have those types of significant conversations, and practices are not uniform across Faculties.

The committee considered the request for the special meeting, with free-flowing discussion amongst members and a variety of options and views being discussed transitory to the eventual decision. A concise summary of the key points and outcomes is provided:

On Friday, May 24, 2024, the University Secretary received a request for a special meeting of Senate. The request and accompanying submission were reviewed to confirm it was put forward appropriately under Senate Bylaw 1, section 3.04(a)(ii). The meeting was requested “in response to increasing tensions on campus and in order to discuss concerns raised by students, faculty, and staff, regarding the university’s investments and partnerships with certain institutions.”

Senate Executive Committee affirmed its responsibility to prepare the agenda for all regular and special meetings of Senate, pursuant to Senate Bylaw 2, section 1.04(c). The committee reviewed the material submitted for the proposed meeting, with scrutiny and examination for completeness in the submission, as is undertaken for all prospective items of Senate business and in its preparation of the Senate agenda.

- That the request for a special meeting was submitted appropriately and in accordance with Senate bylaws
- Logistical considerations for the special meeting, including: holding a meeting on a different date/time; seven day notice period and upcoming convocation ceremonies constrain available dates ahead of June 10; potential to extend the time held for the June 10, 2024 regular Senate meeting, and moving some planned items to a future meeting or the consent agenda to provide sufficient time for the special meeting and to debate the matters proposed for discussion
- The proposed regular Senate meeting agenda, including the planned content of the President’s Report which addresses related matters that were raised at recent meetings of Senate
- The materials submitted with the request for the special meeting, including draft reports and motions for Senate consideration

The University Secretary briefed the committee regarding the powers assigned to the Senate and Board of Governors, respectively, through the *University of Waterloo Act, 1972* (the “Act”), including:

- The relative powers allocated to the Board and Senate by the Act
  - The Senate is primarily empowered to establish the educational policies of the University, and may make recommendations to the Board of Governors with respect to any matter relative to the operations of the University
  - The relative powers allocated to the Board of Governors and the Senate by the Act to Senate by the Act; for the former, the general authority encompasses power related to the University’s investment funds
  - The authority for decisions on specific institutional partnerships is delegated to administration; the Board of Governors and the Senate provide the policy framework for research or academic partnerships
- An assessment that one of the draft reports and its accompanying motion would not have force as it is written *ultra vires* and would pose a governance risk to Senate in attempting to go beyond its legal power and authority (details on this assessment are included below)
- The role of the committee in setting the agenda for the requested special meeting, including review of the submitted material for completeness and in the context of Senate’s specific powers as provided in the Act

The President provided an overview of the planned update for Senate, specifically with regard to questions raised at recent Senate meetings and as a follow-up to the communication issued on May 9, following the May 6, 2024 Senate meeting, including:

- There has been considerable dialogue on our campus with multiple meaningful engagements, including at meetings of Senate and the Board of Governors, on the issues of concern that have been raised
- The University has already made commitments to work towards addressing the important questions that have been raised
- Plans for a ‘Task Force on Institutional Partnerships’, following the commitment made at the May Senate meeting, which would include an environmental scan of leading practices, substantial consultation within the campus community and developing guidelines on such partnerships, with that work to be informed by the outcomes of the Task Force on Free Expression and augmented by existing best practices for assessing institutional partnerships (including Policy 7 on Gift Acceptance); it is proposed that the Task Force be struck in June 2024, with a call for nominations that month such that work may commence immediately and a final report by the end of calendar year 2024
- Plans for a ‘Task Force on Social Responsibility in Investing’ with the Board of Governors having previously approved the integration of environmental, social and governance (ESG) factors into the formal decision making around University investments, it was observed that much of the focus at that time was on the environmental dimensions and that there is a ~~need~~ to revisit the ESG commitment in the context of

enhancing the social factors including impact on human rights, social justice, equity, diversity, and inclusion; it is proposed that the Task Force be struck in June 2024, with work to commence immediately and a final report by the end of calendar year 2024

- Disclosure of investments –the Board’s Finance & Investment Committee has agreed to a proposal that the University transparently disclose its direct holdings along with passive and active pooled investment funds

The committee considered the aforementioned information in parallel with the documentation submitted with the request for the special meeting:

- Not all the signatories to the special meeting request are necessarily in favor of the reports and motions as written, but the signatories feel that the issue requires some definitive discussion and resolution at Senate. It was noted that some of the signatories are members of the Senate Executive Committee.
- Bringing forward the reports and motions as submitted would not provide a balanced view of the matters under consideration, and there would potentially be alternative viewpoints or additional points that could be considered which may not agree with those provided in the submissions
- Adapting the submitted motions such that Senate may consider those items in potentially making recommendations to the Board of Governors
- It would not be appropriate for Senate to scrutinize partnerships with individual institutions, particularly in the absence of a framework or principles to inform such a debate
- In prospectively scrutinizing any partnership, it would be important to inventory the potential impacts of deciding to sever a partnership (e.g. impacts on faculty and students, costs to the institution, opportunities/benefits that would be forgone) and to understand what information is needed to be able to fully assess a given partnership
- Bringing forward a framework to evaluate partnerships will be helpful and will show that Senate earnestly wants to address these matters
- Engagement via task forces and extending consultation within the campus community will mobilize the University community and drive engagement
- Currently it is the law that sets the boundaries on University partnerships (e.g. countries that Canada has sanctioned). The University would need to take additional steps to enunciate its own principles to augment those legal requirements
- Quarterly reporting for investment disclosures is unlikely to be feasible, and annual disclosures are practical as the University’s investment holding period is on the order of years

Following the committee’s discussion, members arrived at a consensus:

- The special meeting will be held on June 10, the same day as the upcoming regularly scheduled meeting
- The special meeting will start at 3:00 p.m. and run for 90 minutes to 4:30 p.m., to be followed by a 15 minute break, and thereafter to be followed by the regular Senate meeting
- The agenda of the special meeting will include:
  - A written report from the committee on the handling of the special request, with detail on the points of consideration that were facilitated to the committee to provide sufficient context for Senate’s consideration of the items
  - Report from the President as planned for the regular Senate meeting, given it is germane to the purpose of the meeting as requested
  - Motions amended from those put forth by the signatories to the request for the special meeting, with the amended motions to be congruent with Senate’s mandate to allow Senate to appropriately debate those items of business. The Secretariat will liaise with the proponent to amend the motion wording in congruence with the consensus view of committee members

Based on the above, a motion was heard to approve the special meeting agenda, and amendments to the main meeting agenda, subject to final review prior to issue as discussed. Casello and Robinson. Carried.

## **6. OTHER BUSINESS**

There was no other business. With no other business, the committee moved into confidential session.

The next meeting of the committee will be Monday September 9, 2024.

August 15, 2024

Mike Grivicic  
Associate University Secretary

**CONFIDENTIAL MINUTES**

**7. MINUTES OF APRIL 22, 2024 AND BUSINESS ARISING**

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

**8. OTHER BUSINESS**

There was no other business.

**9. NEXT MEETING – Monday September 9, 2024**

With no further business the meeting was adjourned.

August 15, 2024

Mike Grivicic  
Associate University Secretary



## 1. General

Senate establishes the educational policies of the University and holds powers as outlined in section 22 of [University of Waterloo Act, 1972 \("the Act"\), as amended](#). These Guidelines are intended to outline attendance expectations for visitors to meetings of the ~~University of Waterloo~~ Senate and its standing committees and councils. It is the expectation that the business of these meetings can proceed appropriately and with full attention to a comfortable, safe and secure environment for all meeting participants.

These Guidelines describe measures that are consistent with the [Act-University of Waterloo Act, 1972 \("the Act"\), as amended](#), Senate Bylaws and other University policies and protocols addressing individual conduct, safety and security.<sup>1</sup>

## 2. Authority

Section 27(1) of the Act requires that meetings of Senate be open to the public

...the meetings, including committee meetings of the Board of Governors and of the Senate shall be open to the public, prior notice of the meetings of the Board of Governors and of the Senate shall be given to the members and to the public in such manner as the Board of Governors and the Senate by by-law shall determine, and no person shall be excluded therefrom except for improper conduct...

Senate Bylaw 1, s.6.02, provides that, "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."

The Act, and Senate Bylaw 1, provide for circumstances in which a meeting of Senate or its committees and councils is held in closed session, "for the purpose of considering confidential financial matters of the university of where intimate financial or personal matters of any person may be disclosed".<sup>2</sup>

## 3. Registration of Attendance

- 3.1. Visitors who wish to attend and observe proceedings of the open session of a Senate or Senate standing committee or council meeting ~~must~~ are asked to register with the Secretariat in advance of the meeting.
- 3.2. In cases where the number of visitors wishing to attend an open session meeting exceeds the physical capacity of the meeting room, space will be granted to individuals in order of their advance registration with the Secretariat until such time as the meeting has commenced.
  - Once the meeting has commenced, space will be granted to individuals in order of their arrival at the meeting.
- 3.3. Open session portions of regular meetings are normally also available for visitors to observe by electronic means. Recording or broadcasting of the meeting are not permitted (see section 7).
- 3.4. Visitors may be required to sign-in upon arrival at the meeting and the names provided through this process may be listed among the attendees included in the official minutes of the meeting.

## 4. Representations to Senate

- 4.1. Members of the University community wishing to make representations to a meeting of Senate must file their request with the Secretariat, in writing, by noon on the day of the Senate Executive Committee

<sup>1</sup> <https://uwaterloo.ca/secretariat/policies-guidelines-signing-procedures>

<sup>2</sup> Senate Bylaw 1, s.7

meeting that precedes the scheduled regular meeting of Senate, as published on the Secretariat website, and include the nature of the proposed representation. Requests should specify how the subject of the proposed representation falls within the jurisdiction of Senate, and also shall include reference to other internal and/or governance bodies previously engaged in the matter, as appropriate.

- 4.2. Requests are considered by the Chair of Senate on advice of the Senate Executive Committee, and granted with approval from Senate when the agenda is considered.
- 4.3. Speakers are required to limit their remarks to five minutes.
- 4.4. ~~Senators and Speakers~~All meeting participants shall avoid personal attacks or offensive references to any individual.
- 4.5. A maximum of fifteen minutes may be devoted to representations from individuals and groups who wish to address the members of Senate. These statements will normally be heard following dispensation of the minutes.
- 4.6. If more than three requests for representations are received for a given Senate meeting, they will be considered in the order received with priority to be given to recognized associations and groups from the University community, as well as to requests pertaining to items of business on the meeting agenda
- 4.7. An individual or group may bring a representation to Senate on a given subject once in a Senate meeting cycle (May 1 to April 30).
- 4.8. The Chair of Senate and/or Senate Executive Committee may exercise discretion to appropriately direct the request to a committee or council of Senate or to another governance body.
- 4.9. The Senate Executive Committee has the authority to adapt the process outlined in these guidelines in cases where its application is uncertain.

## **5. Representations to Senate Standing Committees and Councils**

- 5.1. Senate Bylaw 1, s.9.01, provides that "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."<sup>3</sup>
- 5.2. Requests for representations to a Senate standing committee or council will be considered by the respective chair and granted with approval from the committee when the agenda is considered.
- 5.3. The provisions in sections 4.3 to 4.8 of these guidelines shall also apply in the case of representations to a Senate standing committee or council.

## **6. Order and Decorum**

- 6.1. As the presiding officer of the meeting, the Chair is responsible for maintaining order and decorum at meetings.
- 6.2. Only duly appointed and elected members of Senate and its standing committees and councils may participate in debate and/or sit at the table. Members of senior administration and/or resource persons who attend meetings of Senate or a standing committee or council to facilitate its work may be called upon to respond to questions. Visitors to meetings do not have speaking privileges unless otherwise provided by the Chair.
- 6.3. Interference with the progress of a meeting by a visitor will not be permitted and any visitor who attempts to impede the business of the meeting will be instructed by the Chair to leave.

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<sup>3</sup> Senate Bylaw 1, s.9.01 is specific to standing committees and councils of Senate, and does not apply to the body of Senate as a whole.



## **7. Recording of Meetings**

Audio and/or video recording or transmittal of meetings is not permitted except where required for participants to support accessibility and meeting participation. The Secretariat may cause the meeting to be recorded for minute-taking purposes. Such recordings will be held confidentially and securely on University- supported servers and destroyed following approval of the respective minutes. Exceptions may be made with permission and at the sole discretion of the Chair of Senate.

## **8. Contact**

Questions related to these guidelines should be directed to the Secretariat at [senate@uwaterloo.ca](mailto:senate@uwaterloo.ca).

*[https://uofwaterloo.sharepoint.com/sites/sec/RDrive Content/Temp/Senate and Senate Committees/Senate Executive/Meetings/2024-25 Meetings/2024-09-09 Meeting/1. Agenda and Minutes/3\) Senate Guidelines for Visitors.docx](https://uofwaterloo.sharepoint.com/sites/sec/RDrive Content/Temp/Senate and Senate Committees/Senate Executive/Meetings/2024-25 Meetings/2024-09-09 Meeting/1. Agenda and Minutes/3) Senate Guidelines for Visitors.docx)*



**SENATE**

MONDAY September 23, 2024

3:30 P.M. EST

NH 3407 / Zoom

[Governing Documents and Resources](#)

TIMING	AGENDA ITEM	PAGE	ACTION
	<b>OPEN SESSION</b>		
3:30 p.m.	1. Territorial Acknowledgement (James Skidmore)	Oral	
	2. Conflict of Interest	Oral	Declaration
	3. Approval of the Agenda, and Approval of the Consent Agenda To approve the agenda as presented/amended, and to approve or receive for information the items on the consent agenda, listed as items 11-17 of the Senate agenda.	Oral	Decision
	4. <a href="#">Minutes of the June 10, 2024 Special Meeting</a> To approve the minutes of the June 10, 2024 special meeting as distributed/amended.	15	Decision
	5. <a href="#">Minutes of the June 10, 2024 Meeting</a> To approve the minutes of the June 10, 2024 meeting as distributed/amended.	21	Decision
	6. Business Arising from the Minutes		
	a. <a href="#">Elections to Senate Committees on Behalf of Senate</a>	25	Information
	b. <a href="#">Composition of the Dean of Engineering Nominating Committee</a>	27	Information
3:40 p.m. (20 mins)	7. Report of the President a. President's Update	Oral	Information
4:00 p.m. (10 mins)	8. Presentation – Waterloo Accessible Education Project	Oral	Information
4:10 p.m. (10 mins)	9. Faculty Update Presentation – Science	Oral	Information
4:20 p.m. (10 mins)	10. Report – Senate Undergraduate Council a. <a href="#">Major Modification – Anthropology</a> To approve the proposed major modifications to Anthropology (Bachelor of Arts – Four-Year General and Bachelor of Arts– Honours), effective September 1, 2025, as presented.	29	Decision

TIMING	AGENDA ITEM	PAGE	ACTION	
4:30 p.m. (5 mins)	b. <a href="#">Major Modification – Religious Studies</a> To approve the proposed major modifications to Religious Studies (Bachelor of Arts – Four-Year General, Bachelor of Arts– Honours, and Bachelor of Arts – Three-Year General), effective September 1, 2025, as presented.	33	Decision	
	c. <a href="#">Major Modification – Sexuality, Marriage, and Family Studies</a> To approve the proposed major modifications to Sexuality, Marriage, and Family Studies (Bachelor of Arts – Four-Year General, and Bachelor of Arts– Honours), effective September 1, 2025, as presented.	37	Decision	
	<b>Consent Agenda</b> <i>Motion: To approve or receive for information the items on the consent agenda, listed as items 11-17 of the Senate agenda</i>			
	11. <a href="#">Senate Work Plan</a>	41	Information	
	12. <a href="#">Report – Senate Graduate &amp; Research Council</a>	43	Information	
	13. <a href="#">Report – Senate Undergraduate Council</a> a. <a href="#">Regulation Revision – Arts: Averages and Academic Standings</a> To approve the proposed academic regulation revisions to Arts: Averages and Academic Standings, effective September 1, 2025, as presented.	45 47	Information Decision	
	14. Report - Vice-President, Research & International - <a href="#">Awards, Distinctions, Grants, Waterloo International Engagements</a>	51	Information	
	15. Report of the Vice-President, Academic and Provost a. <a href="#">Faculty Appointments, Leaves</a> b. <a href="#">2024 University Research Chairs</a> c. <a href="#">Call for Nominations – University Professors</a>	61 63 65	Information Information Information	
	16. <a href="#">Report of the President – Tenure and Promotion of Faculty Members</a>	69	Information	
	17. <a href="#">Report on Spring 2024 Convocation</a> <b>NB: report to be forthcoming for Senate agenda issue on September 16, 2024</b>	XX	Information	
	18. Other Business	Oral		
	4:35p.m.	<b>CONFIDENTIAL</b> Senators, Vice-Presidents, Secretariat and Technical Staff as required		
		19. <a href="#">Minutes of the June 10, 2024 Meeting</a> To approve the minutes of the June 10, 2024 meeting as distributed/amended.	73	Decision

TIMING	AGENDA ITEM	PAGE	ACTION
	20. Business Arising from the Minutes	Oral	Input
	21. Other Business	Oral	Input
	22. Adjournment		

September 16, 2024

Mike Grivicic  
Associate University Secretary to  
Senate

### Important Dates

<b>September 25, 2024</b>	Board & Senate Retreat
<b>October 21, 2024</b>	Senate Meeting
<b>October 29, 2024</b>	Board of Governors Meeting
<b>November 25, 2024</b>	Senate Meeting

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**University of Waterloo**  
**SENATE**  
**Minutes of the 10 June 2024 Special Meeting**  
**[in agenda order]**

Present: John Abraham, Nasser Abukhdeir, Sheila Ager, Bilal Ahmed, Avery Akkerman, Marc Aucoin, Veronica Austen, Aubrey Basdeo, Jordan Bauman, Jean Becker, Jeff Casello, Judy Castaneda, Andrew Chang, Martin Cooke, Cecilia Cotton, Kim Cuddington, Laura Deakin, Charmaine Dean, David DeVidi, Catherine Dong, Mark Ferro, Paul Fieguth, Wendy Fletcher, Teresa Fortney, Bruce Frayne, Murray Gamble, Genevieve Gauthier-Chalifour (Secretary), Mark Giesbrecht, Vivek Goel (Chair), Rob Gorbet, Mike Grivicic (Associate Secretary), Vikas Gupta, David Ha, Neela Hassan, Chris Houser, Natalie Hutchings, Narveen Jandu, Acey Kaspar, Achim Kempf, Veronica Kitchen, Scott Kline, Sachin Kotecha, Christiane Lemieux, Ondrej Lhotak, Lili Liu, Brad Lushman, Jennifer Lynes Murray, Stephanie Maaz, Shana MacDonald, Ellen MacEachen, Carol Ann MacGregor, Colleen Maxwell, Peter Meehan, Kirsten Muller, Richard Myers, Cathy Newell Kelly, Christopher Nielsen, James Nugent, Troy Osborne, Everett Patterson, Nicholas Pellegrino, Nicholas Pfeifle, David Porreca, Neil Randall, Jacinda Reitsma, Mary Robinson, James Rush, John Saabas, Beth Sandore Namachchivaya, Rida Sayed, Asher Scaini, Mark Seasons, Marcus Shantz, Siva Sivoththaman, James Skidmore, Katie Traynor, Sharon Tucker, Diana Vangelisti, Johanna Wandel, Mary Wells, Stanley Woo, Changbao Wu

Guests: Omar A, Rum Abdelazim, Abdi Abdi, Rami Abdul Ranim, Sarah Abdul Ranim, Eleenor Abraham, Mohammad Aghaee, Mahmoud Ahmed, Sabeeh Ahmed, Gasak Al Jasim, Lulu Al-Hendi, Wisam Alkneder, Iman Asal, Tahreem Awan, Mohammed Badar, Devin Bai, Bintou Barrow, Ben Bazak, Daniela Berry, Aparajita Bhandari, Dahlia Birss, Linda Bleam, Imake Boudin, Noa Boulaka, Honor Brabazon, Lauren Brecht, Lauren Bryant, Aldo Caputo, Sam Charles, Maha Chawdhury, Amanda Connolly, Yonael Debebe, Sara Desoky, Nenone Donaldson, Bernard Duncker, Maya El-Baltaji, Biro Elliot, Muhammad Elsoukkary, Eidan Erlich, Ori Erlich, Farah Fadzil, Yara Fahmy, May Farhad, Steven Ferreira, Melanie Figueiredo, Jenny Flagler-George, Mo Forgi, Barbara Forrest, Josslyn Gabriel, Anne Galang, Mike Gaspic, Marium Ghauree, Goldi Gill, Moishy Goldman, Diana Goncalves, Janine Graham, Spencer Greenspan, Ari Grossman, Yoav Gudes, Amir Hamadache, Syeda Hasan, Mohamed Helwa, Katie Homer, Maia Hutton, Ola Idris Ali, Ariq Isfar, Cecile Isimbi, Diane Johnston, Muhammad Kanji, Aleece Katan, Courtney Kates, Suhaavi Kaur, Andrea Kelman, Sean Kernitsman, Amaar Khan, Monia Khan, Jennifer Kieffer, Aminah Kiferu, Salim Labibah, Maryam Latifpoor Keparantis, Alex Loni, Sarah Malik, Rachel Mamer, Nick Manning, Murtoza Manzur, Jon Mason, Jessie M'Auley, Yore Mawm, Eleanor McMahon, Christine McWebb, Eden Mekonen, Soumya Menon, Rawan Miznazi, Yaseen Mobada, Bessma Momani, Maria Morrone, Nomair Naeem, Hasan Namrah, Fayaz Noormohamed, Oyinda Ogundimbola, Liu Pollock, Tanya Pompilio, Anna Purkey, Sriranjini Raman, Sam Ramer, Dilroz Rana, Chris Read, Hazem Salem, Gerry Schneider, Brian Schwan, Daniela Seskar-Hencic, Sana Shah, Nimar Shajahan, Mostafa Shehadeh, Neil Sheroy, Jennifer Shousterman, Mitewii Simon, Mitch Simon, Alisa Sivak, Heather Smyth, Allan Starr, Jeremy Steffler, Kerry Stryker, Brandon Sweet, Sarah Taupan, Arthur Taylor, Hanan Thibeh, Nickola Voegelin, Tim Weber-Kraljevski, Meghan Whitfield, Sarah Willey-Thomas, Alkheder Wisam, Elie Wolfe, Mishaal Yasir, Mohammed Youssef, Alfred Yu, Efi Zaguri, Zaricam Zauy, Linda Zhang

Regrets: Peter Hall, Nadine Ibrahim, Blake Madill, Kristiina Montero, Sivabal Sivaloganathan, Anita Taylor, Clarence Woudsma, En-Hui Yang

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The chair welcomed Senators and guests to the meeting and reminded all in attendance of the importance of maintaining decorum to foster a respectful discussion.

## **1. CONFLICT OF INTEREST**

No conflicts of interest were declared.

## **2. APPROVAL OF THE AGENDA**

A motion was heard to amend the agenda to replace pages 8-17 with alternate documents, being those originally submitted to the Secretariat as part of the request for the special Senate meeting. Nugent and Abukhdeir.

Senators discussed the documents which were included with the meeting agenda and were amended from those originally submitted. It was noted the documents were amended following discussion at the Senate Executive Committee in accordance with its duties, in alignment with Senate's powers and mandate, and with the agreement of the main proponent of the request.

A Senator raised that the original proposed motion and materials more closely reflected the intent of the signatories, including specific discussion of the partnership with Technion. It was noted that some of the signatories of the original request were not necessarily in agreement with the motions as submitted, but wanted to foster a fulsome discussion at Senate.

Senators discussed Senate's role in establishing an overall framework for partnerships and that Senate does not adjudicate on single partnerships. Senators discussed the extraordinary nature of the circumstances relative to Senate's mandate and powers, and the appropriateness of debate as a result.

It was noted that additional communications to Senate were received and included with the special meeting agenda for information. Requests to make representations to Senate have been received and will be handled under item 4.

Following discussion, the question of the amendment to the meeting agenda was called and the amending motion was defeated.

The motion to approve the agenda as presented was carried.

## **3. REPORT – SENATE EXECUTIVE COMMITTEE**

### **a. Addressing Request for Special Meeting of Senate**

The University Secretary provided an overview of the powers assigned to Senate and to the Board of Governors, respectively, through the University of Waterloo Act and noted Senate is primarily empowered to establish the educational policies of the University, and may make recommendations to the Board of Governors with respect to any matter relative to the operations of the University. The Board has general authority to govern the University with the exception of matters assigned to Senate by the Act, and this general authority encompasses power related to the University's investment funds. Senate does not have authority over specific institutional partnerships though it may have a role in establishing related policies in the context of research or academic partnerships. A Senator indicated that they did not agree with the interpretation of the Act as laid out in the report.

The chair invited Senator Rida Sayed to speak to the motions that will be under consideration. Sayed offered thanks to the Secretariat and to the 21 signatories, noting that all of the 21 signatories are diverse, agree that the topic is worth discussion, and do not form a bloc nor have a single view on the issues. Sayed also offered that the current geopolitical situation is urgent and pressing, and he would not want the University to be complicit in violence through inaction, and so this request requires discussion in a timely manner.



#### **4. COMMUNICATIONS TO SENATE**

- a. South West Ontario Chapter, Jewish Faculty Network. Received for information.
- b. UW Department of Communication Arts. Received for information.
- c. Undergraduate Student Dvir Zagury made a representation to Senate as follows: it is important to feel safe on campus and within the University community, and the decisions taken at governance bodies such as Senate have a direct impact on those in the community; the motion pertaining to academic partnerships is not in line with the values of the community, and works against academic integrity and academic freedom; the advanced research undertaken via the partnership under scrutiny has no plausible military usage; if the outcome of these debates is to erode those partnerships, it will be a negative outcome for the University.
- d. Graduate Student Ahmad Nabil made a representation to Senate as follows: the debates today spur from increasing student activity and interest from within the University community; the partnership with Technion is of specific concern as it relates to the conflict in Gaza; a related communication included in the Senate material presents assertions that are disputed; there is broad support for the proposed actions in item 6 from clubs and groups within the campus community, and there is no need for any delay in taking action in that regard.
- e. Faculty Member David Simakov made a representation to Senate as follows: the original motions as submitted in support of the special Senate meeting are one-sided in their nature; concern that a political agenda may undermine the institution's academic freedom; the University should reject calls to cut academic ties to the institutions in question and should commit to academic freedom.

Additional communications to Senate received subsequent to the agenda distribution were provided as addenda for the information of Senators (see item 7).

#### **5. REPORT OF THE PRESIDENT**

##### **a. Report to Senate on Actions to Address Issues Raised on Investments and Partnerships**

Goel spoke to the report and highlighted the commitments to action made at previous meetings of Senate and the Board of Governors, and that the proposed approach aims to increase transparency and hear from a diverse range of voices in the community. The timing also aligns with the Board's commitment to review its ESG commitments, particularly with respect to social factors. The proposed actions will include robust processes to review institutional partnerships and the University's investment policy framework, aiming to enunciate principles and providing the community with the chance to be heard in alignment with the collegial shared governance model.

#### **6. MOTIONS FOR DISCUSSION**

The chair proposed that the three motions be put on the floor together to foster discussion of the items in an unrestricted manner, with separate votes on each motion at the end of Senate's deliberations. Three motions were made:

##### 1. Motion regarding investment disclosure

That Senate recommend that the Board of Governors annually disclose a comprehensive report of all investments and holdings in an open session of the Board of Governors or one of its committees as appropriate, with the first report being issued no later than the first quarter of 2025.

2. Motion regarding institutional partnerships

That the Senate formally express support for the establishment of a defined set of principles and framework to guide approaches to institutional partnerships which are reflective of University of Waterloo values.

3. Motion regarding ESG factors

That Senate recommend that the Board of Governors consider the inclusion and implementation of social justice, equity, diversity and inclusion, nonviolence, and international human rights as priority areas in the Environmental, Social and Governance (“ESG”) factors, and

That Senate recommend an annual update report be provided on progress towards said inclusion and implementation within the University’s investment portfolios, in an open session of either the Board of Governors or one of its committees as appropriate, with the first update to be brought forward no later than one year from the date of passage of this motion.

Sayed and Skidmore.

Senators discussed the University community’s interests with respect to the geopolitical conflict, and the common desire for a peaceful resolution.

Senators discussed investment disclosure, including student advocacy, the benefits of disclosure, accountability reporting, and the timeline for the proposal under consideration.

Senators discussed strategic partnerships, including the benefits of strategic partnerships and potential risks of some partnerships, the importance of the appearance of neutrality in partnerships, considerations and possible consequences around severing partnerships, the inadequacy of current policy and practice towards reviewing institutional partnerships, and the importance of principled decision-making within institutional governance.

Senators discussed the relative power of task forces and appropriate resourcing. Senators also discussed engagement with the federal government on the issue of partnerships and support for academic freedom, and the importance of clear guidance to support implementation of any new framework.

The chair called the questions.

On the first question, the motion carried.

On the second question, the motion carried.

A motion was heard to amend the third motion as put, to remove “consider” from the first article and to reword the motion to directly recommend the elements as drafted in the first article. The amending motion was carried.

On the third question, the motion carried as amended:

That Senate recommend that the Board of Governors include and implement social justice, equity, diversity and inclusion, nonviolence, and international human rights as priority areas in the Environmental, Social and Governance (“ESG”) factors, and

That Senate recommend an annual update report be provided on progress towards said inclusion and implementation within the University’s investment portfolios, in an open session of either the

Board of Governors or one of its committees as appropriate, with the first update to be brought forward no later than one year from the date of passage of this motion.

**7. ADDENDA – ADDITIONAL COMMUNICATIONS TO SENATE, IN ORDER RECEIVED**

Items (a)-(h) were received for information.

**8. OTHER BUSINESS**

There was no other business.

**9. ADJOURNMENT**

The special meeting was adjourned with a short break ahead of the following regular Senate meeting.

August 15, 2024

Mike Grivicic  
Associate University Secretary

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**University of Waterloo**  
**SENATE**  
**Minutes of the 10 June 2024 Meeting**  
**[in agenda order]**

Present: Nasser Abukhdeir, Sheila Ager, Bilal Ahmed, Avery Akkerman, Marc Aucoin, Veronica Austen, Aubrey Basdeo, Jordan Bauman, Jean Becker, Jeff Casello, Judy Castaneda, Andrew Chang, Martin Cooke, Cecilia Cotton, Kim Cuddington, Laura Deakin, Charmaine Dean, David DeVidi, Paul Fieguth, Wendy Fletcher, Teresa Fortney, Bruce Frayne, Murray Gamble, Genevieve Gauthier-Chalifour (Secretary), Mark Giesbrecht, Vivek Goel (Chair), Mike Grivicic (Associate Secretary), Vikas Gupta, David Ha, Peter Hall, Neela Hassan, Chris Houser, Natalie Hutchings, Narveen Jandu, Acey Kaspar, Achim Kempf, Veronica Kitchen, Scott Kline, Sachin Kotecha, Christiane Lemieux, Ondrej Lhotak, Brad Lushman, Jennifer Lynes Murray, Shana MacDonald, Carol Ann MacGregor, Colleen Maxwell, Peter Meehan, Kirsten Muller, Richard Myers, Cathy Newell Kelly, Christopher Nielsen, James Nugent, Troy Osborne, Everett Patterson, Nicholas Pellegrino, Nicholas Pfeifle, David Porreca, Neil Randall, Jacinda Reitsma, Mary Robinson, James Rush, John Saabas, Beth Sandore Namachchivaya, Rida Sayed, Mark Seasons, Marcus Shantz, Siva Sivoththaman, James Skidmore, Katie Traynor, Sharon Tucker, Diana Vangelisti, Johanna Wandel, Mary Wells, Stanley Woo, Changbao Wu, En-Hui Yang

Guests: Aldo Caputo, Nenone Donaldson, Bernard Duncker, Melanie Figueiredo, Jenny Flagler-George, Barbara Forrest, Anne Galang, Goldi Gill, Diana Goncalves, Diane Johnston, Andrea Kelman, Jennifer Kieffer, Nick Manning, Jon Mason, Eleanor McMahon, Christine McWebb, Bessma Momani, Fayaz Noormohamed, Chris Read, Gerry Schneider, Daniela Seskar-Hencic, Allan Starr, Kerry Stryker, Brandon Sweet, Nickola Voegelin, Tim Weber-Kraljevski, Sarah Willey-Thomas

Regrets: John Abraham, Catherine Dong, Mark Ferro, Rob Gorbet, Nadine Ibrahim, Lili Liu, Stephanie Maaz, Ellen MacEachen, Blake Madill, Kristiina Montero, Asher Scaini, Sivabal Sivaloganathan, Anita Taylor, Clarence Woudsma

Goel provided opening remarks and acknowledgements:

- June is Pride Month and is National Indigenous History Month
- The University will recognize and mark the anniversary of the Hagey Hall attack on June 28
- Work is underway on the Indigenous Outdoor Gathering Space
- Recognition of outgoing Senators: Sheila Ager, Jeff Casello, Wendy Fletcher, and Anita Taylor
- Mark Jerry, Alexie Tcheuyap will join the University as well as Senate on July 1; Clarence Woudsma's appointment to this body will shift to that of the Interim Co-Associate Vice-President, Graduate Studies and Postdoctoral Affairs

**1. TERRITORIAL ACKNOWLEDGEMENT**

Bruce Frayne offered a territorial acknowledgement along with a personal reflection.

**2. CONFLICT OF INTEREST**

No conflicts were declared.

**3. APPROVAL OF THE AGENDA AND APPROVAL OF THE CONSENT AGENDA**

Item 17 was moved to the regular agenda. A motion was heard to approve the agenda and the consent agenda, as amended. Abukhdeir and Porreca.

A member noted a communication that was distributed directly to some Senators separately from the meeting agenda and not through the Secretariat. A motion was heard to amend the agenda to add an item discuss the accompanying motion to the separate communique:

The Senate recommends to the Board of Governors to ask the university president and/or the vice-president, academic and provost:

1. Rescind the “formal notice to end encampment and remove all structures” issued on May 20th, 2024;
2. Negotiate with the students in good faith; and
3. Uphold the core principles of freedom of expression on which our Universities depend

Nugent and Abukhdeir.

Members discussed: the same motion was published in an open letter; students have received threats of violence and discussing this will be a positive step in mitigating escalations; FAUW undertook to have a debate on these motions which was attended by hundreds of faculty and which had a vote of 40% in favour and 60% opposed; during the FAUW process, there were reports of threatening communications.

The chair called the question on the amendment, and the motion was defeated.

The chair called the question on the main motion, and the agenda was approved with the amendment to move item 17 from the consent agenda to the regular agenda.

#### **4. MINUTES OF THE MAY 6, 2024 MEETING**

A motion was heard to approve the minutes as presented. Patterson and Casello. Carried.

#### **5. BUSINESS ARISING FROM THE MINUTES**

The chair observed that items 8(b) and 9(a) were held over from the April and May meetings, respectively.

#### **6. REPORT OF THE PRESIDENT**

**a. President’s Update.** The president did not provide a report.

#### **7. REPORT – COU ACADEMIC COLLEAGUE**

Scott Kline provided a presentation including an overview of the Council, and the role of the academic colleagues. Some key topics under discussion at COU include institutional financial restraint, food insecurity for students, and access to housing. Porreca observed that it would be sensible for COU and OCUFA to align advocacy efforts.

#### **8. REPORTS - SENATE GRADUATE & RESERCH COUNCIL**

**a. Major Modifications – Master of Science in Physics.** Casello provided an overview of the modifications, and members discussed: students in the program are supportive of the changes; integrated learning is one of many potential program improvements; co-op offerings of graduate programs are not expected to crowd out opportunities at the undergraduate level; international students are not able to pause their studies to pursue work integrated learning opportunities and so these program changes provide new opportunities to those students. A motion was heard to approve the proposed major modifications to MSc in Physics, MSc in Physics – Quantum Information, and MSc in Physics – Nanotechnology programs, effective September 1, 2024, as presented. Casello and DeVidi. Carried.

**b. Regulation Revisions - Approved Doctoral Dissertation Supervisors.** Casello gave an overview, including: the revised regulations are clearer and enunciate which faculty members can supervise which students; in developing these revisions, Casello met with Porreca and Peter Wood in the context of their roles as FAUW president and chair of the lecturers committee, respectively; provision for “grandfathering” status for some faculty; highlighting of provision for faculty in the teaching stream. Members noted specifics on provisions for faculty in the teaching stream, including that currently there

are disciplinary differences which can be reflected with approval at the departmental level and that not all those teaching faculty will be automatically grandfathered; the new regulations will provide consistency between Faculties. A motion was heard to approve the proposed academic regulation revisions to the approved doctoral dissertation supervisors (ADDS) section of the graduate studies academic calendar (GSAC), effective September 1, 2024, as presented. Casello and DeVidi. Carried.

**9. REPORT – SENATE UNDERGRADUATE COUNCIL**

**a. Major Modifications – Recreation and Leisure Studies, and Recreation and Sport Business.** DeVidi provided an overview of the submission and commended the department for pioneering a process to utilize data available on campus. He noted that responses have been provided for the questions raised at the previous meeting. A motion was heard to approve the proposed major modifications to Honours Recreation and Leisure Studies, and Honours Recreation and Sport Business, effective September 1, 2025, as presented. Carried.

**10. REPORT – HONORARY DEGREES COMMITTEE**

**a. Revisions to Guidelines for Distinguished Professor Emeritus/a.**

**b. Revisions to Criteria for Honorary Members of the University.**

Senate took the items together and Goel spoke to the revisions, noting that both sets of revised guidelines will introduce/amend requirements that limit the window for nomination and the number of honours that are awarded annually, with provision to provide for exceptions in extraordinary circumstances. A motion was heard to approve the revisions to the Distinguished Professor Emeritus/a Guidelines, as presented, and to approve the revisions to the Criteria for Honorary Member of the University, as presented. DeVidi and Casello. Carried.

Consent Agenda

**11. SENATE WORK PLAN**

Received for information.

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

Received for information.

**13. REPORT – SENATE UNDERGRADUATE COUNCIL**

Received for information.

**14. REPORT- SENATE LONG RANGE PLANNING COMMITTEE**

Received for information.

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

Received for information.

**16. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST**

**a. Faculty Appointments, Leaves.** Received for information.

**b. University Appointments Review Committee.** Received for information.

**17. REPORT - SECRETARIAT**

**a. Composition of the Dean of Mathematics Nominating Committee.** Lemieux spoke to the request originating from the Faculty Council, highlighting that adding the extra faculty member would allow alignment with the five departments and provide a place for a member from one of the Faculty units that focus on teaching. Rush noted that the nominating committee will have representation from both graduate and undergraduate students which is not the practice at all universities, and that empirically it has been the case that nominating committees are very collegial despite differences in representation between faculty, students etc. Any concerns may be

referred to the Faculty Relations Committee. A motion was heard to approve increasing the membership of the 2024 Nominating Committee for the Dean of Mathematics by one, to provide a total of seven (7) regular faculty members. Lemieux and Cotton. Carried.

**18. OTHER BUSINESS**

One member expressed concerns at the response to the encampment and encouraged Senators to review the communication that was distributed separately.

With no further business, the meeting moved into confidential session.

August 15, 2024

Mike Grivicic  
Associate University Secretary



## Secretariat

**For Approval**

**Open Session**

**To:** **Senate Executive Committee**

**Sponsor/Presenter:** Secretariat  
**Contact Information:** [secretariat@uwaterloo.ca](mailto:secretariat@uwaterloo.ca)

**Date of Meeting:** **June 5, 2024** (*via electronic vote*)

**Agenda Item Identification:** **6(a) Reports - Senate Executive Committee:  
Elections to Senate Committees on Behalf of Senate**

**Motion:**

On behalf of Senate, to elect:

- i. Johanna Wandel to serve on Senate Finance Committee as the faculty member from Environment, term to April 30, 2025
- ii. Brendon Larson to serve on University Committee on Student Appeals as the faculty representative from Environment, term to April 30, 2026

**Summary:**

At the meeting of April 8, 2024, Senate approved the membership of Senate committees and councils and further delegated approval for any remaining or subsequent vacancies to the Senate Executive Committee.

The Dean of the Faculty of Environment was asked to recommend individuals to fill these vacancies.

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**For Approval****Open Session****To:** Senate**Sponsor/Presenter:** Secretariat  
**Contact Information:** [secretariat@uwaterloo.ca](mailto:secretariat@uwaterloo.ca)**Date of Meeting:** June 21, 2024**Agenda Item Identification:** 6(b) Composition of the Dean of Engineering Nominating Committee**Motion:**

Subject to the recommendation of Engineering Faculty Council at its meeting on June 24, 2024, that Senate Executive Committee approve increasing the membership of the 2024 Nominating Committee for the Dean of Engineering by one, to provide a total of eight (8) regular faculty members.

**Summary:**

The requested exception to provide eight members of faculty to be elected at-large to the nominating committee aligns with the eight academic units in the Faculty. To fill those places, the Faculty Council seeks to hold one Faculty-wide election with each eligible voter having two votes; upon completion of the election, the individuals having the greatest vote total from each of the eight Departments/Schools would be elected to the nominating committee and all members so elected would be elected at-large for the purposes of Policy 45. Senate has regularly approved similar exceptions to the policy on a case-by-case basis to facilitate department/school representation within the Faculties.

**Jurisdictional Information:**

Section 22(n) of the *University of Waterloo Act* empowers Senate "...to provide, if considered necessary, for an executive committee which shall act in the name and on behalf of the Senate between regular meetings of the Senate..."

Senate Bylaw 2, section 1.04, provides for Senate Executive Committee to "...exercise the powers of Senate, within the limits of [The University of Waterloo Act, 1972](#), on all matters considered by the Executive Committee in its discretion to be of sufficient urgency that they must be decided prior to the next regular meeting of Senate, provided that the Executive Committee shall have no power under any circumstances to repeal, amend or modify Senate bylaws, or to exercise Senate's responsibilities under Policies 45, 48, 50 and 68. All such actions are to be reported to Senate."

- Senate's responsibilities under Policy 45 pertain specifically to Senate making its recommendation to the Board of Governors with respect to the decanal appointment. The approval of the report's recommendation by Senate Executive Committee (i.e., increasing the membership of the nominating committee) would not constitute the exercise of Senate responsibility under Policy 45

Section 4.A of Policy 45 [reproduced below] sets out the composition of decanal search committees. For the Faculty of Engineering, the policy as written specifies that there are to be a total of seven regular faculty members, including at least one elected at-large. Senate approval of exceptions to the committee composition is a longstanding practice with instances of said exceptions going back to at least 2006.

## **Governance Path:**

Engineering Faculty Council – June 24, 2024

Senate Executive Committee – June 26, 2024 (prospective approval via electronic ballot)

## Excerpt from Policy 45 – The Dean of a Faculty

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### **4. Appointment and Reappointment Procedures**

#### **A. Appointment of a Nominating Committee**

When nominations for the Dean of a Faculty are required, as through notice of resignation, death, or the approaching end of a term, a nominating committee shall be formed by the Vice-President, Academic & Provost. The nominating committee shall normally be formed no earlier than 18 months and no later than one full calendar year prior to the end of the term of office of the incumbent.

The Committee Chair shall vote only to break a tie. The majority of the other voting members of the Committee shall be elected by and from the regular faculty members of the Faculty. The nominating committee shall consist of:

- The Vice-President, Academic & Provost, who shall chair the committee.
- Seven regular faculty members in Arts and Engineering, and six in the other Faculties. At least one committee member shall be elected at-large; the others are to be selected by a procedure approved by the Faculty Council and distributed to each regular faculty member. Where some of the members are to be elected by Department by and from the regular faculty members in the Department, those elections shall be conducted prior to the at-large Faculty-wide election. If both genders are not represented on the Committee as a result of departmental elections, then the at-large election shall be conducted so as to ensure that both genders are represented.[1]
- In the Faculty of Arts, one faculty member from and appointed by the Federated & Affiliated Colleges.
- One senior regular faculty member from outside the Faculty concerned, selected by the Vice-President, Academic & Provost in consultation with the President.
- One staff member elected by and from the regular staff of the Faculty, and one appointed by the Staff Association, normally from the Faculty concerned.
- One undergraduate student from the Faculty concerned, appointed by the Federation of Students, in consultation with the appropriate student society.
- One graduate student from the Faculty concerned, appointed by the Graduate Student Association, in consultation with the appropriate student society.

A reasonable gender balance should be maintained on nominating committees, whenever feasible.

...

[1] In the unlikely event that no candidate from the unrepresented gender is willing to stand for election as an at-large member, the Vice-President, Academic & Provost shall appoint a candidate from the unrepresented gender in that Faculty.

## Senate Undergraduate Council

**For Approval**

**Open Session**

**To:** Senate

**Sponsor:** David DeVidi  
Associate Vice-President, Academic

**Presenter:** David DeVidi  
**Contact Information:** [david.devidi@uwaterloo.ca](mailto:david.devidi@uwaterloo.ca)

**Date of Meeting:** September 23, 2024

**Agenda Item Identification:** **10(a) Report – Senate Undergraduate Council:  
Major Modification – Anthropology**

### **Recommendation/Motion:**

To approve the proposed major modifications to Anthropology (Bachelor of Arts – Four-Year General and Bachelor of Arts– Honours), effective September 1, 2025, as presented.

### **Summary:**

[Senate Undergraduate Council](#) met on June 17, 2024 and agreed to forward the following items to Senate for approval as part of the regular agenda.

### **Jurisdictional Information:**

This item is being submitted to Senate in accordance with [Senate Bylaw 2](#), section 5.03(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:**

Arts Faculty Council approval date (mm/dd/yy): 05/14/24

Senate Undergraduate Council approval date (mm/dd/yy): 06/17/24

## Highlights/Rationale:

These proposed changes were first discussed in the summer of 2023 in response to faculty and student concerns over the number of required 300- and 400-level courses (n=10) in Anthropology programs with the exception of the Minor. Faculty members were consulted re: how best to restructure our programs in this regard at various times in the Fall of 2023. As well, the Associate Chair of Anthropology, Undergraduate (Christopher Watts), met with the Associate Dean of Arts, Undergraduate Programs (Kathy Acheson, February 7, 2024), for advice about the proposed changes. Department approval to proceed with this submission was granted on February 9, 2024.

For some time, in all Anthropology programs with the exception of the Minor, they have required 10 courses at the 300-level and above, of which two courses must be at the 400-level.

Anthropology would like to move from the existing 10-course minimum to a six-course minimum, of which two of these courses must be at the 400-level. Note: these changes would not apply to the Three-year General Anthropology program as it already requires only six courses at the 300-level and above. A comparative review of other units in the social sciences (i.e., ECON, PSCI, PSYCH, and SOC) indicates an average of six required courses for most plans.

Over the last eight years Anthropology have added a number of 100- and 200-level courses that were not available to students when the 10-course minimum was established. This means it is possible now for students to take a greater number and variety of ANTH courses earlier in their academic progression as part of meeting the requirements for 16 ANTH courses in Honours Anthropology, Four-Year General Anthropology, Anthropology Arts and Business Co-op, and the Honours Double Major. Anthropology have also added several 300- and 400-level courses as part of maintaining a robust set of upper division courses.

Lastly, Anthropology is hopeful that by lowering the number of required courses at the 300-level and above, we will attract more majors. As we are a small department, lowering the number of required upper division courses will also alleviate pressures on course scheduling and enrolments.

## Proposed Revisions:

Current calendar text: [Anthropology \(Bachelor of Arts - Honours\)](#) and [Anthropology \(Bachelor of Arts - Four-Year General\)](#)

Proposed calendar text: (underlined and bolded = new, strikethrough = deletion)

...

### Course Requirements

#### Required Courses

- Complete all of the following
  - Complete all the following:
    - **ANTH204** - Biological Anthropology (0.50)
  - Complete 1 of the following:

- ANTH201 - Introduction to Archaeology (0.50)
- CLAS221 - Introduction to Archaeology (0.50)
- Complete 1 of the following:
  - ANTH202 - Social and Cultural Anthropology (0.50)
  - ANTH221 - Language and Society (0.50)
  - ANTH241 - Food as Culture (0.50)
  - ANTH245 - Anthropology of Education (0.50)
  - ANTH251 - Doing Ethnography (0.50)
  - ANTH290 - Visual Anthropology (0.50)
- Complete ~~5~~**1.0** units ~~of ANTH courses at the 300-level or above, 1.0 unit of which must be at the 400-level~~
- Complete ~~12.50~~**12.50** additional units of ANTH courses at ~~the any 300-level level~~ **or above**
- **Complete 3.5 additional units of ANTH courses at any level**

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**Senate Undergraduate Council****For Approval****Open Session**

**To:** **Senate**

**Sponsor:** David DeVidi  
Associate Vice-President, Academic

**Presenter:** David DeVidi  
**Contact Information:** [david.devidi@uwaterloo.ca](mailto:david.devidi@uwaterloo.ca)

**Date of Meeting:** September 23, 2024

**Agenda Item Identification:** **10(b) Report – Senate Undergraduate Council:  
Major Modification – Religious Studies**

**Recommendation/Motion:**

To approve the proposed major modifications to Religious Studies (Bachelor of Arts – Four-Year General, Bachelor of Arts– Honours, and Bachelor of Arts – Three-Year General), effective September 1, 2025, as presented.

**Summary:**

[Senate Undergraduate Council](#) met on June 17, 2024 and agreed to forward the following items to Senate for approval as part of the regular agenda.

**Jurisdictional Information:**

This item is being submitted to Senate in accordance with [Senate Bylaw 2](#), section 5.03(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:**

Arts Faculty Council approval date (mm/dd/yy): 05/14/24

Senate Undergraduate Council approval date (mm/dd/yy): 06/17/24

## Highlights/Rationale:

The proposed revision is to change the program name Religious Studies to Religion, Culture, and Spirituality.

Responding to the 2018 cyclical program review, external reviewers found the program “robust and excellent” but encouraged the program to increase visibility and communicate more effectively with potential students about what they might experience in the courses and programs. As a result of this review, the RS dept formed a “Program Renewal Committee” to examine a number of moving parts, including program structure, course offerings, course titles and descriptions, teaching mode (in-person and online), department governance, and faculty complement. A one day-long retreat facilitated by CTE, and a one day-long retreat facilitated by a retired RS prof from another institution with extensive experience in program development were held. The decision was made to significantly simplify the major and minor programs (fewer required courses, removal of “area” requirements, removal of most course prerequisites). As well, the program has now undergone one major review of course offerings (inactivating courses, renaming courses, rewriting descriptions to be more engaging and more reflective of student experience, adding new courses in specific thematic areas) which remains an ongoing process. The committee hired a doctoral student to conduct an environmental scan of all Religious Studies programs in Canada, and to survey past and present RS students, as well as students who have never taken an RS course. The Program Renewal Committee issued its final report in June 2023 with 18 recommendations, two of which relate to the name change proposed here.

“Religious Studies,” the name of the department and its academic plans, emerged from the academic study of the development and impact of religious beliefs, organizations, and practices, in distinction from theological education or the study of religion from the perspective of a specific religious tradition (e.g., Catholicism or Protestant Christianity).

Unlike the academic disciplines of history, philosophy, sociology, or psychology, for example, “religious studies” is a field of study that brings together various academic disciplines and scholarly approaches to the study of the complex cultural systems termed “religions” and the various phenomena associated with them, including their social, political, textual, economic, and other aspects. Given key developments in the field, the terms “religion,” “culture,” and “spirituality” better identify the phenomena studied.

The contemporary religious landscape is also marked by new forms of religious and/or spiritual practice, affiliation, and organization. For example, surveys show that more than a quarter of Americans and nearly 40% of Canadians identify as “spiritual but not religious.” As a result, scholars in religious studies have responded by expanding the scope of their examinations to include people’s spiritual experiences that are defined or validated outside of traditional religious institutions. Religious studies scholars have long noted that the experiences, beliefs, and practices of Indigenous peoples, in Canada and elsewhere around the globe, have been an imperfect fit within the category of “religion.” This has led some religious studies departments to appoint faculty to positions in Indigenous spirituality (e.g., the University of Toronto) and to offer courses in Indigenous spirituality (e.g., the University of Winnipeg). This practice is followed at UW, with RS/INDG 226 Introduction to Indigenous Spirituality and RS/INDG 318 Indigenous Worldviews and Spirituality. Furthermore, given the lack of native terms for “religion” in various regions (such as Asian Buddhist cultures), the imposition of the term can hide as much as it reveals. Moreover, many groups, including those who identify as Black, Indigenous, and LGBTQ+, have been critical of the term “religion” because a study of “religion” can convey a preference to study institutions of power that have

historically marginalized people rather than the noninstitutionalized spiritual practices and ways of the common people. Given the development of religious behaviours in society, the ways in which terms such as “religion” and “spirituality” are now commonly used, and the understandings of how to approach the range of phenomena that fall under the purview of religious studies, the time has arrived to provide a more accurate and transparent name for the department and its programs.

Reflecting these developments in the field, some departments at other universities have chosen names such as “Religion and Culture” (WLU, University of Saskatchewan); “Religions and Cultures” (Concordia University, Nipissing University); and “Society, Culture, and Religion,” (McMaster University) to convey more clearly the multi-disciplinarity and interdisciplinarity of their department and the wide range of topics that arise when studying religions.

Many of the course titles and descriptions already include reference to culture and to spirituality. Changes to the learning outcomes are not being proposed, nor changes to the content of the program plans.

The name change is driven by ongoing efforts to serve an increasingly diverse student population, whose experience and knowledge of religion varies immensely, and who will be working in local and global settings in which religion and spirituality remain potent though often misunderstood cultural and political forces. (For example, in the past 20 years, the number of Canadians identifying as Muslim, Hindu, or Sikh, have in each case more than doubled. The “Spiritual but not religious” category has also grown substantially. Just over 50% of Canadians identify themselves as Christian [Source: Statistics Canada 2021].) The program believes this will help students anticipate and recognize the benefit of studying the remarkable diversity of social phenomena explored in its courses. This change will help students better explain to others, including potential employers, the nature and purpose of their program of studies, and the kinds of knowledge and critical skills it has equipped them with. It will better align expectations with experience.

Note 1: In order to communicate this change at the course level, and for consistency of communication, the program is also proposing that the “subject name indicator” for the courses be changed from RS to RCS.

Note 2: UW and WLU operate a joint PhD in Religious Studies, with a focus on Religious Diversity in North America. No changes are proposed to the name of that program.

Note 3: The RS department has also voted to change its name to “Department of Religion, Culture, and Spirituality.” That process is on hold, given the discussion about reorganization in the Faculty of Arts. In any case, such a change would be an administrative rather than a curricular one and would not come to UGAG for approval.

Consultations:

1. The program consulted informally with several programs that relate to “culture” and with programs with cross-listed courses. No objections were raised.
2. The program sought explicit support for the change of subject name indicator from every program with a cross-listed course. No objections were raised.
3. The program consulted with all current RS majors/minors by email. There was a 23% response rate. Every student who responded expressed support. No concerns were raised.

Comments from two students:

"I think the name change will attract more students, as it is in line with the courses taught."

"For the name change, I think it's a great idea and I would also like having this written on my transcript. I think a lot of students are turned off by the name 'religious studies' as they often assume it is strictly theology based. I often find myself explaining to my fellow science students what my minor actually is."

## Senate Undergraduate Council

**For Approval**

**Open Session**

**To:** Senate

**Sponsor:** David DeVidi  
Associate Vice-President, Academic

**Presenter:** David DeVidi  
**Contact Information:** [david.devidi@uwaterloo.ca](mailto:david.devidi@uwaterloo.ca)

**Date of Meeting:** September 23, 2024

**Agenda Item Identification:** **10(c) Report – Senate Undergraduate Council:  
Major Modification – Sexuality, Marriage, and Family Studies**

### **Recommendation/Motion:**

To approve the proposed major modifications to Sexuality, Marriage, and Family Studies (Bachelor of Arts – Four-Year General, and Bachelor of Arts– Honours), effective September 1, 2025, as presented.

### **Summary:**

[Senate Undergraduate Council](#) met on June 17, 2024 and agreed to forward the following items to Senate for approval as part of the regular agenda.

### **Jurisdictional Information:**

This item is being submitted to Senate in accordance with [Senate Bylaw 2](#), section 5.03(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:**

Arts Faculty Council approval date (mm/dd/yy): 05/14/24

Senate Undergraduate Council approval date (mm/dd/yy): 06/17/24

## **Highlights/Rationale:**

The proposed revision is to change the program name Sexuality, Marriage, and Family Studies to Sexualities, Relationships, and Families.

Sexuality, Marriage, and Family Studies (SMF) has a long history dating back to 1972 when it was first offered at then St. Jerome's College. The program was developed by Fr. Leo Lafrenière, a priest and European-trained sexologist, as a six-week summer intensive educational opportunity to meet the growing demand for the Family Life Education of teachers within the Catholic school system. The program was progressive – putting “sexuality” at the forefront of its name at a time when the Catholic social script was still about marriage, sex, and then children. The program has long moved away from that initial focus of educating Catholic teachers and in 2001/2002 became a degree granting program for undergraduate students who could enroll as either a major or minor. In 2010 SMF was awarded the status of a Department at SJU and launched its new Honours plan with the first Honours degree awarded in 2010.

The department of Sexuality, Marriage, and Family Studies now offers undergraduate degree-level programming which combines studies in sexuality, relationships, and family studies. In Canada, SMF is unique in terms of its focus on the intersection of these disciplinary areas. At SJU, SMF is unique as the only department that is an “unshared” discipline having no UW counterpart.

Over the last 10+ years the department has become increasingly aware that the name is no longer representative of the diversity of lived experience in Canadian society, and the ways that diversity is reflected in the teaching and research of the department.

The goal of the SMF program is to promote interdisciplinary scholarship and teaching in topics such as gender, sexuality, relationships, and families. As in any field of study, words have normative and prescriptive power – and names are even more powerful. In SMF, they are conscious that one of our most important goals is to connect with students and empower them with tools, knowledge, and approaches to use in their professional and personal lives. As active researchers, they also see how word choices impact publications in leading journals, which increasingly define partnered relationships and family arrangements in broader and more inclusive ways. For example, the journal founded as Sexual and Marital Therapy is now called Sexual and Relationship Therapy; similarly, the Journal of Divorce & Remarriage is undergoing a name change to Family Transitions.

One of the recommendations that came from the 2018 program reviewers was:

We recommend that Sexuality, Marriage, and Family Studies undertake a review of its name, a concern that was brought up by nearly everyone. But we are not recommending a wholesale change, as most people mentioned a discomfort only with the use of “marriage,” but not “sexuality” or “family.” As such, our recommendation would be to pluralize sexuality and family, and find an additional word to better reflect the vastness of the relationships studied and considered in the courses.

These changes do not replace or ignore marriage, but reflect the important understanding that relationships take many forms. In this vein, the teaching in SMF reflects this scholarship. Courses such as 101: Relationships & Families; 211: Dynamics of Dating; 350: Love and the Law; 306: Intimate Relationships; 307: Conflict in Close Relationships; or this fall's senior seminar course on non-mono-normativity, consider relationships from a wide

range of human experiences, including dating, marriage, cohabitation/common law, same-sex, sibling, friends, and poly, as well as their formation, maintenance, and dissolution.

Pluralization of the words is also important. This is also happening in the fields of study. Journal titles reflect this: there are now the journals of Sexualities (Sage) and Sexologies (Elsevier). We see the efforts to emphasize inclusivity and diversity in related fields in the titles of journals such as Families, Relationships, and Societies; and Families in Society: The Journal of Contemporary Social Services.

Post-pandemic, SMF has undertaken this change as a priority.

Renaming Consultation Process: On September 23, 2022. SMF hosted a Community Renaming Day, facilitated by Jane Allison of Dovetail Community (<https://www.dovetailcommunity.com/about-jane>).

Attendees were invited across a variety of facets related to the discipline, department, and programs: all SMF faculty, current students, past students, SJU administration (President, Vice President and Academic Dean, and Associate Dean), and many SJU staff. The goal was to engage with key stakeholders while also recognizing that broader consultative processes would also happen here at SJU through Academic Committee and Senate Council and then subsequently at UW via UGAG. Overall, twenty-five (25) people attended the day-long event. See table below for a breakdown of attendees.

Table 1: Breakdown of Renaming Day Attendees

Current SMF Students	6 (an additional student RSVP'd but didn't attend)
Past SMF Students	3 In attendance (+3 RSVP'd but didn't attend)
SMF Faculty	5
SJU Staff	7 (included SMF Student Advisor)
SJU Administration	3
Faculty member from UW department G5J	1
Total Attendees	25

The purpose of the consultation was put forward as follows: To consider the rationale and possibilities for an updated name for the program, with a goal of generating several options by end of day to take into next steps of the process.

The facilitator was advised by the SMF Chair, Denise Whitehead, that no new department names should be proposed at the start of the day. It was important to the process that there be no "pre-ordained" options and this day be about exploring all renaming possibilities with due consideration to what is SMF and how it is perceived and how the department wants it to be perceived. It was asked that the day generate some viable possibilities but cautioned that no commitment would be made for the final name selected as it was understood that there many more steps and consultations needed within St. Jerome's and at the University of Waterloo.

The morning part of the facilitated “renaming” day was spent on discussing what is “SMF:” what it stands for as a field of study, what SMF means to students and faculty, and how it is perceived in the community and beyond. Many expressed some sadness over the loss of a name of a program that has meant so much to its students and faculty. Ultimately, despite this misgiving, it was acknowledged by key stakeholders that a department name that was once progressive is no longer viewed as encapsulating that ethos when it came to the plurality of the way that Canadian society thinks and does “relationships.”

By the end of the day attendees contributed a large number of new names. All participants were then asked to put a check mark beside their favourites. These were the three highest ranked names:

1. Sexualities, Relationships, and Families (24 votes)
2. Sexual, Relations, and Familial (14 votes)
3. Studies in Sexual, Relational, and Family Dynamics (11 votes)

Thus, after the consultation, and with much agreement that this name achieves the goals and objectives of a new name that has ties to SMF but is updated and better reflects the evolution and plurality of society, SMF endorsed the new name of Sexualities, Relationships, and Families (SRF).

The program renaming will not alter any of the program plans or requirements. This is primarily a rebranding of the department only. That said, the department has reviewed the course calendar and has reviewed every course and description to ensure there is congruency with the new name. Additionally, efforts have been made to update the course descriptions to be more student centric and highlight learning outcomes.



## 2024-2025 Senate Work Plan

Senate Agenda Items  · expected *as needed	May 6, 2024	June 10, 2024	September 23, 2024	October 21, 2024	November 25, 2024	January 27, 2025	March 3, 2025	April 7, 2025
<b>REGULAR AGENDA (including items for information and discussion)</b>								
Minutes	·	·	·	·	·	·	·	·
Business Arising	·	·	·	·	·	·	·	·
<b>LEADERSHIP UPDATES<sup>6</sup></b>								
Report of the Vice-President, Academic & Provost	*	*	*	*	*	*	*	*
Report of the Vice-President, Research and International	*	*	*	*	*	*	*	*
<b>COMMITTEE/COUNCIL REPORTS</b>								
Executive Committee	*	*	*	*	*	*	*	*
Graduate & Research Council (GRC)	·	·	·	·	·	·	·	·
Undergraduate Council (UC)	·	·	·	·	·	·	·	·
Long Range Planning Committee				·		·		·
Fall Update, University Operating Budget				·				
Joint Report of GRC & UC, Academic Calendar Dates <sup>1</sup>					·			
University Committee on Student Appeals Annual Report <sup>1</sup> (Policy 72)					·			
University Appointment Review Committee Annual Report <sup>1</sup> (Policy 76)								·
Finance Committee - Budget Update <sup>3</sup>							·	
Finance Committee - Budget recommendation <sup>2, 3</sup>								·
<b>OTHER SENATE AGENDA ITEMS</b>								
New Senator Orientations (before meeting)	·							
Teaching Awards Committee, appointment of members							·	
Delegation of Roster of Graduands								·
Report of Roster of Graduands			·		·			
Convocation Report – summary of this years’ ceremonies					·			
Undergraduate and Graduate Admissions Update						·		
Conduct Self-Assessment Survey <sup>1</sup>							·	
Appointment of COU Academic Colleague	Current appointment runs to April 30, 2025							
<b>SENATE PRESENTATIONS</b>								
Presentations from the Presidents of the Faculty Association, Waterloo Undergraduate Association and Graduate Student Association <sup>1</sup>							·	
Strategic Plan Accountability Update <sup>1</sup> (June)		·						
PART Annual Update		·						
Faculty/Unit Updates			SCI					

<b>Senate Agenda Items</b>  · expected *as needed	<b>May 6, 2024</b>	<b>June 10, 2024</b>	<b>September 23, 2024</b>	<b>October 21, 2024</b> <i>Strategic Plan Annual Update / Waterloo at 100</i>	<b>November 25, 2024</b>	<b>January 27, 2025</b>	<b>March 3, 2025</b>	<b>April 7, 2025</b>
<b>CONSENT AGENDA</b>								
Reports from Faculties (e.g., appointments, administrative appointments, sabbaticals) <sup>2</sup>	·	·	·	·	·	·	·	·
Tenure and Promotion Report <sup>4</sup>			·					
University Professor Designation <sup>3</sup>								·
Call for Nominations for University Professor <sup>3</sup>			·					
Call for Nominations for Honorary Degree Recipients <sup>4</sup>						·		
Report of the COU Academic Colleague <sup>1</sup>								·
Senate Committee Appointments <sup>5</sup>	*	*	·	*	*	*	*	*
<b>CLOSED AGENDA</b>								
Minutes	·	·	·	·	·	·	·	·
Business Arising	·	·	·	·	·	·	·	·
Reports from Committees and Councils	*	*	*	*	*	*	*	*
Honorary Degree Recommendations	*	*	*	*	·	·	*	*
Reports from Search and Review Committees for Policy-based Senior Leadership Appointments and Reappointments	*	*	*	*	*	*	*	*
Report of VP Advancement on Policy 7 <sup>1</sup>		·						

**Special Topics for 2024-2025 to be Scheduled:**

- President’s Anti-racism Task Force Update (PART)

**For more information:** [secretariat@uwaterloo.ca](mailto:secretariat@uwaterloo.ca)  
[uwaterloo.ca/secretariat](http://uwaterloo.ca/secretariat), NH 3060

## Senate Graduate & Research Council

**For Information**

**Consent Agenda**

**Open Session**

**To:**

**Senate**

**Sponsor:**

Charmaine Dean  
Vice-President, Research & International

Clarence Woudsma  
Interim Associate Vice-President, Graduate Studies and Postdoctoral Affairs

**Presenter:**

Clarence Woudsma

**Contact Information:**

[cwoudsma@uwaterloo.ca](mailto:cwoudsma@uwaterloo.ca)

**Date of Meeting:**

September 23, 2024

**Agenda Item Identification:**

**12) Report – Senate Graduate & Research Council**

### **Summary:**

[Senate Graduate & Research Council](#) met on June 17, 2024 and held an e-vote which closed on June 28, 2024, 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. Research Ethics

Council approved a membership update to the [Human Research Ethics Board \(HREB\)](#).

2. Graduate Awards

Council approved the following [graduate award](#):

- a. Lemay Change Maker Award [trust]

3. Curricular Submissions

Council approved new courses, course changes, course inactivations, and minor program modifications for:

- a. [Faculty of Engineering](#) (Chemical Engineering, Mechanical and Mechatronics Engineering; Electrical and Computer Engineering; Systems Design Engineering)
- b. [Faculty of Environment](#) (Geography and Environmental Management; School of Environment, Resources and Sustainability)
- c. [Faculty of Health](#) (Master of Health Informatics; Master of Public Health; Public Health Sciences)
- d. [Faculty of Science](#) (Chemistry; Pharmacy)

**Jurisdictional Information:**

As provided for in [Senate Bylaw 2](#), section 4.03, council is empowered to make approvals on behalf of Senate for a variety of operational matters:

- c. Receive, consider, study and review briefs on any aspect of graduate studies and research from members of the university.
- f. On behalf of Senate, consider and approve all new graduate courses, the deletion of graduate courses, and proposed minor changes to existing graduate courses and programs, and provide Senate with a brief summary of council's deliberations in this regard. Any matter of controversy that might arise may be referred to Senate.
- i. On behalf of Senate, consider and approve all new graduate scholarships and awards. Any matter of controversy that might arise may be referred to Senate.

## Senate Undergraduate Council

**For Information**

**Consent Agenda**

**Open Session**

**To:** **Senate**

**Sponsor:** David DeVidi  
Associate Vice-President, Academic

**Presenter:** David DeVidi  
**Contact Information:** [david.devidi@uwaterloo.ca](mailto:david.devidi@uwaterloo.ca)

**Date of Meeting:** September 23, 2024

**Agenda Item Identification:** **13) Report – Senate Undergraduate Council**

### Summary:

[Senate Undergraduate Council](#) met on June 17, 2024 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 new courses, course changes, course inactivations, and minor program modifications for:

- a. [Faculties of Engineering and Mathematics](#): (Software Engineering)
- b. [Faculty of Arts](#): (Applied Language Studies; Canadian Studies; Church Music and Worship; Classical Studies; Communication Design Specialization; Creative Writing Specialization; East Asian Studies; English; English – Creative and Professional Writing; English – Literature and Rhetoric; English – Rhetoric, Media, and Professional Communication; English Language and Literature; Fine Arts; French; French Studies; French Teaching Specialization; Gender and Social Justice; German; Global Business and Digital Arts; Greek; History; Human Sciences; Indigenous Studies; Italian Studies; Jewish Studies; Legal Studies; Medieval Studies; Music; Peace and Conflict Studies; Philosophy; Political Science; Religious Studies; Religious Studies Minor; Sexuality, Marriage and Family Studies; Sexuality, Marriage, & Family Studies Minor; Social Development Studies; Social Work; Sociology; Sociology and Legal Studies; Studies in Islam)
- c. [Faculty of Engineering](#): (Chemical Engineering; Civil Engineering; Computing Option; Management Science and Engineering; Mechanical Engineering; Soil, Rock & Structures Specialization; Structural Specialization)
- d. [Faculty of Environment](#): (Planning)

- e. [Faculty of Health](#): (Health; Health Sciences; Kinesiology; Public Health)
- f. [Renison University College](#): (School of Social Work)

**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:

- 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.

## Senate Undergraduate Council

**For Approval**

**Consent Agenda**

**Open Session**

**To:**

**Senate**

**Sponsor:**

David DeVidi  
Associate Vice-President, Academic

**Presenter:**

David DeVidi

**Contact Information:**

[david.devidi@uwaterloo.ca](mailto:david.devidi@uwaterloo.ca)

**Date of Meeting:**

September 23, 2024

**Agenda Item Identification:**

**13(a) Report – Senate Undergraduate Council:  
Regulation Revision – Arts: Averages and Academic Standings**

### **Recommendation/Motion:**

To approve the proposed academic regulation revisions to Arts: Averages and Academic Standings, effective September 1, 2025, as presented.

### **Summary:**

[Senate Undergraduate Council](#) met on June 17, 2024 and agreed to forward the following items to Senate for approval as part of the regular agenda.

### **Jurisdictional Information:**

This item is being submitted to Senate in accordance with [Senate Bylaw 2](#), section 5.03(a): “Make recommendations to Senate with respect to rules and regulations for the governance, direction and management of undergraduate studies in the university.”

### **Governance Path:**

Arts Faculty Council approval date (mm/dd/yy): 03/22/24

Senate Undergraduate Council approval date (mm/dd/yy): 06/17/24

## Highlights/Rationale:

The current terminology used in the calendar, “first” and “second” failed decision is not applicable to every student group in Arts. For example, Arts Bridge to Academic Success in English (BASE) students, AFM QPP students, Arts Non-Degree students, all receive an FL4 – Failed May Not Continue in Faculty decision if they don’t meet the specified program conditions. While this is their first fail in the Faculty of Arts, it results in an FL4 (not FL3). The changes below more accurately capture how these standings are applied for all students in Arts, and use the specific terminology that is linked to the FL3 and FL4 academic standing codes.

## Proposed Revisions:

Current calendar text: [Arts: Averages and Academic Standings](#)

Proposed calendar text: (underlined and bolded = new, strikethrough = deletion)

Arts: Averages and Academic Standings

...

First Failed ~~Required to Withdraw~~ Decision in Arts

A student who has received a **Failed - Required to Withdraw** academic standing decision at the end of their first or second term of study should consult with their academic advisor. Normally, the student will first complete the [Foundation Term](#) or absent themselves for two terms. See the Registrar’s Office website for information about the [courses taken during a Foundation Term](#).

A student who has received a **Failed - Required to Withdraw** academic standing decision is eligible to apply for readmission after an absence of two terms (with the exception of first-year students who may be eligible for the Foundation Term).

**To apply for readmission, a** student must first complete an [Application for Undergraduate Readmission](#) within the specified deadlines.

Notes

1. Students contemplating readmission after receiving a Failed decision are strongly encouraged to consult the [Arts Undergraduate Office](#) prior to application.
2. Students contemplating readmission should take into consideration course selection dates when determining when to re-apply as course availability may be affected.

If a Student is Granted Readmission



- All previous University of Waterloo course attempts and grades will remain recorded on the student's transcript.
  - The student's cumulative overall and Arts (or major) averages will be **cleared**, that is, grades achieved in all previous course work will not count in cumulative averages.
  - Previous course work, where it is applied to degree requirements, is considered [transfer credit](#) and subject to transfer credit regulations.
- It is the student's responsibility to inform themselves of their transferred credits by meeting with an academic advisor, reading the transfer credit letter issued to them upon readmission, and viewing their unofficial transcript in Quest.

To fulfil degree requirements for graduation, students whose cumulative averages have been cleared must observe the following requirements:

- Cumulative and Arts (or major) averages for the degree will be based on courses taken following readmission and clearing.
- For a three-year degree, complete a minimum of 7.5 additional academic course units (15 courses).
- For a four-year degree, complete a minimum of 10 additional academic course units (20 courses).
- Complete at least half of the total number of University of Waterloo Arts courses required in the major.
  - For Three-Year General Liberal Studies, at least four academic course units (eight courses) must be University of Waterloo Arts courses.
  - For Four-Year General and Honours Liberal Studies, at least 6.5 academic course units (13 courses) must be University of Waterloo Arts courses.

~~Second~~Failed - **May not Continue in Faculty** Decision in Arts

In the event a student receives a ~~second~~**Failed - May not Continue in Faculty** academic standing in Arts, an application for readmission will normally not be considered until a period of at least five years has elapsed. In such instances, readmission is not guaranteed.

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**For Discussion**

**Open Session**

**To:** **Senate**

**Sponsor:** Charmaine B. Dean, Vice President Research and International  
**Contact Information:** [vpri@uwaterloo.ca](mailto:vpri@uwaterloo.ca)

**Presenter:** Charmaine B. Dean, Vice President Research and International  
**Contact Information:** [vpri@uwaterloo.ca](mailto:vpri@uwaterloo.ca)

**Date of Meeting:** **September 26, 2024**

**Agenda Item Identification:** **14) Awards, Distinctions, Grants, Waterloo International Engagements**

**Summary:**

Presenting the Vice-President, Research and International Report to Senate for September 2024. This report to Senate highlights successful research, international and entrepreneurial outputs and outcomes for the period May and June 2024 by the thematic areas as outlined in Waterloo's Strategic Plan 2020-25.

**Documentation Provided:**

- Vice-President, Research and International September 2024 Report to Senate

**Vice-President, Research & International  
Report to Senate  
September 2024**

**Introduction**

This report to Senate highlights successful research and international outputs and outcomes for the period May and June 2024.

**Velocity Highlights:**

**Artemis Data (William Shi, BAsc '23 mechatronics engineering and co-founder)**

Artemis Data has raised \$2 million in pre-seed funding to make data cleaning 50 times faster ([read the full story](#)).

**Ceragen (Matthew Rose, BAsc '21 mechanical and mechatronics engineering, and chief technology officer)**

Ceragen, a startup that optimizes fruit and vegetable production, has raised US\$2 million in a seed funding round that will help expand its operations and develop its technology in additional countries ([read the full story](#)).

**NewGen Health (Mazhar Shahen, BAsc '22, and a graduate student in the Faculty of Engineering, and Shiv Naik, BSc '22)**

NewGen Health is looking to bring a rapid kidney disease testing solution to market ([read the full story](#)).

**Scribenote (Alina Pavel, BAsc '21 and Ryan Gallagher, ASc '21)**

Scribenote is a startup that automates documentation for veterinarians, saving them up to two hours a day and allowing them to focus on direct care instead of paperwork ([read the full story](#)).

**Funded Research Awards:**

**Graham Advanced Research Computing (ARC) System, Government of Ontario**

Funding Proposal: Investing in critical digital infrastructure to advance research and innovation in Ontario Government of Ontario will provide **\$21.2 million** in funding in fiscal year 2023-24 to support the costs to replace the Graham Advanced Research Computing (ARC) system located at the University of Waterloo.

**ARC Infrastructure Renewal project - Digital Research Alliance of Canada**

Funding Proposal: ARC and Cloud Renewal

Waterloo was selected for full funding up to 50% of eligible infrastructure expenses and up to 60% of eligible operating expenses. The total eligible project cost is \$45,543,000. The Alliance will fund eligible expenses to a maximum of **\$21,848,300**. The remainder has been secured by Waterloo through matching contributions equivalent to \$23,695,500, including funding provided by the Government of Ontario as identified above.

### **Natural Sciences and Engineering Research Council of Canada (NSERC) Alliance Grants**

Alliance grants encourage university researchers to collaborate with partner organizations from the private, public or not-for-profit sectors. These grants support collaborative teams that will generate new knowledge and accelerate the application of research results to create benefits for Canada. Waterloo had one successfully funded project in this period:

#### **Ehsan Toyserkani – Professor and Principal Investigator; Mihale Vlasea – Associate Professor, Michael Benoit – Assistant Professor and Hamid Jahed – Professor, and Co-Principal Investigators – all from Mechanical and Mechatronics Engineering and affiliated with MSAM (Multi-Scale Additive Manufacturing Lab)**

Project title: Holistic Innovation in Additive Manufacturing 2.0 (HI-AM 2.0): Capitalizing on prior achievements and exploring new frontiers in directed energy deposition processes

**Award period:** December 22, 2023, to December 21, 2029

**Total NSERC: \$3,498,073 over 5 years**

Total industry funding: \$1,749,038

Total in-kind from industry: \$1,493,066

Total value of award: \$6,740,177

**Industry partners:** Magna International Inc. | Nemak | Polycontrols Technologies Inc. | AP&C Advanced Powders & Coatings Inc. | CenterLine (Windsor) Ltd. | TIMET | Hatch Ltd. | Suncor Energy Inc. | TMetal | National Research Council Canada

### **Spring 2024 Canadian Institutes for Health Research (CIHR) Project Grant competition**

The Project Grant program is designed to advance health-related fundamental or applied knowledge, health research, health care, health systems, and/or health outcomes.

Waterloo secured **\$4.36 million** in funding with five full grants and two Priority Announcements\* out of 20 applications. Compared to the national success rates (15.4% and 18.2%) for both the project grants and Priority Announcements, Waterloo's success rate (25% and 35%) is well above the national figures. The successful applicants are as follows:

#### **Robin Duncan – Associate Professor, Kinesiology – \$757,350 (5 years)**

Project title: Regulation of innate immunity in non-immune and immune cells by cannabidiol

#### **Mark Ferro – Associate Professor, School of Public Health Sciences – \$1,272,196 (5 years)**

Project title: Multimorbidity in children and youth across the life-course (MY LIFE): A long-term follow-up

#### **Justine Giosa – Adjunct Professor, School of Public Health Sciences – \$558,450 (3 years)**

Project title: Structuring personal support practice using the observe, coach, assist and report (OCAR) framework to enhance provider inclusion in team-based person-centred home care

#### **Parsin Haji Reza – Associate Professor, Systems Design Engineering – \$757,350 (5 years)**

Project title: Accurate retinal eximetry for the pre-symptomatic diagnosis of blinding diseases

#### **Charity Oga-Omenka – Assistant Professor, School of Public Health Sciences – \$814,726 (3 years)**

Project title: Antibiotic stewardship education for pharmacists (A-STEP): a pre-post intervention study in Nigeria

**Geoff Bardwell – Assistant Professor, School of Public Health Sciences - \$100,000 (1 year) \***

Project title: Community health impacts of policing behaviour in response to illegal drug use: A mixed method study examining changes in police policy and practices in smaller urban and rural communities

**Ellen MacEachen – Professor, School of Public Health Sciences - \$100,000 (1 year) \***

Project title: At-home digital service work in a post-COVID-19 lockdown world: mapping occupational health risks and identifying health

**NFRF-International Climate Change 2023**

This international joint initiative represents a collaboration among research funders from Brazil, Canada, Germany, Norway, South Africa, Switzerland, the United Kingdom and the United States to leverage international expertise to tackle the global challenges caused by climate change. It aims to further the design and implementation of co-produced adaptation and mitigation strategies for vulnerable groups—those groups currently most impacted by the effects of climate change, owing to both physical vulnerability and socio-economic vulnerability.

Waterloo secured just under **\$3 million** in funding with two grants funded in this onetime special call. Waterloo’s success (16.7%) was in line with the national success rate (16.9%). Waterloo received 6.3% of the awards. The following projects were successful:

**Craig Janes – Professor Emeritus, School of Public Health Sciences - \$1,499,501**

Project title: “The Urban Futures Project” Towards health equity, inclusive governance, and climate adaptation in African informal settlements

**Brent Doberstein – Associate Professor, Geography and Environmental Management - \$1,500,000**

Project title: Retreating from risk (RFR): Decision-supports for the equitable implementation of retreat to build climate resilience

**Public Health Agency of Canada – Enhanced Surveillance for Chronic Disease Program (ESCDP)**

The ESCDP aims to address persistent public health surveillance evidence gaps, especially in those populations where capacity needs to be enhanced. The following project was successful:

**Colleen Maxwell – Professor, School of Pharmacy - \$766,396**

Project title: Enhanced mental health surveillance in community care and long-term care settings

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**Awards and Distinctions:**

**Joanne Atlee – Professor, Cheriton School of Computer Science**

[2023 CS-Can | Info-Can’s Lifetime Achievement Award in Computer Science](#)

CS-Can | Info-Can is a non-profit professional society dedicated to representing all aspects of computer science and the interests of the discipline across Canada. Over the past decade, their Lifetime Achievement Awards recognize current or former faculty members of Canadian universities who have made outstanding and sustained contributions to computer science research, teaching, and service.

**Kankar Bhattacharya – Professor, Electrical and Computer Engineering**

[2024 P.D. Ziogas Electric Power Award](#), Institute of Electrical and Electronics Engineering (IEEE) Canada  
The IEEE is the world's largest technical professional organization dedicated to advancing technology for the benefit of humanity. The medal won by Bhattacharya recognizes outstanding Canadian engineers who have made important contributions to the field of electric power engineering.

**James Bookbinder – Professor, Management Science and Engineering**

[2024 Award of Merit](#), Canadian Operational Research Society (CORS)  
The Award of Merit is presented annually to a current or past member of CORS in recognition of significant contributions to the profession of operational research.

**Sue Ann Campbell – Professor, Applied Math**

[2024 Fellow](#), Canadian Mathematical Society  
The Canadian Mathematical Society is the Canada's main national math organization. It is devoted to promoting and advancing "the discovery, learning and application of mathematics."

**Charmaine Dean – Professor, Statistics and Actuarial Sciences and Vice-President, Research and International**

[Chevalier \(Knight\), Ordre des Palmes academiques \(Order of the Academic Palms\)](#)  
France's national order recognizing exemplary services to education and cultural heritage. The civil honour is bequeathed to individuals for their exceptional academic contributions and, as well, it is awarded for contributions in advancing collaborations with France.

**David Del Rey Fernandez – Assistant Professor, Applied Mathematics**

[CAIMS/PIMS Early Career Award](#), Canadian Applied and Industrial Mathematics Society (CAIMS)  
The award was established in 2010 by the Canadian Applied and Industrial Mathematics Society's (CAIMS) and recognizes "exceptional research in any branch of applied mathematics," conducted primarily in Canada or in affiliation with a Canadian university.

**Sherilyn Houle – Associate Professor | Wasem Alsabbagh – Associate Professor | Nancy Waite – Professor, School of Pharmacy**

[2023 Best Paper Award](#) – Canadian Pharmacists Journal (CPJ)  
The Canadian Pharmacists Journal (CPJ) Best Paper Award is granted annually to the paper that most positively impacts pharmacy practice and leads to better patient care in the future.

**Laura Hug – Associate Professor, Biology**

[2024 Member](#), College of New Scholars, Artists, and Scientists, Royal Society of Canada (RSC)  
The Members of the College are Canadians and Permanent Residents who, are less than fifteen years from the date of PhD or disciplinary equivalent and who have demonstrated exceptional accomplishment.

**Ihab Ilyas – Professor, Cheriton School of Computer Science**

[2024 Fellow](#), Royal Society of Canada (RSC)  
Fellows of the RSC are distinguished Canadians from all branches of learning who have made remarkable contributions in the arts, the humanities, and the sciences, as well as in Canadian public life.

**Gautam Kamath – Assistant Professor, Cheriton School of Computer Science**

[2024 Casper Bowden PET Award](#)

The Caspar Bowden PET award carries a USD \$3000 prize and comes with a statue to commemorate the award. The Caspar Bowden Legacy Fund sponsors the statue.

**Sushanta Mitra – Professor, Mechanical and Mechatronics Engineering and Waterloo Institute for Nanotechnology**

[2024 Fellow](#), Electrochemical Society (ECS)

Every year since the honorary designation was founded in 1989, up to 15 members are selected as Fellows in recognition of their outstanding scientific achievements, leadership, and active participation in ECS affairs.

**Linda Nazar – Professor, Chemistry**

[Hughes Medal, Royal Society \(UK\)](#)

The Hughes Medal is awarded for outstanding contributions in the field of energy. The medal of silver gilt is awarded annually and is accompanied by a gift of £2,000 GBP or approximately \$3,500 CAD.

**M. Tamer Özsu – Professor, Cheriton School of Computer Science**

[2024 ACM Presidential Award](#), Association of Computing Machinery (ACM)

This award is recognized by ACM President Yannis Ioannidis for long-standing and significant contributions to the computing field and its scientific community in general, as well as to ACM in particular.

**Luis Ricardez-Sandoval – Professor, Chemical Engineering**

[2024 D.G. Fisher Award](#), Chemical Institute of Canada

In recognition of his significant contributions to the field of systems and control engineering, the award celebrates the lifetime achievements of exceptional researchers in Canada.

**Reinhold Schuster – Dist. Professor Emeritus, Civil and Environmental Engineering**

[John P. Masten Distinguished Service Award](#), 2024 Cold-Formed Steel Engineers Institute (CFSEI) Expo

CFSEI comprises hundreds of structural engineers and other design professionals focused on producing safe and efficient designs for commercial and residential structures with cold-formed steel. The organization's Expo, held in Tucson, Arizona, saw Schuster receive the prestigious John P. Masten Distinguished Service Award. The award recognizes the significant contributions of an individual who has volunteered time, talent, and resources to the cold-formed steel industry.

**Nancy Waite – Professor, School of Pharmacy**

[2022-2023 Everyday Hero](#) – Minister's Award of Excellence, Ontario Ministry of Colleges and Universities

This award recognizes faculty and staff who have made a difference in the lives of their students, colleagues, or the public. Dr. Waite's dedication and years of research to understand the feasibility and acceptability of pharmacist-administered immunizations has led to over 7.5 million doses of administered COVID-19 vaccine by community pharmacists.



### [Canadian Society for Civil Engineering \(CSCE\)](#)

CSCE is a not-for-profit learned society created to develop and maintain high standards of civil engineering practice in Canada and to enhance the public image of the civil engineering profession. The Annual Conference brings together civil engineers from across Canada to present new research and discuss developments in the field. The following honours were awarded:

**Giovanni Cascante** – Professor, Civil and Environmental Engineering – Fellow

**Liping Fu** – Professor, Civil and Environmental Engineering – Best Paper Award

**Susan Tighe** – Adjunct Professor, Civil and Environmental Engineering – Ralph Haas Award

### [Fellows of the Canadian Academy of Engineering](#)

Canadian Academy of Engineering Fellows are selected for their outstanding contributions to engineering in Canada and around the world and for their service as role models in their fields and to their communities. Four Engineering Professors are awarded:

**Ladan Tahvildari** – Professor, Electrical and Computer Engineering

**Ehsan Toyserkani** – Professor, Mechanical and Mechatronics Engineering

**Costas Tzoganakis** – Professor, Chemical Engineering

**Alfred Yu** – Professor – Professor, Electrical and Computer Engineering

### **Internal Awards**

#### [2024 Excellence in Science Research Awards](#)

Inaugurated in 2021, the Excellence in Science Research Awards recognize outstanding research accomplishments by Science faculty members. Each year, three researchers from across the Faculty of Science are chosen to be celebrated. One tenure-track faculty, one mid-career tenured faculty (up to 10 years post-tenure), and one senior-career tenured faculty (more than 10 years post-tenure).

**Subha Kalyanamoorthy** – Assistant Professor, Chemistry – Tenure Track Faculty

**Scott Hopkins** – Professor, Chemistry – Mid-Career Faculty

**Roger Melko** – Professor, Physics and Astronomy – Senior-Career Faculty

#### [2024 Arts Awards for Excellence in Service, Teaching and Research](#)

The Arts Awards for Excellence in Service, Teaching and Research recognize exceptional contributions made by faculty, staff, and students in the Faculty of Arts. Recipients are:

**Kristina R. Llewellyn** – Assistant Professor, Renison University College – Excellence in Research

**Ashley Rose Mehlenbacher** – Associate Professor, English Language and Literature – Excellence in Research

**Adam Molnar** – Assistant Professor, Sociology and Legal Studies – Excellence in Research

**Adam Presslee** – Associate Professor, School of Accounting and Finance – Excellence in Research

### [Mathematics – Golden Jubilee Research Awards](#)

Established in 2017, the Golden Jubilee Research Excellence Award recognizes faculty members for their outstanding research contributions. The selection is based on the nominee's body of work or a single influential paper from the past five years. Every year, the Faculty of Mathematics honors one early-career and one mid-career faculty member. Recipients are:

**Xi He** – Assistant Professor, Cheriton School of Computer Science – 2024 Faculty of Mathematics Golden Jubilee Research Award (early-career award)

**Graeme Smith** – Associate Professor, Applied Mathematics – 2024 Faculty of Mathematics Golden Jubilee Research Award (mid-career award)

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### **Waterloo International highlights:**

Waterloo International provides leadership on and coordination of internationalization plans for the University of Waterloo. Through this work and in cooperation with faculties and other offices, Waterloo will strategically grow its global network, offer more opportunities for student-focused international activities, and be recognized internationally for excellence in education, research and scholarship.

Waterloo international will focus on being a valuable service-based hub to promote integrated internationalization through the following activities:

#### **Enhancing International Priorities and Partnership Connections:**

- Executed 5 new institutional MOUs with international partners, and 1 renewed MOU to enable collaboration in research, student and faculty exchange, joint academic programming, training, seminars and conferences with institutions in Jordan (University of Jordan), Ghana (University of Cape Coast and Ashesi University), South Korean (KANC), Hong Kong (Hong Kong Polytechnic University), and the UK (University of Warwick).
- Convened meetings with institutions from the Netherlands, Australia, UK, Germany, Serbia, Vietnam, South Korea to strengthen partnerships and explore strategic collaboration opportunities.

#### **Supporting International Talent Pipeline Development and Student Mobility:**

- Registered 850 international university-sanctioned travellers, stewarded 7 high-risk travel requests approved by the Provost, and monitored 65 high-risk global incidents 10 of which required follow up action to ensure traveller well-being and safety.
- Registered and monitored over 690 student trips including 3 group trips, international co-op work terms, academic exchange, conference and field course work to enable safe global outbound experiences of Waterloo students.
- Conducted exploratory meetings with institutions from Saudi Arabia, Indonesia, France, Peru, Iraq, UAE, UK to explore scholarship opportunities for undergraduate and graduate study and student exchange.

#### **Developing New International Opportunities:**

- Administered \$335,000 Global Skills Opportunity Student Mobility Project, supporting student international experiences for students who identify as Indigenous, living with a disability or living with low income.

- Facilitated meetings with institutions from Jordan, Belgium, Austria, US, Estonia, Pakistan, South Korea, Malaysia to explore connections to ASUs for collaborating on new funding initiatives.

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# Office of the Vice-President, Academic and Provost

## For Information

## Open Session

**To:** Senate

**Sponsor:** James W.E. Rush, Vice-President, Academic and Provost  
**Contact Information:** [provost@uwaterloo.ca](mailto:provost@uwaterloo.ca)

**Presenter:** James W.E. Rush, Vice-President, Academic and Provost  
**Contact Information:** [provost@uwaterloo.ca](mailto:provost@uwaterloo.ca)

**Date of Meeting:** September 23, 2024

**Agenda Item Identification:** 15 (a). Report of the Provost – Faculty Appointments, Leaves

### Summary:

The Faculty Reports for Senators' information regarding the variety of appointments, reappointments, special appointments, leaves, and other matters of interest about individuals in the Faculties are available at the [Senate agenda page](#)<sup>1</sup>.

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<sup>1</sup> <https://uwaterloo.ca/secretariat/sites/default/files/uploads/documents/all-faculty-sept-2024.pdf>

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## Office of the Vice President, Academic and Provost

### For Information

### Open Session

**To:****Senate****Sponsor:**James W.E. Rush, Vice-President Academic and Provost  
provost@uwaterloo.ca**Contact Information:****Presenter:**James W.E. Rush, Vice-President Academic and Provost  
provost@uwaterloo.ca**Contact Info:****Date of Meeting:****September 23, 2024****Item Identification:****15(b) 2024 University Research Chairs**

### Summary:

The 2024 University Research Chairs appointed through the faculty nomination/selection process are: **David Clausi** (systems design engineering), **Helen Jarvie** (geography & environmental management), **Anna Klinkova** (chemistry), **Marina Mourtzakis** (kinesiology & health sciences), **Lennart Nacke** (stratford school of interaction design and business), **Marcel O’Gorman** (english language and literature), and **Mu Zhu** (statistics & actuarial science).

Since 2004, Waterloo has granted 136 University Research Chair awards, including this year’s recipients.

University of Waterloo owes much of its reputation and stature to the quality of its professors and their scholarly accomplishments. University of Waterloo recognizes exceptional achievement and pre-eminence in a particular field of knowledge through the designation 'University Research Chair'.

More information can be found on the URC website:

[University Research Chairs | Associate Vice-President, Faculty Planning and Policy | University of Waterloo \(uwaterloo.ca\)](#)

### Recommendation/Motion:

This item is being brought forward for information.

### Governance Path:

Deans Group discussion June 5, 2024

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**For Information**

**Open Session**

**To:** **Senate**

**Sponsor:** James W.E. Rush, Vice-President, Academic and Provost  
**Contact Information:** [provost@uwaterloo.ca](mailto:provost@uwaterloo.ca)

**Presenter:** James W.E. Rush, Vice-President, Academic and Provost  
**Contact Information:** [provost@uwaterloo.ca](mailto:provost@uwaterloo.ca)

**Date of Meeting:** **September 23, 2024**

**Agenda Item Identification:** **15(c) Call for Nominations for University Professor**

**Summary:**

The attached memorandum details the process and timelines for which members of the University of Waterloo community may submit nominations for University Professor.



**MEMORANDUM**

September 23, 2024

To: Members of Senate  
Chairs of Departments and Directors of Schools

Copy: Daily Bulletin

From: James W.E. Rush, Vice-President Academic and Provost

Re: **Call for University Professor nominations**

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To date, Waterloo has awarded this distinction to thirty five individuals: Garry Rempel (chemical engineering), Mary Thompson (statistics and actuarial science) and Mark Zanna (psychology) in 2004; Terry McMahon (chemistry), Cam Stewart (pure mathematics) and Robert Jan van Pelt (architecture) in 2005; Phelim Boyle (accountancy) and Ian Munro (computer science) in 2006; Ken Davidson (pure mathematics), Keith Hipel (systems design engineering) and Jake Sivak (optometry) in 2007; Roy Cameron (health studies and gerontology) and Flora Ng (chemical engineering) in 2008; Ellsworth LeDrew (geography and environmental management) and Ming Li (computer science) in 2009; Stuart McGill (kinesiology) and Janusz Pawliszyn (chemistry) in 2010; Robert Le Roy (chemistry) in 2011; François Paré (french studies) in 2012; Doug Stinson (computer science) in 2013; William Coleman (political science), and William Cook (combinatorics and optimization) in 2015; Linda Nazar (chemistry) in 2016; Xuemin (Sherman) Shen (electrical and computer engineering), Joanne Wood (psychology) in 2017; Tamer Ozsu (school of computer science) in 2018; Claudio Canizares (electrical and computer engineering), Richard Cook (statistics and actuarial science) and Lyndon Jones (optometry and vision science) in 2020; Jennifer Clapp (environment, resources and sustainability) and Weihua Zhuang (electrical and computer engineering) in 2021; John Hirdes (public health sciences) and Robert Mann (physics and astronomy) in 2022; Philip Beesley (architecture) and Geoffrey Fong (psychology/public health sciences) in 2023; Raouf Boutaba (computer science), Philippe Van Cappellen (earth and environmental sciences) and En-Hui Yang (electrical and computer engineering) in 2024.

The nomination and selection process is available at [University Professors | Associate Vice-President, Faculty Planning and Policy | University of Waterloo \(uwaterloo.ca\)](#) and is reproduced below for your information.

Please ensure that nomination material is submitted to my office by December 20, 2024 to [ProvostOffice-General@uwaterloo.ca](mailto:ProvostOffice-General@uwaterloo.ca)

**UNIVERSITY PROFESSOR**

The University of Waterloo owes much of its international reputation and stature to the quality of its eminent professors. University of Waterloo recognizes exceptional scholarly achievement and international pre-eminence through the designation University Professor. Once appointed, a faculty member retains the designation until retirement.

Not counting retirees, it is anticipated there will be one University Professor for approximately every 60 full-time regular faculty members, with at most two appointments each year. Such appointments are reported to Senate and the Board of Governors in March and April respectively.

### **Nomination and Selection Process**

1. Annually, nominations will be sought from Faculty deans, directors of schools and department chairs, as well as from the university community generally. A nominee shall have demonstrated exceptional scholarly achievement and international pre-eminence in a particular field or fields of knowledge. The individual who nominates a colleague is responsible for gathering the documentation and submitting it to the vice-president academic and provost by December 20, 2024 to [ProvostOffice-General@uwaterloo.ca](mailto:ProvostOffice-General@uwaterloo.ca). The University Tenure and Promotion Committee will act as the selection committee; its decisions are final.
2. A nomination must be supported by at least six signatures from at least two UW departments/schools and must be accompanied by a curriculum vitae and a short, non-technical description of the nominee's contributions.
3. A nomination must also be accompanied by letters from the nominee's Dean, and from at least two and no more than five scholars of international standing in the nominee's field from outside the University. The scholars are to be chosen by the nominee's Chair/Director in consultation with the Dean and the nominator. The letter of nomination should explain why these particular scholars were chosen.
4. Letters soliciting comments from scholars shall be sent by the Chair/Director. Scholars shall be asked to comment on the impact and specific nature of the nominee's most influential contributions, addressing their responses directly to the Vice-President, Academic and Provost.
5. The dossiers of unsuccessful nominees remain in the pool for two additional years. The appropriate Dean should provide updated information each year.

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**For Information****Open Session**

**To:** Senate

**Sponsor:** Vivek Goel, President and Vice-Chancellor  
**Contact Information:** Office of the President

**Presenter:** Vivek Goel, President and Vice-Chancellor  
**Contact Information:** [president@uwaterloo.ca](mailto:president@uwaterloo.ca)

**Date of Meeting:** September 23, 2024

**Agenda Item Identification:** 16) Tenure and Promotion of Faculty Members

**Summary:**

Tenure provides institutional support for faculty members' academic freedom, enabling them to pursue and disseminate knowledge and to attain understanding through their scholarship and teaching, in an atmosphere in which free inquiry and discussion are fostered. Tenure provides security of employment in these pursuits, rooted in the belief that the University and society at large benefit from honest judgments and independent criticisms rendered by scholars who are free from fear of possible consequences that might arise from offending individuals or groups.

When assistant professors are granted tenure, they are also promoted to the rank of associate professor.

Promotions of associate professors to the rank of professor recognize a high order of achievement in scholarship and teaching, and satisfactory performance in service. A continuous program of scholarship with positive peer review by nationally and internationally recognized scholars is essential for promotion to professor.

Faculty members may apply for tenure following initial appointments usually totaling six years. Tenured associate professors normally serve at least five years at that level before applying for promotion to professor.

The list provided below includes faculty members who are to be awarded tenure and/or promoted, effective July 1, 2024, having followed the procedures outlined in [Policy 77 – Tenure and Promotion of Faculty Members](#). As required by section 6 of that Policy, this information is reported to Senate for information.

**Jurisdictional Information:**

Tenure and Promotion Committees at the department/school, Faculty, and University levels consider applications and make recommendations to the next level. The University Tenure and Promotion Committee makes

recommendations to the President on these tenure and promotion candidates, and on the comparability of standards across the University. The president considers the recommendations and renders decisions.

### **Governance Path:**

1. The candidate informs their department/school chair of their intention to apply for tenure and/or promotion and submits a candidate's brief.
2. Supporting documentation is compiled for consideration by the department/school Tenure and Promotion Committee. After consideration of those documents, a recommendation is made to the Faculty Tenure and Promotion Committee.
3. The Faculty Tenure and Promotion Committee considers all positive tenure and promotion recommendations from the previous level to ensure careful and appropriate deliberations compared to standards across the faculty. They review negative recommendations from the previous level, unless the candidate chooses to withdraw their application. They provide candidates facing a potential negative recommendation with an opportunity to respond to concerns. Following this, they deliberate and forward their recommendations to the University Tenure and Promotion Committee and the President.
4. The University Tenure and Promotion Committee considers the full tenure and/or promotion file of each candidate and makes a recommendation on tenure and/or promotion to the President.
5. The President considers all tenure and/or promotion recommendations from the Faculty and University levels and renders a decision.
6. Negative tenure and/or promotion decisions rendered by the President may be appealed to the University Tenure and Promotion Advisory Committee.

### **Successful Candidates:**

#### **AWARDED TENURE AND PROMOTED TO ASSOCIATE PROFESSOR:**

##### **Faculty of Arts**

Katherine Bruce-Lockhart, History  
Lai-Tze Fan, Sociology and Legal Studies  
Haihao Ross Lu, School of Accounting and Finance  
Logan MacDonald, Fine Arts  
Seda Oz, School of Accounting and Finance  
Sasan Saiy, School of Accounting and Finance  
Adam Vitalis, School of Accounting and Finance

##### **Faculty of Engineering**

Arash Arami, Mechanical and Mechatronics Engineering  
Nada Basir, Conrad School of Entrepreneurship and Business  
Nima Maftoon, Systems Design Engineering  
Stewart McLachlin, Mechanical and Mechatronics Engineering  
Anh Pham, Civil and Environmental Engineering  
Valerie Ward, Chemical Engineering  
Chul Min Yeum, Civil and Environmental Engineering

**Faculty of Environment**

Cameron McCordic, School of Environment, Enterprise and Development

Michelle Rutt, Geography and Environmental Management

Wesley Van Wychen, Geography and Environmental Management

Jeffrey Wilson, School of Environment, Enterprise and Development

**Faculty of Health**

Paolo Dominelli, Kinesiology and Health Sciences

Kaylena Ehgoetz Martens, Kinesiology and Health Sciences

Kimberly Lopez, Recreation and Leisure Studies

**Faculty of Mathematics**

Audrey Béliveau, Statistics and Actuarial Science

Trevor Brown, Computer Science

Ben Feng, Statistics and Actuarial Science

Kimon Fountoulakis, Computer Science

Jane Gao, Combinatorics and Optimization

Aukosh Jagannath, Statistics and Actuarial Science

Fangda Liu, Statistics and Actuarial Science

Ali Mashtizadeh, Computer Science

Walaa Moursi, Combinatorics and Optimization

Peijun Sang, Statistics and Actuarial Science

Henry Shum, Applied Mathematics

Nathaniel Stevens, Statistics and Actuarial Science

Chengnian Sun, Computer Science

Giang Tran, Applied Mathematics

Fan Yang, Statistics and Actuarial Science

Jian Zhao, Computer Science

**Faculty of Science**

Andrea Brookfield, Earth and Environmental Sciences

**AWARDED TENURE:****Faculty of Mathematics**

Sepehr Assadi, Computer Science

**Faculty of Science**

Sarah MacIver, School of Optometry and Vision Science

## **PROMOTED TO PROFESSOR:**

### **Faculty of Arts**

Emma Betz, Germanic and Slavic Studies  
Martin Cooke, Sociology and Legal Studies  
Carla Fehr, Philosophy  
Steve Fortin, School of Accounting and Finance  
Doreen Fraser, Philosophy  
Jennifer Harris, English Language and Literature  
Evan Risko, Psychology

### **Faculty of Engineering**

Adil Al-Mayah, Civil and Environmental Engineering  
Nasser Lashgarian Azad, Systems Design Engineering  
Victor Cui, Conrad School of Entrepreneurship and Business  
Wojciech Golab, Electrical and Computer Engineering  
Soo Jeon, Mechanical and Mechatronics Engineering  
Luis Alberto Ricardez-Sandoval, Chemical Engineering  
Shunde Yin, Civil and Environmental Engineering

### **Faculty of Environment**

Kathryn Plaisance, Knowledge Integration

### **Faculty of Health**

Bryan Grimwood, Recreation and Leisure Studies  
Sharon Kirkpatrick, School of Public Health Sciences

### **Faculty of Mathematics**

Craig Kaplan, Computer Science  
Matthew Kennedy, Pure Mathematics  
Jun Liu, Applied Mathematics  
Eduardo Martin-Martinez, Applied Mathematics  
Luke Postle, Combinatorics and Optimization  
Daniel Vogel, Computer Science  
Leilei Zeng, Statistics and Actuarial Science

### **Faculty of Science**

Emmanuel Ho, School of Pharmacy  
Scott Hopkins, Chemistry



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**To:** Senate Executive Committee  
**From:** Genevieve Gauthier-Chalifour, University Secretary  
**Date:** September 9, 2024  
**Subject:** **Request from Senator – Addition to September 23, 2024 Senate Agenda**

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## Background

On September 4, 2024 the Secretariat received a request from a Senator that two items of business be added to the agenda for the September 23, 2024 meeting of Senate.

The items are enclosed, and pertain to:

1. Employment agreement templates for some faculty members
2. A petition regarding the University's response to the encampment on campus

Consistent with the responsibility of the [Senate Executive Committee](#) (SEC) for preparing the agenda for all meetings of Senate, the above-noted items are brought forward for discussion at the SEC meeting of September 9, 2024, under item 4) Draft September 23, 2024 Senate Agenda.

The SEC will be asked to consider these items with due regard for the governance mandate and powers of Senate, as provided below.

## Mandate and Powers of Senate

The Senate was established through the [University of Waterloo Act, 1972](#), (the Act) and is responsible for academic programs, educational policies, faculty appointments and tenure, qualifications for degrees and diplomas, conferring honorary degrees and appointing the Chancellor. The Senate also has the power, subject to the approval of the Board insofar as the expenditures of funds is concerned, to create, modify or remove schools, institutes, departments or chairs.

The Senate conducts its business through [committees](#) that bring recommendations to the Senate at regularly scheduled meetings through the governance year.

The powers of Senate as outlined in section 22 of the Act are as follows:

**22.** *The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University and without restricting the generality of the foregoing, this includes the power,*

*(a) to make recommendations to the Board of Governors relative to the creation, establishment, maintenance, modification, or removal of organizational structures such as faculties, schools, institutes, departments or chairs within the University;*

*(b) subject to the approval of the Board of Governors, in so far as the expenditure of funds is concerned, to establish, maintain, modify or remove, curricula of all courses of instruction including extension courses;*

*(c) to determine policies concerning the qualifications of faculty members within the University with respect to appointments or promotions in rank, or to the granting of tenure, in connection with research or teaching or academic administration;*

*(d) to determine standards of admission of students to the University;*

*(e) to consider and determine the conduct and results of examinations in all faculties or academic units;*

*(f) to hear and determine appeals from the decisions of the faculty councils on applications and examinations by students;*

*(g) to confer degrees, diplomas and certificates or other awards in any and all branches of learning and in any subject taught in the University or its federated or affiliated college;*

*(h) to confer honorary degrees in Divinity, without fees, upon the recommendation of any theological college federated or affiliated with the University;*

*(i) to confer honorary degrees in any department of learning;*

*(j) to undertake, consider and co-ordinate long-range academic planning;*

*(k) to consider and to recommend to the Board of Governors policies concerning the internal allocation or use of University resources;*

*(l) to consider and to recommend to the Board of Governors the federation or affiliation of the University with any college for teaching any branch of learning;*

*(m) to create councils and committees to exercise its powers;*

*(n) to provide, if considered necessary, for an executive committee which shall act in the name and on behalf of the Senate between regular meetings of the Senate; and*

*(o) to enact by-laws and regulations for the conduct of its affairs.*

University of Waterloo Senate

For Information/Discussion

Open Session

To: Senate  
Sponsor/Presenter: James Nugent, Associate Professor, Teaching Stream, Faculty-at-Large Representative

Date of Meeting: September 23, 2024

Agenda Item Identification TBD

### Summary

The administration, through the Office of the Associate Vice-President, Faculty Planning and Policy, has recently begun requiring some faculty members to sign [employment agreements](#) templates containing new legal clauses (e.g., regarding intellectual property rights, and responsibilities and duties). Both new employees and some existing employees are being asked to sign these employment agreements. The use of these employment agreements raises several general jurisdictional concerns; there are also concerns with how specific clauses relate to existing policies duly approved by Senate.

### General Jurisdictional Concerns:

- 1) Are employment agreements being used to institute policy objectives of the university administration instead of going through the regular university policy development process (i.e., as outlined in [Policy 1](#))?
- 2) According to the Memorandum of Agreement (section 2.1.1), the terms and conditions of work should be negotiated through FAUW, not individual faculty members: “The University recognizes the Association as the sole representative of the following groups of University employees (hereinafter referred to as Members) with regard to terms and conditions of employment...”

Notably, FAUW was never consulted about these employment agreements, nor did they agree to the clauses therein. This violates the MOA.

## Examples of Specific Clauses and Concerns

### Example #1: Intellectual Property

**“4.1 Intellectual Property** – The Employee acknowledges and agrees that their intellectual property rights arising out of and in connection with work product created in the course of their employment with the University are, subject to certain exceptions, governed by the current policies of the University including, without limitation [Policy 73 \(Intellectual Property Rights\)](#) as amended from time to time. By signing below, the Employee explicitly acknowledges and agrees that they have had an opportunity to read Policy 73 and agrees to be bound by its terms together with the terms of this Article 4.

4.2 In the event that Policy 73 does not apply, the Employee hereby assigns, transfers and grants to the University all worldwide right, title and interest, including all intellectual property rights, whether registrable or not, in any and all Work Product created, written, composed, made, produced, performed or designed by the Employee in the course of their employment with the University and in any way relating to the business of the University. The Employee further hereby waives any and all moral rights of authorship in favour of the University, and any proprietary rights that the Employee may now or in the future have in any Work Product created or developed in the course of the Employee’s employment with the University. “Work Product” shall be deemed to include all original artistic, literary or other work product created by the Employee, including business methods, coding, compiled data, compositions, computer programs, concepts, designs, prototypes, discoveries, drawings, formulae, improvements, inventions, know-how, papers, processes, research materials, sketches, technological advances, and trade-secrets.”

### Concerns:

Clause 4.2 seems to directly contradict the fundamental purpose of Policy 73 which states that: “Except in certain well-defined situations, this policy provides that the ownership of IP rights rests with the creator(s) of the IP.” Why then is this clause (4.2) being included at all?

Policy 73 mentions that the determination of IP rights is not always cut-and-dry: "Because of the complex interactions of members of the University in the course of their work, a chief difficulty in implementing such a policy lies in identifying the creator(s), and in determining who should share in any benefits resulting from IP."

A concern is how the presence of clause 4.2 will shape negotiations over IP. Might this lead to the erosion of IP rights for faculty, if administrators begin by-passing the current process for negotiating the complexities discussed in Policy 73 given that clause 4.2 automatically

grants intellectual property rights to the University in cases where there is ambiguity or where agreement cannot be reached between the parties?

Existing faculty members are already subject to existing policies, including Policy 73 on intellectual property. So, concerns about Policy 73, if any, are best dealt with through the university's established policy development process not through administrative practices such as inserting mandatory clauses into employment agreements.

#### Example #2: Responsibilities and Duties

1.3 The Employee agrees to act in the best interests of the University at all times and to faithfully discharge their duties and responsibilities hereunder. The Employee will devote their full professional time and attention to the business and affairs of the University, and the Employee agrees that any extra-university activity undertaken by the Employee shall be in accordance with University of Waterloo [Policy 49 \(Extra-University Activity \(Faculty Members\)\)](#) and [Policy 69 \(Conflict of Interest\)](#). The Employee specifically acknowledges and agrees that their failure to abide by this provision will result in discipline up to and including termination of employment."

Concern:

What is meant by: "act in the best interests of the University at all times and to faithfully discharge their duties and responsibilities hereunder"? How are the "best interests" of the University being defined, and what is the current process for deciding this? How does this relate to current policy? How will "discipline up to and including termination of employment" be applied in these cases?

Academic Freedom for example allows for criticism of the University precisely because our duty as academics is to our profession and society at large, not simply the narrower interests of the University. Section 6.4 of the MOA for example recognizes the importance of academic freedom for "the common good of society." Inserting this clause into employment agreements might provide the university president and other senior administrators undue authority in defining the "best interests of the University," in ways that could potentially by-pass current governance bodies and undermine academic freedom and freedom of expression.

Concern:

The following sentence raises a concern: "The Employee will devote their full professional time and attention to the business and affairs of the University, and the Employee agrees that any extra-university activity undertaken by the Employee shall be in accordance with

University of Waterloo Policy 49 (Extra-University Activity (Faculty Members)) and Policy 69 (Conflict of Interest).”

The first part of this sentence seems to contradict Policy 49, which states that: “Consulting, research or teaching for which extra payment may be received or on which considerable time is expended, may be desirable because this activity contributes in an essential way to the intellectual development of the faculty member and/or students” (my emphasis). Rather than speak of “full professional time to the business and affairs of the University,” Policy 49 currently says only that “such activities beyond normal commitments should not be excessive,” and points to “one work day a week” as a threshold for helping make a determination.

These new employment agreements also contain a “No Prior Restrictions” clause that would require: “The Employee represents and warrants that they are under no contractual obligations to any former employer or other third party that would preclude or restrict in any manner their employment” (my emphasis). How is “restrict in any manner” being interpreted given the guidelines of Policy 49?

Together, these clauses institute a more restrictive definition or characterization of permissible extra-university activity under Policy 49. If so, then FAUW’s agreement must be sought as per the MOA and Policy 1, which the University has not done. If not, then this clause is unnecessary and should be withdrawn from employment agreements.

Deans have been given minimal latitude to change the wording of clauses in the employment agreement templates listed on the [Associate Vice-President, Faculty Planning and Policy](#) website.

In summary, the attempt by central administration to institute employment agreements for existing and new employees raises serious jurisdictional concerns in terms of how they bypass the policy development process as well as the representation of FAUW over the terms and conditions of work of faculty members. The clauses within the employment agreement templates raise specific concerns, such as what this will mean for the negotiation of intellectual property rights, academic freedom, and decisions over how faculty allocate their professional time.

University of Waterloo Senate

For Information/Discussion

Open Session

To: Senate  
Sponsor/Presenter: James Nugent, Associate Professor, Teaching Stream, Faculty-at-Large Representative

Date of Meeting: September 23, 2024

#### Agenda Item Identification

#### Summary:

The following petition is provided to the Senate for information and discussion. It outlines concerns that members of our community have raised with regards to the university administration's response to political demonstrations on campus. To be clear, the petition letter focuses on the *response by the administration* to the demonstration, not the political issues raised by the demonstration itself. It argues that the unprecedented actions taken by the administration have done lasting harm to academic freedom, free expression, and trust on campus, damaging the university's overall reputation. The petition requests that the President issue an apology to the university community.

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## **Response to University of Waterloo lawsuit against Gaza House encampment**

Vivek Goel, President and Vice-Chancellor, University of Waterloo

James Rush, Vice-President, Academic and Provost, University of Waterloo

cc. Chair of the Board of Governors, Regular Members of the Board of Governors

Dear President Goel,



We are pleased to see that the University of Waterloo administration has reached a negotiated agreement with the encampment protestors, which included withdrawal of the University’s application for an injunction and its shocking \$1.5 million lawsuit against named participants in the encampment and unnamed students, faculty, and staff “involved in the Encampment.” However, in the spirit of “[moving forward, together](#),” we, [like others](#), feel compelled to convey that this resolution does not redress the harm that the threat of an injunction and—particularly—a *lawsuit* has done to the university community and the university’s reputation.

In launching this suit, you undercut the public’s trust in the university as a classic forum for freedom of expression and assembly. Instead, you positioned the university as a draconian institution willing to intimidate and harm its own students, faculty, and staff for engaging in vibrant debate and advocacy that employs [tactics that are well-established on university campuses](#). Your legal action put UW community members and their families at risk when your counsel publicly posted documents showing names and surveillance photos, including of families with children who attended a community barbecue in the encampment. We remain deeply angry about, and disappointed in, these actions.

The fact that you initiated this unprecedented [and widely-condemned](#) lawsuit, and have not indicated that you will refrain from doing so again in the future, has created an environment of fear and a chill on academic freedom that lingers on. Collaborative teaching and learning activities were taking place in the encampment. The core mission of a university—to foster free inquiry and the development, critique, and dissemination of knowledge—cannot take place if students, staff, and faculty are afraid that engaging with each other on campus in creative, probative, and expressive ways may cost them their livelihood. A university known for stifling academic freedom will struggle to maintain a vibrant campus life and to attract top scholars, staff, distinguished guests, and research partners. It is also unlikely that prospective donors will want their donations to fund punitive lawsuits that undermine the work of the university.

The administration’s response to the encampment has also broken our trust in the University’s rules, commitments, and processes. The administration [misappropriated the University’s own policies](#) and [report on freedom of expression](#) to justify its actions. The claim that a university is [simply private property](#) controlled by appointed administrators denigrates our shared collegial governance and the collective and public investments that have built up our university over generations. So too does the decision to file an injunction and sue members of the University community—which would have potentially cost the University [\\$1 million in legal fees](#) in a time of “austerity”—without Board approval. In a highly questionable move, the Senate Executive Committee also modified, and in some

cases fundamentally altered, three motions that twenty senators petitioned to have debated in a special senate meeting, thereby preventing the encampment's demands from receiving a full and open hearing in our foremost collegial governance forum.

Moreover, the administration's assertion of private property rights over Six Nations land in order to remove and punish a group seeking to shed light on violence against Indigenous people in Palestine with the support of Six Nations representatives discredited the University's territorial acknowledgements and commitment to reconciliation—especially since the administration issued its legal trespass notice on National Indigenous People's Day. The University's commitment to equity was negated by the administration's application for an injunction, which directed an [implicit threat of police violence](#) against a group of largely racialized students, and by its failure to acknowledge that the encampment was a learning space where—at a time of increased anti-Palestinian racism, including on our campus—the experiences and intellectual contributions of Palestinians were given voice.

In these and other ways, the University of Waterloo administration's response to the encampment has damaged the external reputation of the University and harmed the trust of students, staff, and faculty, who rely upon UW's commitments to equity and reconciliation, and on its protection of collegial governance and the right to express opposition and disagreement with University administration in a broad range of ways. The dropped lawsuit now sets a precedent for what egregious measures the administration is willing to take to silence members of its own community—and what administrations at other universities or in other workplaces might do.

It is not currently possible for many of us to believe this administration can truly foster a climate of free expression, debate, and fearless inquiry. If the University of Waterloo administration is truly committed, as it claims, to "[work\[ing\] together to bring healing and peace to our community](#)," it must, as a first step, apologize to the university community for the damage it has done through these measures.

Sincerely,

[And updated list of signatories can be found here:

<https://docs.google.com/forms/d/e/1FAIpQLSfbjK2Ze284PLAW3kkjS-mTkC7fW-I9yFZGT4LhMVEnqpQDpg/viewform> ]

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