

University of Waterloo
SENATE
Report of the Vice-President, Academic & Provost
16 January 2023

FOR INFORMATION

Revised University Policy - Policy 30, Employment of Graduate Student Teaching Assistants

Rationale: Policy 30 was first established in May 2014 to elevate and give greater profile to the remuneration rate for graduate teaching assistants at the university. The updated Policy 30 formalizes the manner in which teaching assistantships are distributed and administered, building upon the framework set out in the current version of the policy.

See updated Policy 30 here: <https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policies/policy-30-employment-graduate-student-teaching-assistants>

Background: In their efforts, the Policy Drafting Committee (PDC) aimed to establish principles and practices that support the delivery of the University's academic mission while acknowledging the diversity of responsibilities that our graduate students hold while serving as a TA. The PDC was comprised of the AVP GSPA, three Faculty Associate Deans Graduate Studies, and eight student members representing the Graduate Student Association (GSA).

The updated Policy has been completed to the satisfaction of both the PDC and the Graduate Student Relations Committee (GSRC). It was endorsed by the GSRC at its 28 September 2021 meeting.

Feedback on the attached draft has been received from:

- Associate Deans Graduate Studies and Faculty Graduate Administrators, recurringly through the Graduate Operations Committee
- The Graduate Student Association Council in April 2021
- Deans' Council in April 2021 and December 2022
- The Undergraduate Operations Committee in February, 2020 and April 2021
- Human Resources, most recently in September 2021
- The Centre for Extended Learning, May 2021
- The Faculty of Mathematics (where the administration of TAs is unique relative to the other Faculties) most recently in May 2021
- Faculty Relations Committee in January of 2022
- Senate Graduate & Research Council in May 2022
- Legal and Immigration Services in September 2022

The updated Policy was approved by the Provost on December 13, 2022.

Co-operative and Experiential Education

ANNUAL 2021 REPORT



UNIVERSITY OF
WATERLOO

Co-operative and
Experiential Education

OUR VISION

Connecting imagination with impact for a better world through global leadership in co-operative and career education, experiential and work-integrated learning (WIL).

OUR MISSION

By developing talent for a complex future, advancing research and strengthening Waterloo's sustainable and diverse communities, we will equip and empower learners for the future of work and lifelong learning.

We will do so through the work of our many portfolios, including:

- › Office of the Associate Provost
- › CEE Business Services
- › Centre for Career Action
- › Co-operative Education
- › International Strategic Initiatives
- › WIL Programs
- › Work-Learn Institute (WxL)

Our work is guided by five strategic priorities:



Demonstrate global leadership

PAGE 4



Advance research for global impact

PAGE 6



Future proof students

PAGE 8



Future proof employers

PAGE 14



Future proof ourselves

PAGE 16

FROM THE ASSOCIATE PROVOST

uwaterloo.ca/associate-provost-co-operative-and-experiential-education

The last two years have tested and challenged our community here at the University of Waterloo and around the globe. Despite these obstacles, our staff at Co-operative and Experiential Education (CEE) rallied to support our students and employers in their success.

I am incredibly proud of the work completed within CEE to facilitate quality work-integrated learning (WIL) opportunities for our students. From spring 2021 to winter 2022, we witnessed a cohort of more than 23,000 students hired for jobs at organizations across the globe – the most students ever hired. Achieving this significant milestone despite many ongoing economic and global challenges is a testament to the strong foundation and reputational excellence we have established for CEE and the University of Waterloo both in Canada and around the world.

The workforce we recognize today will continue to change drastically in the next decade. In fact, by 2028, 58 per cent of the workforce will consist of Millennials and Gen Z. Many will hold jobs that do not yet exist. The value of WIL in preparing students with the skills to navigate developing industries is a proven way to help students feel more prepared to enter the workforce. In the coming years, we will continue to expand our portfolio of work to ensure that all Waterloo students have opportunities to participate in WIL.



With global challenges including recessions, political division and global warming, the future remains uncertain. Organizations must recruit and engage talent with the skills to innovate and adapt to navigate these challenges. Our Future Ready Talent Framework continues to assist students and organizations in understanding the value of skill transferability and of building key competencies that will be critical in the future. Instilling students with a sense of purpose in their career choices will also be essential in maintaining their motivation in a volatile and uncertain world.

The CEE strategic plan, established in 2020, will continue to act as our critical roadmap as we recover from the impacts of the COVID-19 pandemic. It will also continue to inform the expansion of our portfolio, especially as we look to increase partnerships with organizations and institutions from around the world, increase value to our employers and work to further future-proof ourselves.

Our foundation is strong and I look forward to working to further build upon the legacy established by more than 64 years of co-operative and experiential education here at Waterloo.

DR. NORAH MCRAE

ASSOCIATE PROVOST

CO-OPERATIVE AND EXPERIENTIAL EDUCATION



DEMONSTRATE GLOBAL LEADERSHIP

CEE is committed to mobilizing our unique resources, knowledge and leadership within our associations and collaborations with government and industry to grow and strengthen a robust global experiential learning ecosystem. This includes a focus on developing a deeper understanding of diversity, accessibility, sustainability and intercultural effectiveness within ourselves and our stakeholders.

CEE's employability rankings and innovation in WIL make headlines

uwat.ca/ZUN

CEE's efforts to employ students as the economy recovers has had tangible results:

- › **Waterloo rises in employability rankings:** 24th in the world and top five per cent among participating institutions in the 2022 QS Graduate Employability Rankings.
- › **Giving students an EDGE:** From inception to doubling enrollment since the program's start, students who are not in co-op programs speak to the success of this experiential education certificate program.
- › **Waterloo co-op program sets record-highs in post-pandemic workforce:** In 2021, more than 23,000 students were hired on co-op work terms.
- › **WIL is changing with the times:** CEE launched the WE Accelerate program – a new style of WIL specifically designed to provide an alternative for students without a co-op job on their first work term.

uwat.ca/ZUK

Beyond digital: Accelerate with the skills you need

youtu.be/gRUPHvLxpzc

The world is experiencing a significant digital shift as technology evolves the way we work – it is more important than ever to develop future-relevant skills and be able to use them across industries. Our expert panel of leaders from Microsoft, RBC and University of Waterloo explored the digital acceleration, what students and young professionals can do to thrive in the future of work, and what industry and universities can do to help.

HOSTED THE FIRST VIRTUAL GLOBAL CONFERENCE

of the World Association for
Co-operative Education (WACE)



**AWARDED
\$500K**

from the Global Skills
Opportunity Fund
for the Powering
Change Project

**26 GLOBAL
SPEAKING
ENGAGEMENTS**

**TOP
25**

in the world

*QS GRADUATE
EMPLOYABILITY
RANKINGS*

**ASSOCIATION
MEMBERSHIPS**

- › World Association for Co-operative Education (WACE)
- › Co-operative Education and Work-Integrated Learning (CEWIL) Canada
- › Co-operative Education & Internship Association (CEIA)
- › Experiential and Work-Integrated Learning Ontario (EWO)
- › Canadian Association of Career Educators and Employers (CACEE)

**#1 IN EXPERIENTIAL
LEARNING**

MACLEAN'S UNIVERSITY RANKINGS

**CEE RESEARCH
AND EXPERTISE
FEATURED IN 110
LOCAL AND GLOBAL
MEDIA STORIES**



ADVANCE RESEARCH FOR GLOBAL IMPACT

The Work-Learn Institute (WxL) is the only research unit of its kind investigating the development of talent through quality WIL programs. Drawing on the world's largest database of student and employer data (WaterlooWorks), WxL supports a research-based evolution of co-op and WIL to meet the changing demands of the labour market.

This research led to the development of the Future Ready Talent Framework (FRTF) – a tool to help students, employers and educators understand the competencies we all need to navigate the future of work and learning.

uwaterloo.ca/future-ready-talent-framework



Co-op students can play a bigger role in advancing United Nations' (UN) Sustainable Development Goals (SDGs)

uwat.ca/ZUf

Higher education institutions are looking to be allies for change and to help achieve the [SDGs](http://un.org/sustainabledevelopment) (un.org/sustainabledevelopment) through teaching, WIL, research and partnerships. Both the institutions and students play a vital role in taking on global challenges and ensuring a sustainable future.

Our study found that 13 per cent of students from the University of Waterloo's Faculty of Environment carried out work related to the SDGs. They include zero hunger, quality education, and clean water and sanitation.

Universities can play a role in developing students who are ready to take on global challenges and bring those skills to the future workforce. Employers can play a key role in engaging students during a critical moment in their young careers.

The study, *Improving engagement of interns and employers with the United Nation's Sustainable Development Goals* found that further engagement of co-op students (or interns) with the SDGs is required for them to be true agents of change in maintaining a sustainable world.

As a result of the study, Waterloo initiated a pilot program to further understand co-op student and employer perception of their engagement with the SDGs. Based on the approaches of the collaborators, the researchers implemented a self-guided exploration instrument in Spring 2021 across all international internships – whether done remotely or in-person abroad. Eventually, the goal is to extend the activity to domestic co-op terms.



8 RESEARCH PROJECTS
underway

7 PUBLISHED WHITE PAPERS,
peer-reviewed journal articles and book chapters, and a co-edited special Canadian issue of the *International Journal of Work-Integrated Learning*

Gen Z: Changing the world one co-op at a time

uwat.ca/ZUY

With so much uncertainty in the world, **Jahanvi Desai** (BES) doesn't know exactly what her career will look like, but she is certain about one thing: she wants to engage in meaningful work. Like many Waterloo students, Desai is using her co-op experience to engage in work that advances the SDGs.

Whether it's testing soil samples near Lake Erie, managing social media at a non-profit organization, or helping develop affordable housing, co-op work terms give Waterloo students an opportunity to make a social, environmental and economic impact at organizations around the world.

"Our programs offer outstanding opportunities abroad, and we can use those opportunities to determine how students play a role in creating a more sustainable future."

**Shabnam Ivkovic, Director,
international strategic initiatives**

Subscribe to WxL's Insight newsletter to hear about events and research.



STRATEGIC PRIORITY



FUTURE PROOF OUR STUDENTS

A TIMELINE

of Waterloo's new
WE Accelerate Program

uwat.ca/ZUL

APRIL 2021

Pilot program
unveiled

MAY 2021

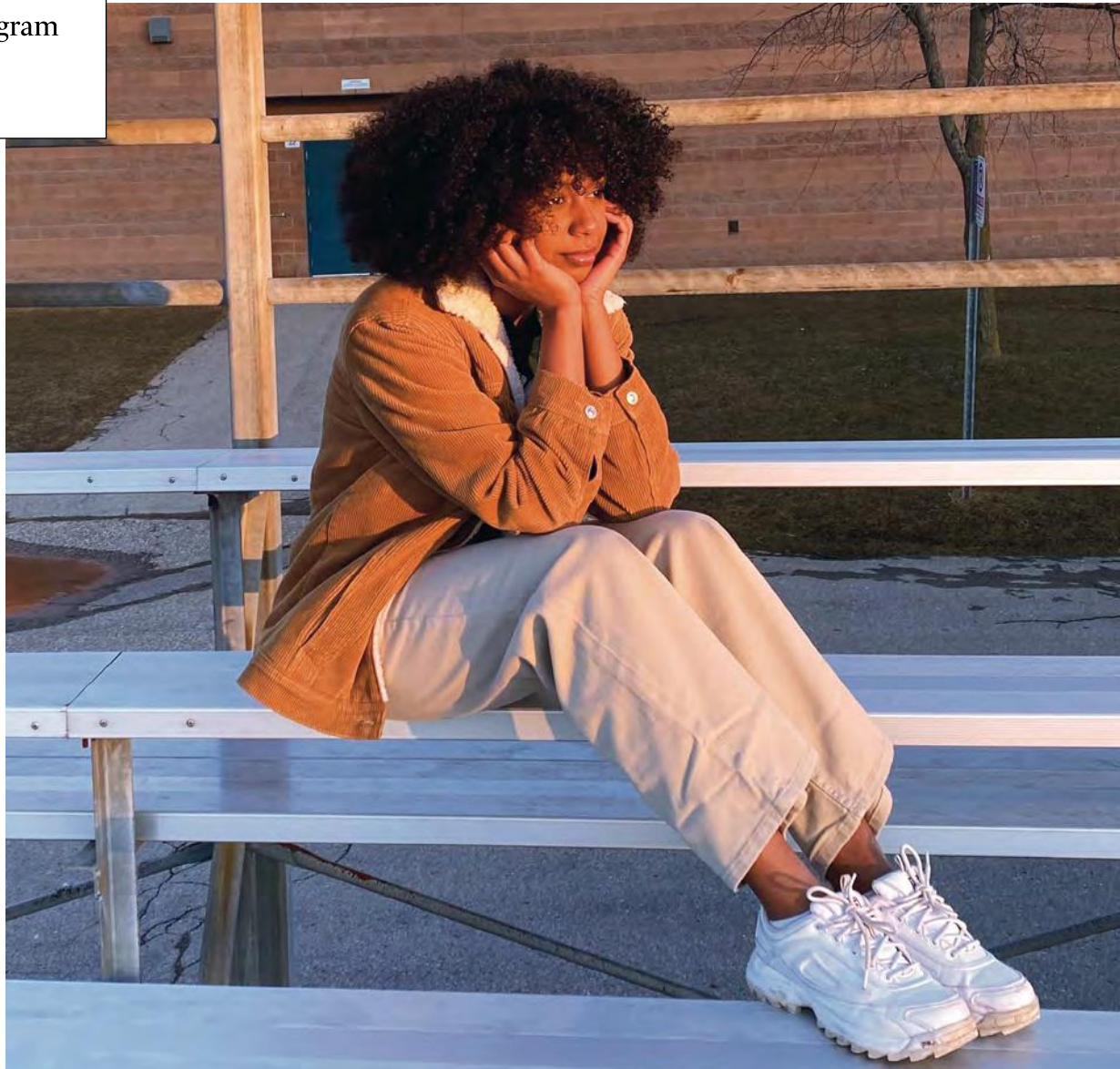
First cohort begins

DECEMBER 2021

570 students
complete the program
in its first two terms

JANUARY 2022

WE Accelerate
continues through
2022 and beyond



WE Accelerate students turn a hopeful outcome into a rousing reality

uwat.ca/ZUg

It can be challenging enough to be a first work term student looking for a co-op job without adding a global pandemic to the equation. Yet, in 2021, that is exactly what many students faced.

Aseel Osman chose to enroll in the pilot offering of Waterloo Experience (WE) Accelerate for her first work term. And now, a year later, the decision is paying dividends. The Engineering student used her experience in the Digital Bootcamp stream of WE Accelerate to secure a position as a growth marketing intern at Sleek.

WE Accelerate is available to co-op students from all six faculties who are not able to secure a job in their first work term. Launched in Spring 2021, the program focuses on developing in-demand skills that student can leverage to work in a variety of future co-op positions.

This innovative program gives students the opportunity to solve real-world business problems and to choose from a variety of skill streams, including artificial intelligence and human-centered design. The skill streams and projects are developed in collaboration with employers like D2L, Deloitte, Manulife, Microsoft, Vidyard and University of Waterloo incubators.

WXL HAS BEEN AWARDED A HEQCO GRANT

to study WE Accelerate outcomes in reversing unemployment

“I remember when I got the interview, they were saying, ‘Oh, wow, we really didn’t think an engineering student would apply to this job.’ However, when they saw my resume, they were happy with all the experience that I ended up getting from WE Accelerate.”

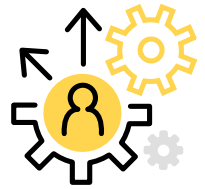
Aseel Osman, Nanotechnology engineering student and WE Accelerate pilot participant

“If it weren’t for WE Accelerate, I don’t know if the co-op experience would have been as smooth as it was. I think the main thing employers are looking for is experience. Building a project with other students and working in a small company really helped me stand out and gave me what I was missing.”

Shaili Kadakia, Mathematics student and WE Accelerate pilot participant

“They were fire coming out of the gate. They contributed and were making recommendations that we liked. That was impressive.”

Charlotta Carter, Founder and CEO, LLENA (AI) and a WE Accelerate project provider



FUTURE PROOF OUR STUDENTS

Our research-backed Future Ready Talent Framework has been incorporated into co-op student evaluations, work term consultations, professional development courses and career workshops.

**CO-OP STUDENTS RATE
THEIR EXPERIENCE 8.5/10**

**95% OF CO-OP
STUDENTS**

were rated very good to outstanding by their employers for their paid work terms

23.5K+
CO-OP WORK TERMS
in 2021

1,114

**NEW ONLINE
LEARNING ASSISTANT
CO-OP POSITIONS**
created to support the transition to online learning during the pandemic

NEW IN 2021

PD8

INTERCULTURAL SKILLS
Already our most popular elective – had over 2,300 enrollments and a satisfaction rating of 96%

**4.5K STUDENTS
COMPLETED PD1 –
CAREER FUNDAMENTALS**

Getting students job-ready by developing and receiving feedback on their cover letter and resume, practicing interview skills and learning to navigate their co-op job search

CENTRE FOR CAREER ACTION

held **8,185** one-on-one appointments with students and staff



Six women recognized as 2021 Co-op Student of the Year winners

From providing engaging social media for non-profits to developing an iOS app, University of Waterloo's Co-op Students of the Year made a difference in 2021.

This year, six women were recognized for their exemplary performance amid another pandemic year of in-person, hybrid and remote work.

Each year, one student from each faculty at Waterloo is presented with a Co-op Student of the Year Award for exceptional contributions to their employers.

Check out our Co-op Student of the Year page for more information on the winners

uwat.ca/ZUM



“To announce six outstanding women as our students of the year during a month when International Women’s Day falls is particularly special.”

**Norah McRae, Associate provost,
Co-operative and
Experiential Education**

OUR CO-OP MEMBERS
ARE HIGHLY RATED
BY THEIR EMPLOYERS



FUTURE PROOF OUR STUDENTS

Co-op for Community program gives Waterloo students opportunity to help non-profit sector

uwat.ca/ZUA

Co-op for Community is a unique partnership between United Way Waterloo Region Communities and the University. The donor-funded program creates meaningful co-op jobs for Waterloo students from all disciplines to work at local non-profits that are affiliated with the United Way and need talent. Donations to the program go directly to support Waterloo co-op students.



THANKS TO GENEROUS DONORS, 12 STUDENTS WERE ABLE TO GIVE BACK TO OUR COMMUNITY

through fully-funded work terms with the United Way

Steve Menich believes that students can help build strong communities through working with non-profit organizations.

In 2004, Steve's parents, Stephen and Eve Menich, made a generous gift to CEE, establishing a unique program that pays for students to become valuable staff resources at the United Way. Today, Steve and his wife Mary Ellen continue this impactful tradition.



ALMOST 200 CO-OP STUDENTS

have worked for not-for-profit and charitable agencies over the last three years – we aim to double this number by 2025, and Co-op for Community will make that possible!

Educating for impact

uwat.ca/ZUb

Based on his own meaningful experience as a co-op student during his time at Waterloo, Michael Steel and the Steel Family Foundation wanted to support non-profit organizations while helping students build their careers. The Steel Family Foundation established the Feridun Hamdullahpur Change Makers in Co-op program to fund positions at non-profit organizations.

Michael Steele (BASc '81) and his spouse **Stacey** know first-hand how the influence of an individual or event can change the course of a career – or even a life. Through awards sponsored by the Steele Family Foundation, they are giving University of Waterloo students the chance to find life-changing opportunities and experiences.



**Build careers and communities –
Donate to the Co-op for
Community program**



“The next generation of talent wants to see their contributions affect their organization in meaningful ways. Co-op for Community provides opportunities for students to take their skills and energy and apply them in a way where they can see real impact.”

**Norah McRae,
Associate provost, Co-operative
and Experiential Education**

“When you donate to the Co-op for Community program, you’re giving us the opportunity to build skillsets, learn more about the non-profit sector and help others.”

**Megan Logan,
Arts and Business student**

STRATEGIC PRIORITY



FUTURE PROOF OUR EMPLOYERS

Insights from the Work-Learn Institute's (WxL) research can guide employers on how to implement a quality WIL program that builds a talent pipeline to add considerable value to an organization. WxL provides employers with consultations, customized insights and training programs to improve workforce recruitment, onboarding, upskilling and retention.

2020 EMPLOYER IMPACT AWARD RECIPIENTS

IMPACT IN INNOVATION

Geotab

IMPACT IN INTERNATIONAL EXCELLENCE

ASSA ABLOY

IMPACT IN RESEARCH

Odette Cancer Centre

IMPACT ON STUDENT EXPERIENCE

Polar

IMPACT ON SUSTAINABILITY

Waterloo Institute for
Sustainable Energy

45%
**OF POTENTIAL
EMPLOYERS
POSTED JOBS**

in WaterlooWorks
after attending
one of our co-op
fundamentals sessions

90+
ATTENDEES

at our Building the
future manufacturing
workforce event

[youtube.com/
watch?v=3AaUtsw49IA](https://youtube.com/watch?v=3AaUtsw49IA)

WE CELEBRATED OUR EMPLOYERS

by recognizing excellence and impact in the
areas of innovation, international excellence,
research, sustainability, and student experience
with Employer Impact Awards

uwaterloo.ca/hire/cee-impact-awards

1,262 EMPLOYERS

attended the Work-Learn Institute's Future-ready workforce webinar series

youtu.be/EvSs6ZevK98

Staying on the frontline of training with students

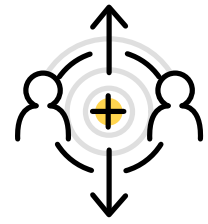
uwat.ca/ZUP

Axonify, a leader in training and communication solutions, helps frontline employees globally through its online learning management system.

They have hired University of Waterloo co-op students since 2016 in roles such as JavaScript developers, quality assurance analysts and product management support specialists. **Andrea Vrbanac** (she/her), vice president of people & culture at Axonify, gives us her insights on how the company attracts and retains early student talent:

“Co-op students bring creative energy and new perspectives to our team. Their impact and eagerness to contribute in a meaningful way is celebrated across the business, with accomplishments being recognized through our ‘Values in Action’ Slack channel during regular company update meetings. Employment of co-op students also gives our employees the opportunity to mentor bright and enthusiastic students, further enriching the experience of students and full-time Axonifiers alike.”





FUTURE PROOF OURSELVES

With the aim of fostering a culture of engagement, transparency and continuous improvement, we are implementing new onboarding and development processes. These include:

- foundational information about the Future Ready Talent Framework,
- equity, diversity, inclusion and anti-racism best practices,
- workforce planning,
- improving internal and external communications, and
- building self-awareness and intercultural skills.

Wellness activities help CEE staff connect and recharge through challenging times

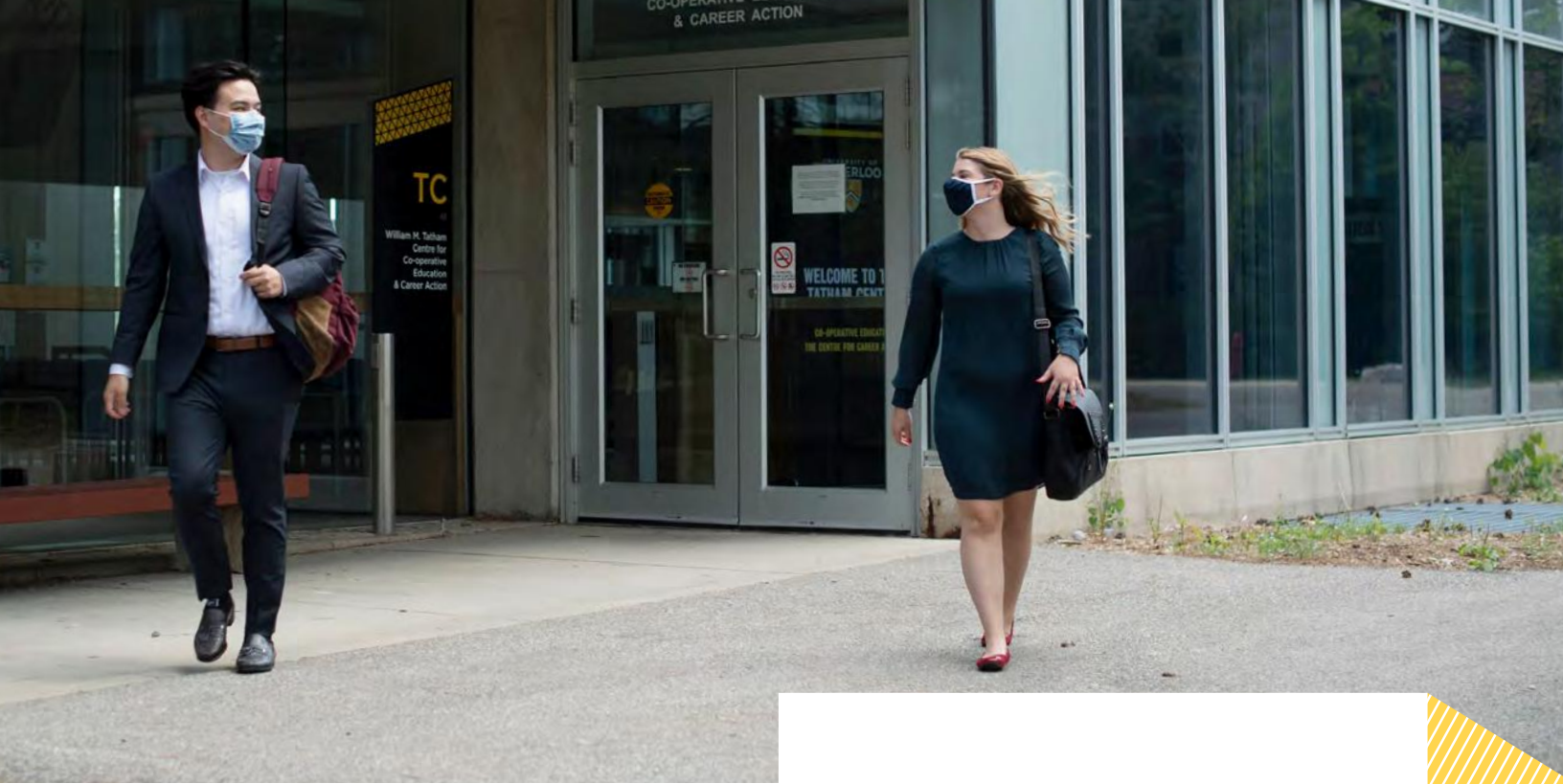
uwat.ca/ZUe

While the COVID-19 pandemic impacted operations for various groups around campus, the Wellness Committee looked for ways to keep CEE staff connected when working remotely.

Formed in 2019, CEE's Wellness Committee aligns itself with the University of Waterloo's Wellness Collaborative. Currently, the committee has 16 members from across CEE's six units.

CEE's Wellness Committee prioritizes "mental wellness, spiritual wellness, sense of belonging, active living and healthy eating, and commitment to wellness at all levels," explains Ross Johnston, executive director of Co-operative Education and founder of the committee. To promote these values, the Wellness Committee hosted 36 virtual events for staff, including mental health workshops, cooking classes, seminars and trivia.





DEVELOPED **2** NEW PORTFOLIOS

- › Associate director, EDI and anti-racism
- › Associate director, Indigenous initiatives

“So often people talk about mental health and wellbeing, but they don’t put things into action. Not only does the Wellness Committee talk about the importance, they put on a wellness week to focus on mental health.”

Michelle Maree, CEE Wellness Committee representative

CCA HAS DEVELOPED CAPACITY AND UNDERSTANDING

to undertake an equity, anti-racism and trauma-informed approach to processes and programming, including managers completing a 12-week course in anti-racism, and staff completing a 6-week course in trauma-informed service systems

ENGAGEMENT

TRANSPARENCY

IMPROVEMENT



STRATEGIC COMMITMENTS AND FUTURE MILESTONES

GOAL

Continue to lead the world in co-operative education and support the workforce of the future through fully-integrated academic and experiential learning opportunities.

OBJECTIVES

- › Leverage Waterloo's employer, industry, government and alumni networks to enhance our connection to the community, Canada and the world.
- › Continue to demonstrate global prominence in the development, recruitment and retention of future-ready talent, with a focus on building a diverse workforce.
- › Increase interdisciplinary opportunities for co-op students to gain locally and globally relevant research experience.



Securing and advancing global leadership

ACTION

In 2023, CEE will host the global WACE Conference – an international conference focused on research and advancements in WIL. Industry leaders from more than 40 countries and 100 institutions will be invited to attend the conference in Waterloo to share learnings and advance the understanding, practice and leadership of co-operative education and WIL.



Further implementation of the FRTF

ACTIONS

- › In 2022-23, we will further integrate the FRTF into the academic review process to create stronger alignment between academic courses and the WIL environment.
- › We are developing new offerings including a pre-WIL experience course for graduate students centered around the FRTF.
- › In 2023, we will host our first annual employer impact conference to further engage employers with key elements of the FRTF and SDGs while building collaborative relationships.



Increased impact on UN Sustainable Development Goals (SDGs)

ACTION

CEE's international strategic initiatives will implement activities to support the SDGs in work term evaluations and launch a web page to highlight activities, opportunities and supports related to the SDGs and WIL.



Diversifying WIL opportunities and expanded models of WIL

ACTIONS

- › WIL Programs will become the Centre for Work-Integrated Learning to better reflect the growing portfolio which includes programs (e.g., EDGE, WE Accelerate, Grad WIL), courses (e.g., WatPD) and other WIL-focused curriculum and strategic initiatives to help students see connections between WIL experiences and classroom learning.
- › As WE Accelerate becomes an ongoing offering, our focus is to track student employment outcomes over time to understand its impact on future employment rates as compared to students employed in traditional co-op work terms.



Embedding equity in WIL

ACTION

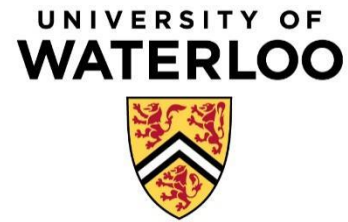
In 2022, an Associate Director of Equity, Inclusion, Diversity, and anti-Racism (EDI-R) and an Associate Director of Indigenous Relations will join CEE. These new positions report to the Office of Equity, Diversity, Inclusivity and anti-Racism and the Office of Indigenous Relations, respectively. These roles will develop action plans for CEE in alignment with the direction from both offices.

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WATERLOO



UNIVERSITY OF WATERLOO
200 UNIVERSITY AVE. W., WATERLOO, ON, CANADA N2L 3G1

uwaterloo.ca/hire



JOINT ACADEMIC PROGRAM AGREEMENT

BETWEEN

**DALIAN MARITIME UNIVERSITY
CHINA**

AND

**UNIVERSITY OF WATERLOO
CANADA**

JOINT ACADEMIC AGREEMENT

This Joint Academic Agreement is made between:

DALIAN MARITIME UNIVERSITY, a university established under the Ministry of Transport,
People's Republic of China, with its main campus located at 1 Linghai Road, Dalian.
("DMU")

- AND -

UNIVERSITY OF WATERLOO, a university established by an Act of the Legislature of the
Province of Ontario, with its main campus located at 200 University Avenue West, Waterloo,
Ontario, Canada N2L 3G1.
("Waterloo")

CONTEXT:

- A. DMU and Waterloo (singularly an "**Institution**", or collectively the "**Institutions**") wish to establish a collaborative Joint Academic Program, under which successful students will be awarded an academic credential from each Institution.
- B. The Institutions recognize the benefits of internationalizing their educational programs through joint academic programming aimed at developing global citizenship and thereby increasing student adaptability, cultural sensitivity, intercultural communication skills, and employability.
- C. Within their interests and abilities, the Institutions agree to (i) the exchange of information necessary for educational activities; (ii) the encouragement of educational activities involving the other Institution; and (iii) the interchange of students.
- D. All contents of the Joint Academic Agreement(s) signed in May 2005 will be replaced with the following revisions;

THEREFORE, both Institutions agree to provide for a Program (hereinafter defined) under the following conditions:

1. DEFINITIONS

- 1.1 In this Agreement, in addition to terms defined elsewhere in this Agreement, the following terms shall have the following meanings:

"Academic Year" refers to a period of twelve months from 1st September until 31st August, unless otherwise stated.

"Agreement" refers to this Joint Academic Agreement and any schedules and appendices attached, and includes any amendments the Institutions may agree to in writing.

“Applicant(s)” refers to Undergraduate student(s) enrolled at DMU who formally apply to participate in the Program, but who have not yet met admissions criteria and have not been admitted to the Program.

“EFAS” refers to the Renison University College’s English for Academic Success program.

“ELP” refers to the English Language Proficiency requirements for admission to the Program.

“Indemnitees” refers to any or all of each Institution’s governors, directors, officers, faculty, students, employees, alumni, independent contractors, agents, and volunteers.

“Participating Student(s)” refers to the Undergraduate student(s) admitted into, and participating, in the Program.

“Program” refers to the overall joint academic program operated under this Agreement.

“Signatories” refers to the individual representatives of the Institutions who have legal signing authority to bind their respective Institutions into the Agreement.

“Term(s)/Semester(s)” refers to the broad study segments of the Academic Year at the Institutions.

In regards to DMU, a two-semester system of study is in place with start dates in September and March.

In regards to Waterloo, a tri-semester system of study is in place with start dates in September, January, and May. For full details, refer to the Waterloo Academic Calendars:

Undergraduate: <http://ugradcalendar.uwaterloo.ca/page/uWaterloo-Undergraduate-Calendar-Access>

“Undergraduate” refers to any student who is in pursuit of a bachelor’s degree that is a minimum of three (3) years in length.

2. SCOPE OF PROGRAM

2.1 Program Duration

Participating Students will complete two (2) years of study as a DMU student and spend a minimum of two (2) years as a Waterloo student.

2.2 Institutional Involvement

Applicants can apply to one of the following eligible Waterloo Faculty of Science Undergraduate regular programs:

Biology
Chemistry

Environmental Sciences
Physics
Mathematical Physics

2.3 Program Quota

2.3.1 For each Academic Year of the Program, DMU and Waterloo will work together to select up to:

Fifteen (15) Participating Students for the Faculty of Science

2.3.2 Program quota may be adjusted by written mutual agreement of both Institutions. Once an Applicant is enrolled in the Program, they shall be included in the overall quota of Participating Students in that Academic Year, even if they withdraw from the Program for any reason.

2.4 Program Advertisement

DMU is responsible for making Applicants aware of the Program in order to attract the most qualified students.

3. ADMISSIONS

3.1 Potential Participants

Prior to application to the Program, potential Applicants will have been admitted to DMU through its standard procedures into any eligible programs at DMU.

3.2 Selection of Applicants

3.2.1 DMU will pre-select Applicants according to Waterloo qualification criteria and Waterloo's minimum admission requirements. Where possible, DMU will encourage pre-selected Applicants to take part in extracurricular English language training and other preparatory activities while at DMU. When possible, Waterloo staff will visit DMU annually during Waterloo's Fall Term (September to December) to examine and interview Applicants for English language skills. Waterloo will be responsible for travel and living expenses of its staff while visiting DMU.

3.3 Admissions Decisions and Requirements

Admission decisions will be made by Waterloo in accordance with this Agreement, subject to Waterloo's policies, procedures, and regulations in effect at the time of said decisions.

3.3.1 Applicants must satisfy the following Waterloo minimum admission requirements before entering the Program:

3.3.1.1 **Academic Requirements**

Applicants must have successfully completed the first two (2) years of jointly recognized curriculum at DMU, including completing all courses with a minimum overall average of 72%.

3.3.1.2 **English Language Proficiency Requirements**

Applicants must complete an official ELP test with satisfactory scores. Waterloo's required ELP tests and scores are outlined on Waterloo's admissions website: <https://uwaterloo.ca/future-students/admissions/english-language-requirements>

- (i) Applicants who do not achieve satisfactory ELP scores, but who have satisfied all other conditions for admission, may meet the minimum required ELP scores to be considered for EFAS. Waterloo will coordinate placement of qualifying Applicants into the 6-week EFAS program. Students must obtain an overall average of 75% in the EFAS program to begin full-time Undergraduate studies in the Program at Waterloo.
- (ii) Applicants who did not successfully complete EFAS will require additional intensive English language training and may request to have their conditional offer of admission deferred for one term (or two terms maximum) in order to meet ELP criteria.
- (iii) Applicants who have successfully met the ELP test criteria, are exempt from completing EFAS, although they are strongly recommended to take part in EFAS.
- (iv) Applicants who qualify for EFAS are responsible for enrolling in and attending EFAS, which begins annually in mid to late July.
- (v) Applicants are responsible for all costs associated with English language training.

3.3.1.3 **Transfer Credits**

Waterloo will grant eligible transfer credits for the first two years of course work to Participating Students who obtain marks with a minimum final grade of 60% in each course taken at DMU, to a maximum of 10.0 lecture units (or 20 semester courses) and associated laboratory units.

3.3.1.4 **Transfer Credit Assessment**

DMU will provide sufficient course information, including course syllabi, and course codes to allow Waterloo to determine which of its courses qualify for Waterloo transfer credits.

3.4 **Application Fees and Form**

Applicants are responsible for all relevant application fees at each Institution.

3.5 **Application Deadlines and Required Documents**

Waterloo admission deadlines and required supporting documents are subject to change. Waterloo will advise DMU of relevant deadlines and required supporting documents on an annual basis.

3.6 **Right to Refuse**

Waterloo may refuse Applicants based on space limitations, fiscal constraints, Applicant's failure to meet admission standards, or external factors such as failure of the Applicant to obtain valid travel and study documents.

3.7 **Inclusivity**

Neither Institution will deny participation to, or unlawfully discriminate against, Applicants or Participating Students on the grounds of race, ancestry, place of origin, ethnic origin, citizenship, creed, colour, age, sex, sexual orientation, gender identity, gender expression, marital status, family status, or disability, or any other factor prohibited by the applicable laws of Canada or Ontario or People's Republic of China.

4. **REGISTRATION**

4.1 **Continuous Registration**

Participating Students are responsible for maintaining continuous registration at both Institutions for the duration of their studies at Waterloo.

4.2 **Program Length**

The Program is designed for completion within four years of consecutive full-time study comprised of two years of full-time residence at DMU followed by four full-time academic Terms/Semesters (two Academic Years) at Waterloo. The actual length of study at Waterloo will depend on the number of transfer credits and the number of courses a Participating Student takes each Term/Semester.

4.3 **Program Transfer**

4.3.1 Participating Students must pursue the approved program's course of study for the agreed period.

4.3.2 Participating Students are not permitted to apply for transfer to other Waterloo programs or Faculties, unless comparable Joint Academic agreements already exist with DMU and the transfer is agreed to in writing by both Institutions.

4.4 **Full-Time Enrolment**

Participating Students must maintain full-time enrolment for the duration of their studies at Waterloo.

4.5 **Degree Progression**

Waterloo is solely responsible for decisions regarding Participating Students' progression in years three and four of the Program.

4.6 **Regulations**

Notwithstanding any provisions in Section 9, Participating Students must comply with Waterloo's regulations, including the following (as same may be supplemented and/or updated from time to time):

4.6.1 Academic Regulations contained in the Undergraduate Studies Academic Calendar: <http://ugradcalendar.uwaterloo.ca>, and the Graduate Studies Academic Calendar: <https://uwaterloo.ca/graduate-studies-academic-calendar/>;

4.6.2 Academic and non-academic misconduct regulations contained in Policy 71 – Student Discipline: <https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-71>;

4.6.3 Ethical conduct of research through the Office of Research: <https://uwaterloo.ca/research/office-research-ethics>;

4.6.4 Academic integrity through the Office of Academic Integrity: <https://uwaterloo.ca/academic-integrity/>; and

4.6.5 All other applicable rules and regulations governing student discipline, academic misconduct, ethical research, and academic integrity.

4.7 **Travel and Study Documentation**

Participating Students are solely responsible for obtaining and maintaining valid travel and study documents for the duration of their studies.

5. TUITION AND EXPENSES

5.1 Tuition and Incidental Fees

Participating Students will pay tuition and incidental fees to the Institution at which they are in residence, as set by that Institution according to its usual procedures. While at Waterloo, Participating Students will be charged according to the relevant international student tuition standard.

5.2 Health Insurance

Participating Students are responsible for obtaining appropriate personal health and hospitalization insurance coverage (and other insurance, if required) while in residence at the Host Institution:

5.2.1 In regards to Waterloo, Participating Students are required to enrol in, and maintain coverage through, the University Health Insurance Plan (UHIP) and Waterloo's student health and dental plan or equivalent.

5.3 Expenses

Neither Institution is responsible for expenses incurred by Participating Students or visiting faculty and staff, including, but not limited to, travel/study documents, living, accommodation, medical care, ELP training, and personal expenses, except as may be arranged for specific cases, or such grants explicitly agreed upon by the Institutions.

5.4 Facilities and Services

Waterloo facilities and support services will be available to Participating Students on the same conditions and, where applicable, at the same incidental fees as for domestic students.

5.5 Accommodation

Waterloo will not responsible for providing accommodation for Participating Students, but may offer advice and assistance in securing housing during their participation in the Program.

5.5.1 Participating Students who receive a formal offer of admission are eligible to apply for, but are not guaranteed, Waterloo accommodation. More information on both Waterloo's on-campus accommodation and private housing can be found on Waterloo's Housing and Residences webpage: <https://uwaterloo.ca/housing/>.

5.6 Entrance Awards

At Waterloo's discretion, Participating Students may be awarded Waterloo entrance awards.

5.7 **Scholarships and Bursaries**

While in residence at Waterloo, Participating Students are entitled to apply for any Waterloo scholarship or bursary funds for which they are eligible.

6. **RECORDS**

6.1 **Official Records and Transcripts**

Each Institution will maintain official records for Participating Students during their enrolment in the Program and Terms/Semesters of residence.

6.1.1 Participating Students will be issued official transcripts by each Institution as appropriate. In regards to Waterloo, Participating Students are responsible for requesting official transcripts and any associated costs.

6.1.2 Should translations of official transcripts and/or other documents be required, Applicants and Participating Students shall be responsible for this requirement and any associated costs.

6.2 **Privacy and Data Sharing**

Subject to applicable laws or regulations regarding privacy and access to student information, each Institution will transmit to the other:

6.2.1 Grades for all courses completed or attempted by Participating Students;

6.2.2 Disciplinary case summaries when a penalty has been imposed; and

Each Institution will use reasonable efforts to obtain Participating Students' consent to the release of information described in this Section.

6.3 **Curricular Co-operation**

Where possible, DMU will incorporate courses, information and materials from Waterloo into its curricula in order to help Participating Students to meet Waterloo prerequisites for upper year courses.

6.3.1 Waterloo and DMU will work together to facilitate curriculum compatibility in support of the Program.

6.4 **Degree Completion**

6.4.1 In regards to DMU, the appropriate DMU credential will be issued to Participating Students who successfully fulfill all DMU degree requirements, including requirements relating to enrolment, progression, and coursework.

6.4.2 In regards to Waterloo, the appropriate Waterloo Honours Bachelor's Degree will be issued to Participating Students who successfully fulfill all Waterloo degree requirements, including requirements relating to enrolment, progression, and coursework.

6.5 **Program Non-Completion**

DMU agrees to accept returning Participating Students who cannot, for academic or other reasons, continue their study at Waterloo. For any Participating Student who returns having not completed Waterloo degree requirements, DMU will assess successfully completed Waterloo courses for possible credit transfer, so that these courses may count towards degree completion at DMU.

7. COORDINATOR(S)

7.1 **Administrative Coordinator**

Each Institution agrees to appoint an Administrative Coordinator for the Program to serve as the contact person for matters related to admissions and the academic progression of Participating Students

7.1.1 In regards to DMU, the Administrative Coordinator of this Program is:

International Programs Specialist
International Cooperation & Exchange Office
Phone: +86-0411-84727149
Email: nanli@dmlu.edu.cn

7.1.2 In regards to Waterloo, the Administrative Coordinator of this Program is:

Dual Degree Admissions Specialist
Registrar's Office
Telephone: +1 (519) 888-4567, ext. 41768
Email: registrar.jointacademic@uwaterloo.ca

7.2 **Partnership Coordinator**

Each Institution agrees to appoint a Partnership Coordinator to serve as the contact person for matters related to the institutional level relationship and other partnership details.

7.2.1 In regards to DMU, the Partnership Coordinator for this Agreement is:

Dr. Mingfei MA
Deputy Director
International Cooperation & Exchange Office
Phone: +86-0411-84724278
Email: mamingfei@dmlu.edu.cn

7.2.2 In regards to Waterloo, the Partnership Coordinator for this Agreement is:

Suping Zhao
International Relations Manager
Waterloo International
Phone: +1 (519) 888-4567, ext. 45486
Email: s3zhao@uwaterloo.ca

7.3 Faculty-level Coordinator

Each Institution may appoint a Faculty-level Coordinator. The Faculty-level Coordinator will work with the Administrative Coordinator to ensure that Participating Students are progressing appropriately.

7.3.1 In regards to DMU, the Faculty Coordinator of this Program is:

Dr. Mingfei MA
Deputy Director
International Cooperation & Exchange Office
Phone: +86-0411-84724278
Email: mamingfei@dmlu.edu.cn

7.3.2 In regards to Waterloo, the Faculty Coordinator of this Program is:

Dr. Jonathan Witt
Associate Dean International Programs
Faculty of Science
Phone: 35951
Email: jwitt@uwaterloo.ca

8. NOTICES

8.1 Any notice to be given under this Agreement shall be in writing and addressed to the appropriate Contact for Notices.

8.1.1 In regards to DMU, the Contact for Notices of this Agreement is:

Deputy Director
International Cooperation & Exchange Office
Dalian Maritime University
1 Linghai Road, Dalian
Phone: +86-0411-84724278
Email: mamingfei@dmlu.edu.cn

8.1.2 In regards to Waterloo, the Contact for Notices of this Agreement is:

Manager, International Agreements

Waterloo International
University of Waterloo
200 University Avenue West
Waterloo, Ontario, Canada, N2L 3G1
Phone: +1 (519) 888-4567, ext. 40151
Email: international.agreements@uwaterloo.ca

- 8.2 Notice will be deemed given when verified by written receipt if sent by courier, or electronic log if sent by email.

9. INTELLECTUAL PROPERTY

- 9.1 When a Participating Student is enrolled at Waterloo, Waterloo's Intellectual Property Policy will apply to the Participating Student. For further clarity, when a Participating Student is enrolled at Waterloo, Waterloo's Intellectual Property Policy will apply to a Participating Student during the Program regardless of whether the Participating Student participates in the Program by physically studying at Waterloo or by remotely studying at Waterloo (including as a result of operational changes implemented at Waterloo in response to Covid-19).

9.1.1 In regards to DMU, ownership of intellectual property is governed by relevant laws and regulations of People's Republic of China and relevant regulations of DMU.

9.1.2 In regards to Waterloo, ownership of intellectual property is governed by Policy 73 – Intellectual Property Rights, as it is amended from time to time, which operates under the principle that intellectual property rights created in the course of teaching and research activities belong to the creator. Where a Participating Student wishes to enter into an agreement that waives, limits or assigns intellectual property rights, that agreement must be reviewed and approved by Waterloo's Vice-President, Research & International or delegate and, if graduate students are parties to the research, Waterloo's Associate Vice-President, Graduate Studies & Postdoctoral Affairs, or delegate. Waterloo's Policy 73: <http://www.secretariat.uwaterloo.ca/Policies/policy73.htm>.

10. COMMENCEMENT, TERM, AND TERMINATION

10.1 Term

This Agreement will be effective from the date of the last required signature on the signing page of this Agreement.

10.2 Renewal, Extension, and Amendment

This Agreement may be renewed, extended, or amended by written mutual agreement of the Institutions.

10.3 Termination

This Agreement will terminate on August 31 of the fifth calendar year from the Effective Date. This agreement may be terminated at any time upon the written request of either Institution with at least six (6) months' notice in accordance with the following provisions, provided such termination shall not affect any other existing contracts:

10.3.1 The terminating Institution will deliver a signed notice of termination to the designated Contact for Notice of the non-terminating Institution, which notice will expressly state it is a "Notice of Termination".

10.3.2 If an Institution elects to terminate this Agreement, all Program arrangements will cease on the effective date of termination, save and except for arrangements regarding Participating Students in the process of completing the Program at such time. The Institutions agree to reasonably permit any such Participating Student to complete their Program on the terms and conditions of this Agreement.

10.4 This Program may require approval from the Senate at Waterloo prior to the admission and enrolment of Participating Students.

11. OTHER TERMS AND CONDITIONS

11.1 Entire Agreement

This Agreement constitutes the entire agreement between the Institutions pertaining to the subject matter of this Agreement and supersedes all prior agreements, understandings, negotiations and discussions, whether oral or written, of the Institutions.

11.2 Non-Exclusivity

This agreement in no way restricts the Institutions from participating in similar activities or arrangements with others.

11.3 Independent Institutions

Nothing contained in this Agreement should be construed to create or imply any joint venture, partnership, principal-agent, trust, or employment relationship between the Institutions, and an Institution may not make, or allow to be made, any representation that any such relationship exists between the Institutions. An Institution shall not have the authority to act for, or to incur any obligation on behalf of, the other Institution, except as expressly provided for in this Agreement.

11.4 Confidentiality

Each Institution recognizes that, in connection with this Agreement, it may receive information regarding the business, affairs, operations and finances of the other Institution and personal information of Participating Students or Applicants (collectively, "Confidential Information"). Except

as set out in this Agreement, each Institution agrees to not disclose any Confidential Information provided to it by the other Institution to any other person or party and agrees to use such Confidential Information solely for the limited purpose for which it was provided. Each Institution shall make all reasonable security arrangements necessary to protect the Confidential Information provided to it by the other Institution and will not copy or disclose the Confidential Information to a third party without the prior written consent of the Institution that provided it or as may be required by applicable law.

11.5 **Force Majeure**

Neither Institution shall be in breach of this Agreement if it is unable to carry out any obligation hereunder for any reason beyond its reasonable control (a “**Force Majeure Event**”) including without limiting the generality of the foregoing, any acts of God, new legislation or acts of a governmental authority, resource shortages, war, fire, flood, drought, failure of power supply, civil commotion, employee action, epidemic, outbreak of disease or public health emergency (including as a result of any measures imposed by any governmental authority in connection with Covid-19), provided that the non-performing Institution shall (i) notify the other Institution as soon as reasonably possible following the occurrence of a Force Majeure Event; and (ii) make best efforts to seek to resume full performance as soon as it is reasonably possible to do so.

11.6 **News Releases and Publications**

Each Institution grants to the other Institution a non-exclusive, non-transferable, royalty-free license to use, reproduce, publish and display that Institution’s logo and name during the term of this Agreement solely (i) in conjunction with the materials created during the term of, and in connection with, this Agreement by either, or both, of the Institutions; and (ii) in conjunction with marketing and promotion of the Program described in this Agreement. All such displays of the logo and name of one Institution by another will comply with reasonable guidelines that may be provided by either Institution to the other Institution from time to time.

11.7 **Governing Law**

This Agreement, and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) (each, a “**Dispute**”), shall be governed by, and construed in accordance with, the laws of the Province of Ontario and the laws of Canada applicable therein.

11.8 **Dispute Resolution**

11.8.1 In the event of any Dispute, the Institutions shall first meet and use reasonable efforts to resolve the Dispute by negotiation between the Institutions acting in good faith.

11.8.2 If a Dispute is not resolved by good faith negotiations, then the Dispute will be finally determined by a sole arbitrator under the *Arbitration Act, 1991* (Ontario) appointed in accordance with such Act. The seat, or legal place, of arbitration shall be Toronto, Ontario.

11.9 Indemnification

Each Institution (the “**Indemnifying Institution**”) shall indemnify and hold the other Institution (the “**Indemnified Institution**”) harmless in respect of any claim, demand, action, investigation, proceeding, cause of action, damage, loss, injury, cost, liability, or expense, which may be made or brought against the Indemnified Institution or which the Indemnified Institution or its Indemnitees may suffer or incur as a result of or arising out of:

11.9.1 Any breach or non-fulfillment of any representations, warranties, covenants, or other contractual obligations under this Agreement on the part of the Indemnifying Institution; or

11.9.2 Any negligence or willful misconduct on the part of the Indemnifying Institution or anyone for whom the Indemnifying Institution is responsible at law, except intellectual property.

Neither Institution will be liable for any indirect, special, incidental, consequential, punitive or exemplary damages or damages for loss of revenue or profit arising in any way from a breach of this Agreement or the performance of an Institution’s duties and responsibilities under this Agreement.

The foregoing indemnity shall survive the termination of this Agreement notwithstanding any provisions of this Agreement to the contrary.

11.10 Insurance

During the term of this Agreement, each Institution shall maintain professional liability insurance and comprehensive general liability insurance, or equivalent protections, for itself, its students, faculty, staff, and employees, as applicable, on a basis and in amounts sufficient to provide coverage in respect of all matters related to this agreement, and in no event, less than CAD five million dollars (\$5,000,000.00), or equivalent, per occurrence.

Each Institution shall provide to the other Institution professional liability and comprehensive liability certificate(s) of insurance, with at least CAD five million dollars (\$5,000,000.00), or equivalent, per occurrence limit, including the other institution as an additional insured.

11.11 Translations

11.11.1 The official operational language of this Agreement is English.

11.11.2 Should a translation of this Agreement be completed:

(i) Any differences in interpretation of this Agreement shall defer to the official English language version; and

(ii) Any translations of this Agreement will not require a signature page.

11.12 Counterparts

The Agreement shall be executed in English, and may be executed in two (2) counterparts, each of which is deemed as original, but which taken together will constitute one and the same Agreement. This Agreement may be signed digitally and/or electronically by using electronic signature technology (i.e. ConsignO, DocuSign, or other electronic signature technology). The parties hereto further acknowledge and agree that this Agreement may be transmitted digitally and/or electronically, which will constitute due and sufficient delivery of such counterpart, provided such signing and transmission processes ensure a reasonable level of reliability and security.

[Signature Page follows]

In signing hereunder, the Signatories affirm their legal authority to bind their respective Institutions into, and execute, this Agreement on the dates shown hereunder.

DALIAN MARITIME UNIVERSITY

per: _____
Dr. Youtao ZHAO
Vice-President

date: _____

per: _____
Dr. Mingfei MA
Deputy Director, International Cooperation & Exchange Office

date: _____

UNIVERSITY OF WATERLOO

per: _____
Dr. Charmaine Dean
Vice-President, Research & International

date: _____

per: _____
Dr. Ian Rowlands
Associate Vice-President, International

date: _____

per: _____
Dr. Robert Lemieux
Dean, Faculty of Science

date: _____

Vice-President, Research & International Report to Senate January 2023

Introduction

This report to Senate highlights successful research and international outputs and outcomes for the period November - December 2022 by the thematic areas as outlined in Waterloo's Strategic Plan 2020-25.

ADVANCING RESEARCH FOR GLOBAL IMPACT

R1 - Research strengths to solve real-world problems

Awards and Distinctions

Donna Strickland (Physics and Astronomy) – promoted to Companion of the Order of Canada (CC) (highest level)

- Strickland is recognized for her contributions to optical physics and for her innovative developments in ultra-fast optical science.

Geoffrey Fong (Psychology) - Officer of the Order of Canada (OC)

- Fong is recognized for his work in reducing the global tobacco epidemic.

Donna Strickland (Physics and Astronomy) – Knight of the Legion of Honour, France

- Established in 1802 by Napoleon Bonaparte, this is France's highest honour which rewards outstanding merit acquired in the service of France.

Jennifer Clapp (School of Environment, Resources, and Sustainability) - International Fellow of the Academy's General section - Royal Swedish Academy of Agriculture and Forestry.

- The Royal Swedish Academy of Agriculture and Forestry is an organization that works with issues of agriculture, horticulture, food, forest and forest products, fishing and aquaculture, the environment and natural resources. The fellows are the Academy's most important resource who have outstanding insight and experience in the Academy's area of activity.

IEEE Fellows: IEEE Fellow is a distinction reserved for select IEEE members whose extraordinary accomplishments in any of the IEEE fields of interest are deemed fitting of this prestigious grade elevation.

- **Zbig Wasilewski** (Electrical and Computer Engineering)
Wasilewski is honored for his contributions to molecular beam epitaxy growth technology and photonic devices.
- **Jonathan Li** (Geography and Environmental Management)
Li is recognized for his contribution to point cloud analytics in LiDAR remote sensing.

David Fortin (School of Architecture) and **Tizazu Mekonnen** (Chemical Engineering) - The inaugural edition of Canada's Top 20 Aspiring Innovators of the Year, Coalition of Innovation Leaders Against Racism (CILAR)

- CILAR recognizes Black, Indigenous and People of Colour winners who are positively impacting their communities, the world, and future generations through the innovation ecosystem.

Dave Edwards (School of Pharmacy) - Fellow, Canadian Academy of Health Sciences

- The Canadian Academy of Health Sciences (CAHS) brings together Canada's top-ranked health and biomedical scientists and scholars to make a positive impact on the urgent health concerns of Canadians.

Donna Strickland (Physics and Astronomy) - Inaugural Rev. Joseph Carrier, C.S.C., Science Medal, Notre Dame College

- Awarded annually, this medal recognizes sustained, outstanding achievements in science.

Scott Hopkins (Chemistry) - PerkinElmer Analytical Sciences and Spectroscopy Award, Canadian Society of Analytical Sciences and Spectroscopy

- This award is given to a Canadian spectroscopist in recognition of their significant contribution to the application of spectroscopy to analytical chemistry or to other technological problems relevant to industry, medicine, or the environment.

Zhao Pan (Mechanical and Mechatronics Engineering) - Science Exposed Jury Prize

- This is an annual contest that showcases images captured by Canadian researchers.

Saeed Ghadimi (Management Sciences) - Best group of papers - Institute for Operations Research and the Management Sciences (INFORMS) Computing Society (ICS)

- For being cited for three papers published between 2013 and 2016 that detailed pioneering work on nonconvex stochastic optimization methods.

Helen Jarvie and Merrin Macrae (Geography and Environmental Management) - 2022 Outstanding Paper, Journal of Environmental Quality

- For their paper, entitled *Biogeochemical and climate drivers of wetland phosphorus and nitrogen release: Implications for nutrient legacies and eutrophication risk*

Aukosh Jagannath (Statistics and Actuarial Science/Applied Mathematics), Outstanding Paper award, Neural Information Processing Systems (NeurIPS) 2022

- For his paper entitled *High-dimensional limit theorems for SGD: effective dynamics and critical scaling*

Clarivate Highly Cited Researchers

- These researchers have demonstrated significant and broad influence reflected in their publication of multiple highly cited papers over the last decade. These highly cited papers rank in the top 1% by citations for a field or fields and publication year in the Web of Science™. Of the world's population of scientists and social scientists, Highly Cited Researchers™ are 1 in 1,000. New names for 2022 and new fields have been **bolded**:

Researchers	Field(s)	Since
Zhongwei Chen	Materials Science (previously in Cross-Field)	2018
Geoff Fong	Social Sciences	2015
Michael Fowler	Cross-Field	2022
Bernard Glick	Cross-Field	2020
David Hammond	Social Sciences	2015
Sharon Kirkpatrick	Agricultural Studies	2017
Juewen Liu	Cross-Field	2022
Linda Nazar	Chemistry and Environment & Ecology	2014, 2016-22
Will Percival	Space Science	2021
Daniel Scott	Social Sciences	2021
Sherman (Xuemin) Shen	Computer Science	2019
Aiping Yu	Cross-Field	2022

WXN Canada's Most Powerful Women: Top 100 Award Winners

- **Anne Innis Dagg** (Alumna and Professor Emeritus, Biology)
 - Women of Courage category, honours those who demonstrate courage and compassion, sometimes at great personal risk. Dagg is recognized as the first western scientist to study giraffes in the wild.
- **Charmaine Dean** (Statistics and Actuarial Science)
 - Executive Leaders category, which recognizes women who exemplify leadership and champion others.
- **Xiaowu (Shirley) Tang** (Chemistry)
 - Honoured for her ground-breaking scientific research including a tool to diagnose heart failure.

International Research Partnerships

Stephan Steiner (Statistics and Actuarial Science), **David Landriault** (Statistics and Actuarial Science), **Brent Doberstein** (Geography and Environmental Management), *Flood Impacts, Carbon Pricing and Ecosystem Sustainability - FINCAPES Project, \$15 million*, Global Affairs Canada

- This project will support Indonesia's efforts to scale-up its climate change adaptation and mitigation efforts in key areas, in response to rising sea levels, environmental degradation, and biodiversity loss. It will support research to better inform and drive action toward strengthening flood adaptation and

mitigation efforts, help protect and restore 300 hectares of mangroves and 500 hectares of peatlands, and support the strengthening of climate change policy frameworks through academic partnership, including the creation of a center of excellence for research and development on climate change policy.

Canada Research Chairs

- **Ferro, Mark** (Health), Renewal, Tier 2 CIHR CRC, Youth Mental Health, \$100,000 per year for 5 years
- **Fan, Lai-Tze** (Arts), New, Tier 2 SSHRC CRC, Technology and Social Change, \$120,000 per year for 5 years

Waterloo International Agreements

Between October 1 and November 30, 2022, Waterloo International facilitated the signing of six agreements as follows:

1. **University of Mannheim, Germany**, Traditional Exchange Agreement. This is a renewal of an agreement that was first signed in 1974 enabling exchange of students between both universities. It includes the Faculties of Arts and Math at Waterloo and the School of Mathematics and informatics and the School of Humanities at Mannheim.
2. **University of New South Wales (UNSW), Australia**, Traditional Exchange Agreement. This is a net new agreement that applies university-wide at Waterloo and university-wide at UNSW Sydney (with the exception of the Masters of Business Administration, UNSW Canberra courses and certain courses in the Faculty of Medicine).
3. **FH Joanneum University of Applied Sciences (FHJ) Austria**, Inter-institutional Erasmus+ Agreement. This is a funding agreement between Waterloo and FHJ Austria that enables access to funding from the ERASMUS+ program for specific student, staff, and faculty mobility opportunities between the two institutions.
4. **China University of Geosciences Wuhan (CUGW)**, 2+1+1 Joint Academic Agreement. This is a renewal of a joint academic agreement first signed in 2016 with the Faculty of Science at Waterloo that enables up to 60 students from CUGW to participate in a 2+1+1 program at Waterloo.
5. **University of Graz, Austria**, Inter-institutional Erasmus+ Agreement. This is a funding agreement between Waterloo and University of Graz that enables access to funding from the ERASMUS+ program for specific student, staff, and faculty mobility opportunities between the two institutions.
6. **Graz University of Technology, Austria**, Inter-institutional Erasmus+ Agreement. This is a funding agreement between Waterloo and the Graz University of Technology that enables access to funding from the ERASMUS+ program for specific student, staff, and faculty mobility opportunities between the two institutions.

Waterloo International Engagements

- Waterloo International hosted **Nanyang Technological University, National University of Singapore**; with the Faculty of Engineering co-hosted representatives from **Technical University of Hamburg (Germany)**; with the Waterloo Institute for Nanotechnology, the **Netherlands-based Canadian First Secretary (Trade Commissioner Service)**; the **Vietnam-based Canadian Trade Commissioner** and the **Indonesia Consul General**
- Waterloo International initiated discussions with Waterloo stakeholders interested in operationalizing Waterloo's membership in the **Scholars at Risk Network** to advance institutional framework for this program. Additional information about Waterloo's membership and participation can be found at <https://uwaterloo.ca/international/news/want-be-part-waterloos-engagement-scholars-risk-network>.
- November 13-16: Waterloo International presented at the **Canadian Bureau for International Education (CBIE)** annual conference in Toronto. Waterloo is an institutional member of CBIE. For more information, see <https://uwaterloo.ca/international/news/waterloo-cbie-2022>.
- November 21-25: **International Education Week** took place. Various student groups, academic support units, Departments and Faculties came together to celebrate international education. See <https://uwaterloo.ca/international/international-education-week> for more information.

Memorandum

To: Senate
From: Catherine Newell Kelly, University Registrar
Date: November 22, 2022
Re: Bachelor of Sustainability and Financial Management hood for Senate approval

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

At the 17 May 2021 meeting of Senate, the Bachelor of Sustainability and Financial Management (BSFM) degree was approved to be offered, and shared by, the Faculty of Arts and the Faculty of Environment, effective 1 September 2022.

Bachelor's degree hoods are black silk in the Oxford Bachelor shape, lined with a degree colour, and trimmed with a single row of soutache braid. The Bachelor of Arts border degree colour is green and the Bachelor of Environmental Studies border degree colour is orange. The faculties have chosen to combine these two existing colours into the new hood.

Formal description:

The Bachelor of Sustainability and Financial Management hood is black silk in the Oxford Bachelor shape, with a green border and an orange soutache braid trim.

Image of the sample:



Updating the Distinguished Teacher Awards

Update for University of Waterloo Senate, January 2023

The report describes some modifications to the DTA process as part of a larger effort to make the process of identifying Waterloo's most deserving teachers for a range of awards. We present the following report for Senate's information because the Distinguished Teacher Award (DTA) committee is nominated by Senate. Phase 1 of this process is geared toward updating the DTAs process so that recipients can flow more efficiently and effectively into a nomination process for external teaching awards. The following brief outlines proposed changes to: (1) the DTA **process**, (2) the DTA **nomination package**, and (3) The **criteria** by which DTA nominees are judged.

This document uses the generic term "instructor," but the DTA is open to all those who teach students at the University of Waterloo, including tenure and teaching stream faculty, sessional instructors, lab instructors, and staff instructors.

Rationale

The University of Waterloo lags behind other U15 universities when it comes to external teaching awards. That's not because we don't have great instructors! It's because we don't have processes in place to support a coordinated effort to identify, prepare, and effectively nominate them for awards. We know that our instructors are exceptional; securing a wider range of teaching awards will help position Waterloo's as a national leader in postsecondary education.

Objective

To build an efficient system for coordinating teaching awards processes at Waterloo, taking into account (1) Waterloo's culture of Faculty independence and (2) a need to have processes coordinated centrally to ease efficiency and efficacy. We anticipate that these changes will:

- Improve awareness of the nomination process (students, alumni, etc.) and preserve the important role of students in nominations for and selection of DTA winners,
- Give Faculties more oversight of the DTA process for their own instructors,
- Enable better coordination between Faculties and central support,
- Involve nominees in the DTA process, providing them with an opportunity to gain experience writing about their teaching philosophy in preparation for expectations of external awards processes and in tandem with emerging expectations for teaching assessment processes (i.e., teaching dossiers) at Waterloo,
- Make the DTA nomination review process less time-consuming overall. The process should not increase the work required within Faculties, only ensure that it is organized and put to maximum effect.

Upcoming changes to process for 2023 cycle

Current System	Proposed Change	Benefit
1. Promotional materials designed centrally, shared locally	No change	Opportunity to support Faculties
2. Individuals (often students) submit nomination letters to CTE	Individuals (likely students, as per current system) submit nomination letters to Faculty	Faculty awareness of nominations Faculty drives process
3. CTE asks Faculty for supporting documentation	Faculty coordinates supporting documentation, submits package	More systematic use of resources
4. Nominee unaware of nomination until winners are announced	Nominee contributes (brief) teaching philosophy at request of representative(s) coordinating nomination.	Exposure to requirements of external awards. Alignment with developing teaching assessment model
5. Unlimited nominations and unlimited number of nomination letters as part of package	Nomination limit proportional to size of Faculty; standard size of nomination package from Faculty (so some need for Faculty to select most persuasive nomination letters)	Equity across Faculties and fairer adjudication process. (Currently the committee needs to decide how to balance 200 letters for someone who teaches huge classes against 10 well-written letters from small classes)
6. Large nomination files (review 1400 pages annually!)	Page limitations	Ease administrative burden and excessive demands on committee members, making it possible to carefully read each file
7. Selection committee nominated by Senate, includes students, alumni, past award winners.	No change	No change

Revised nomination package for 2023 cycle

Nomination packages are compiled at the Faculty level, by those coordinating teaching awards, in whatever way makes most sense for each Faculty (i.e., may use materials already submitted for Faculty teaching awards, may organize letters of support, etc.). **Note: the nomination package should not be coordinated by the nominee.**

Nomination component	# pages
Cover page <ul style="list-style-type: none"> Name of nominee Role at UW (sessional, tenured, adjunct, etc.) Faculty, department/school Number of years teaching at the University of Waterloo 	1
Letter of nomination from a colleague. Should include: <ul style="list-style-type: none"> Description of nominee's teaching context: what is their role (tenured faculty vs. sessional, teaching load, leadership, additional responsibilities, etc.) Overview of support for nomination (refer to criteria) 	1
Statement from nominee; should include a minimum of 3 of the following: <ul style="list-style-type: none"> Teaching philosophy Evidence of teaching excellence over at least five years Evidence of leadership Evidence of educational innovation 	2
Student support statements (1-2 paragraphs each; no limit on number of statements aside from page limit) <ul style="list-style-type: none"> Students of nominee, including alumni (not currently taking a course with/supervised by nominee) Must include student's name and connection to nominee Should reference award criteria May be pulled from previous (e.g., Faculty-level) award nominations 	2 pages total
Letter of endorsement from leadership (Chair, AD, Dean) <ul style="list-style-type: none"> Overview of reasons they are a good candidate (refer to criteria) 	1
Student Course Perceptions survey scores (previous five years)	Appendix (no page limit)
Optional: Recent peer review of teaching	Appendix (no page limit)

Revised DTA Criteria for 2023 cycle

Consistent with the Waterloo's Teaching Effectiveness Framework and criteria for key external teaching awards.

Current DTA Criteria	Proposed DTA Criteria
Record of excellent teaching over an extended period at Waterloo, usually at least five years.	Record of excellent teaching over an extended period at Waterloo, usually at least five years.
Evidence of intellectual vigour and communication skills in the interpretation and presentation of subject matter	Stimulated interest in the course material, supported student learning, and provided helpful feedback
Evidence of educational impact beyond the classroom	Evidence of educational impact beyond the classroom
The instructor's human quality and concern for and sensitivity to the needs of students	Evidence of inclusive teaching and supportive relationships with students and colleagues
A clear indication that the nominee has a favourable and lasting influence on students, and, where relevant, on colleagues	A clear indication that the nominee has a favourable and lasting influence on students, and, where relevant, on colleagues
Evidence of successful innovation in teaching or publications or presentations on teaching and learning may support a nomination, but it is also clear that excellence in teaching does not require either.	Evidence of successful innovation in teaching or publications or presentations on teaching and learning may support a nomination, but it is also clear that excellence in teaching does not require either.

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF THE FACULTY OF ARTS TO SENATE
January 16, 2023

FOR INFORMATION

A. APPOINTMENTS

Adjunct Appointments – Instruction

FYLES, Madeleine, Lecturer, Department of Anthropology, January 1, 2023 to April 30, 2023.

GIBSON, Ian, Lecturer, Department of English Language and Literature and Arts First, January 1, 2023 to April 30, 2023.

GIBSON, Andrew, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

GORAL, Marc, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

JACKSON, Ben, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

JACOBS, Stacey, Lecturer, Department of Philosophy, January 1, 2023 to April 30, 2023.

KWOK, Navio, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

LOEWEN, Benjamin, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

MARTENS, Reuben, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023

MCINTYRE, Greg, Lecturer, Stratford School of Interaction Design and Business, January 1, 2023 to April 30, 2023.

MOORE, Lisa, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

RASHEDUL ALAM, Md, Lecturer, Department of Anthropology, January 1, 2023 to April 30, 2023.

SHAH, Nishi, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

Adjunct Reappointments – Instruction

ABULLARADE GAMEZ, Hector, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

AL-ZAYAT, Ayman, Lecturer, Stratford School of Interaction Design and Business, January 1, 2023 to April 30, 2023.

ALEKBEROV, Elshan, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

ALMAULA, Mirali, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

ALMUSTAFA, Maissaa, Lecturer, Department of Political Science, January 1, 2023 to April 30, 2023.

ARENS, Preston, Lecturer, Department of History, January 1, 2023 to April 30, 2023.

BALAISIS, Nicholas, Lecturer, Department of Communication Arts and Arts First, January 1, 2023 to April 30, 2023.

BALTRUSAITIS, Jonathan, Lecturer, Stratford School of Interaction Design and Business, January 1, 2023 to April 30, 2023.

BASHIR, Mohsin, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

BERGSTROM, Anton, Lecturer, Arts First, January 1, 2023 to April 30, 2023.

BOYD, Jennifer, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

BREY, Elizabeth, Lecturer, Department of Communication Arts and Arts First, January 1, 2023 to April 30, 2023.

BRIGGS, Catherine, Lecturer, Department of History, January 1, 2023 to April 30, 2023.

BUSCEMI, Joseph, Lecturer, Department of History, January 1, 2023 to April 30, 2023.

CAMPBELL, Greg, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

CHASMAR, Hugh, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

COREY, Dylan, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

CORREIA, Vanessa, Lecturer, Department of Philosophy and Arts First, January 1, 2023 to April 30, 2023.

CYR, Dylan, Lecturer, Department of History and Arts First, January 1, 2023 to April 30, 2023.

DAL CASTEL, Kate, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

DEHGHANI, Morteza, Lecturer, Department of English Language and Literature and Arts First, January 1, 2023 to April 30, 2023.

DE ROOIJ-MOHLE, Geertruida, Lecturer, Department of Germanic and Slavic Studies, January 1, 2023 to April 30, 2023.

DI GRAVIO, Katrina, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

DOLSON, Mark, Lecturer, Department of Anthropology, January 1, 2023 to April 30, 2023.

EVANS, Sarah, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

FATIMA, Nafeez, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

FERNANDEZ, Stephen, Lecturer, Department English Language and Literature, January 1, 2023 to April 30, 2023.

FOLLETT, Alec, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

GANDHI, Naveli, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

GAZZOLA, Lynn, Lecturer, Arts and Business, January 1, 2023 to April 30, 2023.

GELATA, Alison, Lecture, Stratford School of Interaction Design and Business, January 1, 2023 to April 30, 2023.

GERNON, Mark, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

GORODETSKY, Ben, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

GRAHAM, Taylor, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

H Aidar, Saliha, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

HANCOCK, Michael, Lecturer, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

HARDMAN, Amanda, Lecturer, Department of Classical Studies, January 1, 2023 to April 30, 2023.

HAYTON, Jen, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

HUNTER, Natalie, Lecturer, Department of Fine Arts, January 1, 2023 to April 30, 2023.

HUTTER, Daniel, Lecturer, Department of Classical Studies, January 1, 2023 to April 30, 2023.

IRWIN, Ashley, Lecturer, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

IV, Kieng, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

JANG, Lauri, Lecturer, Arts First, January 1, 2023 to April 30, 2023.

KARIMZADA, Muhebullah, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

KARKY, Ramesh, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

KHOLDI, Shahram, Lecturer, Department of History, January 1, 2023 to April 30, 2023.

KUMASE, Wokia-azi, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

LAWRENCE, Christopher, Lecturer, Department of English Language and Literature and Arts First, January 1, 2023 to April 30, 2023.

LEE, Nicholas, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

LEFRESNE, Brian, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

LEKO, Vesna, Lecturer, Department of Germanic and Slavic Studies, January 1, 2023 to April 30, 2023.

LIAQAT, Zara, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

LOCHNER, Martin, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

LOWATER, Alexis, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

MACDONALD, Kelly, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

MATTHEWS, Claire, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

MCMANUS, Scott, Lecturer, Stratford School of Interaction Design and Business, January 1, 2023 to April 30, 2023.

MEHTA, Amit, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

MEWHORT-BUIST, Tracy Anne, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

MORTON, Robert, Lecturer, Arts First, January 1, 2023 to April 30, 2023.

NUNEZ, Camelia, Lecturer, Department of Economics and Arts and Business, January 1, 2023 to April 30, 2023.

OFILI, Patricia, Lecturer, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

ONEIL, Terry, Lecturer, Stratford School of Interaction Design and Business, January 1, 2023 to April 30, 2023.

OZKARDAS, Ahmet, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

PECKHAM, Will, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

PULIS, Jessica, Lecturer, Department of Sociology and Legal Studies, January 1, 2023 to April 30, 2023.

PURI, Anirudh, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

RANA, Saeed, Lecturer, Department of Economics, January 1, 2023 to April 30, 2023.

REDDOCK, Jennifer, Lecturer Department of Communication Arts, January 1, 2023 to April 30, 2023.

RIZVI, Ali, Lecturer, Stratford School of Interaction Design and Business, January 1, 2023 to April 30, 2023.

SANFRIDSON, Martin, Lecturer, Arts First, January 1, 2023 to April 30, 2023.

SCHWARTZ, Shira, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

SEWELL, Jamie, Lecturer, Department of Philosophy, January 1, 2023 to April 30, 2023.

SHAKESPEARE, David, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

SHAKESPEARE, Robert, Lecturer, Arts First, January 1, 2023 to April 30, 2023.

SIDER, Kimberly, Lecturer, Department of Communication Arts and Arts First, January 1, 2023 to April 30, 2023.

SIDERIS, Alix, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

SMITH, Cameron, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

SNYDER, Carrie, Lecturer, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

STACEY, Jeffery, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

STAPLETON, Edmund, Lecturer, Department of Communication Arts, January 1, 2023 to April 30, 2023.

URQUHART, Emily, Lecturer, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

VAN DE KEMP, Jessica-Leigh, Lecturer, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

WILFRED, Shraddha, Lecturer, School of Accounting and Finance, January 1, 2023 to April 30, 2023.

WILSON, Kristin, Lecturer, Department of Psychology, January 1, 2023 to April 30, 2023.

YANG, Xiaofei, Lecturer, Stratford School of Interaction Design and Business, January 1, 2023 to April 30, 2023.

ZAMAN, Md, Lecturer, Arts First, January 1, 2023 to April 30, 2023.

Adjunct Reappointments – Miscellaneous (research, consultations, etc.)

SMITH, Larry, Associate Professor, Department of Economics, January 1, 2023 to December 31, 2023.

Graduate Students Appointed as Part-Time Lecturers

AFRIN, Sadia, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

AL-RASHDAN, Maab, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

BARNETT, Richard, Department of Germanic and Slavic Studies, January 1, 2023 to April 30, 2023.

BIANCHI, Laura, Department of Psychology, January 1, 2023 to April 30, 2023.

CAMERON, Chris, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

CARPENTER, Justin, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

CHARLES, Melissa, Department of Fine Arts, January 1, 2023 to April 30, 2023.

CURRIE, Sarah, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

DOMONCHUK, Michael, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

DRODY, Allison, Department of Psychology, January 1, 2023 to April 30, 2023.

ECKERT, Carolyn, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

EL MEKKAWI, Lara, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

GERBER, Kyle, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

GRUENEWALD, Aleta, Department of Philosophy, January 1, 2023 to April 30, 2023.

KARKI, Chitra, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

KELLY, Megan, Department of Psychology, January 1, 2023 to April 30, 2023.

LODOEN, Shannon, Department of English Language and Literature, January 1, 2023 to April 30, 2023

LUBIN, Kem-Laurin, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

MACALPINE, Rebecca-Ann, Department of History, January 1, 2023 to April 30, 2023.

MARTIN, Chris, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

MILNE, Elizabeth, Department of Germanic and Slavic Studies, January 1, 2023 to April 30, 2023.

RACICOT, Toben, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

RICKERT, Jenn, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

RYAN, Ashley, Department of Sociology and Legal Studies, January 1, 2023 to April 30, 2023.

SCHRAM, Brian, Department of Sociology and Legal Studies, January 1, 2023 to April 30, 2023.

SHAFQAT ALI, Mohsina, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

SHATALOVA, Elizaveta, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

SHIBAYAMA, Takuya, Department of Sociology and Legal Studies, January 1, 2023 to April 30, 2023.

SIDHU, Tandeep, Department of Sociology and Legal Studies, January 1, 2023 to April 30, 2023.

SMITH, Jill, Department of Fine Arts, January 1, 2023 to April 30, 2023.

WARD, Karen, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

WEILER, Andrew, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

ZAFAR, Sonia, Department of English Language and Literature, January 1, 2023 to April 30, 2023.

B. ADMINISTRATIVE APPOINTMENTS

FRASER, Doreen, Acting Associate Chair, Graduate Studies, Department of Philosophy, January 1, 2023 to June 30, 2023.

Administrative Reappointment

HOUSTON, Andrew, Associate Chair, Theatre and Performance *and* Communication Arts and Design Practice, July 1, 2022 to June 30, 2023.

LOWRY, Chris, Associate Chair, Graduate Studies, Department of Philosophy, July 1, 2023 to June 30, 2024.

PACI, Tim, Associate Chair, Undergraduate Communication Outcomes Initiative, July 1, 2022 to June 30, 2023.

VOORHEES, Gerald, Associate Chair, Undergraduate, Speech Communications, September 1, 2022 to June 30, 2023.

CHANGE in DATES

LOWRY, Chris, Associate Chair, Graduate Studies, Department of Philosophy, *from* July 1, 2021 to June 30, 2024 *to* July 1, 2021 to December 31, 2022

C. SABBATICAL LEAVES

For approval by the Board of Governors:

BORITZ, Efrim, Professor, School of Accounting and Finance, March 1, 2023 to August 31, 2023, six months at 85% salary.

STATIEV, Alex, Professor, Department of History, March 1, 2023 to August 31, 2023, six months at 85% salary.



Sheila Ager
Dean, Faculty of Arts

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF ENGINEERING TO SENATE
January 16, 2023

FOR INFORMATION

A. APPOINTMENTS

Probationary Term Reappointments

KAPSIS, Konstantinos, (Costa), Assistant Professor, Department of Civil and Environmental Engineering, July 1, 2023 – June 30, 2026. Post-Doctoral Fellowship, Natural Resources Canada, CA, May 2017- present; Post-Doctoral Fellowship, Concordia University, Montreal, QC, 2017; PhD, Building Engineering, Concordia University, Montreal, QC, 2016; MSc, Building Engineering, Concordia University, Montreal, QC, 2009; BSc, Physics, University of Athens, Athens, Greece, 2005.

PHAM, Anh, Assistant Professor, Department of Civil and Environmental Engineering, July 1, 2023 – June 30, 2026. PhD, Civil and Environmental Engineering, University of California, Berkeley, USA, 2012; MS, Civil and Environmental Engineering, University of California, Berkeley, USA, 2007; BS, Chemical Engineering, Hanoi University of Science and Technology, Vietnam, 2005.

Definite Term Reappointments

GHAURIAN, Moojan, Research Assistant Professor, Department of Electrical and Computer Engineering, May 1, 2023 – June 30, 2023. PhD, Information Sciences and Technology, Dissertation: Impatience in Dynamic Decision-Making: Its Moderation and Implications for User Interface Design, PhD minor in Computational Science: An interdisciplinary graduate minor program, The Pennsylvania State University, USA, 2017; BSc in Computer Science and Engineering (Software Engineering) BSc thesis: Intelligent Tutoring System for Toddlers and Preschoolers, Department of Electrical and Computer Engineering, University of Tehran, Iran, 2013.

Visiting Appointments

ALBAHRI, Tareq, A., Visiting Professor, Department of Chemical Engineering, September 1, 2023 – August 31, 2024.

DUPONT, Emmanuel, Visiting Scholar, Department of Electrical and Computer Engineering, part-time (12 hours/week), December 1, 2022 – November 30, 2023.

FUJING, Xu, Visiting Scholar, Department of Mechanical and Mechatronics Engineering, February 1, 2023 – February 1, 2024.

RAEESI, Amir, Visiting Researcher, Department of Electrical and Computer Engineering, November 1, 2022 – October 31, 2024.

TILLEY, Steven, Visiting Scientist, Department of Electrical and Computer Engineering, part-time (20 hours/week), December 1, 2022 – November 30, 2024.

ZHANG, Zhihao, Visiting Scholar, Department of Mechanical and Mechatronics Engineering, December 1, 2022 – November 30, 2023.

ZHAO, Yingquan, Visiting Scholar, Department of Civil and Environmental Engineering, December 31, 2022 – December 30, 2023.

ZHOU, Huifen, Visiting Scholar, Department of Mechanical and Mechatronics Engineering,

January 1, 2023 – February 29, 2024.

Visiting Reappointments

PRATASOUSKAYA, Alena, Visiting Researcher, Department of Chemical Engineering, November 1, 2022 – October 31, 2023.

Adjunct Appointments

Graduate Supervision and Research

GHUNEM, Refat, Assistant Professor, Department of Electrical and Computer Engineering, October 1, 2022 – June 30, 2026.

MAI, Juliane, Assistant Professor, Department of Civil and Environmental Engineering, December 1, 2022 – November 30, 2024.

Adjunct Reappointments

Other

SMITH, Larry, Associate Professor, Conrad School of Entrepreneurship and Business, January 1, 2023 – December 31, 2023.

Cross Appointments

DAUTENHAHN, Kerstin, Professor, Department of Electrical and Computer Engineering to Systems Design Engineering, October 1, 2022 – September 30, 2025.

DOMINELLI, Paolo, Assistant Professor, Department of Kinesiology to Department of Mechanical and Mechatronics Engineering, November 1, 2022 – October 31, 2025.

YAVUZ, Mustafa, Professor, Department of Mechanical and Mechatronics Engineering to Department of Systems Design Engineering, September 1, 2022 – August 31, 2025.

Changes in Appointments

LAM, Patrick, Associate Professor, Department of Electrical and Computer Engineering, Sabbatical, July 1, 2023 – December 31, 2023, six months at 85% salary has been cancelled.

B. ADMINISTRATIVE APPOINTMENTS

MOHAMAD, Araj, Arch Eng Program Director, School of Architecture, November 1, 2022 – October 31, 2025.

TRIPUNITARA, Mahesh, Associate Chair Undergraduate Studies, Department of Electrical and Computer Engineering, January 1, 2023 - December 31, 2025.

C. SPECIAL LEAVE

CHEN, Pu, Professor, Department of Chemical Engineering, January 1, 2023 – December 31, 2023. This is an unpaid leave.

Mary Wells

Mary A. Wells, Dean
Faculty of Engineering

University of Waterloo
REPORT OF THE DEAN OF ENVIRONMENT TO SENATE
January 16, 2023

FOR INFORMATION

A. APPOINTMENTS

Probationary Term Extension

LEWIS, Quinn, Assistant Professor, First Probationary term end date extended to June 30, 2024.

Adjunct Appointments

Graduate Supervision

BISUNG, Elijah, Assistant Professor, Department of Geography and Environmental Management, December 1, 2022 to December 31, 2026.

DAVIDSON, Scott James, Assistant Professor, Department of Geography and Environmental Management, November 1, 2022 to December 31, 2027.

PITTER, Jay, Practitioner in Residence, School of Planning, September 1, 2022 to August 31, 2024.

SHIPLEY, Robert, Associate Professor, School of Planning, September 1, 2022 to August 31, 2024.

VINODRAI, Tara, Associate Professor, Department of Geography and Environmental Management, January 1, 2023 to December 31, 2026.

Instruction

BEEBE, John, Assistant Professor, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

CARDWELL, Francesca, Assistant Professor, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

DAVIS, Matthew, Lecturer, School of Planning, January 1, 2023 to April 30, 2023.

DICKINSON, Brock, Lecturer, School of Environment, Enterprise and Development, January 1, 2023 to April 30, 2023.

HERTEL, Sean, Lecturer, School of Planning, January 1, 2023 to April 30, 2023.

JACKSON, John, Lecturer, School of Environment, Resources and Sustainability, January 1, 2023 to April 30, 2023.

LITAVSKI, Adrian, Lecturer, School of Planning, January 1, 2023 to April 30, 2023.

NUNBOGU, Abraham, Assistant Professor, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

PALMER, Walter, Lecturer, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

STIRBET, Hari, Lecturer, School of Environment, Enterprise and Development, January 1, 2023 to April 30, 2023.

UDDIN, Mohammed, Assistant Professor, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

Graduate Students appointed as Part-Time Lecturers

CAI, Renan, Lecturer, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

JAHANMIRI, Fatemeh, Lecturer, School of Planning, January 1, 2023 to April 30, 2023.

MCNEIL, Joelle, Lecturer, School of Planning, January 1, 2023 to April 30, 2023.

MOLLAEI, Sadaf, Lecturer, School of Environment, Enterprise and Development, January 1, 2023 to April 30, 2023.

MURFITT, Justin, Lecturer, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

RAM, Angeline, Lecturer, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

STENBURG, Keely Anne, Lecturer, School of Planning, January 1, 2023 to April 30, 2023.

VANTHOF, Vicky, Lecturer, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

YANG, Chen, Lecturer, School of Planning, January 1, 2023 to April 30, 2023.

YE, Lingfei, Lecturer, Department of Geography and Environmental Management, January 1, 2023 to April 30, 2023.

Graduate Supervision and Research

ANDREY, Jean, Professor, Department of Geography and Environmental Management, January 1, 2023 to December 31, 2026.

GHAREDAGHLOO, Behrad, Assistant Professor, Department of Geography and Environmental Management, November 1, 2022 to December 31, 2025.

LEDREW, Ellsworth, Professor, Department of Geography and Environmental Management, September 1, 2022 to December 31, 2026.

Cross Appointments

RUTTY, Michelle, Assistant Professor, Department of Geography and Environmental Management to the School of Environment, Enterprise and Development, December 1, 2022 to November 30, 2025.

B. ADMINISTRATIVE APPOINTMENTS

SCHWEIZER, Vanesa, Associate Professor, Associate Chair, Undergraduate Studies, January 1, 2023 to June 30, 2023.

STRACK, Maria, Professor, Associate Chair, Graduate Studies, Geography Program, Department of Geography and Environmental Management, January 1, 2023 to December 31, 2025.

C. SABBATICAL LEAVES

For Approval by the Board of Governors

MCLEVEY, John, Associate Professor, Department of Knowledge Integration, January 1, 2023 to June 30, 2023 at 100% salary.

PLAISANCE, Kathryn, Associate Professor, Department of Knowledge Integration, January 1, 2023 to June 30, 2023 at 85% salary.

WORTH, Nancy, Associate Professor, Department of Geography and Environmental Management, July 1, 2023 to December 31, 2023 at 85% salary.

A handwritten signature in black ink, appearing to read "B. Frayne". The signature is fluid and cursive, with a long horizontal stroke at the end.

Bruce Frayne
Dean

University of Waterloo
REPORT OF THE DEAN OF FACULTY OF HEALTH TO SENATE
January 16, 2023

For information:

A. APPOINTMENTS

Definite Term Reappointment – full-time

YESSIS, Jennifer, Associate Professor, School of Public Health Sciences, May 1, 2023 – April 30, 2024. BSc. McMaster University, (1992), Masters, Health Studies, University of Waterloo (1995), PhD, Health Studies and Gerontology, University of Waterloo (2001).

Adjunct Appointments

Graduate Supervision

BELITA, Emily, Adjunct Assistant Professor, School of Public Health Sciences, November 1, 2022 – June 30, 2024.

EAST, Katie, Adjunct Assistant Professor, School of Public Health Sciences, November 1, 2022 – October 31, 2023.

FREEMAN, Shannon, Adjunct Associate Professor, School of Public Health Sciences, November 1, 2022 – October 31, 2027.

KAPPELIDES, Pam, Adjunct Associate Professor, Department of Recreation and Leisure Studies, November 1, 2022 – December 31, 2024.

LITTLE, Matthew, Adjunct Assistant Professor, School of Public Health Sciences, November 1, 2022 – December 31, 2023.

Graduate Supervision and Research

ARYA, Neil, Assistant Adjunct Professor, School of Public Health Sciences, December 1, 2022 – November 30, 2025.

HARVIE, Ruth, Adjunct Assistant Professor, Department of Kinesiology and Health Sciences, November 1, 2022 – June 30, 2025.

OBEID, Joyce, Adjunct Assistant Professor, Department of Kinesiology and Health Sciences, November 1, 2022 – June 30, 2025.

TETUI, Moses, Adjunct Assistant Professor, School of Public Health Sciences, December 1, 2022 – November 30, 2023.

Adjunct Reappointment

Graduate Supervision

SYLVESTSKY, Allison, Adjunct Associate Professor, School of Public Health Sciences, January 1, 2023 – December 31, 2023.

Graduate Supervision and Research

FERGUSON, Glenn, Adjunct Assistant Professor, School of Public Health Sciences, January 1, 2023 – December 31, 2026.

Special Lecturer Appointments

BURNS, Katie, Lecturer, School of Public Health Sciences, January 1, 2023 – April 30, 2023.

CORNISH, Benjamin, Lecturer, Department of Kinesiology and Health Sciences, January 1, 2023 – April 30, 2023.

COUSINEAU, Luc, Lecturer, Department of Recreation and Leisure Studies, January 1, 2023 – April 30, 2023.

COUSINEAU, Luc, Lecturer, Department of Recreation and Leisure Studies, May 1, 2023 – August 31, 2023 (2 courses).

FLANAGAN, Ashley, Lecturer, School of Public Health Sciences, January 1, 2023 – April 30, 2023.

HOPF, Andrew, Lecturer, Department of Kinesiology and Health Sciences, January 1, 2023 – April 30, 2023.

MATHARU, Amy, Lecturer, Department of Recreation and Leisure Studies, January 1, 2023 – April 30, 2023.

MCLAUGHLIN, Emily, Lecturer, Department of Kinesiology and Health Sciences, January 1, 2023 – April 30, 2023.

PARKINSON, Robert, Lecturer, Department of Kinesiology and Health Sciences, January 1, 2023 – April 30, 2023.

HOSHIZAKI, Thomas, Lecturer, Department of Kinesiology and Health Sciences, January 1, 2023 – April 30, 2023.

SHANBHAG, Gitanjali, Lecturer, Faculty of Health, January 1, 2023 – April 30, 2023 (second section).

THOMSON, Sherri, Lecturer, Department of Kinesiology and Health Sciences, January 1, 2023 – April 30, 2023.

THOMPSON, Rebecca, Lecturer, Department of Recreation and Leisure Studies, January 1, 2023 – April 30, 2023.

TONG, Catherine, Lecturer, School of Public Health Sciences, January 1, 2023 – April 30, 2023 (0.5 FTE).

VANWYCK, Alyssa, Lecturer, Department of Recreation and Leisure Studies, January 1, 2023 – April 30, 2023 and May 1, 2023 – August 31, 2023.

WIGFIELD, Daniel, Lecturer, Department of Recreation and Leisure Studies, January 1, 2023 – April 30, 2023.

ZEHR, Jackie, Lecturer, Department of Kinesiology and Health Sciences, January 1, 2023 – April 30, 2023.

Change in Visiting Scholar

TORABIAN, Pooneh, Department of Recreation and Leisure Studies, September 1, 2023 – October 2, 2024, deferred start date.

Postdoctoral Appointment

DOMINGO-STEWART, Ashleigh, School of Public Health Sciences, January 16, 2023 – January 15, 2025.

FOURNIER, Roxanne, Department of Kinesiology and Health Sciences, January 1, 2023 – December 31, 2023.

International Postdoctoral Appointment

CHUMACHENKO, Dmytro, School of Public Health Sciences, December 1, 2022 – November 30, 2023.

Change in Postdoctoral Appointment

JOHNSON, Lesley, School of Public Health Sciences, January 1, 2023 – December 31, 2024.

B. ADMINISTRATIVE APPOINTMENTS

Change in Administrative Appointment

LAIRD, Brian, Associate Dean, Graduate Studies, Faculty of Health, July 1, 2020 – December 31, 2023.

Administrative Appointments

BEACH, Tyson, Co-Director, Centre for Community, Clinical and Applied Research Excellence (CCCARE), Department of Kinesiology and Health Sciences, Faculty of Health, December 1, 2022 – June 30, 2025.

FISCHER, Steve, Associate Chair, Graduate Studies, Department of Kinesiology and Health Sciences, January 1, 2023 – December 31, 2025.

LAIRD, Brian, Associate Dean, Graduate Studies, Faculty of Health, July 1, 2023 – June 30, 2027.

For approval by the Board of Governors

C. SABBATICAL

BERBARY, Lisbeth, Associate Professor, Department of Recreation and Leisure Studies, September 1, 2023 – August 31, 2024, one year at 90.6% salary.

DEVRIES-ABOUD, Michaela, Associate Professor, Department of Kinesiology, September 1, 2023 – August 31, 2024, one-year at 93.3% salary.

LAING, Andrew, Associate Professor, Department of Kinesiology and Health Sciences, May 1, 2023 – April 30, 2024, one year at 90.6% salary.

MORITA, Plinio, Associate Professor, School of Public Health Sciences, September 1, 2023 – August 31, 2024, one year at 85% salary.

D. RETIREMENT

STOLEE, Paul, Professor, School of Public Health Sciences, September 1, 2023.



Lili Liu, Dean, Faculty of Health

University of Waterloo
REPORT OF THE DEAN OF MATHEMATICS TO SENATE
January 16, 2023

FOR INFORMATION

A. APPOINTMENTS (for approval by the Board of Governors)

Probationary-Term Reappointments

AAFER, Yousra, Assistant Professor, David R. Cheriton School of Computer Science, July 1, 2023 - June 30, 2026.

Definite Term - Reappointments

GHASEMI, Maryam, Research Associate Professor, Dept. of Applied Mathematics, January 1, 2023 – April 30, 2023.

Visiting Appointments

AL-MANASRAH, Wael, Researcher, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

CHEN, Qiang (Jiangxi University Finance and Economics) Assistant Professor, David R. Cheriton School of Computer Science, August 15, 2023 – August 14, 2024.

CHEN, Ziyi, Researcher, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

FENG, Xiyang, Research Associate, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

JAMSHIDPEY, Armin, Research Associate, Dept. of Combinatorics and Optimization, October 1, 2022 – August 31, 2023.

MOHAMED, Serry, Research Associate, Dept. of Applied Mathematics, January 1, 2023 – August 31, 2023.

MOMENI, Peyman, Researcher, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

PARAND, Kourosh (Shahid Beheshti University), Researcher, Dept. of Statistics and Actuarial Science, January 1, 2023 – December 31, 2023.

ZHANG, Selena, Scholar, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

ZONG, Jianqiao, Researcher, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

Adjunct Appointments

Instructor

HUNT, Alexis, Lecturer, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

Research

LUBIW, Anne, Professor, David R. Cheriton School of Computer Science, January 1, 2023 – June 30, 2026.

MARTIN, Robert (University of Manitoba), Associate Professor, Dept. of Applied Mathematics, January 1, 2023 – December 31, 2025.

VRSCAY, Edward, Professor, Dept. of Applied Mathematics, January 1, 2023 – December 31, 2026.

Adjunct Reappointments

Instructor

ABUOSBA, Khalil, Lecturer, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

AKKAYA-HOCAGIL, Tugba, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

BHADRA, Subhendu, Lecturer, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

ELGUN, Elcim, Lecturer, Centre for Education in Computing and Mathematics, January 1, 2023 – April 30, 2023.

FURINO, Steve, Lecturer, Centre for Education in Computing and Mathematics, January 1, 2023 – April 30, 2023.

GRAYDON, Matthew, Lecturer, Dept. of Applied Mathematics, January 1, 2023 – April 30, 2023.

HENDRICKSON-GRACIE, Kieran, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

HU, Peng, Lecturer, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

IBRAHIM, Ahmed, Lecturer, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

JOHNSTON, Rick, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

KOHLER, Dave, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

LENNOX, Scott, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

MA, Maran, Lecturer, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

MAHMOUD, Ali Aseem, Lecturer, Dept. of Applied Mathematics, January 1, 2023 – April 30, 2023.

MALIK, Muhammad Muddassir, Lecturer, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

McLEISH, Don, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

MOZAFFARI, Ahmad, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

NACHNANI, Neeraj, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

REHMAN, Habib-ur, Lecturer, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

ROBINSON, Jack, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

STRUTHERS, Cynthia, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

ZHANG, Chao, Lecturer, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

ZHANG, Henry, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

Research

ALENCAR, Paulo, Professor, David R. Cheriton School of Computer Science, July 1, 2022 – June 30, 2025.

SUN, Sun, Assistant Professor, David R. Cheriton School of Computer Science, January 1, 2023 – June 30, 2026.

Cross Reappointments

CAMPBELL, Sue Ann, Professor, Department of Applied Mathematics (in the Dept. of Biology), September 1, 2022 – August 31, 2027.

Graduate Students reappointed as Part-time Lecturers

CHEN, Jianchu, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

HOU, Eric, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

HUMPHRIES, Thomas, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

KACSMAR, Bailey, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

KRIKELLA, Tatiana, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

WANG, Qiuqi, Dept. of Statistics and Actuarial Science, January 1, 2023 – April 30, 2023.

Postdoctoral Fellow reappointed as part-time Lecturers

AHMADI, Mahdieh, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

AYUB, Ali, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

CAO, Nanping, Dept. of Applied Mathematics, January 1, 2023 – April 30, 2023.

NESHATI, Ali, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

USTA, Arif, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

Van der POL, Jorn, Dept. of Combinatorics and Optimization, January 1, 2023 – April 30, 2023.

ZONG, Shi, David R. Cheriton School of Computer Science, January 1, 2023 – April 30, 2023.

B. ADMINISTRATIVE REAPPOINTMENTS

ÖZSU, Tamer, Director, Waterloo/Huawei Joint Innovation Lab, David R. Cheriton School of Computer Science, September 1, 2022 – August 31, 2025.

C. RESIGNATIONS

WATROUS, John, Professor, David R. Cheriton School of Computer Science, effective January 1, 2023.

D. RETIREMENT

LUBIW, Anna, Professor, David R. Cheriton School of Computer Science, effective January 1, 2023.

E. SABBATICALS (for approved by the Board of Governors)

FUKASAWA, Ricardo, Professor, Dept. of Combinatorics and Optimization, September 1, 2023 – August 31, 2024, with 100% salary.

SPIRKL, Sophie, Assistant Professor, Dept. of Combinatorics and Optimization, July 1, 2023 – December 31, 2023, with 100% salary. This is a special early sabbatical.

ZHU, Yeying, Associate Professor, Dept. of Statistics and Actuarial Science, January 1, 2023 – December 31, 2023, with 85% salary (*ref.* Dean's Report to Senate, September 2022). THIS IS CANCELLED.

F. SPECIAL LEAVE

BELTAOS, Andrew (Continuing Lecturer), Mathematics Undergraduate Office, September 1, 2023 – July 31, 2024. This is an unpaid leave.

WEBSTER, Ben (Associate Professor), Dept. of Pure Mathematics, January 1, 2023 – June 30, 2023. This is an unpaid leave. (*ref.* Dean's Report to Senate, October 2021). THIS IS CANCELLED.



Mark Giesbrecht
Dean

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF SCIENCE TO SENATE
January 16, 2023

For information:

A. APPOINTMENTS

New Probationary Term

KELLY, Krista, Assistant Professor, School of Optometry and Vision Science, April 1, 2023 to June 30, 2026. [B.A., Psychology, University of New Brunswick (2005); M.A., Psychology, York University (2008); Ph.D., Psychology, York University (2014); Neuroscience Diploma, York University (2014).] Dr. Kelly joins us from the Retina Foundation of the Southwest, where she has been Director of the Vision and Neurodevelopment Laboratory and an Adjunct Assistant Professor of Ophthalmology at the University of Texas Southwestern Medical Center. Dr. Kelly's interdisciplinary research is at the intersection of developmental neuroscience, optometry, kinesiology, vision science and educational sciences and aims to elucidate visual development and determine mechanisms at play to compensate for sensory, ocular motor, visuocognitive and visuomotor impairments. Her work fulfils a high priority need at the School.

OLAITAN, Abiola, Assistant Professor, Department of Biology, February 1, 2023 to June 30, 2026. [B.Tech., Microbiology, Ladoke Akintola University of Technology (2008); M.Sc., Environmental Microbiology, University of Ibadan (2012); Ph.D., Human Pathology and Infectious Diseases, Aix-Marseille University (2015).] Dr. Abiola Olaitan is coming to Biology as part of the Black Excellence Cluster hire. His expertise is in infectious diseases and the identification of molecular mechanisms underpinning antibiotic resistance in *C. difficile* (and other bacteria) and mechanisms by which this resistance can be prevented.

Probationary Term

BROOKFIELD, Andrea, Assistant Professor, Department of Earth and Environmental Sciences, July 1, 2023 to June 30, 2026. [B.A.Sc., Civil (Environmental) Engineering, University of Waterloo (2000); M.Sc., Earth Sciences, University of Waterloo (2003); Ph.D., Earth and Environmental Sciences, University of Waterloo (2009).]

KALYAANAMOORTHY, Subha, Assistant Professor, Department of Chemistry, July 1, 2023 to June 30, 2026. [M.Sc., Bioinformatics (Integrated), Annamalai University (2007); Ph.D., Computational Biology and Bioinformatics, La Trobe University (2013).]

McCUTCHEON, Jenine, Assistant Professor, Department of Earth and Environmental Sciences, July 1, 2023 to June 30, 2026. [B.Sc., Geology and Biology, University of Western Ontario (2011); M.Sc., Geology, University of Western Ontario (2013); Ph.D. Geomicrobiology, University of Queensland (2017).]

New Definite Term – Full-Time

WARD, Meaghan (Meg), Lecturer, Department of Physics and Astronomy, November 1, 2022 to October 31, 2025. [B.Sc., Biophysics, University of Guelph (2008); M.Sc., Biophysics, University of Guelph (2011); Ph.D., Biophysics, University of Guelph (2016).] Following her Ph.D., Dr. Ward was a postdoctoral fellow from 2016 to 2018 at Utrecht University in the Netherlands where she used nuclear magnetic resonance techniques to study properties of protein membranes. In 2019, Dr. Ward was appointed Deputy Laboratory Director for undergraduate labs in the Department of Physics and Astronomy at Waterloo, where she led the development of new labs adopting modern

pedagogical techniques. Dr. Ward serves on several committees, and is engaged with student mentoring and EDI initiatives.

Definite Term – Full-Time

PHAN, Chau-Minh, Research Assistant Professor, School of Optometry and Vision Science, May 1, 2023 to April 30, 2026.

SFIGAKIS, Francois, Research Assistant Professor, Department of Chemistry, March 1, 2023 to February 28, 2024.

Visiting Appointment

LI, Xiangmei, Visiting Scholar, Department of Chemistry, December 5, 2022 to November 30, 2023.

Adjunct Appointments

Graduate Supervision

GRIS, Pavel, Assistant Professor, Department of Chemistry, December 1, 2022 to November 30, 2025.

NAFISSI, Nafiseh, Professor, School of Pharmacy, October 24, 2022 to October 31, 2025.

Graduate Supervision and Research

PHAN, Chau-Minh, Assistant Professor, School of Optometry and Vision Science, November 1, 2022 to October 31, 2025.

Adjunct Reappointments

Undergraduate Instruction

COLLINS, Michael, Clinical Assistant Professor, School of Pharmacy, January 1, 2023 to December 31, 2025.

FANICK, Alexandra, Clinical Assistant Professor, School of Pharmacy, January 1, 2023 to December 31, 2025.

LYNCH, Stephanie, Clinical Assistant Professor, School of Pharmacy, January 1, 2023 to December 31, 2025.

McCOY, Tracy, Clinical Assistant Professor, School of Pharmacy, January 1, 2023 to December 31, 2023.

Graduate Supervision and Research

BAILEY, Robert C., Professor, Department of Biology, December 1, 2022 to June 30, 2027

COOKE, Steven, Professor, Department of Biology, November 1, 2022 to June 30, 2027.

KIRKWOOD, Andrea, Professor, Department of Biology, November 1, 2022 to June 30, 2027.

Research and Other

PROZOROV, Tanya, Assistant Professor, Department of Chemistry, September 1, 2022 to August 31, 2025.

Undergraduate Instruction and Other

FINDLATER, Carla Assistant Professor, School of Pharmacy, January 1, 2023 to December 31, 2025.

HO, Certina, Assistant Professor, School of Pharmacy, December 1, 2022 to December 31, 2025.

Cross-Appointment

JANDU, Narveen, Continuing Lecturer, School of Public Health Sciences, cross-appointed to Department of Biology, November 1, 2022 to August 31, 2027.

Cross-Reappointments

CAMPBELL, Sue Ann, Professor, Department of Applied Mathematics, cross-appointed to Department of Biology, September 1, 2022 to August 31, 2027.

CORY, David, Professor, Department of Chemistry, cross-appointed to Department of Physics and Astronomy, June 1, 2022 to August 31, 2025.

DUNCAN, Robin, Associate Professor, Department of Kinesiology and Health Sciences, cross-appointed to Department of Biology, September 1, 2022 to August 31, 2027.

KEMPF, Achim, Professor, Department of Applied Mathematics, cross-appointed to Department of Physics and Astronomy, September 1, 2022 to August 31, 2027.

KIM, Na-Young, Associate Professor, Department of Electrical and Computer Engineering, cross-appointed to Department of Chemistry, September 1, 2022 to August 31, 2025.

KIM, Na-Young, Associate Professor, Department of Electrical and Computer Engineering, cross-appointed to Department of Physics and Astronomy, May 1, 2022 to December 31, 2022.

SIVOTHTHAMAN, Siva, Professor, Department of Electrical and Computer Engineering, cross-appointed to Department of Chemistry, September 1, 2022 to August 31, 2025.

Special Appointments

KAY, Mitchell, Lecturer, Department of Biology, January 1, 2023 to April 30, 2023.

SCHOOR, Sarah, Lecturer, Department of Biology, January 1, 2023 to April 30, 2023.

Postdoctoral Fellow Appointed as Lecturer

BANERJEE, Anirban, Lecturer, Department of Biology, January 1, 2023 to April 30, 2023.

Staff Appointed as Lecturer

SCHMIDT, Matthew, Lecturer, Department of Chemistry, January 1, 2023 to April 30, 2023.

Special Reappointment

HRYCYSHYN, Matthew, Lecturer, Department of Biology, January 1, 2023 to April 30, 2023.

ROBBINS, Matthew, Lecturer, Department of Physics and Astronomy, January 1, 2023 to April 30, 2023.

SILVA, Andrew, Lecturer, School of Optometry and Vision Science, January 1, 2023 to April 30, 2023.

YEUNG, Debby, Lecturer, School of Optometry and Vision Science, January 1, 2023 to April 30, 2023.

Research Associate Appointed as Lecturer

CAMERON, Carol, Lecturer, Department of Chemistry, January 1, 2023 to April 30, 2023.

MEDVEDEV, Iurii, Lecturer, Department of Chemistry, January 1, 2023 to April 30, 2023.

Staff Appointed as Lecturer

GHAVAMI, Ahmad, Lecturer, Department of Chemistry, January 1, 2023 to April 30, 2023.

LAVERY, Stacey, Lecturer, Department of Chemistry, January 1, 2023 to April 30, 2023.

Graduate Student Appointed as Lecturer

VELMOVITSKY, Pedro, Lecturer, Science and Business Program, January 1, 2023 to April 30, 2023.

B. ADMINISTRATIVE REAPPOINTMENT

DEAKIN, Laura, Associate Director, Internal, Nanotechnology Engineering, January 1, 2023 to December 31, 2025.

DIECKMANN, Thorsten, Associate Chair, Graduate and Research, Department of Chemistry, January 1, 2023 to December 31, 2025.

WITT, Jonathan, Associate Dean, International, Faculty of Science, January 1, 2023 to December 31, 2025.

C. RETIREMENT

BLAY, Jonathan, Professor, School of Pharmacy, effective January 1, 2023.

FOR APPROVAL BY THE BOARD OF GOVERNORS**D. SABBATICAL**

CHEN, Jeff Z.Y., Professor, Department of Physics and Astronomy, May 1, 2023 to April 30, 2024, 100% salary arrangements.

EDWARDS, David, Professor, School of Pharmacy, four for four exchange, April 1, 2023 to July 31, 2023 100% salary arrangements; split sabbatical leave January 1, 2024 to June 30, 2024 and January 1, 2025 to June 30, 2025, 100% salary arrangements.

FORREST, James, Professor, Department of Physics and Astronomy, September 1, 2023 to August 31, 2024, 100% salary arrangements.

HA, Bae-Yeun, Professor, Department of Physics and Astronomy, September 1, 2023 to August 31, 2024, 93.3% salary arrangements.

HILEETO, Denise, Clinical Associate Professor, School of Optometry and Vision Science, September 1, 2023 to August 31, 2024, 100% salary arrangements.

MANN, Robert, Professor, Department of Physics and Astronomy, September 1, 2023 to August 31, 2024, 100% salary arrangements.



R.P. Lemieux
Dean