

University of Waterloo
SENATE EXECUTIVE COMMITTEE
Notice of Meeting

Date: Tuesday 8 September 2020
Time: 3:30 p.m.
Place: Microsoft Teams Videoconference

AGENDA	Action
1. Minutes of the 1 June 2020 Meeting	Decision
2. Business Arising from the Minutes	
3. Draft 21 September 2020 Senate Agenda	Decision
4. Other Business	

2 September 2020

Karen Jack
University Secretary

University of Waterloo
SENATE EXECUTIVE COMMITTEE
Minutes of the 1 June 2020 Meeting

Present: Kofi Campbell, Jeff Casello, Joan Coutu, George Freeman, Feridun Hamdullahpur (chair), Karen Jack (secretary), Christiane Lemieux, Bill Power, Sam Rubin, James Rush, Abbie Simpson, Richard Staines, Bryan Tolson, Johanna Wandel

Regrets: Naima Samuel

The chair welcomed members to the meeting.

1. MINUTES OF THE 4 MAY 2020 MEETING

Members heard a motion to approve the minutes of the 4 May 2020 meeting.

Freeman and Tolson. Carried unanimously.

2. BUSINESS ARISING FROM THE MINUTES

There was no business arising.

3. DRAFT 15 JUNE 2020 SENATE AGENDA

Members heard that a new item will be added to the agenda before the report of the president regarding a “Report on Reopening” with four subjects: research, the fall term, health and safety, and longer term considerations. Members heard a motion to approve the agenda as revised.

Freeman and Tolson.

In discussion: two corrections are needed (Marc Aucoin’s department [chemical engineering] should be added to the report of the Dean of Engineering, and, in the report relating to the Distinguished Teacher Awards, Rick Marta should be noted as holding joint appointments in Chemistry and Physics and Astronomy); an observation that discussion is likely to occur regarding return to campus considerations.

The question was called and the motion carried unanimously.

4. REPORT OF THE VICE PRESIDENT, ACADEMIC & PROVOST

Roster of Graduands. The committee understood that the motion to approve the roster of graduands for the June convocation ceremony will be received later in the week and an electronic vote will occur at that time.

5. OTHER BUSINESS

There was no other business.

2 June 2020

Karen Jack
University Secretary

University of Waterloo
SENATE
Notice of Meeting

Date: Monday 21 September 2020
Time: 3:30 p.m.
Place: Microsoft Teams Videoconference

OPEN SESSION		
3:30	<p><u>Consent Agenda</u> Motion: To approve or receive for information by consent items 1-7 below.</p> <ol style="list-style-type: none"> 1. Minutes of the 15 June 2020 Meeting 2. Reports from Committees and Councils <ol style="list-style-type: none"> a. Graduate & Research Council* b. Undergraduate Council 3. Report of the President <ol style="list-style-type: none"> a. Recognition and Commendation 4. Report of the Vice-President, Academic & Provost <ol style="list-style-type: none"> a. Call for Nominations for University Professor b. University Research Chair 5. Reports from the Faculties 6. Report from the COU Academic Colleague 7. Committee Appointments 	<p>Decision</p> <p>Decision/Information** Information</p> <p>Information</p> <p>Information Information</p> <p>Information</p> <p>Information</p> <p>Decision</p>
3:35	<p><u>Regular Agenda</u></p> <ol style="list-style-type: none"> 8. Business Arising from the Minutes 	
3:40	<ol style="list-style-type: none"> 9. Reports from Committees and Councils <ol style="list-style-type: none"> a. Graduate & Research Council* 	Decision/Information**
3:50	<ol style="list-style-type: none"> <ol style="list-style-type: none"> b. Undergraduate Council 	Decision
4:00	<ol style="list-style-type: none"> 10. Report of the President 	Information
4:20	<ol style="list-style-type: none"> 11. Q&A Period with the President 	Information
4:30	<ol style="list-style-type: none"> 12. Report of the Vice-President, Academic & Provost <ol style="list-style-type: none"> a. Faculty of Applied Health Sciences Name Change 	Decision
4:40	<ol style="list-style-type: none"> 13. Report of the Vice-President, Research & International 	Information
4:45	<ol style="list-style-type: none"> 14. Other Business 	
4:50	BREAK	

CONFIDENTIAL SESSION

4:55	15. Minutes of the 15 June 2020 Meeting	Decision
5:00	16. Business Arising from the Minutes	
5:05	17. Report of the President	Information
5:10	18. Other Business	

*to be distributed
**to be determined

KJJ/ees
2 September 2020

Karen Jack
University Secretary
Secretary to Senate

University of Waterloo
SENATE
Minutes of the Monday 15 June 2020 Meeting

Present: Sheila Ager, Jean Andrey, Sandra Banks, Lisa Bauer-Leahy, Kankar Bhattacharya, Anne Bordeleau, Carmen Bruni, Kofi Campbell, Jeff Casello, David Clausi, Joan Coutu, Neil Craik, Eric Croiset, Richard Culham, Peter Deadman, Charmaine Dean, David DeVidi, Fraser Easton, Lynette Eulette, Aiman Fatima, Paul Fieguth, Wendy Fletcher, George Freeman, Martha George, Mark Giesbrecht, Rob Gorbet, Julia Goyal, David Ha, John Haddock, Feridun Hamdullahpur (chair), Kevin Hare, Dennis Huber, Natalie Hutchings, Karen Jack (secretary), Martin Karsten, Achim Kempf, Sabrina Khandakar, Veronica Kitchen, Scott Kline, Christiane Lemieux, Robert Lemieux, Lili Liu, Kesen Ma, Ellen MacEachen, Blake Madill, Teferi Mergo, Samantha Meyer, Ian Milligan, Zoran Miskovic, Barbara Moffatt, Graham Murphy, Richard Myers, Beth Namachchivaya, Cathy Newell Kelly, Erin O'Connell, Daniel O'Connor, Troy Osborne, David Perrin, William Power, Neil Randall, Sam Rubin, James Rush, Max Salman, Naima Samuel, Emma Schuster, Marcus Shantz, Joanne Shoveller, Abbie Simpson, Siva Sivoththaman, Susan Tighe, Bryan Tolson, Bruno Tremblay, Sharon Tucker, Twesh Upadhyaya, Cristina Vanin, Johanna Wandel, Paul Ward, Stanley Woo, Nancy Worth, Clarence Woudsma, En-Hui Yang, Samer Zu'Mot

Guests: Dania Abuleil, Katherine Acheson, Deb Adesso, Christiana Alkiviades, Andrew Barker, Dave Bean, Catherine Burns, Bruce Campbell, Aldo Caputo, Amy Chow, Shannon Dea, Yufei Du, Donna Ellis, Lowell Ewert, Barbara Forrest, Anne Galang, Jeanette Gascho, Mike Grivicic, Michael Herz, Gina Hickman, Carrie Howells, Scott Inwood, Michael Jack, Ryan Jacobs, Diane Johnston, Ross Johnston, Julie Joza, Andrea Kelman, Jennifer Kieffer, Drew Knight, Meagan Lai, Ling Loerchner, Nick Manning, Rich Marta, Norah McRae, Bessma Momani, Scott Nicoll, Diana Parry, Mary Power, Natalie Quinlan, Alice Raynard, Chris Read, Cynthia Richard, Lorna Rourke, Navinaa Sanmugavadivel, Emily Schroeder, Daniela Seskar-Hencic, Allan Starr, Brandon Sweet, Sean Thomas, John Thompson, Megan Town, David Tubbs, Rebecca Wickens, Kate Windsor

Absent: Mike Ashmore, Dominic Barton*, Michael Beauchemin, Robyn Clarke, Cindy Forbes*, Kelly Grindrod*, Richard Staines*

*regrets

OPEN SESSION

CHAIR'S REMARKS

The chair noted the revised reports sent by email prior to the meeting: item 5, Reports from the Faculties – Engineering report and item 6, Committee Appointments. He offered thanks to Richard Culham, Lynette Eulette, Kevin Hare, Susan Tighe, and Bryan Tolson for their service and for whom today's meeting is their last as a senator. He welcomed Michael Beauchemin and Sharon Tucker as the new alumni representatives.

Consent Agenda

Senate heard a motion to approve or receive for information the items on the consent agenda.

Freeman and Casello.

1. MINUTES OF THE 19 MAY 2020 MEETING

Senate approved the minutes of the meeting.

2. REPORTS FROM COMMITTEES AND COUNCILS

Graduate & Research Council. Senate received the report for information.

**Undergraduate Council
Plan Inactivations**

Faculty of Arts, Classical Studies. Senate heard a motion to approve the inactivation of the Greek and Latin minors effective 1 September 2021.

Faculty of Arts, Germanic and Slavic Studies. Senate heard a motion to approve the inactivation of the diplomas in Croatian and Russian language effective 1 September 2021.

Faculty of Science, Biology. Senate heard a motion to approve the inactivation of the six Biology specialization plans listed in the report, effective 1 September 2021.

Regulation Changes

Faculty of Arts, Co-op Requirements – Notes Re: Transfer Credits. Senate heard a motion to approve changes to the regulations re: co-op requirements re: transfer credits effective 1 September 2021.

Faculty of Arts, Co-op Requirements – WKRPT and PD Courses. Senate heard a motion to approve changes to the regulations re: co-op requirements re: work reports and PD courses effective 1 September 2021.

Faculty of Arts, French Studies. Senate heard a motion to approve changes to the course preface notes for French Studies effective 1 September 2021.

Senate received the remainder of the report for information.

3. REPORTS FROM TEACHING AWARDS COMMITTEES

Amit & Meena Chakma Awards for Exceptional Teaching by a Student Committee. Senate received the report for information.

Distinguished Teacher Awards Committee. Senate received the report for information.

The chair acknowledged all award winners who were in attendance.

4. REPORT OF THE PRESIDENT

Recognition and Commendation. Senate received the report for information.

5. REPORTS FROM THE FACULTIES

Senate received the reports for information.

6. COMMITTEE APPOINTMENTS

Senate heard a motion to approve the following appointments:

Senate Nominating Committee for Honorary Degrees: Lisa Bauer-Leahy as the alumni member of Senate, term to 30 April 2021.

Senate Graduate & Research Council:

- Change term of Lauren Meliss Holt, graduate student representative from the Faculty of Arts, ending 30 April 2021 to end 31 August 2020.
- Change term of David Billedeau, graduate student representative from the Faculty of Environment, ending 30 April 2022 to end 31 August 2020.

University Committee on Student Appeals: David Billedeau as the graduate student representative from the Faculty of Environment, term to 30 April 2022.

At the chair's invitation, DeVidi read the names of the recipients of the teaching awards; a round of applause followed.

The question was called, and the motion carried unanimously.

Regular Agenda

7. BUSINESS ARISING FROM THE MINUTES

The chair advised that the Senate Executive Committee approved the roster of graduands by electronic vote on 8 June 2020.

8. REPORTS FROM COMMITTEES AND COUNCILS

Graduate & Research Council Program Change

Faculty of Arts. Senate heard a motion to approve approve the conversion of the Master of Digital Experience Innovation (MDEI) program from its current in-person, on-campus delivery mode to a leading-edge hybrid degree program with most course elements converted to online delivery, effective 1 September 2021, as presented in Attachment 1.

Casello and Ager. Carried unanimously.

Faculty of Engineering. Senate heard a motion to update the Master of Engineering (MEng) degree requirements in Mechanical and Mechatronics Engineering (MME) to include 1 new specialization, effective 1 September 2020, as presented in Attachment 2.

Casello and Culham. Carried unanimously.

Senate heard a motion to approve discontinuation of the (type 3) Graduate Diploma (GDip) in Green Energy (direct entry), effective 1 September 2020, as presented in Attachment 3.

Casello and Culham. Carried unanimously.

Senate heard a motion to approve the discontinuation of the (type 2) Graduate Diploma (GDip) in Green Energy, effective 1 September 2020, as presented in Attachment 4.

Casello and Culham. Carried unanimously.

Faculty of Science. Senate heard a motion to approve the addition of a course-based MSc in Physics with a specialization in Quantum Technology, effective 1 September 2020, as presented in Attachment 5.

Casello and Lemieux. Carried unanimously.

Graduate Studies Academic Calendar Changes. Senate heard a motion to approve two Graduate Studies' Academic Calendar changes under Regulations (i.e., Enrolment and Time limits), effective 1 September 2020, as presented.

Casello and Freeman.

In response to questions, Casello advised that involvement by associate deans will be rare and mostly only in cases involving non-academic discipline; members understood that affected students have the option to grieve decisions.

The question was called and the motion carried unanimously.

Undergraduate Council

New Academic Plans

Faculty of Arts, Communication Arts and Design Practice. Senate heard a motion to approve the proposed new plan in Communication Arts and Design Practice as described in attachment #1, effective 1 September 2021.

DeVidi and Ager. Carried unanimously.

DeVidi requested to move the following several motions as one omnibus motion.

Faculty of Arts, School of Accounting and Finance. Senate heard a motion to approve the new professional accountant specialization as described effective 1 September 2021.

Senate heard a motion to approve the new business analytics specialization as described effective 1 September 2021.

Senate heard a motion to approve the new entrepreneurial mindset specialization as described effective 1 September 2021.

Senate heard a motion to approve the new sustainability specialization as described effective 1 September 2021.

Senate heard a motion to approve the new financial leadership specialization as described effective 1 September 2021.

Senate heard a motion to approve the new financial markets specialization as described effective 1 September 2021.

Faculty of Arts, English Language and Literature. Senate heard a motion to approve the new communication design specialization as described effective 1 September 2021.

Academic Plan Changes

Faculty of Arts, School of Accounting and Finance. Senate heard a motion to approve changes to the Bachelor of Accounting and Financial Management, effective 1 September 2021.

Faculty of Arts, Economics. Senate heard a motion to approve changes to the econometrics and finance specializations, effective 1 September 2021.

Faculty of Arts, French Studies. Senate heard a motion to approve the following changes to the three-year general plan, effective 1 September 2021.

Senate heard a motion to approve changes to the four-year honours plan, effective 1 September 2021.

Senate heard a motion to approve changes to the intensive French and francophone literatures and cultures specialization, effective 1 September 2021.

Faculty of Arts, Germanic and Slavic Studies. Senate heard a motion to approve changes to the diploma in Dutch language, effective 1 September 2021.

Faculty of Arts

Articulated Admission, Transfer Credit and Progression Agreement with University of Essex. Senate heard a motion to approve the admissions and progression requirements outlined in the attached agreement between the University of Waterloo and University of Essex, effective as of the commencement date of the agreement.

DeVidi and Ager. Carried unanimously.

Renison University College. Senate heard a motion to approve changes to the diploma in applied language studies, effective 1 September 2021.

DeVidi and Campbell. Carried unanimously.

Faculty of Science, Biotechnology/CPA. Senate heard a motion to approve changes to the honours co-operative biotechnology/chartered professional accountancy plan, effective 1 September 2021.

DeVidi and Freeman. Carried unanimously.

Temporary Academic Programming Adjustments Winter – Fall 2020

Offices of the Registrar and the Associate Vice-President, Academic

Summary of Winter 2020 Faculty Rule Changes. Senate heard a motion to approve items 3 and 7 below and receive the remainder of the changes for information.

1. Academic Progression Rules
2. Co-op requirements rules
- 3. Term Dean's Honours List rules (Math = for approval)**
4. Declaration of Major rules
5. CR grades and prerequisites
6. Communication Requirement rules
- 7. 50% rule (for approval)**

DeVidi and Hare. Carried unanimously.

Offices of the Registrar and the Associate Vice-President, Academic

Process for Approving Temporary Adjustments to Academic Programming in Response to COVID-19. Senate heard a motion to endorse the use of the described processes for making necessary adjustments, exceptions and waivers to academic programming in response to the widespread impact of COVID-19 and the shift to remote learning, effective Spring 2020, Fall 2020 and, if on campus instruction has not yet resumed, Winter 2021.

DeVidi and Newell Kelly. Carried unanimously.

9. REPORT ON REOPENING

The president highlighted key activities including: reopening plans, the Integrated Coordination and Planning Committee; current thoughts regarding the fall term. In turn, others offered updates. From the vice-president, research and international: the research and innovation planning committee structure; phases of opening of research spaces; future goals and initiatives. From the vice-president, academic & provost: spring and fall academic matters; co-op activity for the fall; a residence update; the "Waterloo Ready" initiative. From the director of safety: the work of the Return to Campus Resource Group; deliverables and considerations.

In discussion: expressions of thanks for work done to date; programs with high first-year acceptance rates are prepared for these numbers; recognition that it is still too early to derive much meaning from the data; fall final assessments will be scheduled by the Registrar's Office; a better understanding of the financial implications will not be known until later in the fall; longer term considerations.

10. REPORT OF THE PRESIDENT

The president spoke to the recent passing of Dr. Sylvia Ostry, Waterloo's chancellor in the early 1990s and Dr. Douglas Wright, Waterloo's third president. On behalf of the Waterloo community, he offered condolences to their families and to the Waterloo community on their passing. He briefly spoke to recent QS ranking results, the top priorities for the reopening of campus, and the province's recent announcement about a modernization framework for Ontario's education.

The president spoke next to recent antiracism developments around the world and locally. He spoke to the University's recent statement and how it was seen to be an attack on academic freedom. He confirmed that that was never the intent, and agreed that it could have been articulated better. For clarity, he confirmed that the University of Waterloo is categorically against all forms of racism while being equally supportive of academic freedom. He advised that work is continuing on the development of the President's Anti-Racism Task Force. In discussion: appreciation for the clarity about the earlier statement, and confirmation that it will be retracted and replaced; a suggestion that the earlier statement be clearly repudiated; support for the task force; ways BIPOC students will be engaged; agreement that there is much work to do but the commitment to do it exists.

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

There was no report.

**13. REPORT OF THE VICE-PRESIDENT, RESEARCH & INTERNATIONAL
Research Strategic Plan.** Senate received the report for information.

International Strategic Direction. Senate received the report for information.

14. OTHER BUSINESS

Senator Tolson expressed a concern about a conversation that he understood occurred at a May meeting of Renison University College's Board of Governors. Renison's president and vice-chancellor Wendy Fletcher addressed the question and corrected the misunderstanding on which the concern was based; Senator Campbell, Renison's vice-president, academic and dean echoed her comments.

Senate convened in confidential session.

31 July 2020

Karen Jack
University Secretary

CONFIDENTIAL SESSION

The confidential minutes have been removed.

University of Waterloo
SENATE UNDERGRADUATE COUNCIL
Report to Senate
21 September 2020

Senate Undergraduate Council met on 15 June 2020 and agreed to forward the following items to Senate. Council recommends that these items be included for information or approval, as noted, in the consent agenda.

Further details are available at: uwaterloo.ca/secretariat/committees-and-councils/senate-undergraduate-council

FOR INFORMATION

ACADEMIC PROGRAM REVIEWS

Final Assessment Report – Religious Studies, Jewish Studies. Following discussion, Council approved the final assessment report on behalf of Senate. See Attachment #1.

MINOR PLAN & CURRICULAR MODIFICATIONS

Council approved the following on behalf of Senate:

- minor plan changes for the faculties of engineering (chemical engineering, architectural engineering); and science (honour chemistry; honours chemistry, biobased specialization; honours co-operative medicinal chemistry; honours chemistry computation chemistry specialization).
- new courses for the faculty of engineering (chemical engineering, architectural engineering).
- course changes for the faculties of engineering (chemical engineering, architectural engineering); and mathematics (applied mathematics (cross-listed with astronomy & physics)).
- course inactivations for the faculty of engineering (chemical engineering)

/rmw

David DeVidi
Associate Vice-President, Academic

Final Assessment Report

Religious Studies (BA, Minor, PhD), Jewish Studies (Minor)

January 2020

Executive Summary

External reviewers found that the Religious Studies (RS) programs (BA, Minor) and Jewish Studies Minor delivered by the Department of Religious Studies¹ were in good standing. The reviewers also agreed that the PhD in Religious Studies, jointly offered with Department of Culture and Religion at Wilfrid Laurier University, was in good standing.

“Both programs are in overall good standing and have excellent faculty.”

A total of 6 recommendations were provided by the reviewers, regarding administrative matters, curricular matters, addressing the decrease in majors and course enrolments, and renewing the doctoral program. In response, the program created a plan outlining the specific actions proposed to address each recommendation as well as a timeline for implementation. The next cyclical review for this program is scheduled for 2024-2025.

Student Complement (All Years)*

	BA General	BA Honours Regular	BA Honours Co-op	Religious Studies Minor	Jewish Studies Minor	PhD
Fall 2019	6	8	0	13	3	10
Fall 2018	6	12	0	12	3	11
Fall 2017	10	13	0	16	2	12

*Active Students Extract pulled from Quest December 2, 2019

Background

In accordance with the University of Waterloo’s Institutional Quality Assurance Process (IQAP), this final assessment report provides a synthesis of the external evaluation and the internal response of the programs (BA, Minors, PhD) delivered by the Department of Religious Studies. A self-study (Volume I, II, III) was submitted to the Associate Vice-President, Academic and

¹ The Department of Religious Studies is a joint venture between five agencies of the University of Waterloo: the Faculty of Arts, Conrad Grebel University College, St. Paul’s University College, St. Jerome’s University, and Renison University College [hereafter: the five agencies]. This arrangement is unique within the University in that it is not simply a shared discipline across the various institutions but a shared Department.

Associate Vice-President, Graduate Studies and Postdoctoral Affairs on October 25, 2018. The self-study (Volume I) presented the program descriptions and learning outcomes, an analytical assessment of the programs, including the data collected from a student survey, along with the standard data package prepared by the Office of Institutional Analysis & Planning (IAP). The CVs for each faculty member with a key role in the delivery of the program(s) were included in Volume II of the self-study.

From Volume III, two arm's-length external reviewers were selected by the Associate Vice-President, Academic and Associate Vice-President, Graduate Studies and Postdoctoral Affairs: Dr. Alison Marshall, Professor of Religion, Brandon University, and Dr. Noel Salmond, Professor of Religion, Carleton University.

Reviewers appraised the self-study documentation and conducted a site visit to the University of Waterloo (UW) and Wilfrid Laurier University (WLU) on December 10-11, 2018. An internal reviewer from the University of Waterloo, Dr. Marc Aucoin, Professor of Chemical Engineering, was selected to accompany the external reviewers. The visit included interviews with the Vice-President, Academic & Provost (UW); Associate Vice-President, Academic (UW); Dean of Arts (UW); Dean of Graduate and Postdoctoral Studies (WLU); Chair of Religious Studies (UW), Chair of Religion and Culture (WLU), and UW and WLU Faculty members and staff. The Review Team also had the opportunity to meet with current UW undergraduate and graduate students, WLU PhD students and representatives from the library.

This final assessment report is based on information extracted, in many cases verbatim, from the self-study, the external reviewers' report and the program response.

Program characteristics

Religious Studies (BA): The Religious Studies program allows students to take courses in the areas of World Religions, Christian Traditions, and Religion, Culture and Society. Through their training in method and theory and development of analytical skills, Religious Studies graduates are able to contribute meaningfully to their local communities, Canada, and global society, discussions on contemporary issues regarding religion and public policy, and the broader "issues of the day."

Religious Studies (Minor): The Religious Studies Minor is often added to complement a non-Religious Studies major. Students frequently comment that since Canada is multicultural, it is good to know about people from a variety of cultural/religious contexts.

Jewish Studies (Minor): The Jewish Studies Minor is a program centred on Jewish philosophy, belief, and social history as well as the Bible. It exposes both Jewish and non-Jewish students to Jewish thought, and the interaction and influence of Jewish thought on the development of Christianity and Islam, and offers courses that expose students to the richness of Jewish thought and culture while developing their oral and written competence, and analytic abilities.

Religious Studies (PhD) – joint with Wilfrid Laurier University: The Joint Laurier-Waterloo PhD Program in Religious Studies leads to the Doctor of Philosophy degree, with a research specialization in Religious Diversity in North America. Strongly interdisciplinary, this joint program draws on the combined resources of the Department of Religion and Culture at Wilfrid Laurier University and the Department of Religious Studies at the University of Waterloo, as well as numerous adjunct and associated faculty in different departments at both institutions, including Anthropology, History, Philosophy, Psychology, and Sociology.

Summary of strengths, challenges and weaknesses based on self-study

Strengths: The greatest strength of the program is the quality of the faculty and staff. Professors are dedicated to the intellectual development of their students and sound pedagogical means by which they can accomplish this goal. They understand the value of research as both part of their own career development and as a means of enhancing their teaching. The Administrative Assistant is not only knowledgeable and professional, but also dedicated to the programs and ways to improve them. There are no other staff members in the department.

Challenges: First, RS overall undergraduate enrolment is down about 40% since the 2011 review. Several reasons for this were suggested, including: the complexity of the program; the difficulty in scheduling required courses (e.g., RS 260); the ongoing secularization of Canadian society (which means younger cohorts have little exposure to religion), and the turn to STEM disciplines across Canada and the United States after the 2008 global financial crisis (not many parents see a connection between religious studies and the job market). The programs must increase their visibility on campus and educate students on the importance and value of having a solid grasp of religion in Canada and the world.

Time for online course development is also a major challenge. The Department has decided to put RS260 (How to Study Religion) online in order to mitigate the problem of students dropping the major(s). This will make the course far more accessible, but unfortunately developing online courses takes time and money.

Several retirements have not been replaced and several faculty are currently working on reduced loads, and thus the Department cannot mount the number or variety of courses as desired (particularly 300-level courses).

Finally, the administrative load of the Chair continues to increase, as faculty have less time to devote to department planning and activities. There is also concern around the impending retirement of one or more colleagues.

Weaknesses: In short, the weakness of the programs is that they are lacking in sufficient human resources. Overburdened faculty cannot offer as many courses and cannot attend Department and student events with any regularity; and they publish and attend professional conferences less regularly. Program and curricular changes take longer to develop and implement, which has hampered the program's ability to introduce courses that would appeal to a new cohort of students whom, studies have shown, to have had increasingly less direct experience of religion. A further weakness is the lack of an FTE in Islam, an omission that gets more critical as the years pass.

Summary of key findings from the external reviewers

The reviewers found that both the undergraduate and graduate programs were in good standing. The undergraduate program was commended for its faculty's ability to collaborate together "... at an arm's-length to deliver an impressively broad range of courses". In addition, the doctoral program was recognized as unique within Canada and as having a reputation for producing high-quality students.

Program Response to External Reviewers' Recommendations

1. Empower the [Chair of the Department] with more oversight/authority to undertake a review of all UW RS undergraduate and PhD joint program faculty and conduct a department retreat in order to reduce the duplication of course offerings, to boost the flow of enrolment in upper level courses, increase collaborations between the universities, and explore potential collaborations with other units (e.g., Peace and Conflict Studies).

Response

As indicated in the self-study report, while the Department operates as much as possible like any other department in Arts, in fact it is structured more as a Centre. With the exception of two Waterloo professors (Diamond and Jakobsh), the Department does not hire or evaluate its faculty nor does it assign or schedule courses. Rather, it takes advantage of a variety of resources that it does not control directly. In effect, the Chair operates as a coordinator, who leads the five agencies in a collaborative effort. While inelegant in theory, according to the assessors this model works well in practice, because of the collegial environment of the department and the good will of all five agencies.

However, this highly decentralized structure does present the Department with a number of challenges:

- Lack of communication about sabbaticals, retirements, secondments, teaching releases, etc.

- Lack of control over course scheduling
- Absence of evaluation by the Chair, which can translate into poor communication among Department members about their achievements, duties, and priorities

Both assessors suggested augmenting the authority of the Chair to address these issues, especially to address the decline in major registrations and course enrolments as well as the renewal of the program requirements and course offerings. Although their recommendation may violate the autonomy of the five agencies and thus would meet with some resistance, Department members agreed with the assessors that the role and authority of the Chair needed to be reviewed. Hence, the reviewers suggested finding new ways to augment the capacity of the Chair to coordinate, plan and administer the Department effectively in order to address the decline in majors and course enrolments as well as the restructuring of the program and renewal of the curriculum.

Additionally, the two assessors both recommended a retreat dedicated to renewing the undergraduate program in light of declining course enrolments and registration of majors. At its February meeting, the Department enthusiastically endorsed this recommendation. Additional areas that need to be considered are:

- Program requirements: Members of the Department agreed that some program requirements may discourage or even prevent some students from registering as Majors or Minors, particularly since many students become aware of the Department relatively late in their degree.
- Curricular matters: Members of the Department agreed that courses need to be rethought to appeal to a new generation of students, increasingly polarized between those with exposure to religion and those without. It was recommended that the Department:
 - Re-evaluate titles and course descriptions
 - Re-evaluate course levels (i.e., 100, 200, 300 and 400-level courses)
 - Offer more opportunities for experiential learning
 - Expand online course offerings
 - Rationalize course offerings (e.g., eliminate courses that have not been taught since the last review, ensure that course scheduling allow students to fulfill program requirements in a timely manner; and review offerings of upper level courses)
 - Respond to the University of Waterloo's [Indigenization Strategy](#).

Actions

- a) The Department will hold a retreat to review and simplify the undergraduate program and curriculum, and to discuss strategies for increasing department visibility on campus.
- b) The Department will request a meeting of the Heads (or their delegates) of the five agencies to discuss, clarify, and agree upon the role and powers of the Chair.

January 2020 Update

- a) The Department held two meetings on simplifying the undergraduate program and curriculum. UGAG has already approved simplified Plan changes, renumbering of courses, and removal of a number of dormant courses.
 - b) The Department has requested a January meeting with the Heads of the five agencies.
2. Increase visibility of the undergraduate program to attract more students (e.g., program to do self-promotion and receive support from the centre such as MUR).

Response

Both the assessors' reports and the self-study emphasized the need to better publicize the Department, its programs, and its courses.

First, the Department needs to analyze and better understand why the number of majors has dropped so dramatically in the last number of years. Unfortunately, this is not an isolated instance but rather other traditional departments in the Waterloo Faculty of Arts and other universities have experienced similar declines. As Dr. Marshall observed, "We must emphasize that this enrolment trend is not unique to the Waterloo Religious Studies or Faculty of Arts. Both external assessors have seen similar declines in their upper level enrolments over the years."

Studies have shown that young Canadians are becoming increasingly disconnected from traditional forms of religion and their institutions, and so many have had no direct experience of traditional religion, and hence are uninterested in traditionally defined courses. The Department has already undertaken steps to make itself more visible (e.g., promoting its activities on social media) and to redefine some of its courses to appeal to students.

Actions

- a) The Department will hold a retreat to discuss strategies for increasing department visibility on campus (see action #1 above).
- b) As the first 'face' of the RS Department that students see, editing and continuously updating the RS website is very important. Thus, the Department plans to revise the website in order to: consistently target the typical undergraduate student (17-25 years old, etc.); highlight courses in upcoming terms during pre-enrolment and enrolment periods, making this list (with links to syllabi) one click away from entering the site; underscore the flexibility of the program to encourage students to consider this as a valuable and complementary area of study alongside other areas/majors.
- c) The Department will develop and institute a campus communications plan that regularly promotes the Department: focusing especially on maximizing the effectiveness of online tools (social media, Waterloo Learn, etc.), faculty participation in Arts First program in

order to expose students to RS professors, and adding a campus presentation event on undergraduate research in RS.

January 2020 Update

The department has revised its web site, although more changes are foreseen. The Administrative Manager and Chair have worked together to improve outreach through various social media platforms (Facebook, Twitter, Instagram).

3. Increase the current administrative staff position from part-time to full-time in order to support students (e.g., fieldwork forms, ethics approvals etc.) and enhance program communication (e.g., advertising for the program such as posters, social media presence etc.).

Response

Both external assessors strongly recommended that the Administrative Manager's position be made full-time (35 hours) rather than the current part-time (30 hours). This would allow the Administrative Manager to:

- Facilitate communication among Department members, among faculty and students, and among the students themselves.
- Organize colloquia, speaker events, and other events to enhance Department visibility and promote departmental goals.
- Promote and publicize RS courses on social media.
- Assist graduate students, helping them with the Research Ethics milestone, etc.

At the February departmental meeting, there was a strong consensus in support of this recommendation. At the same time, it was recognized that the timing of this recommendation could not be worse as the government announcements regarding university tuition fees means that each of the five agencies may resist any additional expenses.

Actions

- a) The Chair will approach the Heads of the five agencies (see action #2 above) to enquire about the possibility of making the Administrative Manager's position full-time (35 hours).
4. Ensure field methodology training and ethics approval training are built into the doctoral course offerings. Students interviewed all expressed a feeling of isolation and expressed a need to build connections with sociology and anthropology faculty in order to strengthen their research competencies and for students to mobilize knowledge and training opportunities and better understanding of approaches that would help them shape their thesis proposals.

Response

There was a consensus among the two assessors' reports and the self-study regarding requirements for the Laurier-Waterloo Joint Doctoral Program in Religious Diversity in North America. This included exploring courses, workshops, and procedures to ensure that students receive more training in methods (including research ethics training) before beginning their dissertation research stage.

Action

- a) The Department will approach with Wilfrid Laurier University to address the issues of a course on Methods to be offered in the winter semester as well as ethics approval training.

January 2020 Update

The Joint Doctoral Program held a retreat in December 2019 to address this issue. Discussions are ongoing.

5. Better coordination of course offers between AFIW institutions and UW.

Response

As observed in the 2011 cyclical review and echoed by the assessors' reports and the self-study, the most important distortions in the area of course offerings are tied to the attempts of department members to meet the equity level teaching requirements of their respective agencies. This has meant, for example, that various agencies tend to offer large-enrollment classes and avoid low-enrolment, upper-level courses. Consequently, it is necessary to discuss the underlying implications of the teaching equity agreement in order to address these curricular matters.

Actions

- a) The Department will request a meeting of the Heads (or their delegates) of the five agencies to come to an agreement around teaching equity levels in Religious Studies in order to empower faculty members to offer courses according to the needs of the program. The Department will ask for clarification and commitments regarding teaching levels in relation to administrative and teaching responsibilities within the agencies. This meeting will also request RS faculty participation in the Arts First program to expose students to professors.
6. Renew efforts at fostering communication, community and collegiality among the doctoral students, between the two institutions, and between the faculty and doctoral students.

Response

There was a consensus among the two assessors' reports and the Self-Study for this recommendation.

Action

- a) The Department will approach Wilfrid Laurier University to foster communication, community, and collegiality among the doctoral students, between the two institutions, and between the faculty and doctoral students.

January 2020 Update

The Associate Chair, Graduate Studies, Doris Jakobsh has initiated academic and social events (including dinners for grad students in her own home) to promote collegiality at all levels in the Joint Program.

Initiatives the Program wishes to Implement

The following are recommendations that the program has chosen to include and act upon. A number of these were discussed with the reviewers and included in their reports, but were not listed as concrete recommendations.

1. Renewal of the doctoral program to expand its purview to allow broader participation, partner with other units at Waterloo, and implement an Indigenization plan.

Response

There was a consensus among the two assessors' reports and the self-study on two points regarding the renewal of the Laurier-Waterloo Joint Doctoral Program in Religious Diversity in North America. These included:

- Broadening the focus of the doctoral program to allow for wider participation among departmental members, e.g., revising its North American focus as well as its emphasis on the social scientific study of religion;
- Exploring the potential for a formal connection of the doctoral program with other Waterloo units (e.g., Peace and Conflict Studies, Classical Studies, etc.).

Moreover, Dr. Marshall introduced an important priority not mentioned in the other reports:

- Making indigenization of the Joint Program a priority by involving Indigenous elders from the community in the program, and by hiring faculty in the area of Indigenous Spirituality.

Actions

- a) The Department will facilitate an internal discussion in terms of broadening its purview to open participation to other department members and to begin exploratory discussion with potential Waterloo partners regarding the possibility of expanding the scope of the doctoral program, as well as implementing an Indigenization plan.
- b) The Department will hold a joint retreat with its WLU counterpart to review the doctoral

program and to consider an expanded vision moving forward.

January 2020 Update

The Joint Doctoral Program held a retreat in December 2019 to address this issue. There was enthusiasm for expanding the scope of the Joint Doctoral Program.

2. Address the issue of RS faculty complement regarding course releases due to secondments, administrative duties, and teaching in other units; and planning for future retirements, which could represent half of the current faculty complement within the next seven years.

Response

While the two assessors did not discuss the issue of faculty complement at length, the self-study and the discussion at the February 11, 2019 departmental meeting examined the issue thoroughly. There were two main issues identified.

First, although the Department has 13 faculty members, most have course release(s) for administrative duties for the Department, secondments (administrative duties for the four other agencies), and teaching for agency-programs outside of Religious Studies (e.g., Masters of Theological Studies, Conrad Grebel; Masters of Catholic Thought, St. Jerome's). For example, the three members who teach no RS courses serve as senior administrators in their various institutions. Other members are assigned to teach in Masters programs or other Departments in their agencies. A poll of departmental members conducted in the Winter 2019 semester revealed that only one member was teaching a full course load within RS, one member was on sabbatical, and three members taught no RS courses.

While course releases for the purposes of research may be an issue in the Faculty of Arts, the challenge within the RS Department involves course releases due to administrative duty or teaching in other units. As of Winter 2019, no one is receiving a course release for research purposes.

In any case, in terms of teaching and serving in Departmental roles, the Department is operating on a half-complement. This means that: compared to seven years ago, many more courses are taught by sessional appointments; and ii) the pool of people to serve in departmental roles (Chair, Associate Chair, Director of the Joint Doctoral Program) is very limited, to the point where these roles may not be able to be filled in the near future.

In 2019-2020, Department members will teach 26 Undergraduate RS courses, while course releases due to administration and teaching outside of the Department will total 37.

The second issue has to do with retirements. Approximately six members of the Department will reach retirement age by the time of the next cyclical review in 2025. This will affect teaching in both the undergraduate programs (Religious Studies and Jewish Studies) as well as the Joint Doctoral program. Moreover, these retirements will affect the Department's ability to fill essential service roles. At the February 11, 2019 Department meeting, members suggested that in the next few years the Chair should review possible retirements and approach the Deans of the five agencies to determine whether these positions will be renewed and, if so, how (that is, in what field of study).

Actions

- a) The Department will meet with the Heads of the five agencies to negotiate a renewed commitment to Religious Studies that would allow departmental members to teach and perform service in the Waterloo Department of Religious Studies rather than mostly or solely at their respective institutions.
- b) The Department will undertake a study of the impact of impending retirements on the undergraduate and doctoral programs, asking each agency for a commitment to replace retiring professors.

3. Address hiring equity issues in the Department.

Response

The Department recognizes the serious imbalances in terms of diversity among its members. Following Mavis Fenn's retirement in July 2018, three of its members are women, which represents only 25 percent, an imbalance that needs to be addressed (45% of Arts professors are women). Moreover, no one in the department is a member of a visible minority (one has an Indigenous heritage). Hence, replacements for retirements should be done with an eye to increasing diversity.

Action

- a) The Department will meet with the Heads of the five agencies to negotiate a renewed commitment to equity in hiring in Religious Studies.

Implementation Plan

	Recommendations	Proposed Actions	Responsibility for Leading and Resourcing (if applicable) the Actions	Timeline for addressing Recommendations
1.	Empower the Chair/Director of the program with more oversight/authority to undertake a review of all UW RS undergraduate and PhD joint program faculty and conduct a department retreat in order to reduce the duplication of course offerings, to boost the flow of enrolment in upper level courses, increase collaborations between the universities, and explore potential collaborations with other units (e.g., Peace and Conflict Studies).	<p>The Department will hold a retreat to review and simplify the undergraduate program and curriculum. The Department held two meetings on simplifying the undergraduate program and curriculum. UGAG has already approved simplified Plan changes, renumbering of courses, and removal of a number of dormant courses. There was also discussion of strategies increase enrolments and explore collaborations with other units. The development of online courses will also be discussed.</p> <p>The Department will also request a meeting of the Heads (or their delegates) of the five agencies to discuss, clarify, and agree upon the role and powers of the Chair. This meeting has been requested and should take place in January 2020.</p>	<p>(Acting) Chair;</p> <p>Chair; AFIW Deans or delegates.</p>	<p>Complete – changes will take effect in Fall 2021</p> <p>January 30, 2020</p>
2.	Increase visibility of the undergraduate program to attract more students (e.g., program to do self-promotion and receive support from the centre such as MUR).	The Department will hold a retreat to discuss strategies for increasing department visibility on campus (see #1 above). Revise the RS Department website to: consistently target the typical undergraduate student (17-25 years old, etc.); highlight upcoming courses, making this list (with syllabi) one-click away from entering the site; and underscore the flexibility of the program, to encourage students to consider this as a valuable and complementary area of study alongside other areas/majors. Develop and institute a public communications procedure that regularly promotes the department, focusing especially on maximizing the effectiveness of online tools (social media, UW Learn,	(Acting) Chair; Associate Chair, Undergraduate Studies	In progress and ongoing.

		<p>etc.) and adding a public presentation event of undergraduate research in RS.</p> <p>The department has revised its web site, although more changes are foreseen. The Administrative Manager and Chair have worked together to improve outreach through various social media platforms (Facebook, Twitter, Instagram).</p>		
3.	<p>Increase the current administrative staff position from part-time to full-time in order to support students (e.g., fieldwork forms, ethics approvals etc.) and enhance program communication (e.g., advertising for the program such as posters, social media presence etc.).</p>	<p>The Chair will approach the Heads of the five agencies to enquire about the possibility of increasing the Administrative Manager’s position to full-time (35 hours).</p>	<p>Chair; AFIW Deans or delegates.</p>	<p>January 30, 2020</p>
4.	<p>Ensure field methodology training and ethics approval training are built into the doctoral course offerings. Students interviewed all expressed a feeling of isolation and expressed a need to build connections with sociology and anthropology faculty and for students to mobilize knowledge and training opportunities and better understanding of approaches that would help them shape their thesis proposals.</p>	<p>The Department will approach its Laurier counterpart to address the issues of a course on Methods to be offered in the Winter semester as well as ethics approval training within the program requirements. The Department will approach other units in the Waterloo Faculty of Arts to collaborate on a course on Methods.</p> <p>The Joint Doctoral Program held a retreat in December 2019 to address this issue. Discussions are ongoing.</p>	<p>Associate Chair, Graduate Studies</p>	<p>January 30, 2020 and ongoing</p>
5.	<p>Better coordination of course offers between AFIW institutions and UW.</p>	<p>The Department will meet with the Heads (or their delegates) of the five agencies to come to an agreement around Teaching Equity levels in Religious Studies, asking for clarification and commitments re: teaching levels in relation to administrative/teaching responsibilities within the agencies, etc. This meeting will also request RS</p>	<p>Chair; AFIW Deans or delegates;</p>	<p>January 30, 2020</p>

		faculty participation in the Arts First program to expose students to professors.		
6.	Renew efforts at fostering communication, community and collegiality among the doctoral students, between the two institutions, and between the faculty and doctoral students.	<p>The Department will coordinate with its Laurier counterpart to address this issue.</p> <p>The Associate Chair, Graduate Studies, Doris Jakobsh has initiated academic and social events (including dinners for grad students in her own home) to promote collegiality at all levels in the Joint Program.</p>	Associate Chair, Graduate Studies	Ongoing
	Initiatives the Program wishes to Implement	Proposed Actions	Responsibility for Leading and Resourcing (if applicable) the Actions	Timeline for addressing Recommendations
7.	Renewal of the doctoral program to expand its purview to allow broader participation, partner with other units at Waterloo, and implement an Indigenization plan. (Program's Recommendation)	<p>The Department will hold a joint retreat with its Laurier counterpart to review the doctoral program and to consider an expanded vision moving forward. Additionally, the department will facilitate an internal discussion and begin exploratory discussions with potential Waterloo partners regarding the possibility of expanding the scope of the doctoral program and its future direction more generally.</p> <p>The Joint Doctoral Program held a retreat in December 2019 to address this issue. There was enthusiasm for expanding the scope of the Joint Doctoral Program.</p>	Chair; Associate Chair, Graduate Studies	January 30, 2020 and ongoing
8.	Address the issue of RS faculty complement regarding course releases due to secondments, administrative duties, and teaching in other units; and planning for future retirements, which could represent half of the current faculty complement within the next	The Department will meet with the Heads of the five agencies to confirm their commitment to Religious Studies, including both teaching essential courses and participating in service essential to the well-being of the department (see #5 above). The Department will undertake a study of the impact of impending retirements on the undergraduate and doctoral	Chair; AFIW Deans or reps.	January 30, 2020 and ongoing

	seven years. (Program's Recommendation)	programs, asking each agency for a commitment to replace retiring professors.		
9.	Address hiring equity issues in the Department. (Program's Recommendation)	The Department will meet with the Heads of the five agencies to negotiate a renewed commitment to equity and diversity in hiring in Religious Studies.	Chair; AFIW Deans or reps.	June 1, 2020.

The Department Chair/Director, in consultation with the Dean of the Faculty shall be responsible for the Implementation Plan.

25 January 2020

Professor David DeVidi
Associate VP, Academic
University of Waterloo

Dear Dave,

I am appending a brief decanal response to the Final Assessment Report on Religious Studies. I am supportive of the Department's wish to move forward with the specific recommendations outlined in their implementation plan. As you know, the Faculty of Arts is currently in a situation that puts constraints on its ability to make immediate financial promises to any unit. Moreover, the equity agreements between the AFIW and the University are complex and challenging. For that very reason, I suspect that they at times present barriers to innovation; it may well be time to examine them in detail, but it will be a lengthy process.

Nevertheless, as the Faculty works towards eliminating its financial deficit, I am open to conversations around forward planning, and am committed to doing whatever I can to put all units on a sound footing. In the case of RS, I'm particularly supportive of enhanced Indigenization of the program, and look forward to working together with our AFIW colleagues towards that goal.

Sincerely,



Sheila Ager
Dean, Faculty of Arts

Cc: David Seljak, Chair, Religious Studies
Marcus Shantz, President, Conrad Grebel University College





Date of next program review _____ 2024-2025 _____
Date

Signatures of Approval

David Selyak _____ Jan. 15, 2020 _____
Chair/Director Date

Marcus Shante _____ MARCUS SHANTE
CONRAD GAEBEL UC JAN 23/2020 _____
AFIW Administrative Dean/Head (For AFIW programs only) Date

Faculty Dean _____ Date
Note: AFIW programs fall under the Faculty of ARTS; however, the Dean does not have fiscal control nor authority over staffing and administration of the program.

Associate Vice-President, Academic _____ Date
(For undergraduate and augmented programs)

Associate Vice-President, Graduate Studies and Postdoctoral Affairs _____ Date
(For graduate and augmented programs)

Date of next program review

2024-2025

Date

Signatures of Approval

Chair/Director

Date

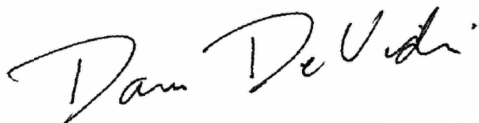
AFIW Administrative Dean/Head (For AFIW programs only)

Date

*please see additional
decanal response**25 Jan/20*

Faculty Dean

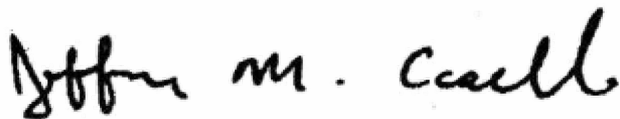
Date

Note: AFIW programs fall under the Faculty of ARTS; however, the Dean does not have fiscal control nor authority over staffing and administration of the program.

December 2019

Associate Vice-President, Academic
(For undergraduate and augmented programs)

Date



December 2019

Associate Vice-President, Graduate Studies and Postdoctoral Affairs
(For graduate and augmented programs)

Date

University of Waterloo
SENATE
Report of the President
21 September 2020

FOR INFORMATION

Recognition and Commendation

Two students received one of Canada's highest honours in academia: the **Governor General's Gold Medal**. For highest standing in a doctoral program, Psychology PhD student **Harrison Oakes** (MA '16) with the Faculty of Arts is recognized for his accomplishments in the research on social environments that stigmatize concealable identities. Former master's student **Joanne Marie Fitzgibbons** (MES '19) with the Faculty of Environment is being celebrated for her explorations in the process and politics of planning for urban resilience. Created in 1873 by Canada's third Governor General Lord Dufferin, the Governor General's Gold Medal is an award given out annually to students from different institutions who achieve the highest level of academic scholarship for their cohort at their institution.

Oakes is recognized for his interdisciplinary research on identity suspicion, which highlights that social environments that stigmatize concealable identities (e.g., mental illness, being gay) oppress both people with the stigmatized identity and people with the contrasting non-stigmatized identity. For example, Oakes' findings have demonstrated that in homophobic environments, people suspect even straight-identifying students with stereotypically straight interests of hiding a stigmatized sexual identity. As a result, students in these environments are expected to conceal behaviours and interests associated with the stigmatized identity to avoid having their identity questioned by their peers. Oakes has a broad range of research experience, spanning work in identity perception, moral psychology, reasoning about social conflicts and identity expression on dating apps. Much of his research has been published in leading journals, including Proceedings of the National Academy of Sciences. Oakes has also received multiple awards for his scholarly work, including the prestigious Vanier Canada Graduate Scholarship.

Having graduated with a Master of Environmental Studies (Planning) in fall 2019, Fitzgibbons' list of accomplishments continues to grow. Her Master's thesis explored how urban planning for resilient and sustainable cities can be more equitable and just. Fitzgibbons' findings have led to the conclusion that urban planners can build resilience in a way that is equitable and inclusive, when city planners deliberately consider issues of redistribution and recognition, as well as participate during both strategic development and implementation stages.

(adapted from the *Daily Bulletin*, 12 June 2020)

The **Council for Advancement of Education (CASE)** announced three strong wins for Waterloo projects. This is an annual competition with hundreds of submissions from universities and colleges around the world. Congratulations to:

- **Faculty of Environment undergraduate recruitment** for winning **silver** in Best Design|Speciality Pieces for Living Our Values: Sustainable Swag from Waterloo's Faculty of Environment

- **University Relations** for winning **bronze** in Video|General Information Video – Short for the [Beyond Purpose video](#) featuring alumnus Richard Yim (MBET '17)
- **University Relations** for winning **gold** in Video|News and Research Videos for the [Beyond Prediction – Polygone: We're drinking our clothes video](#) featuring alumnus Lauren Smith (MES '17)

Additionally, another Waterloo project was recognized by CASE in the **2020 District II Accolades**. A team of alumni, students and groups across campus in Videos Promoting Intercultural Understanding for the [I am African and I am Caribbean videos](#).

(adapted from the *Daily Bulletin*, 12 June 2020)

Waterloo Professor **Imre Szeman** is part of a group of top researchers from the humanities and social sciences involved in the **International Panel on Behavior Change (IPBC)** association. The association, launched at the beginning of June, aims to develop a multidisciplinary scientific behavioural research program that will address current and predicted global societal and environmental crises, including climate change. The IPBC originated from an initiative launched by the Institute of Environmental Medicine (Paris) and the International Society of Behavioral Medicine. The IPBC, which is comprised of a federation of national societies, emerged out of meetings hosted by the United Nations Environment Programme in Paris (2019 and 2020). Following the example of the Intergovernmental Panel on Climate Change (IPCC), this group intends to publish in-depth reports presenting multidisciplinary, state of the art behavioural indicators, drivers and obstacles to societal, economic and environmental change and adaptation, as well as punctual reports on specific themes. An expert in environmental communication, Szeman will lead the amalgamation of relevant studies in communications about climate mitigation. Szeman's role will support the inclusion of a broader field of scholarship on climate change, looking specifically at the effectiveness of communication strategies on climate change. Szeman is also on the IPBC media committee, responsible for communicating about the IPBC across Canada and the U.S, and sits on the board. Waterloo's Interdisciplinary Centre on Climate Change (IC³) is the IPBC's institutional host in Canada.

(adapted from the *Daily Bulletin*, 23 June 2020)

Thomas Brzustowski, a former member of the Faculty of Engineering and **Provost Emeritus**, passed away on Friday, June 19, 2020. Born in Warsaw, Poland in 1937, Brzustowski came to Canada in 1948. Brzustowski graduated with a BAsC in Engineering Physics from the University of Toronto in 1958, and a Master's and PhD in Aeronautical Engineering from Princeton in 1960 and 1963, respectively. His research areas included thermodynamics and combustion, rocket propulsion, celestial mechanics, and spectroscopy. Brzustowski joined Mechanical Engineering in September 1962 as an assistant professor, becoming a full professor in September 1966. He served as chair of Mechanical Engineering from 1967 to 1970, and as associate dean, graduate studies from 1971 to 1974. Brzustowski served on a number of key committees and governance bodies at the University, including the committee that drafted the University of Waterloo Act in 1972. In 1975 he was appointed vice-president, academic. During this time, he also worked to established the University's Distinguished Teacher Awards. He was reappointed to a second term as vice-president, academic in 1980, and a truncated three-year term (at his request) in 1985. In 1986, Brzustowski led the committee that produced the University's "Fourth Decade Report," the first of three "decade plans" that were the forerunners to today's Strategic Plan. Even as the University's top academic official, Brzustowski carried on his teaching and research, and gave undergraduates top priority for appointments with him. In June 1987, Brzustowski's portfolio was

expanded to include new duties as the University's first provost, in effect becoming the University's chief operating officer as well as its senior academic administrator.

Not long after receiving the provostial title, Brzustowski departed from Waterloo to serve as deputy minister in the Government of Ontario from 1987 to 1995, first in the Ministry of Colleges and Universities and later on the deputy of the Premier's Council on Economic Renewal in 1991. At the Ministry of Colleges and Universities, Brzustowski succeeded Alan Adlington, who had previously served as Waterloo vice-president, academic from 1961 to 1970. In doing so, Brzustowski joined an exclusive club of former senior University of Waterloo administrators who had transitioned to the public service, including Al Adlington and Douglas Wright as deputy ministers and former Waterloo president Burt Matthews, who served as chair of the Ontario Council on University Affairs from 1982 to 1984.

He was appointed president of the Natural Sciences and Engineering Research Council (NSERC) in October 1995, and reappointed in 2000, retiring in 2005. Brzustowski was the second former top Waterloo administrator to head a major federal scientific agency, after Arthur Carty. After his retirement from NSERC, Brzustowski returned to the University of Waterloo as a senior advisor to the Institute for Quantum Computing (IQC) for a three-year term. He played a unique role in advancing the Institute by establishing linkages with industry and governments as well as national and international research organizations and individuals. Following his term as advisor, he continued to serve as a member and Chair of IQC's board of directors.

Brzustowski held honorary doctorates from institutions including Alberta, Concordia, école Polytechnique de Montréal, Guelph, McMaster, Ottawa, Royal Military College of Canada, Ryerson, and Waterloo, and received the Engineering Alumni Medal from the University of Toronto. He was an Officer of the Order of Canada and a fellow of the Canadian Academy of Engineering, the Engineering Institute of Canada and of the Royal Society of Canada. He won the Angus Medal of the Canadian Society for Mechanical Engineering in 1976, 1978, and 1982. In 2006 he received the Ontario Professional Engineering Association's Gold Medal for making "significant and lasting contributions to research and development in Canadian engineering."

(adapted from the *Daily Bulletin*, 25 June 2020)

On February 3 and March 13, 2020, Graduate Studies and Postdoctoral Affairs hosted the first ever **virtual 3MT (Three-Minute Thesis) competition**. A panel of judges, and popular vote, chose the following winners:

- **2020 First place (\$1,000): Jasdeep Multani**, MArch candidate, School of Architecture, "Designing Classrooms of the Future: Incorporating Sensory Cognizant Design Strategies." Jasdeep will represent University of Waterloo at **the Ontario Three Minute Thesis (3MT) Provincial Competition** to be hosted by University of Windsor.
- **2020 Second place (\$500): Yara Mohiar**, MSc candidate, School of Optometry and Vision Science, "The Pressures of Space Exploration."
- **2020 Third place (\$250): Robert Bennett**, MASC candidate, Electrical and Computer Engineering, "Simulating the Technology of Tomorrow."
- **2020 People's Choice winner (\$250): Sarena Daljeet**, MA candidate, Psychology, "How Do You Feel About That?"

(adapted from the *Daily Bulletin*, 8 July 2020)

Eight Waterloo doctoral students are recipients of the prestigious **2020 Vanier Canada Graduate Scholarships (Vanier CGS)**. Vanier Scholars demonstrate leadership skills and a high standard of scholarly achievement in graduate studies in the social sciences and humanities, natural sciences and/or engineering and health.

Waterloo's eight Vanier recipients are:

- **Finnian Gray**, a PhD student in Physics and Astronomy
- **Christian Ieritano**, a PhD student in Chemistry
- **Janet Jones**, a PhD student in Philosophy
- **Asif Abdullah Khan**, a PhD student in Electrical and Computer Engineering
- **Serena McDiarmid**, a PhD student in Psychology
- **Justin Muffit**, a PhD student in Geography and Environmental Management
- **Lauren Smith**, a PhD student in the School of Environment, Resources and Sustainability
- **Spencer Weinstein**, a PhD student in Biology

(adapted from the *Daily Bulletin*, 9 July 2020)

A Waterloo lecturer has won the **Green Communities Canada Outstanding Board Member Award** for his work at Reep Green Solutions. **Michael Wood**, continuing lecturer and associate director of undergraduate studies in the School of Environment, Enterprise and Development (SEED) “has shown exceptional leadership in guiding the organization through both calm and stormy waters,” according to a recent Reep Green Solutions press release. Wood currently serves as chair of Reep's Board. The award is for a “board member who has demonstrated through his/her work and achievements the strongest commitment to a Green Community providing exceptional stewardship to the organization.” Green Communities Canada is a national umbrella group for community-based environmental non-profit organizations.

(adapted from the *Daily Bulletin*, 9 July 2020)

Ladan Tahvildari, professor in Electrical and Computer Engineering, will lead the **IEEE Technical Council on Software Engineering (TCSE)** for a two-year term as chair, the world's largest professional organization devoted to computer science. She is the first woman, and only the second member from Canada, to chair the organization after holding numerous positions within the IEEE. Tahvildari founded the Software Technologies Applied Research Laboratory at Waterloo in 2004 and has focused her research on software architecture, autonomic computing, security and software analysis/testing. The underlying theme of her research has been to devise techniques and tools that aid with the construction, analysis, and maintenance of large-scale software systems. Prior to her election to the TCSE, Tahvildari had been active in several IEEE committees. Tahvildari has more than 10 years of experience as chair of the IEEE Women in Engineering (WIE) Affinity Group and served as chair of the IEEE Computer Society (2004-2008), Kitchener-Waterloo Section in Eastern Canada. She has also received a variety of awards/distinctions recognizing her outreach accomplishments.

(adapted from the *Daily Bulletin*, 14 July 2020)

The winners of the **Spring 2020 Concept \$5K pitch competition** have been announced:

- **Aqua-Cell Energy:** Aqua-Cell Energy is developing large scale batteries to store renewable energy for continuous solar and wind power to help power a greener and cleaner world.
 - **Keith Cleland**, Chemical Engineering Master's candidate, University of Waterloo
 - **Jeff Gostick**, Professor, Chemical Engineering, University of Waterloo
 - Anne Benneker, Professor, Chemical Engineering, University of Calgary.
- **Eight Stories of Modesty:** Eight Stories of Modesty is a Hijab brand that aims to create a meaningful journey for its customers by bringing to light the experiences of women that wear the headscarf through a concept known as fashion storytelling.
 - **Tamania Majeed**, Accounting and Financial Management, University of Waterloo
- **Lumos:** Lumos is developing light therapy glasses that combine blue blocking effects with the active light therapy of a light lamp.
 - **Lucas Tang**, Mechanical Engineering, University of Waterloo
 - Dr. Jamie Zeitzer, Neurobiology, Harvard
 - Dr. Kasey Li, Medical School, Harvard
 - **James Ro**, Physics and Electronics, University of Waterloo
 - Lingfeng Tao, Industrial Design, University of Notre Dame
- **Mox Health:** Mox Health is developing a convenient and easy to use transdermal patch to detect female ovulation.
 - **Lawrentina D'Souza**, Science and Business, Biotechnology, University of Waterloo
 - **Kamran Maksimov**, Materials and Nano Science, University of Waterloo

In addition to these winning teams chosen by our judges, the virtual audience picked their representative as the People's Champ. The winning team, **Scribble**, took home \$500 in grant funding and the pride that they were the fan favourite.

- **Scribble** is developing a web-based platform for remote software development teams to collaborate on technical diagrams in real time.

(adapted from the *Daily Bulletin*, 6 August 2020)

Concept also announced the winners of their **Pandemic Challenge Fund**. Waterloo students had the opportunity to participate in virtual workshops and connect with innovation coaches. 69 different teams made up of over 130 students from across all Faculties and academic levels worked their way through the challenge doing extensive research, attending workshops, meeting with coaches, and committing to solving global problems. After a semester of hard work, applications were opened so they could receive grant funding to continue working on their ideas. These students had the opportunity to develop and pitch their ideas to potentially receive \$3,000 in funding support. The winning teams showed that they had thoroughly researched the problem at hand, and had come with a realistic and deployable solution, as well as the sustainability of their solution, and the future it had in a post COVID world. The winners are:

- **Decomp** is a plastic waste disposal solution that adopts the growth of microbes inside a bioreactor technology, which then sorts, shreds and organically degrades plastics within weeks.

- **OpenMeal** is a company that supports local restaurants and individuals who were impacted by COVID-19. Its diverse team involves two Waterloo students — **Iris Guo**, an Accounting and Financial Management student, and **Ethan Rivers-Garcia**, a Science and Business student.
- **OpenRace** is the first real-time virtual running app that allows users connect and find motivation from other runners. While event organizers have the opportunity to increase revenue, reach a larger audience and provide a more interactive online race through the use of the OpenRace app.

(adapted from the *Daily Bulletin*, 10 August 2020)

Professor **Hamid Tizhoosh** (Systems Design Engineering) is among the 20 pathologists and computer scientists listed in this year’s “**Power List**” by *The Pathologist*, joining colleagues who achieved big breakthroughs as “trailblazers working at the cutting edge and driving forward the future of the field.” Tizhoosh leads the KIMIA Lab (Laboratory for Knowledge Inference in Medical Image Analysis). His research activities encompass artificial intelligence, computer vision, and medical imaging. He has developed algorithms for medical image filtering, segmentation, and search. Presently, he is the AI Advisor of Huron Digital Pathology in St. Jacobs. In addition, he is a faculty affiliate to the Vector Institute of Toronto, where he leads a pathfinder project on using AI in radiology. *The Pathologist*, an award-winning international monthly publication, is the exclusive print and online media of the American Society for Clinical Pathology (ASCP). *The Pathologist* collects nominations from the pathology community. An expert panel selects the distinguished physicians and researchers based on their track record and achievements in the field. The magazine provides ASCP members with access to news, editorial features and opinion pieces on all aspects of laboratory medicine and diagnostics, including the research, personalities and policies that shape the pathology and laboratory medicine sector.

(adapted from the *Daily Bulletin*, 12 August 2020)

Anson Yu of Langley, BC, is the latest Loran Scholar to choose Waterloo after landing a four-year scholarship aimed at finding and supporting high-potential young Canadians. Engineering’s co-op program was a major draw for an incoming student who will start her studies this fall with backing from a prestigious scholarship worth up to \$100,000. Yu is one of 36 scholarship recipients for 2020 selected from an initial pool of more than 5,100 applicants across the country. “Despite classes being online in the fall, I am still beyond excited to join the Warrior community,” she said, adding she picked Waterloo Engineering because it “helps connect the classroom with the workplace with its career-oriented co-op program.” A graduate of R.E. Mountain Secondary School, Yu led a national youth team for a charity that empowers children with disabilities and established the first beehive at her school. She also advocates for environmental causes through videography and photojournalism, and works as a graphic designer and a debate coach for underprivileged elementary students. The scholarship includes an annual \$10,000 living stipend, matching tuition waiver at a partner university and up to \$10,000 in funding for summer internships, plus one-on-one mentorship, yearly retreats and social gatherings. Of almost 700 past and present Loran Scholars since the national charity was established in 1988, 40 have chosen to attend the University of Waterloo. Yu joins eight others already doing undergraduate degrees at Waterloo.

(adapted from the *Daily Bulletin*, 28 August 2020)



MEMORANDUM

September 21, 2020

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

Copy: Daily Bulletin

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

Re: **Call for “University Professor” Nominations**

To date, Waterloo has awarded this distinction to twenty six individuals: Garry Rempel (chemical engineering), Mary Thompson (statistics & actuarial science) and Mark Zanna (psychology) in 2004; Terry McMahon (chemistry), Cam Stewart (pure mathematics) and Robert Jan van Pelt (architecture) in 2005; Phelim Boyle (accountancy) and Ian Munro (computer science) in 2006; Ken Davidson (pure mathematics), Keith Hipel (systems design engineering) and Jake Sivak (optometry) in 2007; Roy Cameron (health studies & gerontology) and Flora Ng (chemical engineering) in 2008; Ellsworth LeDrew (geography & environmental management) and Ming Li (computer science) in 2009; Stuart McGill (kinesiology) and Janusz Pawliszyn (chemistry) in 2010; Robert Le Roy (chemistry) in 2011; François Paré (french studies) in 2012; Doug Stinson (computer science) in 2013; William Coleman (political science), and William Cook (combinatorics and optimization) in 2015; Linda Nazar (chemistry) in 2016; Xuemin (Sherman) Shen (electrical and computer engineering), Joanne Wood (psychology) in 2017; Tamer Ozsü (school of computer science) in 2018; Claudio Canizares (electrical and computer engineering), Richard Cook (statistics & actuarial science) and Lyndon Jones (optometry & vision science) in 2020.

The selection process is reproduced below for your information. Please ensure that nomination material is submitted to my office before the December break.

UNIVERSITY PROFESSOR

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

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

Selection Process

1. Annually, nominations will be sought from Faculty deans, directors of schools and department chairs, as well as from the university community generally. A nominee shall have demonstrated exceptional scholarly achievement and international pre-eminence in a particular field or fields of knowledge. The

individual who nominates a colleague is responsible for gathering the documentation and submitting it to the vice-president academic & provost before the December break. The University Tenure & Promotion Committee will act as the selection committee; its decisions are final.

2. A nomination must be supported by at least six signatures from at least two UW departments/schools and must be accompanied by a curriculum vitae and a short, non-technical description of the nominee's contributions.
3. A nomination must also be accompanied by letters from the nominee's Dean, and from at least two and no more than five scholars of international standing in the nominee's field from outside the University. The scholars are to be chosen by the nominee's Chair/Director in consultation with the Dean and the nominator. The letter of nomination should explain why these particular scholars were chosen.
4. Letters soliciting comments from scholars shall be sent by the Chair/Director. Scholars shall be asked to comment on the impact and specific nature of the nominee's most influential contributions, addressing their responses directly to the Vice-President, Academic & Provost.
5. The dossiers of unsuccessful nominees remain in the pool for two additional years. The appropriate Dean should provide updated information each year.

University of Waterloo
SENATE
Report of the Vice-President Academic & Provost
September 21, 2020

UNIVERSITY RESEARCH CHAIRS

Waterloo has granted University Research Chair awards since 2004. Current chair holders are:

Hany Aziz (electrical and computer engineering), **Shai Ben-David** (computer science), **Andrew Cooper** (political science), **Andrew Doxey** (biology), **Susan Elliott** (geography and environmental management), **Penny Haxell** (combinatorics and optimization), **Zoya Leonenko** (physics & astronomy), **William Melek** (mechanical & mechatronics engineering), **Alexander Schied** (statistics and actuarial science), **Winfried Siemerling** (english language & literature) in 2020; **Nandita Basu** (civil and environmental engineering), **Carl Haas*** (civil and environmental engineering), **Matt Kennedy** (pure mathematics), **Kate Larson** (computer science), **Sri Namachchivaya** (applied mathematics), **Josh Neufeld** (biology), **Maria Anna Polak** (civil & environmental engineering), **Carol Ptacek** (earth & environmental sciences), **John T.W. Yeow** (systems design engineering) in 2019; **James Blight** (history), **Raouf Boutaba** (computer science), **Roy Brouwer** (economics), **Thomas Homer-Dixon** (faculty of environment), **Sue Horton** (school of public health and health systems & economics), **Fakhreddine Karray** (electrical & computer engineering), **Barbara Schmenk** (german and slavic studies), **Imre Szeman** (drama and speech communication), **Michael Tam** (chemical engineering), **Ruodo Wang** (statistics and actuarial science), **Olaf Weber** (environment, enterprise and development), **David Welch** (political science), **Michael Worswick*** (mechanical and mechatronics engineering) in 2018; **Guang Gong** (electrical and computer engineering), **Alice Kuzniar** (germanic and slavic studies), **Juewen Liu** (chemistry), **Colleen Maxwell** (pharmacy), **Marcel O’Gorman** (english language and literature), **Graham Taylor** (systems design engineering), **Zhou Wang** (electrical and computer engineering) in 2017; **Jeff Chen** (physics & astronomy), **Duane Cronin** (mechanical & mechatronics engineering), **Xianshe Feng** (chemical engineering) in 2016; **Pu Chen** (chemical engineering), **Claude Duguay** (geography & environmental management), **Lila Kari** (computer science), **Debbie Leung** (combinatorics & optimization), **John Long** (electrical and computer engineering), **Brian McNamara** (physics & astronomy), **Heidi Swanson** (biology) in 2015; **James Geelen** (combinatorics & optimization), **Achim Kempf** (applied mathematics), **Xianguo Li** (mechanical & mechatronics engineering), **Qing-Bin Lu** (physics & astronomy), **Mark Matsen** (chemical engineering), **Daniel Scott** (geography & environmental management) in 2014; **Chris Bauch** (applied mathematics), **Jason Bell** (pure mathematics), **Ravi Mazumdar** (electrical & computer engineering) in 2013; **Ian Goldberg** (computer science), **Elizabeth Irving** (optometry & vision science), **Shesha Jayaram** (electrical & computer engineering), **Lyndon Jones** (optometry & vision science), **Michele Mosca** (combinatorics & optimization) in 2012; **Fakhreddine Karray** (electrical & computer engineering), **Bill McIlroy** (kinesiology), **Sivabal Sivaloganathan** (applied mathematics), **Michael Tam** (chemical engineering), **Grace Yi** (statistics & actuarial science) in 2011.

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

In addition, a faculty member at the conclusion of the second term as a Tier I Canada Research Chair may also be considered for a University Research Chair.*

More information can be found on the URC website:
<https://uwaterloo.ca/provost/university-research-chairs>

James W.E. Rush
Vice-President Academic & Provost

University of Waterloo
REPORT OF THE DEAN OF APPLIED HEALTH SCIENCES TO SENATE
September 21, 2020

FOR INFORMATION

A. APPOINTMENTS

Definite Term Research Appointment

GREAVES, Danielle, Research Associate, Department of Kinesiology, August 1, 2020 – March 31, 2022.

Adjunct Appointments

Graduate Supervision

ADACHI, Jonathan, Professor, School of Public Health and Health Systems, July 1, 2020 – June 30, 2021.

FROESE, Ken, School of Public Health and Health Systems, August 1, 2020 – July 31, 2023.

STEWART, Shannon, School of Public Health and Health Systems, July 1, 2020 – June 30, 2025.

Research

MIGUEL-CRUZ, Antonio, Assistant Professor, Faculty of Applied Health Sciences, June 1, 2020 – May 31, 2023.

Adjunct Appointment Change

POSS, Jeff, Associate Professor, School of Public Health and Health Systems, **from** July 1, 2020 – December 31, 2021 **to** July 15, 2020 – December 31, 2023.

Adjunct Reappointment

Graduate Supervision and Research

HILBRECHT, Margo, Lecturer, Department of Recreation and Leisure Studies, July 1, 2020 – June 30, 2023.

HITCHMAN, Sara, School of Public Health and Health Systems August 1, 2020 – July 31, 2022.

Research

RILEY, Barbara, Associate Professor, Faculty of Applied Health Sciences, April 1, 2021 – March 31, 2022, one-year extension.

Special Lecturer Appointments

GIOSA, Justine, Lecturer, School of Public Health and Health Systems, September 1, 2020 – December 31, 2020.

VIGGIANI, Daniel, Lecturer, Department of Kinesiology, September 1, 2020 – December 31, 2020.

Postdoctoral Appointments

AMODU, Oluwakemi, School of Public Health and Health Systems, September 1, 2020 – August 31, 2022.

BEDARD, Chloe, School of Public Health and Health Systems, September 1, 2020 – August 31, 2022.

DURANT, Stephen, School of Public Health and Health Systems, July 20, 2020 – July 16, 2021.

FERNANDES, Maria, Department of Kinesiology, July 1, 2020 – June 30, 2021.

HANJAHANJA-PHIRI, Thokozani, School of Public Health and Health Systems, June 1, 2020 - May 31, 2021.

KALRA, Mayank, Department of Kinesiology, July 1, 2020 – June 30, 2022.

OYIBO, Kiemute, School of Public Health and Health Systems, July 1, 2020 – June 30, 2022.

PEREZ LOPEZ PORTILLO, Hector, Faculty of Applied Health Sciences, August 28, 2020 – August 27, 2021.

Postdoctoral Reappointments

AMERLARD, Robert, Department of Kinesiology, September 1, 2020 – August 31, 2021.

PETRYCHYN, Jonathan, Department of Recreation and Leisure Studies, November 11, 2020 – June 30, 2021.

NEUBAUER, Noelannah, Faculty of Applied Health Sciences, June 1, 2020 – September 30, 2020, 4-month extension.

Visiting Researcher

INONGE MILUPI-KASIMONA, Delphine, School of Public Health and Health Systems, February 1, 2021 – July 31, 2021.

B. ADMINISTRATIVE APPOINTMENTS

RAFFERTY, Zara, Lecturer, Faculty of Applied Health Sciences Teaching Fellow Lead, May 1, 2020-April 30, 2021.

For Approval by the Board of Governors

C. SABBATICAL

SMALE, Bryan, Professor, Department of Recreation and Leisure Studies, six month early sabbatical leave, January 1, 2021 – June 30, 2021 at 100% salary.

Sabbatical Change

GIANGREGORIO, Lora, Professor, Department of Kinesiology, **from** September 1, 2020 – August 31, 2021 at 93.3% **to** January 1, 2021 – December 31, 2021 at 96.1%.

D. LEAVES*Unpaid Leave***HORTON, Susan**, Professor, School of Public Health and Health Systems, January 1, 2021 – April 30, 2021.**E. OTHER**

Faculty of Applied Health Sciences name change (see attached)

**Lili Liu, Dean
Applied Health Sciences**

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF THE FACULTY OF ARTS TO SENATE
September 21 2020

FOR INFORMATION

A. APPOINTMENTS

Probationary Term Appointments

HARLEY, Daniel, (B.Mus. 2007 University of Toronto, MA 2014 Ryerson University, PhD. 2020 York University), Assistant Professor, Stratford School of Interaction Design and Business, July 1, 2020 to June 30, 2023. Daniel's research involves a critical and theoretical approach to emerging technologies as well as game design which will strengthen work in the area of multimedia storytelling at the Stratford School of Interaction Design and Business. His design practice has generated him attention from both the maker and artistic communities.

ZHANG-KENNEDY, Leah, (B.Des. 2007 York University, M.ASc. 2013, PhD. 2017 Carleton University), Assistant Professor, Stratford School of Interaction Design and Business, July 1, 2020 to June 30, 2023. The focus of Leah's research extends over two areas including cybersecurity and digital literacy for educational purposes. The theoretical and applied nature of Leah's research will contribute to the research profile of the Stratford School of Interaction Design and Business and the community at large.

Probationary Term Appointments – Change in Date

BABLE, Jordan, Assistant Professor, School of Accounting and Finance, **from** January 1, 2018 to June 30, 2021 **to** January 1, 2018 to June 30, 2022.

DOLPHIN, Alexis, Assistant Professor, Department of Anthropology, **from** July 1, 2019 to June 30, 2022 **to** July 1, 2019 to June 30, 2023.

DRAKE, Anna, Assistant Professor, Department of Political Science, **from** July 1, 2019 to June 30, 2022 **to** July 1, 2019 to June 30, 2023.

Probationary Term Reappointments

COX, Jordana (BA 2008 University of Toronto, PhD 2015 Northwestern University), Assistant Professor, Department of Drama & Speech Communication, July 1, 2020 to June 30, 2023.

MA, Xuyang (Bachelor of Biomedical Engineering Tsinghua University 2007, Master in Financial Mathematics Ecole Polytechnique (Paris, France) 2010, Master in Finance New York University 2013, PhD in Finance New York University expected in 2015), Assistant Professor, The School of Accounting and Finance, July 1, 2020 to June 30, 2020.

NOLETTE, Nicole, (BA 2006, MA 2008 University of Alberta, PhD 2014 McGill University), Assistant Professor, Department of French Studies, July 1, 2020 to June 30, 2023.

OZ, Seda (BSc 2007 Bilkent University, MPhil 2010 PhD 2013 New York University), Assistant Professor, School of Accounting and Finance, July 1, 2017 to June 30, 2020.

QUINLAN, Andrea, (BA 2006, MA2008 University of Calgary, PhD 2013 York University), Assistant Professor, Department of Sociology and Legal Studies, July 1, 2020 to June 30, 2023.

SAIY, Sasan, (Bachelor of Applied Science and Engineering University of Toronto 2004, Masters of Arts in Economics York University 2010, Masters of Science in Finance Queen's University 2001, Phd in Accounting, Rotman School of Management, University of Toronto 2015), Assistant Professor, School of Accounting and Finance, July 1, 2020 to June 30, 2023.

VITALIS, Adam, (BAcc 1994 University of San Diego, MA 2005 New York University, PhD 2012 University of Wisconsin), Assistant Professor, School of Accounting and Finance, July 1, 2020 to June 30, 2023.

Definite Term Reappointments

BALABAN, Steve, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

BERBERICH, Greg, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

BLAIR, Garvin, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

CARTY, Lynn, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

DEAVEAU, Danielle, Lecturer, Department of English Language and Literature, July 1, 2020 to June 30, 2021.

DELAMERE, D'Arcy, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

DUCHARME, Rob, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

ECCLESTONE, Andrew, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

HA, David, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

HAYES, Frank, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

HIPERT, Tracy, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

MANN, Shari, Lecturer, School of Accounting and Finance, July 1, 2020 to June 30, 2021.

Definite Term Reappointments – Change in Date

ZHANG-KENNEDY, Leah, Lecturer, Stratford School of Interaction Design and Business, **from** August 1, 2019 to July 31, 2021 **to** August 1, 2019 to June 30, 2020.

Adjunct Appointments – Instruction

HUANG, Yichun, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

OH, Jinuk, Lecturer, Stratford School of Interaction Design and Business, September 1, 2020 to December 31, 2020.

TRENTIN, Lisa Lecturer, Department of Classical Studies, September 1, 2020 to December 31, 2020.

ZACCA THOMAZ, Diana, Lecturer, Department of Sociology and Legal Studies, May 1, 2020 to August 31, 2020.

Adjunct Appointments – Graduate Supervision

FOROUGHE, Mirisse, Clinical Supervision, Department of Psychology, June 1, 2020 to May 30, 2021.

HAMILTON, Scott, Assistant Professor, Department of Political Science, September 1, 2020 to August 31, 2023.

O'BRIEN, Patricia, Professor (Professor Emerita), School of Accounting and Finance, July 1, 2020 to March 31, 2022.

SHEN, Winny, Associate Professor, Department of Psychology, July 1, 2020 to June 30, 2022.

XU, Mengran, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

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

FITZ-GERALD, Ann, Professor, Department of Political Science, September 1, 2019 to August 31, 2024.

MCRAE, Norah, Assistant Professor, Department of Psychology, February 1, 2020 to July 31, 2022.

Adjunct Reappointments – Instruction

ALEKBEROV, Elshan, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

AQUINO, Sara, Lecturer, School of Accounting and Finance, September 1, 2020 to December 31, 2020.

BALTRUSAITIS, Jonathan, Lecturer, Stratford School of Interaction Design and Business, September 1, 2020 to December 31, 2020.

BOUSFIELD, Jourdan, Stratford School of Interaction Design and Business, September 1, 2020 to December 31, 2020.

BRASSARD, Brooke, Lecturer, Arts First Program, Faculty of Arts, September 1, 2020 to December 31, 2020.

BRAZIER, Brenda, Lecturer, School of Accounting and Finance, September 1, 2020 to December 31, 2020.

CASTAÑEDA OCHOA, Jorge Vladimir, Lecturer, Department of Spanish and Latin American Studies, September 1, 2020 to December 31, 2020.

CHAPUT, Louise, Lecturer, Department of Political Science, Master of Public Service Program, September 1, 2020 to December 31, 2020.

COREY, Dylan, Lecturer, School of Accounting and Finance, September 1, 2020 to December 31, 2020.

DEHGHANI, Morteza, Lecturer, Arts First Program, Faculty of Arts, September 1, 2020 to December 31, 2020.

DE ROOVER, Megan, Lecturer, Department of Communication Arts, September 1, 2020 to December 31, 2020.

DOLSON, Mark, Lecturer, Department of Anthropology, September 1, 2020 to December 31, 2020.

EZEH, Alphonsus Onyeka, Lecturer, Department of Germanic and Slavic Studies, September 1, 2020 to December 31, 2020.

FATIMA, Nafeez, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

FOLLETT, Alec, Lecturer, Department of Communication Arts, September 1, 2020 to December 31, 2020.

GALLAGHER, Sara, Lecturer, Arts First Program, Faculty of Arts, September 1, 2020 to December 31, 2020.

GAMEZ, Hector, Lecturer, School of Accounting and Finance, September 1, 2020 to December 31, 2020.

GAZZOLA, Lynn, Lecturer, Faculty of Arts, September 1, 2020 to December 31, 2020.

GERNON, Mark, Lecturer, Department of Psychology, September 1, 2020 to December 31, 2020.

HUNTER, Natalie, Lecturer, Department of Fine Arts, September 1, 2020 to December 31, 2020.

JAIMES-DOMINGUEZ, Luis, Lecturer, Department of Spanish and Latin American Studies, September 1, 2020 to December 31, 2020.

JANG, Lauri, Lecturer, Arts First Program, Faculty of Arts, September 1, 2020 to December 31, 2020.

KARIMZADA, Muhebullah, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

KUMASE, Wokia, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

LEKO, Vesna, Lecturer, Department of Germanic and Slavic Studies, September 1, 2020 to December 31, 2020.

LIAQAT, Zara, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

LIN, David, Lecturer, School of Accounting and Finance, September 1, 2020 to December 31, 2020.

LOCHNER, Martin, Lecturer, Arts First Program, Faculty of Arts, September 1, 2020 to December 31, 2020.

MANJI, Noorin, Lecturer, Arts First Program, Faculty of Arts, September 1, 2020 to December 31, 2020.

MCDEMOTT, Neil, Lecturer, Department of Psychology, September 1, 2020 to December 31, 2020.

MCGOWAN, Rosemary, Lecturer, Department of Political Science, Master of Public Service Program, September 1, 2020 to December 31, 2020.

MIAN, Haaris, Lecturer, School of Accounting and Finance, September 1, 2020 to December 31, 2020.

MILLOY, John, Lecturer, Department of Political Science, Master of Public Service, July 1, 2020 to June 30, 2021.

MUGON, Jhotisha, Lecturer, Arts First Program, Faculty of Arts, September 1, 2020 to December 31, 2020.

NUNEZ, Camelia, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

OZKARDAS, Ahmet, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

PAWLAK, Konrad, Lecturer, School of Accounting and Finance, September 1, 2020 to December 31, 2020.

PECKHAM, William, Lecturer, Department of Psychology, September 1, 2020 to December 31, 2020.

PETRESCU, Maria, Lecturer, Department of French Studies, September 1, 2020 to December 31, 2020.

RAHMNA, Fiona, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

RAJSIC, Predrag, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

RANA, Saeed, Lecturer, Department of Economics, September 1, 2020 to December 31, 2020.

RAY, Nicholas, Lecturer, Department of Philosophy, September 1, 2020 to December 31, 2020.

ROBINSON, Rowland, Lecturer, Department of Political Science, September 1, 2020 to December 31, 2020.

RUFFUDEEN, Zamal, Lecturer, School of Accounting and Finance, September 1, 2020 to December 31, 2020.

SIMEONI, Laura, Lecturer, School of Accounting and Finance, September 1, 2020 to December 31, 2020.

SMITH, Greg, Lecturer, Stratford School of Interaction Design and Business, September 1, 2020 to December 31, 2020.

STACEY, Jeffery, Lecturer, Department of Communication Arts, September 1, 2020 to December 31, 2020.

STETTNER, Shannon, Lecturer, Department of Philosophy, September 1, 2020 to December 31, 2020.

TROIT, Anne Sophie, Lecturer, Department of French Studies, September 1, 2020 to December 31, 2020.

Adjunct Reappointments – Graduate Supervision

BOYD, Jennifer, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

BREAM, Linda, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

COUPLAND, Richard, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

DUBOIS, Stephanie, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

GOSSE, Leanne, Professor, Department of Psychology, April 1, 2020 to March 31, 2021.

HENDRY, Carol-Anne, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

LANE, Christopher, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

LEMARQUAND, David, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

MAINLAND, Brian, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

MEWHORT-BUIST, Tracy Anne, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

MIKAIL, Samuel, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

ORR, Elizabeth, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

POUND, Sol, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

SLATER, Ruth, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

SPERE, Katherine, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

TOMAN, Philip, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

TOMPKINS, Season, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

TORRANCE-PERKS, Julie, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

TOWERS, Wanda, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

VORSTENBOSCH, Valerie, Clinical Supervision, Department of Psychology, September 1, 2020 to August 31, 2021.

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

ADAMS, Russell, Assistant Professor, Department of Anthropology, June 1, 2020 March 31, 2023.

HAYES, Nicole, Lecturer, Department of Anthropology, June 1, 2020 to August 31, 2022.

MERGO, Teferi, Assistant Professor, Department of Economics, July 1, 2020 to June 30, 2022.

Graduate Students Appointed as Part-Time Lecturers

BATIOT, Maxime, Department of French Studies, September 1, 2020 to December 31, 2020.

BERIAULT, Phillipe, Department of Philosophy, September 1, 2020 to December 31, 2020.

BREY, Elizabeth, Arts First Program, Faculty of Arts, September 1, 2020 to December 31, 2020.

DUSOWOTH, Sushma, Department of French Studies, September 1, 2020 to December 31, 2020.

GE, Jessie (Chan), School of Accounting and Finance, September 1, 2020 to December 31, 2020.

GREEN, Emma, Department of Psychology, September 1, 2020 to December 31, 2020.

MU, Frank, Department of Psychology, September 1, 2020 to December 31, 2020.

PERRAULT, Carrie, Department of Fine Arts, September 1, 2020 to December 31, 2020.

WAGNER-RIZVI, Tracey, Department of Political Science, May 1, 2020 to December 31, 2020.

Staff Appointments to Faculty

DIGRAVIO, Katrina, Lecturer, Department of Psychology, September 1, 2020 to December 31, 2020.

GLOVER, Adam, Lecturer, Department of Fine Arts, September 1, 2020 to December 31, 2020.

B. ADMINISTRATIVE APPOINTMENTS

KELETA-MAE, Naila, Associate Chair, Undergraduate Studies – Theatre and Performance, Department of Communication Arts, June 1, 2020 to June 30, 2020.

MUFTI, Mariam, Associate Chair, Undergraduate Studies, Department of Political Science, July 1, 2020 to June 30, 2023.

NACKE, Lennart, Associate Director, Graduate, Stratford School Interaction Design and Business, July 1, 2020 to June 30, 2022.

RASMUSSEN, Ann Marie, Associate Chair, Graduate Studies, Department of Germanic and Slavic Studies, July 1, 2020 to June 30, 2022.

SCHULENBERG, Jennifer, Associate Chair, Undergraduate Studies-Legal Studies, Department of Sociology and Legal Studies, September 1, 2020 to August 31, 2022.

SEN, Anindya, Director, Master of Public Service Program, July 1, 2020 to June 30, 2024.

Administrative Reappointment

CARVALHO, Emanuel, Acting Director, Stratford School of Interaction Design and Business, July 1, 2020 to December 31, 2020.

EIBACH, Richard, Associate Chair, Undergraduate Studies, Department of Psychology, July 1, 2020 to June 30, 2022.

FERRER, Ana, Associate Dean, Research, Faculty of Arts, Department of Psychology, July 1, 2020 to December 31, 2020.

FUGELSANG, Jonathan, Associate Chair, Graduate Studies, Department of Psychology, July 1, 2020 to June 30, 2022.

GALLUPE, Owen, Associate Chair, Graduate Studies, Department of Sociology and Legal Studies, July 1, 2020 to June 30, 2022.

LEONI, Monica, Interim Chair, Department of Fine Arts, July 1, 2020 to June 30, 2021.

SIEBEL-ACHENBACH, Sebastian, Associate Director, Undergraduate, Stratford School of Interaction Design and Business, July 1, 2020 to June 30, 2022.

VOORHEES, Gerald, Associate Chair, Undergraduate Studies – Speech Communication, Department of Communication Arts, September 1, 2020 to August 31, 2021.

CANCELLATIONS

TINGLEY, Jane, Acting Director, Stratford School, July 1, 2020 to December 31, 2020.

CHANGE in DATES

HABIB, Jasmin, Associate Chair, Undergraduate Studies, Department of Political Science, **from** October 1, 2018 to June 30, 2021 **to** October 1, 2018 to June 30, 2020.

MACDONALD, Shana, Associate Chair, Undergraduate Studies – Speech Communication, Department of Communication Arts, **from** July 1, 2018 to June 30, 2021 **to** July 1, 2018 to August 31, 2020.

ROBERTS-SMITH, Jennifer, Associate Chair, Undergraduate Studies – Theatre and Performance, Department of Communication Arts, **from** January 1, 2020 to June 30, 2020 **to** January 1, 2020 to May 31, 2020.

THOMPSON, Jessica, Associate Director, Graduate – Stratford Programs, Stratford School of Interaction Design and Business, **from** August 1, 2018 to July 31, 2020 **to** August 1, 2018 to June 30, 2020.

C. SABBATICAL LEAVES

For approval by the Board of Governors:

ACHESON, Katherine, Professor, Department of English Language and Literature, January 1, 2022 to December 30, 2022, twelve month leave at 100% salary.

BLIT, Joel, Associate Professor, Department of Economics, January 1, 2021 to June 30, 2021, six month leave at 85% salary.

CARTER, Angela, Associate Professor, Department of Political Science, January 1, 2021 to June 30, 2021, six month leave at 85% salary.

CLARY-LEMON, Jennifer, Associate Professor, Department of English Language and Literature, January 1, 2021 to June 30, 2020, six month leave at 85% salary.

DENISON, Stephanie, Associate Professor, Department of Psychology, January 1, 2021 to June 30, 2021, six month leave at 85% salary.

LAMONT, Victoria, Professor, Department of English Language and Literature, January 1, 2021 to June 30, 2021, six month leave at 85% salary.

PEERS, Douglas, Professor, Department of History, January 1, 2021 to December 31, 2021, twelve month leave at 100% salary.

SAUL, Jennifer, Professor, Department of Philosophy, January 1, 2021 to June 30, 2021, six month leave at 85% salary.

Approved by the Board of Governors

LIEBSCHER, Grit, Professor, Department of Germanic and Slavic Studies, September 1, 2020 to August 31, 2020, twelve month leave at 100% salary.

SAIY, Sasan, Assistant Professor, School of Accounting and Finance, September 1, 2020 to February 28, 2021, six month leave at 100% salary.

SABBATICAL LEAVE – Cancelled

DEA, Shannon, Professor, Department of Philosophy, September 1, 2020 to August 31, 2021, twelve month leave at 85% salary.

SABBATICAL LEAVE – Change of Dates

VOORHEES, Gerald, Associate Professor, Department of Communication Arts, **from** September 1, 2020 to February 28, 2021 **to** September 1, 2021 to February 28, 2022, six monthly leave at 85% salary.

D. UNPAID LEAVE

DEA, Shannon, Professor, Department of Philosophy, September 1, 2020 to August 31, 2021.



Sheila Ager
Dean, Faculty of Arts

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF ENGINEERING TO SENATE
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FOR INFORMATION

A. *APPOINTMENTS*

Probationary Term

SIGAEVA, Taiseya, Assistant Professor, Department of Systems Design, August 1, 2020 – June 30, 2023. PhD in Mechanical Engineering, University of Alberta, Alberta, Edmonton, 2015; Specialist in Mechanics with Honors (equivalent to Bachelor's degree), Southern Federal University, Rostov-on-Don, Russia, 2012. Taiseya has also worked in the engineering industry and completed a Post-Doctoral Fellowship at both York University and the University of Calgary. Her combination of mathematical systems modeling, especially problems in nonlinear continuum mechanics with surface effects, fits very well with Systems Design Engineering's focus on using data-driven technology to improve society and human life. In the Biological Tissue Mechanics Lab she has worked with various tissues including skin, aortic valves and blood vessels. We are thrilled that she will do both laboratory and modeling work in our department. Taiseyas' hire is part of the department's 5-year push to build a new unique biomedical engineering program at UWaterloo. Taiseya arrives this fall from Boston where she is currently working remotely.

Definite Term Reappointment full-time

BORJI, Amir, Research Assistant Professor, Department of Electrical and Computer Engineering, June 3, 2020 – August 2, 2020. PhD in Electrical Computer Engineering, University of Waterloo, Waterloo, ON, 2004; MSc in Electrical and Computer Engineering, (Communication Systems), Isfahan University of Technology, Isfahan, Iran, 1998; BSc, Isfahan University of Technology, Isfahan, Iran, 1994.

BORJI, Amir, Research Assistant Professor, Department of Electrical and Computer Engineering, August 3, 2020 – August 2, 2022. PhD in Electrical Computer Engineering, University of Waterloo, Waterloo, ON, 2004; MSc in Electrical and Computer Engineering, (Communication Systems), Isfahan University of Technology, Isfahan, Iran, 1998; BSc, Isfahan University of Technology, Isfahan, Iran, 1994.

KWAN, Charles, Lecturer, Department of Mechanical and Mechatronic Engineering, September 1, 2020 – August 31, 2022. PhD, University of Toronto, Toronto, ON, 2011; BSc, ON, 2005.

MAHMOUDI, Pendar, Lecturer, Department of Chemical Engineering, December 31, 2020 – December 29, 2022. PhD, University of Waterloo, Waterloo, ON, 2018; BSc, Iran, 2013.

ZILBERMAN-SIMAKOV, Yael, Lecturer, Department of Chemical Engineering, December 31, 2020 – December 29, 2022. PhD in Chemical Engineering, Israel Institute of Technology, Israel, 2011; BSc, Israel, 2006.

Visiting Appointments

AHMAD, Muhammad Sajjad, Assistant Professor, Department of Chemical Engineering, January 1, 2021 – December 31, 2021.

CENK, Murat, Scholar, Department of Electrical and Computer Engineering, July 1, 2020 –

September 27, 2020.

EMAM, Ahmed, Scholar, Department of Mechanical and Mechatronics Engineering, August 20, 2020 – October 20, 2020.

EMBIRUCU DE SOUZA, Marcelo, Professor, Department of Chemical Engineering, December 1, 2020 – June 30, 2021.

FATHI, Ehsanollah, Scholar, Department of Electrical and Computer Engineering, July 1, 2020 – June 30, 2021.

MASOUMI, Nasser, Professor, Department of Electrical and Computer Engineering, May 15, 2020 – January 1, 2021.

SINGH, Gurmeet, Scholar, Department of Mechanical and Mechatronics Engineering, January 2, 2021 – December 31, 2021.

XIE, Yi, Scholar, Department of Chemical Engineering, January 1, 2021 – December 31, 2021.

YUNG, Lin Yue, (Larry), Associate Professor, Department of Chemical Engineering, October 8, 2020 – August 7, 2021.

ZHU, Xiaoli, Researcher, Department of Electrical and Computer Engineering, June 15, 2020 – March 31, 2022.

Visiting Reappointments

AMINI, Jalal, Professor, Department of Electrical and Computer Engineering, October 1, 2020 – September 30, 2021.

FEREIDANI, Kaveh, Scientist, Department of Electrical and Computer Engineering, July 3, 2020 – July 2, 2022.

Adjunct Appointments

Graduate Supervision and Research

SHAKER, George, Associate Professor, Department of Electrical and Computer Engineering, November 1, 2020 – June 30, 2024.

ZENG, Yimin, Associate Professor, Department of Mechanical and Mechatronics Engineering, May 1, 2020 – April 30, 2023.

Adjunct Appointments

Graduate Supervision

CAMPBELL, Lori, Lecturer, School of Architecture, May 1, 2020 – August 31, 2020.

Adjunct Appointments

Graduate Supervision and Research

CHUNG, Duane, Assistant Professor, Department of Chemical Engineering, May 1, 2020 – April 30, 2024.

Adjunct Reappointments

Graduate Supervision

GHADDAR, Bissan, Associate Professor, Department of Management Sciences, August 1, 2020 – July 31, 2023.

Adjunct Reappointments

Graduate Supervision and Research

PAVLIN, Michael, Associate Professor, Department of Management Sciences, July 1, 2020 – June 30, 2023.

Adjunct Reappointments

Research

KOUWEN, Nick, Professor, Department of Civil and Environmental Engineering, July 1, 2020 – June 30, 2023.

Cross Appointments

DUHAMEL, Jean, Professor, Department of Chemistry to Department of Chemical Engineering, May 1, 2020 – April 30, 2022.

FOWLER, Michael, Professor, Department of Chemical Engineering to Department of Mechanical and Mechatronics Engineering, June 15, 2020 – June 14, 2023.

REN, Carolyn, Professor, Department of Mechanical and Mechatronics Engineering to Department of Electrical and Computer Engineering, May 20, 2020 – June 30, 2024.

Changes in Appointments

Unpaid Leave

ARAMI, Arash, Professor, Department of Mechanical and Mechatronics Engineering, March 11, 2020 - June 8, 2020. (End date change from June 30, 2020).

Probationary Term Extension

BOEKHORST, Janet, Assistant Professor, Conrad School of Entrepreneurship and Business, July 1, 2021 – June 30, 2025. (One year extension from June 30, 2024 to June 30, 2025).

B. ADMINISTRATIVE APPOINTMENTS

AUCOIN, Marc, Interim Chair, Chemical Engineering, Department of Chemical Engineering, September 1, 2020 – June 30, 2021.

BAAJ, Hassan, Associate Chair for Research, Department of Civil and Environmental Engineering, July 1, 2020 – June 30, 2023.

CULHAM, Richard, Special Advisor to the Dean, Dean of Engineering Office, July 1, 2020 – December 31, 2020.

GZARA, Fatma, Associate Chair for Undergraduate Studies, September 1, 2020 – August 31, 2022.

ADMINISTRATIVE REAPPOINTMENTS

HOLT, Christopher, Associate Director, MBET Program, Conrad School of Entrepreneurship and Business, August 1, 2020 – July 31, 2021.

HURWITZ, Marc, Associate Director, Undergraduate and Degree Programs, Conrad School of Entrepreneurship and Business, August 1, 2020 – July 31, 2021.

HUTTON, Jane, Associate Director, Graduate Studies and Research, School of Architecture, September 1, 2020 – December 31, 2020.

PRZYBYLSKI, Maya, Associate Director, Undergraduate Studies, School of Architecture, September 1, 2020 – August 31, 2022.

ROBINSON, Mary, Associate Director, First Year Engineering, Engineering Undergraduate Office, May 1, 2020 – August 31, 2025.

SHEPPARD, Lola, Associate Director, Graduate Studies and Research, School of Architecture September 1, 2020 – December 31, 2020.

WALBRIDGE, Scott, Architectural Engineering Program Director, Department of Civil and Environmental Engineering, September 1, 2020 – August 31, 2023.

FOR APPROVAL BY THE BOARD OF GOVERNORS

C. **SABBATICALS**

VECHTOMOVA, Olga, Associate Professor, Department of Management Sciences, January 21, 2021 – December 31, 2021. (Early sabbatical, January 21, 2021 – June 30, 2021; 2-month extension to sabbatical using extra credit; 4-month admin leave September 21, 2021 – December 31, 2021).

Mary Wells

Mary A. Wells, Dean
Faculty of Engineering

University of Waterloo
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FOR INFORMATION

A. APPOINTMENTS

Probationary Term Reappointments

AUGUST, Martine, (BSc 2002, University of Winnipeg; BA 2004, University of Winnipeg; MSc Pl 2007, University of Toronto; PhD 2014 University of Toronto), Assistant Professor, School of Planning, July 1, 2020 to June 30, 2023.

DOUCET, Brian, (BA 2003, University of Toronto; MSc 2006, University Utrecht; PhD 2010, University Utrecht), Associate Professor, School of Planning, July 1, 2020 to June 30, 2023.

MINAKER, Leia, (BSc 2004, University of Waterloo; MSc 2006, University of Alberta; PhD 2013, University of Alberta), Assistant Professor, School of Planning, July 1, 2020 to June 30, 2023.

PITTMAN, Jeremy, (BSc 2004, University of Regina; MSc 2009, University of Regina; PhD 2016, University of Waterloo), Assistant Professor, School of Planning, July 1, 2020 to June 30, 2023.

Definite Term Re-Appointment

FELTMATE, Blair, Associate Professor, Head, Intact Centre on Climate Adaptation, July 1, 2020 to June 30, 2025.

O'CONNELL, Erin, Lecturer, Faculty of Environment, January 1, 2021 to December 31, 2022.

Adjunct Appointments

Graduate Supervision

MIR MUSTAFIZUR, Rahman, Assistant Professor, Department of Geography and Environmental Management, July 1, 2020 to June 30, 2023.

Graduate Supervision and Research

BEEBE, John, Associate Professor, Department of Geography and Environmental Management, July 1, 2020 to June 30, 2023.

KUMAGAI, Yoichi, Assistant Professor, School of Environment, Resources and Sustainability, September 1, 2020 to August 31, 2023.

Research

ABUL QUASEM, Al-Amin, Professor, Department of Geography and Environmental Management, July 1, 2020 to June 30, 2023.

BROWN, Graham, Associate Professor, School of Environment, Enterprise and Development, September 1, 2020 to August 31, 2023.

NOBLE, Michael-Anne, Assistant Professor, School of Environment, Resources and Sustainability, July 1, 2020 to June 30, 2021.

TAIT, Morgan, Lecturer, School of Environment, Resources and Sustainability, August 1, 2020 to July 31, 2023.

VEY, Gregory, Assistant Professor, Department of Geography and Environmental Management, May 1, 2020 to April 30, 2023.

Special Appointments

Instruction

ALTON, Christopher, Lecturer, School of Planning, September 1, 2020 to December 31, 2020.

ANDERSON, Dana, Lecturer, School of Planning, September 1, 2020 to December 31, 2020.

ELALFY, Amr, Lecturer, School of Environment, Enterprise and Development, September 1, 2020 to December 31, 2020.

KELLY, Janya, Lecturer, Department of Geography and Environmental Management, August 1, 2020 to December 31, 2020.

KRAUS, Daniel, Lecturer, School of Environment, Resources and Sustainability, September 1, 2020 to December 31, 2020.

LEDREW, Ellsworth, Lecturer, Department of Geography and Environmental Management, September 1, 2020 to December 31, 2020.

LEHMAN, Robert, Lecturer, School of Planning, September 1, 2020 to December 31, 2020.

PARKER, Scott, Lecturer, School of Environment, Resources and Sustainability, September 1, 2020 to December 31, 2020.

PARKIN, James, Lecturer, School of Planning, September 1, 2020 to December 31, 2020.

SARKANY, Laszlo, Lecturer, School of Environment, Enterprise and Development, September 1, 2020 to December 31, 2020.

STEWART, Doug, Lecturer, School of Environment, Resources and Sustainability, September 1, 2020 to December 31, 2020.

TAYLOR, Camille, Lecturer, Department of Geography and Environmental Management, August 1, 2020 to December 31, 2020.

VERCILLO, Siera, Lecturer, School of Environment, Enterprise and Development, September 1, 2020 to December 31, 2020.

Cross Appointment

DEAN, Charmaine, Professor, Department of Statistics and Actuarial Science to the Department of Geography and Environmental Management, July 1, 2020 to June 30, 2023.

MCLEVEY, John, Associate Professor, Department of Knowledge Integration to the Department of Sociology and Legal Studies, July 1, 2019 to June 30, 2022.

PLAISANCE, Kathryn, Associate Professor, Department of Knowledge Integration to the Department of Philosophy, July 1, 2020 to June 30, 2023.

SCHWEIZER, Vanessa, Associate Professor, Department of Knowledge Integration to the Department of Geography and Environmental Management, July 1, 2020 to June 30, 2023.

SCHWEIZER, Vanessa, Associate Professor, Department of Knowledge Integration to the School of Environment, Resources and Sustainability, July 1, 2020 to June 30, 2023.

SNELGROVE, Ryan, Assistant Professor, Department of Recreation and Leisure Studies to the Department of Geography and Environmental Management, July 1, 2020 to December 31, 2023.

WOUDSMA, Clarence, Associate Professor, School of Planning to Department of Knowledge Integration, June 1, 2020 to December 31, 2021.

Graduate Students Appointed as Part-Time Lecturer

COOK, Julie, Lecturer, Faculty of Environment, September 1, 2020 to April 30, 2021.

MOLLAEI, Sadaf, Lecturer, Faculty of Environment, September 1, 2020 to April 30, 2021

B. ADMINISTRATIVE APPOINTMENTS

DOBERSTEIN, Brent, Associate Chair, Undergraduate Studies Geography and Geomatics Programs, Department of Geography and Environmental Management, September 1, 2020 to June 30, 2021.

SCHWEIZER, Vanessa, Director, Waterloo Institute for Complexity and Innovation, May 1, 2020 to April 30, 2021.

SCHWEIZER, Vanessa, Associate Chair, Undergraduate Studies, Department of Knowledge Integration, July 1, 2020 to December 31, 2022.

WANDEL, Johanna, Associate Dean, Strategic Initiatives, September 1, 2020 to August 31, 2022

ADMINISTRATIVE REAPPOINTMENTS

SCOTT, Daniel, Executive Director, Interdisciplinary Centre on Climate Change, July 1, 2020 to December 31, 2020.

ADMINISTRATIVE APPOINTMENT CHANGES

WANDEL, Johanna, Associate Chair, Undergraduate Studies, Department of Geography and Environmental Management, CHANGE OF END DATE to August 31, 2020.

C. SABBATICAL LEAVES

For Approval by the Board of Governors

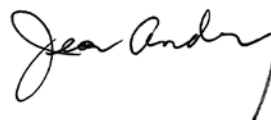
HALL, Heather, Assistant Professor, School of Environment, Enterprise and Development, January 1, 2021 to June 30, 2021 at 100% salary.

Approved by the Board of Governors

DOUCET, Brian, Associate Professor, School of Planning, July 1, 2020 to December 31, 2020 at 100% salary.

KEARNS, Suzanne, Associate Professor, Department of Geography and Environmental Management, January 1, 2021 to June 30, 2021 at 100% salary.

PRICE, Jonathan, Professor, Department of Geography and Environmental Management, September 1, 2020 to August 31, 2021 at 100% salary.



Jean Andrey
Dean

University of Waterloo
REPORT OF THE DEAN OF MATHEMATICS TO SENATE
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FOR INFORMATION

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

Probationary-Term Appointments

McGEE, Glen (BScH, 2014, Queen's University; MA, 2016, PhD, 2019 both from Harvard University), Assistant Professor, Dept. of Statistics and Actuarial Science, September 1, 2020 – June 30, 2023. Dr. McGee is currently a Post-Doctoral Fellow at Harvard University. Dr. McGee's research addresses statistical issues in epidemiology, health policy and environmental health. He will strengthen the department's interdisciplinary ties, especially with the School of Public Health and Health Systems.

Probationary-Term Reappointments

AL-KISWANY, Samer, Assistant Professor, David R. Cheriton School of Computer Science, July 1, 2020 – June 30, 2023.

GORBUNOV, Sergey, Assistant Professor, David R. Cheriton School of Computer Science, July 1, 2020 – June 30, 2023.

MASHITZADEH, Ali, Assistant Professor, David R. Cheriton School of Computer Science, July 1, 2020 – June 30, 2023.

YU, Yaoliang, Assistant Professor, David R. Cheriton School of Computer Science, July 1, 2020 – June 30, 2023.

Definite Term - Appointments

AL FAISAL, Faisal (BMath, 2009; MMath, 2010, both from the University of Waterloo; PhD (exp 2020), University of Toronto), Lecturer, Office of the Dean, September 1, 2020 – August 30, 2022. Mr. Al-Faisal will teach six courses per year.

ALBAYRAK, Seda (BSc, 2016, Bogazici University; MMath, 2017; PhD (exp Jan 21), both from the University of Waterloo), Lecturer, Office of the Dean, January 1, 2021 – August 31, 2022. Ms. Albayrak will teach six courses per year.

HOLTBY, Daniel (BSc, 2004; MSc, 2006, both from the University of Victoria; PhD, 2014, University of Waterloo), Lecturer, David R. Cheriton School of Computer Science, September 1, 2020 – August 30, 2022. Dr. Holtby will teach six courses per year and other duties which may include support and development of online curriculum.

MOSUNOV, Anton (BSc, 2011; MSc, 2013, both from the ITMO University; MSc, 2014, the University of Calgary; PhD, 2019, University of Waterloo), Lecturer, Office of the Dean, September 1, 2020 – August 31, 2023. Dr. Mosunov will teach three to six courses per year, both in the classroom and online. Service activity will consist primarily in the creation, review, revision and assessment of digital assets.

TURNER, Graeme (BSc (Hons), Memorial University of Newfoundland; MMath, 2010, University of Waterloo; PhD, 2017, Carleton University), Lecturer, Office of the Dean, September 1, 2020 – August 31, 2023. Dr. Turner will teach three to six courses per year, both in the classroom and online. Service activity will consist primarily in the creation, review, revision and assessment of digital assets.

Definite Term - Reappointments

DIAO, Liqun, Research Assistant Professor, Dept. of Statistics and Actuarial Science, July 1, 2021 – February 28, 2022.

FORREST, Barbara, Lecturer, Office of the Dean, August 28, 2020 – August 26, 2022.

REETZ, Adrian, Lecturer, Office of the Dean, September 1, 2020 – August 31, 2022.

ROBERTS, Collin, Lecturer, Office of the Dean, September 1, 2020 – August 31, 2022.

Visiting Appointments

FAIR, Kathryn, Researcher, Dept. of Applied Mathematics, May 25, 2020 – December 31, 2020.

HAN, Shi-Yuan (University of Jinan), Associate Professor, David R. Cheriton School of Computer Science, October 1, 2021 – September 30, 2022.

MOHAPATRA, Shubhankar, Research Associate, David R. Cheriton School of Computer Science, July 1, 2020 – June 30, 2021.

SIKORA, Jamie, Research Associate, Dept. of Combinatorics & Optimization, September 1, 2020 – February 28, 2021.

TIEPELT, Marcel (Karlsruhe Institute of Technology), Scholar, Dept. of Combinatorics and Optimization, March 1, 2021 – July 31, 2021.

ZHANG, Zhenyuan, Research Associate, Dept. of Statistics and Actuarial Science, September 1, 2020 – May 31, 2021.

Adjunct Appointments

Instructor

COOPER-STACHOWSKY, Mike, Lecturer, Office of the Dean, September 1, 2020 – December 31, 2020.

FURINO, Steve, Lecturer, Office of the Dean, September 2, 2020 – December 31, 2020.

Research

CHARPENTIER, Arthur (Universite du Quebec a Montreal), Professor, Dept. of Statistics and Actuarial Science, September 1, 2020 – August 31, 2023.

DUPUIS, Maite (Perimeter Institute), Associate Professor, Dept. of Applied Mathematics, August 1, 2020 – July 31, 2023.

Grad Committee

DELCOURT, Michelle (Ryerson University), Assistant Professor, Dept. of Combinatorics and Optimization, July 1, 2020 – June 30, 2022.

Adjunct Reappointments

Instructor

HARRIS, Matthew, Lecturer, Dept. of Applied Mathematics, September 1, 2020 – December 31, 2020.

HU, Rui, Lecturer, Dept. of Applied Mathematics, September 1, 2020 – December 31, 2020.

Research

ANDREWS, Douglas, Lecturer, Dept. of Statistics and Actuarial Science, September 1, 2020 – August 31, 2021.

BONIFATI, Angela (Lyon 1 University), Professor, David R. Cheriton School of Computer Science, August 1, 2020 – June 30, 2023.

FORSYTH, Peter, Professor Emeritus, David R. Cheriton School of Computer Science, July 1, 2020 – June 30, 2023.

JACKSON, David, Professor Emeritus, Dept. of Combinatorics and Optimization, September 1, 2020 – August 31, 2023.

MURTY, Uppaluri, Associate Professor Emeritus, Dept. of Combinatorics and Optimization, September 1, 2020 – August 31, 2023.

WAINWRIGHT, John, Professor Emeritus, Dept. of Applied Mathematics, July 1, 2020 – June 30, 2023.

Cross Appointments

KOENEMANN, Jochen (Professor, Dept. of Combinatorics and Optimization), in the David R. Cheriton School of Computer Science, September 1, 2020 – June 30, 2024.

SWAMY, Chaitanya (Professor, Dept. of Combinatorics and Optimization), in the David R. Cheriton School of Computer Science, September 1, 2020 – June 30, 2024.

Graduate Students appointed as Part-time Lecturers

BOULTER, Eric, Dept. of Pure Mathematics, September 1, 2020 – December 31, 2020.

CHEESEMAN, Alison, Dept. of Applied Mathematics, September 1, 2020 – December 31, 2020.

SHEN, Yuan, Dept. of Applied Mathematics, September 1, 2020 – December 31, 2020.

SULLIVAN, Matthew, Dept. of Combinatorics and Optimization, September 1, 2020 – December 31, 2020.

Graduate Students reappointed as Part-time Lecturers

De RAMON RIVERA, Jose, Dept. of Applied Mathematics, September 1, 2020 – December 31, 2020.

CHEN, Hanzhe, Dept. of Applied Mathematics, September 1, 2020 – December 31, 2020.

DONGANONT, Mana, Dept. of Applied Mathematics, September 1, 2020 – December 31, 2020.

Postdoctoral Fellows appointed as Part-time Lecturers

ROMANOV, Anna, Dept. of Pure Mathematics, July 1, 2021 – June 30, 2024.

ZHANG, Xiaoheng, Dept. of Combinatorics & Optimization, September 12, 2020 – September 11, 2021.

Postdoctoral Fellow reappointed as part-time Lecturers

van der POL, Jorn, Dept. of Combinatorics & Optimization, September 1, 2020 – August 31, 2021.

Changes in Appointments

SALIHOGU, Semih (Assistant Professor), David R. Cheriton School of Computer Science, (*ref.* Dean's Report to Senate, January 2019)

From: July 1, 2019 – June 30, 2022

To: July 1, 2019 – June 30, 2023

YARD, Jon (Associate Professor), Dept. of Combinatorics and Optimization, (*ref.* Dean's Report to Senate, March 2019)

From: July 1, 2019 – June 30, 2022

To: July 1, 2019 – June 30, 2023

ZHANG, Yizhou (Assistant Professor), David R. Cheriton School of Computer Science, (*ref.* Dean's Report to Senate, September 2019)

From: August 1, 2020 - June 30, 2023

To: October 1, 2020 – June 30, 2024

B. ADMINISTRATIVE APPOINTMENTS

ATLEE, Jo, Director of Women in Computer Science, Office of the Dean, July 1, 2020 – June 30, 2022.

BROWN, Ryan, Associate Director, Graduate Studies, Computational Mathematics, Office of the Dean, July 1, 2020 – June 30, 2024.

KAPLAN, Craig, Director of Infrastructure, David R. Cheriton School of Computer Science, July 1, 2020 – June 30, 2022.

KARSTEN, Martin, Associate Director, David R. Cheriton School of Computer Science, July 1, 2020 – June 30, 2022.

WOOD, Peter, Assistant Dean, On-Line Instruction, Office of the Dean, July 1, 2020 – June 30, 2022.

ADMINISTRATIVE REAPPOINTMENTS

HARE, Kevin, Associate Dean Operations and Academic, Office of the Dean, July 1, 2020 – December 31, 2021.

NELSON, Peter, Associate Chair of Undergraduate Studies, Dept. of Combinatorics & Optimization, July 1, 2020 – June 30, 2021.

Change in Title

CASE, Lori, Office of the Dean, July 1, 2020 – June 30, 2023 (*ref.* Dean's Report to Senate, February 2020),

From: Associate Dean, Co-Op Education & Life Long Learning

To: Associate Dean, Co-Op Education

WOOD, Peter, Office of the Dean, July 1, 2020 – June 30, 2023 (*ref.* Dean's Report to Senate, February 2020),

From: Assistant Dean, On-Line Instruction

To: Assistant Dean, On-Line Instruction & Life Long Learning

C. RESIGNATIONS

SRINIVASAN, Keshav, Professor, David R. Cheriton School of Computer Science, effective October 1, 2020.

YI, Grace, Professor, Dept. of Statistics and Actuarial Science, effective July 1, 2020.

D. RETIREMENT

Furino, Steve, Office of the Dean, effective September 1, 2020.

E. SABBATICALS (to be approved by the Board of Governors)

HOFERT, Marius (Associate Professor), Dept. of Statistics and Actuarial Science, March 1, 2021 – August 31, 2021, with 85% salary. This is an early sabbatical.

GORBUNOV, Sergey (Assistant Professor), David R. Cheriton School of Computer Science, January 1, 2021 – June 30, 2021, with 100% salary. This is a special early sabbatical.

(already approved by the Board of Governors)

LIN, Jimmy (Professor), David R. Cheriton School of Computer Science, September 1, 2020 – August 31, 2021, with 85% salary.

Change in Appointment

FUKASAWA, Ricardo (Professor), Dept. of Combinatorics and Optimization (*ref.* Dean's Report to Senate, May 2020)

From: September 1, 2020 – August 31, 2021, with 98.2% salary

To: September 1, 2021 – August 31, 2022, with 100% salary

LANK, Edward (Professor), David R. Cheriton School of Computer Science, November 1, 2020 – April 30, 2021 with 85% salary (*ref.* Dean's Report to Senate, Sept 2019). This sabbatical has been cancelled.

LHOTAK, Ondrej (Associate Professor), David R. Cheriton School of Computer Science, with 85% salary (*ref.* Dean's Report to Senate, May 2020)

From: September 1, 2020 – August 31, 2021

To: January 1, 2021 – December 31, 2021

ORCHARD, Jeff (Associate Professor), David R. Cheriton School of Computer Science, (*ref.* Dean's Report to Senate, March 2020)

From: September 1, 2020 – August 31, 2021, with 85% salary

To: January 1, 2021 – June 30, 2021, with 100% salary

F. SPECIAL LEAVE

SALEHI-ABARI, Omid (Assistant Professor), David R. Cheriton School of Computer Science, July 1, 2020 – June 30, 2021. This is an unpaid leave.



Mark Giesbrecht
Dean

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF SCIENCE TO SENATE
September 21, 2020

For information:

A. APPOINTMENTS

Probationary Term

MARTIN, Dale, Assistant Professor, Department of Biology, July 1, 2021 to June 30, 2024. [B.Sc., Dalhousie University (2003); Ph.D., University of Alberta (2011).]

Definite Term Appointment – Full-time

PHAN, Chau-Minh, Research Assistant Professor, School of Optometry and Vision Science, May 1, 2020 to April 30, 2023. [B.Sc., Biomedical Science, University of Waterloo (2008); M.Sc., Biochemistry, University of Waterloo (2011); Ph.D., Vision Science, University of Waterloo (2016).] Dr. Chau-Minh Phan is being appointed as a Research Assistant Professor with a diverse background in chemistry, biochemistry and engineering experience. He has patents and launched two companies, including the OcuBlink platform based out of the Velocity incubator. He leads a team within the Centre for Ocular Research & Education that mentors graduate students focused on ocular surface and contact lens research, including potential IP opportunities.

Adjunct Appointments

Graduate Supervision

ALDERMAN, Sarah, Assistant Professor, Department of Biology, June 1, 2020 to June 30, 2023.

VAN METER, Kimberly, Assistant Professor, Department of Earth and Environmental Sciences, December 1, 2019 to November 30, 2022.

Graduate Supervision and Research

DAS, Vallabh E., Professor, School of Optometry and Vision Science, July 1, 2020 to June 30, 2023.

WOHNS, Daniel, Professor, Department of Physics and Astronomy, May 1, 2020 to August 31, 2024.

XU, Gang, Assistant Professor, Department of Physics and Astronomy, May 1, 2020 to August 31, 2024.

Graduate Supervision and Other

SCOTT, Graham, Associate Professor, Department of Biology, June 1, 2020 to June 30, 2023.

Undergraduate Instruction and Other

NAIR, Mrinay, Lecturer, Science and Business/Dean of Science Office, September 1, 2020 to August 31, 2021.

Graduate Supervision, Research and Other

GREENBERG, Bruce, (Professor Emeritus), Professor, Department of Biology, May 1, 2020 to June 30, 2023.

Adjunct ReappointmentsGraduate Supervision

DRAKE, Andrew R., Assistant Professor, Department of Biology, November 1, 2020 to October 31, 2023.

FENTON, Melville Brockett (Brock), Professor, Department of Biology, September 1, 2020 to June 30, 2023.

GRUNSKY, Eric C., Professor, Department of Earth and Environmental Sciences, February 1, 2020 to January 31, 2023.

HANSON, Mark L., Associate Professor, Department of Biology, September 1, 2020 to August 31, 2023.

LEE, David, Professor, Department of Earth and Environmental Sciences, July 1, 2020 to June 30, 2023.

PARKER, Beth, Professor, Department of Earth and Environmental Sciences, April 1, 2020 to March 31, 2023.

WELLEN, Christopher, Professor, Department of Earth and Environmental Sciences, February 1, 2020 to March 31, 2023.

Graduate Supervision and Research

ANDREWS, Susan, Professor, Department of Biology, September 1, 2020 to August 31, 2023.

HIROTA, Jeremy, Assistant Professor, Department of Biology, November 1, 2020 to June 30, 2023.

MOFFAT, John, Professor, Department of Physics and Astronomy, June 1, 2020 to May 31, 2025.

SIVAK, Jacob, (Distinguished Professor Emeritus), Professor, School of Optometry and Vision Science, September 1, 2020 to August 31, 2023.

SMITH, Matthew, Associate Professor, Department of Biology, May 1, 2020 to April 30, 2023.

Cross-Appointments

KELLER, Heather, Professor, Department of Kinesiology cross-appointed to School of Pharmacy, June 1, 2020 to May 31, 2023.

LU, Qing-Bin, Professor, Department of Physics and Astronomy cross-appointed to Department of Chemistry, February 15, 2020 to August 31, 2023.

MAIR, Heather, Professor, Department of Recreation and Leisure Studies cross-appointed to School of Pharmacy, May 1, 2020 to April 30, 2023.

Cross-Reappointments

BAJCSY, Michal, Assistant Professor, Department of Electrical and Computer Engineering cross-appointed to Department of Physics and Astronomy, July 1, 2020 to December 31, 2023.

CAMPBELL, Melanie, Professor, Department of Physics and Astronomy cross-appointed to School of Optometry and Vision Science, June 1, 2020 to May 31, 2023.

CHARBONNEAU, Benoit, Associate Professor, Department of Pure Mathematics cross-appointed to Department of Physics and Astronomy, July 1, 2020 to December 31, 2024.

Changes in Appointment

BARRA, Monica, Associate Chair, Undergrad and Co-op, Department of Chemistry, end date changed from December 31, 2021 to June 30, 2020.

MUSCHIK, Christine, Assistant Professor, Department of Physics and Astronomy, first probationary appointment extended one year (Covid-19). New end date June 30, 2022.

NGO, William, Research Assistant Professor, School of Optometry and Vision Science, end date changed from February 28, 2022 to February 28, 2023.

Special Appointments**Undergraduate Instruction**

HADJOUT-RABI, Nacima, Lecturer, School of Optometry and Vision Science, September 1, 2020 to December 31, 2020.

Postdoctoral Fellow Appointed as Part-Time Lecturer

COUGHLAN, Neville J.A., Lecturer, Department of Chemistry, September 1, 2020 to December 31, 2021.

Special Reappointments**Undergraduate Instruction**

BARNES, Derek, Lecturer, School of Optometry and Vision Science, September 1, 2020 to December 31, 2020.

EL SHATSHAT, Amna, Lecturer, School of Pharmacy, September 1, 2020 to December 31, 2020.

GURSKA, Jola, Lecturer, Department of Biology, September 1, 2020 to December 31, 2020.

McARTHUR, Robyn, Lecturer, School of Pharmacy, September 1, 2020 to December 31, 2020.

MICHAUD, Wendy K., Lecturer, Department of Biology, September 1, 2020 to December 31, 2020.

PFISTERER, Steve, Lecturer, Department of Physics and Astronomy, May 1, 2020 to December 31, 2020.

B. *ADMINISTRATIVE APPOINTMENTS*

McCONKEY, Brendan, Associate Chair, Undergraduate Studies, Department of Biology, September 1, 2020 to August 31, 2023.

ADMINISTRATIVE REAPPOINTMENTS

BALOGH, Michael, Associate Chair, Undergraduate Studies, Faculty of Science, September 1, 2020 to August 31, 2021.

C. *RETIREMENTS*

GREENBERG, Bruce, Professor, Department of Biology, effective May 1, 2020.

WARNER, Barry, Professor, Department of Earth and Environmental Sciences, effective September 1, 2020.

FOR APPROVAL BY THE BOARD OF GOVERNORS

F. *CHANGE IN SABBATICAL*

STANBERRY, Andre, Clinical Associate Professor, School of Optometry and Vision Science, special early leave sabbatical dates changed from July 1, 2020 to December 31, 2020, to July 1, 2021 to December 31, 2021, 100% salary arrangements.



R.P. Lemieux
Dean

Report of the Council of Ontario Universities Academic Colleagues Meetings (Spring 2020)

The COU Academic Colleagues met via Zoom on April 23, May 13, June 18 and August 18-19, 2020. The April meeting was devoted to updates from all of the Colleagues on how their institution was coping with COVID-19. All institutions reported that all learning for the Spring term (if applicable) would be online, and, at the time of the meeting, fall decisions had not been made. Normal COU business was deferred to the next meeting.

May 13, 2020 Meeting

The May COU Academic Colleagues meeting was devoted to updates from COU on its work, including personnel changes and the ongoing COU President search.

In April, COU established three working groups to develop policy and government advocacy recommendations on three priority areas of concern for the sector. These priority areas and associated working groups are:

1. Student Supports – ensuring that financial hardships resulting from COVID-19 do not prevent students from attending university in the Summer and Fall 2020;
2. Alternative Program Delivery – supporting universities in their effort to provide alternative models of delivery for university instruction; and
3. Institutional Stabilization – ensuring that the extra costs and financial impact of COVID-19 do not undermine the quality and viability of Ontario’s university system.

Waterloo is well represented on the Institutional Stabilization working group via Dennis Huber (VP Finance and Administration) and Rob Esselment (Associate Vice-President, Government Relations)

COU staff summarized COU’s submission to the Ontario Jobs and Recovery Committee, “Ontario’s Universities: Partners in Rebuilding Ontario”. The brief highlighted the strong economic and employment contributions of the Ontario university sector, noting that it is worth approximately \$116B per year, directly employs over 110,000 and creates a further 478,000 jobs as a result of university-related activity in local communities. However, at the time, it was anticipated that COVID-19 would increase costs to universities and likely result in decreased enrollment. These costs were estimated at \$1-1.5B. Financial stability is a key requirement to meeting three recovery-related priorities: supporting student access to post-secondary education, ensuring health and safety of our students, and providing an enriching university experience through new and evolving programming and delivery methods.

June 18, 2020 Meeting

The June 18 meeting was focused on student mental health impacts resulting from COVID-19. Academic Colleague Dr. Kim Hellemans from the Department of Neuroscience at Carleton University presented emerging insights from her own work. Research already indicates that academic success is strongly tied to student well-being, that first year students are particularly vulnerable, and that a feeling of connectedness to their peers is one of the key buffers to the stress of university life. Pre-COVID (Fall 2019), Dr. Hellemans’ University Transition Study indicated that almost 70% of first year students feel stressed by the demands of coursework; other stressors include study/life balance, financial problems, mental health concerns, family/friend relationships and romantic relationships. Furthermore, over half

of university students report loneliness, and feelings of isolation were exacerbated by the COVID-19 shutdown and subsequent physical and social distancing. Early research results indicate that, as a result of COVID-19, we can expect increased mental health problems and problematic substance abuse among university students, and that first year students are particularly vulnerable. The importance of creating online communities and connections was highlighted, as well as maintaining and enhancing existing mental health supports – though it was also noted that white, heterosexual female students were far more likely to seek out these supports.

Colleagues were pointed to the Centre for Innovation in Campus Mental Health resource page:
<https://campusmentalhealth.ca/covid-19-resources/>

August 18-19 Meeting

The theme of the August 18-19 Meeting of the COU Academic Colleagues was Anti-Black Racism. The August 18 evening meeting was an unstructured conversation with Dr. Carl James, Chair in Education, Community, & Diaspora at York University. The subsequent discussion on August 19th highlighted the need for action on anti-black racism at all levels of our teaching and research, from student recruitment, support for BIPOC students at every level, increased mentoring, and the particular importance of representation via faculty hires and supports for black faculty.

The remainder of the meeting focused on COU updates, including an orientation on the COU structure for new academic colleagues. Mike Snowdon, COU Senior Policy Analyst, provided a summary of Ministry of Colleges and Universities changes in light of COVID-19. In particular, updates to the ongoing Strategic Mandate Agreement (SMA3) process were noted. The signing of SMA3 was delayed, though the Ministry aims to have all agreements signed by August 31, 2020. While universities are still expected to report on performance-based indicators starting in 2020-2021, grant adjustments as a result of performance-based evaluation are now delayed until Year 4 of the agreement (2024-2025) and will be based on Year 3 assessments. Reporting on faculty compensation and faculty workload activity has been delayed until Year 3.

COU consultations with the Ministry have highlighted that COVID-19 has resulted in \$125M of new costs (related to health and safety) for Ontario's universities, and the sector hopes that the Ministry will offset these. Furthermore, COU is advocating for increased support for student financial as well as lifting the current tuition freeze to help universities meet rising costs.

Dr. Snowdon reported that the Minister was impressed by the nimbleness, speed and success with which Ontario universities pivoted to meet COVID-19 challenges. Minister Romano's current priorities were summarized in four key pillars:

1. Digital learning. The Ministry maintains its interest in online learning, and seeks to find new efficiencies and export Ontario's post-secondary education excellence through digital learning. While there are visions of cost-sharing and centralized "platforms", COU advocates for a focus on enhanced IT infrastructure, supporting students with better equipment, and key supports for the development of digital learning.
2. Microcredentials. The Ministry had already started to pursue microcredentials in the college sector; these are now seen as having the potential to support retraining and upskilling for

unemployed and furloughed workers. Microcredentials continue to be poorly defined, and have not yet been met with employer recognition. Under the current model, microcredentials are primarily stand-alone and OSAP ineligible. COU recognizes that there are opportunities, but advocates for a more measured, evidence-based pace.

3. Internationalization. The Ministry understands the importance of international students, both for enhancing the quality of the Ontario university experience as well as their economic contributions to the sector. COU is aware of the concern of both international students and universities with respect to travel bans, quarantine, digital access and possible censorship if international students are digitally participating from abroad. COU is asking the Province to work with their federal counterparts to help reduce barriers to bringing international students physically to Ontario.
4. Research and Innovation. Ontario has launched its Intellectual Property Action Plan, which resulted from recommendations by the Jim Balsillie-chaired Expert Panel on Intellectual Property. COU expects an ongoing focus on IP and commercialization.

Johanna Wandel
COU Academic Colleague, University of Waterloo
20 August 2020

University of Waterloo
SENATE
Report to Senate
21 September 2020

FOR APPROVAL

Senate Committee, Council, and Board of Governors Appointments and Committee Appointments

Motion: To approve/change the following appointments:

- **Senate Executive Committee:**
 - David Billedeau, graduate student representative, replacing Naima Samuel, term ending 30 April 2021.

- **Senate Graduate & Research Council:**
 - Jerika Sanderson, graduate student representative from the Faculty of Arts, term ending 30 April 2022.
 - Sophia Sanniti, graduate student representative from the Faculty of Environment, term ending 30 April 2022.

- **Senate Representative on the Board of Governors:**
 - Sam Rubin, undergraduate student senator representative, term ending 30 April 2022.

- **Amit and Meena Chakma Awards for Exceptional Teaching by a Student Committee:**
 - Han Liu, graduate student representative, term ending 30 April 2021.
 - Becky Anderson, graduate student representative, term ending 31 August 2020.

- **Distinguished Teacher Awards Committee:**
 - Joseph Varga, graduate student representative, term ending 31 August 2021.

University of Waterloo
SENATE UNDERGRADUATE COUNCIL
Report to Senate
21 September 2020

Senate Undergraduate Council met on 15 June 2020 and agreed to forward the following items to Senate for approval in the regular agenda.

Further details are available: <https://uwaterloo.ca/secretariat/committees-and-councils/senate-undergraduate-council>

FOR APPROVAL

NEW ACADEMIC PLANS & RELATED INACTIVATIONS

Renison University College

Diploma in English for Multilingual Speakers; Certificate in English for Multilingual Speakers

1. **Motion:** That Senate approve the creation of a diploma in English for multilingual speakers and inactivation of the existing certificate in English for multilingual speakers, effective 1 September 2021.

Rationale and Background:

Due to changes in the definition of Certificates and Diplomas established by the Common Language Working Group, the Certificate in English for Multilingual Students (EMLS) needs to be deactivated, because it no longer fits the definition of Certificates. (Current calendar entry: <http://ugradcalendar.uwaterloo.ca/page/Certificate-English-for-Multilingual-Speakers>)

This means the undergraduate EMLS Certificate will no longer be recorded on students' official transcripts. In order to maintain a pathway for students who still wish to have an EMLS credential on their official transcripts, Renison is proposing a Diploma in English for Multilingual Speakers.

Proposed Requirements: Students for whom English is an additional language, and who are registered in degree programs or any non- or post-degree academic plan at the University of Waterloo, are eligible to take a diploma in EMLS. The Diploma in EMLS requires successful completion of a minimum of two (2.0) academic course units (four courses) in EMLS with a minimum cumulative average of 65%.

/rmw

David DeVidi
Associate Vice-President, Academic

University of Waterloo
REPORT OF THE DEAN OF APPLIED HEALTH SCIENCES
Report to Senate
21 September 2020

FOR APPROVAL

Faculty Name Change

Motion: That Senate recommend to the Board of Governors the following name change: “Faculty of Applied Health Sciences” to “Faculty of Health” effective 1 January 2021.

Context:

The Faculty of Applied Health Sciences began strategic planning in December 2018, with the final plan approved by Faculty Council, May 2020. One of the discussions revolved around the name of the Faculty and whether a broader name would more fully represent not only our academic programs and research, but be more in line with our priorities for 2020-25 and beyond.

Rationale:

1. The Faculty has been known by different names since its inception: It grew out of the School of Physical and Health Education in 1967, became the School of Physical Education and Recreation in 1968, and developed into the Faculty of Human Kinetics and Leisure Studies in the 1970s. The name ‘Applied Health Sciences’ was chosen in 1991, with the rationale that ‘Applied’ reflects the importance of applying research to current health challenges. However, in terms of branding identity, the word ‘Applied’ can be misunderstood by external audiences, resulting in the need to clarify what it means and why it is part of the name. In Ontario especially, the word ‘Applied’ has other connotations based on the non-academic/vocational stream in high schools, which can result in misperceptions for prospective students, and may diminish the view of our academic strengths. While we still prioritize the importance of applying academic knowledge to everyday health problems, we believe the word does not need to be in the name of the Faculty since it misrepresents our educational offerings to some of our key stakeholders: prospective undergraduate students seeking to enter health professional career paths, as well as to industry.
2. In addition, the research that is conducted in the three academic units reflects different aspects of health and well-being and looks at this from different perspectives, not just the sciences. Seeing as how our priorities for 2020-25 will encompass a multidisciplinary view of health, including that implied in recreation and leisure studies, the proposed name change would align more clearly with the idea of building healthy futures for all.
3. Finally, the name would be consistent with the other University Faculty names, which are all one word (Engineering, Arts, Environment, Science, Math), and which would add clarity to our brand offering.

Environmental scan:

Our counterparts in Canada are as follows:

- Dalhousie and York* – Faculty of Health
- McMaster, Western, Queen’s, Manitoba, SFU* and Ottawa – Faculty of Health Sciences
- Manitoba – also has a Faculty of Kinesiology and Recreation Management
- Regina* – Faculty of Kinesiology and Health Studies

- Winnipeg* – Gupta Faculty of Kinesiology and Applied Health
- Brock* – Faculty of Applied Health Sciences

Furthermore, some universities have programs in kinesiology, recreation and public health, but do not use ‘Health’ in their Faculty names. Because of this inconsistency in naming conventions, and the range of Faculty names related to the study of health, it is reasonable to expect that the name change will not have any negative impact on our place in the Canadian educational system.

Moreover, students tend to identify with their program name, not that of the Faculty, which would not be affected by this change at this time.

**No medical school*

Consultation process

The proposed name change was approved unanimously by the AHS Strategic Planning Advisory Committee, and is one of the recommendations arising from the 2020-25 AHS Strategic Plan. The recommendation will be presented at Administrative Council, Faculty Council, Deans’ Council, Senate and the Board of Governors.

Faculty, staff and graduate students were asked for input via the Dean’s monthly newsletter, and then via a survey on the final draft of the Strategic Plan 2020-25. Faculty and staff were also consulted at various committees, and were invited to contact a member of the [Strategic Planning Advisory committee](#) to share comments.

Undergraduate and graduate students were consulted via their student associations, with special consideration being made to retain the AHS acronym for undergraduate (or all) students. The kangaroo mascot (AHSSIE) and AHSUM, the undergraduate student association, both rely on the acronym. There are possibilities for retaining it if it were to change, for example, to represent the “Association of Health Students.” Students were also invited to take a survey and to share opinions with the Committee.

Alumni were also informally canvassed throughout the year by the Dean and Advancement Director while in Boston, Vancouver, Ottawa and Toronto. Support for the proposal was forthcoming, often wholeheartedly.

Timelines 2020 if name approved

To be in place for the Fall 2022 recruitment cycle, these are the timelines that need to be met:

February – Consultation meetings with faculty, staff and students begin

February 19 – Report to Admin Council

March 27 – Report to Faculty Council

April 1 – Deans’ Council for discussion

May/June – Admin Council for approval

June – Faculty Council for approval

August – Report submitted for Senate meeting

September – Deans’ Council for information

September 21 – Senate meeting

October 27 – Board of Governors’ meeting

January 2021 – Implementation begins

September 2022 – Implementation complete

Student Q&As on the proposed Faculty name change

Did you consider ‘Faculty of Health Sciences’ as an option?

Yes, it was one of the options we considered closely. Ultimately, though, we think ‘Faculty of Health’ better encompasses the different types of degrees in our Faculty – that is, both Arts and Sciences. Also, because it is more broad, it should provide a bigger umbrella for more disciplines to fall under. We recognize that we may never find a name that encompasses all our research areas, but we think ‘Health’ comes closest.

How does Recreation and Leisure Studies (RLS) fit into “Health?”

Many, if not most, areas of this department should fit into the definition of health that alludes to wellness. Even tourism, sports and park recreation fit into the concept of health, whether it refers to the sustainability of our environment and how we relate to it, or the act of finding health and wellness in activities such as sport, leisure and social justice. As in the question above, it may not be the perfect name, but it is probably more inclusive of RLS than the current name.

Doesn’t “Health” sound like it is just referring to students in the School of Public Health and Health Systems?

It’s true that students in the School might say they study health when they are referring to public health or health studies, but we don’t think that means no one else can say they study in the Faculty of Health. We believe it would not be a hard transition to make, seeing as how students in Kinesiology and Recreation and Leisure Studies also study health from different perspectives.

What would the name change mean for my degree? How will it affect my chances for receiving funding, or marketability in the job market or academia?

The name change should not have any negative effect on your degree or marketability because it is not normally used when displaying or talking about your degree. When you graduate from this Faculty, you graduate with a BA, BSc, BPH, MA, MSc, MPH, MHI, MHE or PhD in your program, whatever that may be.

If you were studying at a different university, your program might be found in a totally different Faculty, so it really should not have any bearing on your marketability. What counts for more is what you studied and learned, where you studied, and how well you showcase your knowledge and attitude in interviews or applications.

Conversely, the Faculty name can make a difference in student and faculty recruitment, since a broad name can expand our applicant pool and reach candidates that may otherwise not consider applying.

Is my academic unit also considering changing its name?

The academic units often evaluate the suitability of their names, and a time such as this would no doubt be a catalyst for these types of discussions. However, at this time, no final decisions have been made in this regard.

**What if the Faculty name doesn't represent what I'm studying or the research that I do?
Will it hurt my chances of receiving funding?**

When you apply for funding, what matters is the strength of your application to the funding body, not the name of the Faculty. The Faculty name has more to do with brand, and in this respect, while it tries to represent all fields of study within it, it also has to weigh the importance of including them all versus having the name be easily recognizable, understandable and memorable.

What happens to AHSUM and AHSSIE and all the things we love about the AHS name?

We love those puns and our kangaroo as well, and we would love for that not to change. In the end, though, what happens to the undergraduate student association name is up to students. We think it is feasible to retain some sort of AHS acronym, either as a legacy piece, or as part of a new identity (e.g., Association of Health Students). We know that our students are clever and fun, and that they can steer the branding in a cool direction if they want to. The teal colour will still be there, and ideally, so will AHSSIE.

Is rebranding a good use of our funds right now?

Rebranding is a huge endeavour with many components, and often, significant costs are attached to it. In our case, our visual identity (colour, font, etc.) will not change because our marketing is coordinated with the rest of the University. Recruitment brochures are also coordinated centrally, and they would be done according to the normal cycle and should not incur extra costs. Items such as letterhead are available online and business cards, if they are used at all, can be used up in the year or two it takes to fully transition. What will entail a cost is new signage, but the University is finalizing a wayfinding process right now so it is possible we might be able to coordinate with that project. Websites and other online assets will require human resources, but not extra funds that could better be spent elsewhere. The Faculty strives to be financially responsible, and believes that the costs for a name change would not be onerous, especially since the transition will occur over time.

Is the name change part of the AHS Strategic Plan 2020-25?

Yes, it is one of the Objectives in the proposed plan, under the Internal and External Community Engagement Priority. However, because the name affects other areas of the University, it needs to be treated differently than the rest of the plan and must go through the University approval process, including Senate and the Board of Governors. The rest of the AHS Strategic Plan needs to be approved by the bodies within AHS, such as Faculty Council. That is why the name change is on a different timeline than the rest of the plan.

When would the name change take effect?

Assuming it goes through the approval process in the coming months and gets on the agenda for Board of Governors in November, then we could be ready to implement it by January 2021. However, it will take about a year for the name change to be fully integrated into the normal cycle of recruitment and registrar materials, and for us to turn over all our website and social media assets. The idea is that it would be fully in effect for Fall 2022.

How were students able to show their feedback?

We started consulting with student representatives in winter 2020, although we did have some less formal opportunities going back to last year. Of course, students have been sitting on the Strategic Plan Advisory Committee, and were also invited to send comments to members of the Advisory Committee or to the Senior Manager, Marketing and Communications (which some

students have done). Students were also interested in participating in a poll, so one was distributed to graduate students by the graduate student representatives, and another was distributed the first week of June to undergraduates.

Dean, Faculty of Applied Health Sciences

VPRI Report to Senate September 2020

Reopening of On-Campus Research

All phases of reopening on-campus research, for research that was hindered by working remotely, have now been initiated. The last phase included initiating face-to-face human participant studies and was initiated mid-August.

Medical and Public Health Advisory Working Group

A Medical and Public Health Advisory Working Group is being established to support Waterloo's safe return to campus. This group will play a key role in ensuring that public health advice and best practices inform our next steps, and above all, the health and safety of our employees and our students. Reporting to the President & Vice-Presidents Council, this Working Group will serve as a resource to senior leadership for best practices regarding public health on campus to support ongoing planning, during the 2020-2021 academic year. Some aspects of its mandate include:

- Develop and implement processes for seamless collaboration with Public Health officials in response to positive cases on campus or in the community
- Advise on targets for metrics and actions to be triggered with regard to compliance monitoring and COVID-19 cases
- Advise university senior administration re: approach to tracking individuals on campus and support for contact tracing
- Advise and inform the university's role in any student testing pilot or program(s)
- Ensure transparency regarding the public health obligations of the university and measures to be implemented

COVID-19 Research at Waterloo

There are approximately 100 active projects by Waterloo researchers that are related directed to COVID-19. These projects span all six Faculties and involves almost every University-level Centre and Institute, including the Waterloo Institute for Nanotechnology, the Centre for Bioengineering and Biotechnology, the Cybersecurity and Privacy Institute, the Waterloo Institute for Sustainable Energy, the Interdisciplinary Centre for Climate Change, and the Games Institute. Categories of research projects are also diverse and include vaccines and treatments, virus and antibody detection, virus surveillance and monitoring, virus prevention and protection, public policy and population-level health, social determinants of health, economic impacts, and mental health impacts. In addition to grant support, a diverse set of partner companies and non-profits - ranging from Rogers to Gold Sentinel to St. Michaels Hospital to Avro Life Science to Evercloak – have supported research efforts.

GEDI

In an exercise of thought-leadership, GEDI hosted a successful series of virtual, industry-academic panel discussions themed around a Post-COVID Reboot.

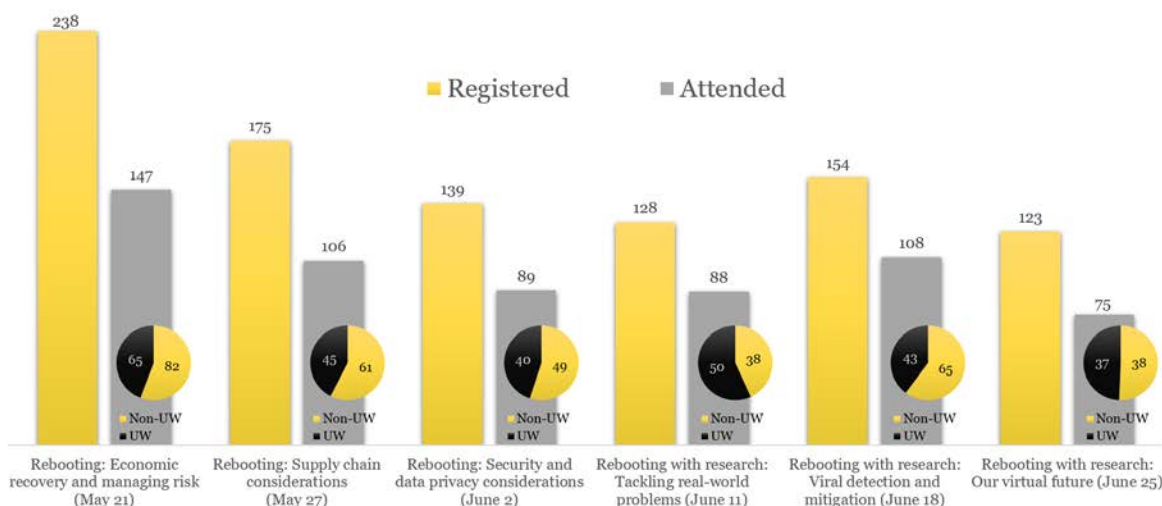
In this series of six panel-style webinars, experts from the University of Waterloo and representatives from some of Canada's leading companies shared their research, real-world

expertise, and experience to help identify the risks and plot the future of adapting to this new normal.

The first three webinars covered broadly applicable reboot topics: Economic Recovery & Managing Risk, Supply Chain Considerations, and Security and Data Privacy Considerations. Three additional webinars covered how the University is rebooting with research: Tackling Real-World Problems with Research, Viral Detection & Mitigation, and Our Virtual Future.

A summary of attendance is included below.

GEDI Post-COVID-19 Reboot Snapshot



PAGE 1



Awards: May – June 2020

- **Kelly Grindrod**, School of Pharmacy, *2020 Pharmacist of the Year Award*, Canadian Pharmacists Association
- **Jennifer Clapp**, Environment, Resources, and Sustainability, *Killam Research Fellowship*
- **Charmaine Dean**, Statistics and Actuarial Sciences, *Fellow of the Institute of Mathematical Statistics*
- **Matthew Kennedy**, Pure Math, *Israel Halperin Prize*
- **Susan Elliott**, Geography and Environmental Management, *Melinda Meade Distinguished Scholar award from the American Association of Geographers*, (Health & Medical Geography Specialty Group)
- **Kathryn Hare**, Pure Math, *Fellow of the Canadian Mathematical Society*

International Research Partnerships

- The Waterloo Institute for Sustainable Energy (WISE), through the Affordable Energy for Humanity (AE4H) global change initiative, is participating in a global research and international development assistance project titled “Development of a prototype hybrid minigrid system: Integrating innovative biomass, PV, decentralised lithium battery storage and cloud-based AI monitoring platform to provide 24-hour off-grid, clean electricity”. This project is funded by Innovate United Kingdom and is conducted in partnership with Modularity Grid (UK SME), Brill Power (UK SME), and Mandulis Energy (Ugandan SME). The project seeks to develop and implement an innovative system to provide access to renewable electricity in a remote unelectrified community in northern Uganda.
- WISE will contribute to this project by creating designs, models, and analyses for technical components of the energy system. Jatin Nathwani is the PI, with Kankar Bhattacharya, John Wen, Bissan Ghaddar, and Claudio Canizares as co-PIs. The project will run from April 2020 to March 2022, and will bring approximately \$410,000 CAD to Waterloo.

Waterloo International

- International Week is planned for September 21-26, 2020 and will highlight both the global cultures and the microcultures at the University of Waterloo through engagement, collaborations, debates, discussions, and an array of activities for students, staff, and faculty held by a variety of campus partners. For more information please see: <https://uwaterloo.ca/international/international-week>
- Due to COVID-19 and the current Global Affairs Canada travel restrictions, student academic international travel (such as exchange, internships or Co-op) for the Fall 2020 term is still on hold. However, as there are many non-Canadian nationals currently in their home country, many of whom have been unable to return to Canada for various reasons and who might struggle to find co-op positions in Canada if they were able to return, Waterloo International has been closely working with Co-op to enable students who are already outside of Canada to safely complete co-op terms for credit. Robust risk management plans and measures are being implemented to help ensure the safety of these students while allowing them to complete their co-op terms.