

University of Waterloo
SENATE
Notice of Meeting

Date: Monday 22 February 2021
Time: 3:30 p.m.
Place: Microsoft Teams Videoconference

	OPEN SESSION	Action
3:30	<p><u>Consent Agenda</u> Motion: To approve or receive for information by consent items 1-5 below.</p> <ol style="list-style-type: none"> 1. Minutes of the 18 January 2021 Meeting 2. Reports from Committees and Councils <ol style="list-style-type: none"> a. Undergraduate Council 3. Report of the President <ol style="list-style-type: none"> a. Honorary Degrees and Convocation Speakers b. Recognition and Commendation 4. Reports from the Faculties 5. Committee Appointments 	<p>Decision</p> <p>Information</p> <p>Information Information</p> <p>Information</p> <p>Decision</p>
	<p><u>Regular Agenda</u></p>	
3:35	6. Business Arising from the Minutes	
3:40	7. Teaching Presentation – Su-Yin Tan, Teaching Fellow from Environment, and Donna Ellis, the Director of Centre for Teaching Excellence	Information
4:10	8. Reports from Committees and Councils <ol style="list-style-type: none"> a. Undergraduate Council 	Decision
4:20	9. Report of the President	Information
4:30	10. Q&A Period with the President	Information
4:40	11. Report of the Vice-President, Academic & Provost <ol style="list-style-type: none"> a. Operating Budget 2020-21 Update 	Information
4:55	<ol style="list-style-type: none"> b. Department Name Change – Kinesiology 	Decision
5:05	<ol style="list-style-type: none"> c. Department Name Change – School of Public Health and Health Systems 	Decision
5:15	12. Report of the Vice-President, Research & International	Information
5:20	13. Other Business	
	CONFIDENTIAL SESSION	
5:25	14. Minutes of the 18 January 2021 Meeting	Decision
5:30	15. Business Arising from the Minutes	
5:35	16. Report of the Chancellor Review Committee	Decision

CONFIDENTIAL SESSION

Action

5:40

16. Report of the President

Information

5:45

17. Other Business

12 February 2021
KJJ/ees

Karen Jack
University Secretary

University of Waterloo
SENATE
Minutes of the 18 January 2021 Meeting

Present: Sheila Ager, Jean Andrey, Sandra Banks, Lisa Bauer-Leahy, Michael Beauchemin, Kankar Bhattacharya, Anne Bordeleau, David Billedeau, Carmen Bruni, Kofi Campbell, Jeff Casello, Robyn Clarke, David Clausi, Joan Coutu, Neil Craik, Eric Croiset, Lori Curtis, Peter Deadman, Charmaine Dean, David DeVidi, Catherine Dong, Fraser Easton, Aiman Fatima, Paul Fieguth, Wendy Fletcher, George Freeman, Martha George, Mark Giesbrecht, Julia Goyal, Kelly Grindrod, David Ha, John Haddock, Feridun Hamdullahpur (chair), Dennis Huber, Natalie Hutchings, Achim Kempf, Jennifer Kieffer, Sabrina Khandakar, Veronica Kitchen, Karen Jack (secretary), Christiane Lemieux, Robert Lemieux, Lili Liu, Kesen Ma, Ellen MacEachen, Blake Madill, Sara Marsh, Peter Meehan, Teferi Mergo, Samantha Meyer, Ian Milligan, Zoran Miskovic, Barb Moffatt, Graham Murphy, Richard Myers, Beth Namachchivaya, Cathy Newell Kelly, Erin O’Connell, Daniel O’Connor, Troy Osborne, David Perrin, William Power, Neil Randall, Samuel Rubin, James Rush, Max Salman, Emma Schuster, Marcus Shantz, Joanne Shoveller, Abbie Simpson, Sivabal Sivaloganathan, Siva Sivoththaman, Richard Staines, Bruno Tremblay, Sharon Tucker, Twesh Upadhyaya, Cristina Vanin, Johanna Wandel, Paul Ward, Mary Wells, Stan Woo, Nancy Worth, Clarence Woudsma, En-Hui Yang, Samer Zu’Mot

Guests: Jean Becker, Kathy Becker, Bruce Campbell, Aldo Caputo, Yufei Du, Donna Ellis, Barbara Forrest, Mike Grivicic, Candace Harrington, Marios Ioannidis, Narveen Jandu, Ross Johnston, Andrea Kelman, Nick Manning, Norah McRae, Bessma Momani, Mary Power, Alice Raynard, Chris Read, Ian Rowlands, Emily Schroeder, Daniela Sesar-Hencic, Allan Starr, Sherri Sutherland, Brandon Sweet, Mathew Thijssen

Absent: Mike Ashmore*, Dominic Barton, Dan Brown*, Cindy Forbes, Robert Gorbet*, Martin Karsten*

*regrets

OPEN SESSION

Opening Remarks

The chair welcomed senators to the first meeting of 2021.

Consent Agenda

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

George and O’Connor.

1. MINUTES OF THE 16 NOVEMBER 2020 MEETING

Senate approved the minutes of the meeting.

2. REPORTS FROM COMMITTEES AND COUNCILS

Joint Report – Graduate & Research Council and Undergraduate Council. Senate received the report for information.

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

Undergraduate Council

Faculty of Arts, Liberal Studies – Inclusion of Non-Arts Cross-listed Courses in Average

Senate heard a motion to approve the proposed revisions to the academic standings regulations as they apply to Liberal Studies students, effective 1 September 2022.

The remaining items were received for information.

3. REPORT OF THE PRESIDENT

Recognition and Commendation. Senate received the report for information.

4. REPORTS FROM THE FACULTIES

Senate received the reports for information.

The question was called, and the motion carried unanimously.

Regular Agenda

5. BUSINESS ARISING FROM THE MINUTES

There was no business arising from the minutes.

6. PRESENTATION – STRATEGIC PLAN UPDATE AND DEVELOPING TALENT ACTION TEAM OUTCOMES

Following an introduction by the chair, Rush and Dean informed senators how the strategic plan task forces' and action teams' reports are informing the University's implementation of the plan. Senators heard about: the overall implementation map (action teams, strategic areas, and lenses); the action teams' purposes; details about the three action teams (membership, processes, rationales and recommendations); themes and signature commitments; transitions to actions; recognition of and thanks to the many individuals who have been involved in the work. Senate heard that decisions about resourcing will follow, and that the various reports will be made available in some form in the future.

7. REPORTS FROM COMMITTEES AND COUNCILS

Executive Committee

Senate heard a motion to appoint the Executive Committee as the Chancellor Review Committee

Freeman and Myers. Carried unanimously.

Graduate & Research Council

New Program, Faculty of Arts

Senate heard a motion to approve a new Doctor of Philosophy (PhD) in Political Science, including optional experiential stream, effective 1 September 2021, as presented in the supporting materials.

Casello and Ager. Carried unanimously.

Program Changes, Faculty of Health

Senate heard a motion to approve the discontinuation of the collaborative doctoral program in Work and Health in (a) Kinesiology, (b) Recreation and Leisure Studies, and (c) School of Public Health and Health Systems, effective 1 January 2021, as presented at Attachment 1.

Casello and Liu. Carried unanimously.

Program Changes, Faculty of Engineering

Senate heard a motion to approve the discontinuation of the (type 2) Graduate Diploma (GDip) in Software Engineering within the Department of Electrical and Computer Engineering (ECE), effective 1 January 2021, as presented at Attachment 2.

Casello and Wells. Carried unanimously.

Graduate Studies – Academic Calendar Changes

Senate heard a motion to approve updates to the Enrolment and Time Limits regulation, effective 1 January 2021, as presented at Attachment 3.

Casello and Murphy. Carried unanimously.

Undergraduate Council

Faculty of Arts, Global Business and Digital Arts

Senate heard a motion to approve the proposed change to the Bachelor of Global Business and Digital Arts as outlined in the report, effective 1 September 2022.

DeVidi and Ager.

In response to a question, DeVidi confirmed that a co-op feasibility study had been done for the honours Global Business and Digital Arts co-operative program.

The question was called and the motion carried unanimously.

8. REPORT OF THE PRESIDENT

The president spoke to: recent and pending good news announcements, including new and renewed Canada Research Chairs; recent deaths of members of the community, including in particular, the sad news in December of Pearl Sullivan's passing; a government relations update; the ongoing safety measures in place due to the pandemic; some pandemic-related data with regard to students; the University's engagement with the National Centre for Faculty Development and Diversity. At the president's invitation, Dean provided a brief update on the President's Anti-Racism Task Force and its five working groups. In discussion: efforts being undertaken to coordinate communications regarding the pandemic; ways the costs of the University's "quarantine package" typically are shared; work being done by the safety abroad team to enable international exchanges when it is safe to do so.

9. Q&A PERIOD WITH THE PRESIDENT

Questions were received from the floor during the Report of the President.

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

Rush provided members with an overview of the rationale for the proposed changes to the Spring 2021 academic term dates distributed to senators earlier in the day. Senate heard a motion to revise the Spring 2021 term academic calendar dates as indicated in the report.

Rush and Ha.

In discussion: from guest Marios Ioannidis on behalf of FAUW, a request for consideration for those instructors who request early exams, and advice that such requests are routinely handled and accommodated as schedules permit by the registrar's office; an acknowledgement that in the consultations which occurred about these revised dates, the request by undergraduate students for more study breaks could not be accommodated; agreement by Casello to discuss with the Graduate Operations Committee ways to ensure unintended impacts on graduate thesis submission deadlines do not occur.

The question was called and the motion carried unanimously.

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

Following a brief overview by Dean, Senate received the report for information.

12. OTHER BUSINESS

There was no other business.

Senate convened in confidential session.

22 January 2021

Karen Jack
University Secretary

CONFIDENTIAL SESSION

The confidential minutes have been removed.

University of Waterloo
SENATE UNDERGRADUATE COUNCIL
Report to Senate
22 February 2021

Senate Undergraduate Council met on 12 January 2021 and agreed to forward the following items to Senate 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

MINOR PLAN & CURRICULAR MODIFICATIONS

Council approved course changes for the faculty of science (biology, earth, optometry, science and business) on behalf of Senate.

/rmw

David DeVidi
Associate Vice-President, Academic



To: Senate

From: Feridun Hamdullahpur, president and vice-chancellor

Date: 22 February 2021

Subject: **Call for Nominations for Honorary Degrees**

An honorary degree is the highest honour conferred by the University. Through the conferring of honorary degrees, the University of Waterloo seeks to recognize outstanding achievement, whether academic or through service to society. These achievements are celebrated at Convocation where they inspire those in attendance and, in particular, our newly graduating students.

Guidelines for the awarding of honorary degrees, including selection guidelines, procedures, considerations to make in assessing a candidate's qualifications, and details on what to submit in a nomination package, can be found on the website for the Senate Nominating Committee for Honorary Degrees (<https://uwaterloo.ca/secretariat/committees-and-councils/honorary-degrees-committee/guidelines-awarding-honorary-degrees>). You are also welcome to contact the committee secretary, Rebecca Wickens (rebecca.wickens@uwaterloo.ca) for information and assistance.

We invite you to consider nominating a worthy candidate for this honour. Please note, the University embraces and appreciates diversity and wants to ensure a diverse pool of candidates. With the community's input we can continue to maintain a substantial pool of deserving individuals whose achievements the University would be delighted to celebrate and honour.

Thank you in advance for your contribution to this important tradition.

University of Waterloo
SENATE
Report of the President
22 February 2021

FOR INFORMATION

Recognition and Commendation

Two alumni, a professor emeritus, and Waterloo's next president are among the people recently named to the **Order of Canada** in announcements in November and December. **Vivek Goel**, who becomes University of Waterloo's seventh president and vice-chancellor in July, was named a member of the Order of Canada in the honours list announced December 30. Known globally as an expert in public health, the distinguished scholar recently served as vice-president, research and innovation at the University of Toronto. He stepped down from that role last June to support Canada's response to the pandemic as a member of the federal COVID-19 Immunity Task Force, and as scientific advisor for the CanCOVID Research Network. Her Excellency, the Right Honourable Julie Payette, Governor General of Canada, recognized Goel for his contributions as an academic and administrator who is committed to the advancement of public health services, evidence-based healthcare, and research innovation.

Frances Westley, professor emeritus and formerly the J.W. McConnell Chair in Social Innovation at Waterloo, was also named a member of the Order of Canada in the same announcement. She is an author, consultant, and renowned scholar in the areas of social innovation, inter-organizational collaboration, and strategies for sustainable development. Westley's honour is the result of her global contributions to the study and implementation of social innovation.

The Honourable **Monique Bégin**, who has an honorary doctor of laws degree from Waterloo, and **Peter Warrion**, an alumnus of St. Jerome's University who earned his BA, MA and PhD from Waterloo, appear in the announcement on November 27. Bégin's award is a promotion within the Order to companion, and is the result of her work to support public health, education and human rights around the world. She has served federally as Minister of National Revenue and as Minister of Health and Welfare. Warrion, co-founder and managing director of the Lupina Foundation, becomes a member of the Order of Canada. He was recognized for his expertise and leadership as a researcher in Canada's steel industry, and for his philanthropy in the area of health.

(adapted from the *Daily Bulletin*, 4 January 2021)

Nine University of Waterloo researchers have been named new or renewing **Canada Research Chairs (CRC)**, announced in December 2020 by the Honourable Navdeep Bains, Minister of Innovation, Science and Industry as part of a Government of Canada investment of approximately \$195 million.

Sarah Burch

- Geography and Environmental Management, Faculty of Environment
- Canada Research Chair in Sustainability Governance and Innovation
- SSHRC Tier 2 (Renewal): \$500,000 over five years

Catherine Burns

- Systems Design Engineering, Faculty of Engineering
- Canada Research Chair in Human Factors in Healthcare Systems
- CIHR Tier 1 (New): \$1.4 million over seven years

Alana Cattapan

- Political Science, Faculty of Arts
- Canada Research Chair in the Politics of Reproduction
- SSHRC Tier 2 (New): \$500,000 over five years

Monica Emelko

- Civil and Environmental Engineering, Faculty of Engineering
- Canada Research Chair in Water Science, Technology and Policy
- NSERC Tier 1 (New): \$1.4 million over seven years

Logan MacDonald

- Fine Arts, Faculty of Arts
- Canada Research Chair in Indigenous Art
- SSHRC Tier 2 (New): \$500,000 over five years

Hannah Neufeld

- School of Public Health and Healthy Systems, Faculty of Health
- Canada Research Chair in Indigenous Health, Wellbeing and Food Environments
- CIHR Tier 2 (New): \$500,000 over five years

Luke Postle

- Combinatorics and Optimization, Faculty of Mathematics
- Canada Research Chair in Graph Theory
- NSERC Tier 2 (Renewal): \$500,000 over five years

Michelle Rutty

- Faculty of Environment
- Canada Research Chair in Tourism, Environment, and Sustainability
- SSHRC Tier 2 (New): \$500,000 over five years

Crystal Senko

- Physics and Astronomy, Faculty of Science
- Canada Research Chair in Trapped ION Quantum Computing
- NSERC Tier 2 (New): \$500,000 over five years

(adapted from the *Daily Bulletin*, 6 January 2021)

Professor Ihab Ilyas has been named a **2020 ACM Fellow** for his contributions to data cleaning and data integration. The **Association for Computing Machinery** is the world’s largest educational and scientific computing society, uniting computing educators, researchers and professionals to inspire dialogue, share resources and address the field’s challenges. ACM fellowships are conferred to the top 1 percent of the association’s members, and the prestigious recognition indicates excellence in technical, professional and leadership contributions that advance computing, promote the exchange of ideas, and further ACM’s objectives. “Congratulations to Ihab on receiving this much-deserved recognition from ACM,” said Raouf Boutaba, Professor and Director of the Cheriton School of Computer Science. “His fundamental contributions to data cleaning and data integration have had significant and lasting impacts, both in shaping the direction of data systems research and in the development of technologies adopted by industry.”

Professor Ilyas completed his PhD at Purdue University in 2004. He joined the Cheriton School of Computer Science as a faculty member later that year and is a core member of the School’s Data Systems Group. He has made fundamental contributions to database technology, in particular to rank-aware query processing, uncertain data management, and data cleaning. Early in his career, he pioneered the notion of rank-aware query processing, providing new scan and join operators that rank query results. He proposed an effective cost-based optimization framework that integrates these processing operators in relational database engines.

Professor Ilyas and his cadre of students were the first to define the problem of ranking uncertain data, where the record membership, the score values or both are uncertain. This work launched a new line of research in the database community to better understand the interplay between data uncertainty and ranking requirements by users. “I’m honoured to receive ACM’s recognition as a Fellow and thank the Cheriton School of Computer Science for supporting my nomination,” Professor Ilyas said. “This recognition would not be possible without the diligent work of my awesome graduate students over the years as well as that of my talented colleagues and collaborators. I am grateful to all of them.”

Since 2009, Professor Ilyas has focused on data quality and the technical challenges in building data-cleaning systems. His group introduced novel practical algorithms and system prototypes. This work circumvents the limitations of previous data-cleaning solutions that either narrowly focused on single types of data errors or simply ignored many real-life considerations that prevented their adoption. Professor Ilyas has published his contributions in leading journals, including *ACM Transactions on Database Systems*, *VLDB Journal*, and the *Proceedings of the VLDB Endowment*, and at top database conferences, including ACM SIGMOD, VLDB, and IEEE International Conference on Data Engineering. He coauthored *Data Cleaning*, an ACM book published in July 2019 that serves as a reference for researchers and practitioners interested in data quality and data cleaning. Professor Ilyas co-founded two companies based on his research — Inductiv, a Waterloo-based start-up, now part of Apple, that uses AI for structured data cleaning, and Tamr, a start-up focusing on large-scale data integration and cleaning.

(adapted from the *Daily Bulletin*, 15 January 2021)

Several creative works by Waterloo staff were recognized by **CASE District II**. This organization recognizes top achievements in alumni affairs, public affairs, communications, recruitment, marketing, fundraising and other initiatives that support the advancement of post-secondary institutions.

Congratulations to:

- **University Relations/Advancement**, who won **GOLD for best general video** for the [citizenship judge Albert Wong \(BSc '80\) video](#) used in the Spring 2020 issue of the *Waterloo Magazine*.

- **University Relations/Advancement**, who won **SILVER for best video on a shoestring** for the [same video](#) as above.
- **Institute for Quantum Computing**, who won **SILVER for best institutional relations — president's reports and annual reports** for the [2019 impact report](#).
- **Advancement**, who won **BRONZE for best fundraising pivot** for the [Student Emergency Support Fund appeal](#).

All of these projects require creativity, strategy and multiple collaborators to pull them together, and they represent Waterloo well with our Canadian and American peers. Congratulations to everyone involved.

(adapted from the *Daily Bulletin*, 22 January 2021)

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF THE FACULTY OF ARTS TO SENATE
February 22, 2021

FOR INFORMATION

A. APPOINTMENTS

Post-Doctoral Re-Appointments

BOYLAN, James, Department of Psychology, January 1, 2021 – February 28, 2021.

RALPH, Brandon, Department of Psychology, January 1, 2021 – April 30, 2021.

YAKOBI, Ofir, Department of Psychology, February 1, 2021 – March 31, 2021.

Adjunct Appointments – Instruction

BALAISIS, Nicholas, Lecturer, Department of Fine Arts, January 1, 2021 - April 30, 2021.

CHOI, Deanna, Lecturer, Department of Communication Arts, January 1, 2021- April 30, 2021.

DAVIS, Howard, Lecturer, Department of Communication Arts, January 1, 2021- April 30, 2021.

FULLENWIEDER, Lara, Lecturer, Department of Sociology & Legal Studies, January 1, 2021 - April 30, 2021.

H Aidar, Saliha, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

KARN, Denyse, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

KIM, Andrea, Lecturer, Stratford School of Interaction Design and Business, January 1, 2021 - April 30, 2021.

WATT, Kirsten, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

WILSON, McLennan, Lecturer, Department of Sociology & Legal Studies, January 1, 2021 - April 30, 2021.

Adjunct Reappointments – Instruction

ADAMS, Russell, Lecturer, Department of Anthropology, January 1, 2021 - April 30, 2021.

ALEKBEROV, Elshan, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

ALMAULA, Mirial, Lecturer, Department of Communication Arts, January 1, 2021- April 30, 2021.

ALMUSTAFA, Maissaa, Lecturer, Department of Political Science, January 1, 2021 - April 30, 2021.

AQUINO, Sara, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

ARENS, Preston, Lecturer, Department of History, January 1, 2021 - April 30, 2021.

BALAISIS, Nicholas, Lecturer, Arts First Program, Department of Communication Arts, January 1, 2021 - April 30, 2021.

BALTRUSAITIS, Johnathan, Lecturer, Stratford School of Interaction Design and Business, January 1, 2021 - April 30, 2021.

BERIAULT, Phillipe, Lecturer, Department of Philosophy, January 1, 2021 - April 30, 2021.

BRASSARD Brooke, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

BREY, Betsy, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

BRIGGS, Catherine, Lecturer, Department of History, January 1, 2021 - April 30, 2021.

BULLOCH, Dean, Lecturer, Department of Psychology, January 1, 2021 - April 30, 2021.

BUSCEMI, Joseph, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

CALDERON, Jesus, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

CAMPBELL, Greg, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

CARTER, Veronica, Lecturer, Department of Fine Arts, January 1, 2021 - April 30, 2021.

CARVER, Matthew, Lecturer, Department of Fine Arts, January 1, 2021 - April 30, 2021.

CASTANEDA OCHOA, Jorge, Lecturer, Department of Spanish & Latin American Studies, January 1, 2021 - April 30, 2021.

COCARLA, Sasha, Lecturer, Department of Philosophy, January 1, 2021 - April 30, 2021.

CORREIA, Vanessa, Lecturer, Department of Philosophy, January 1, 2021 - April 30, 2021.

CORY, Dylan, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

CYR, Dylan, Lecturer, Department of History, January 1, 2021 - April 30, 2021.

DAL CASTEL, Kate, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

De ROOVER, Megan, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

DEHGHANI, Morteza, Lecturer, Arts First Program, Department of Communication Arts, January 1, 2021 - April 30, 2021.

DeROOVER, Megan, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

DIGNAN, Paul, Lecturer, Department of Fine Arts, January 1, 2021 - April 30, 2021.

DOLSON, Mark, Lecturer, Department of Anthropology, January 1, 2021 - April 30, 2021.

DOYLE, Jennifer, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

EHRENTAUT, Judy Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

EZEH, Alphonsus, Lecturer, Department of German & Slavic Studies, January 1, 2021 - April 30, 2021.

FATIMA, Nafeez, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

FERNANDEZ, Stephen Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

FOLLETT, Alec, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

GAMEZ, Hector, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

GAZZOLA, Lynn, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

GLADKOVA, Olga, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

HANCOCK, Michael, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

HAYES, Nicole, Lecturer, Department of Anthropology, January 1, 2021 - April 30, 2021.

HILL, Heather, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

HOLMES, Trevor, Lecturer, Department of Philosophy, January 1, 2021 - April 30, 2021.

HUANG, Yichun, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

HUDSON, Anna, Lecturer, Department of Psychology, January 1, 2021 - April 30, 2021.

HUNTER, Natalie, Lecturer, Department of Fine Arts, January 1, 2021 - April 30, 2021.

HUTCHISON, Jesse Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

HUTTER, Dan, Lecturer, Department of Classical Studies, January 1, 2021 - April 30, 2021.

JAIMES-DOMINGUEZ, Luis, Lecturer, Department of Spanish & Latin American Studies, January 1, 2021 - April 30, 2021.

KAPOOR, Akash, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

KARIMZADA, Muhebullah, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

KHOLDI, Amir-Shahram, Lecturer, Department of History, January 1, 2021 - April 30, 2021.

KUMASE, Wokia-azi, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

LAWRENCE, Mike, Lecturer, Department of Political Science, January 1, 2021 - April 30, 2021.

LEKO, Vesna, Lecturer, Department of German & Slavic Studies, January 1, 2021 - April 30, 2021.

LEROUX, Carlie, Lecturer, Department of Sociology & Legal Studies, January 1, 2021 - April 30, 2021.

LIAQAT, Zara, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

LIN, David, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

LOWERISON, Carin, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

MANJI, Noorin, Lecturer, Department of Sociology & Legal Studies, January 1, 2021 - April 30, 2021.

MARICIC, Alan, Lecturer, Department of History, January 1, 2021 - April 30, 2021.

MCGOWAN, Rosemary, Lecturer, Department of Political Science, January 1, 2021 - April 30, 2021.

McTAVISCH, Sarah, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

MELNYKEYVYCH, Vikroriya, Lecturer, Department of German & Slavic Studies, January 1, 2021 - April 30, 2021.

MOHLE de ROOIJ, Geertruida, Lecturer, Department of German & Slavic Studies, January 1, 2021 - April 30, 2021.

MORTON, Eve, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

MORTON, Evelyn, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

MUGON, Jhotisha, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

NEWMAN, Laine, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

NOORIN, Manji, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

NORTON, Roy, Lecturer, Department of Political Science, January 1, 2021 - April 30, 2021.

OFILL, Patricia, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

OH, Jinuk, Lecturer, Stratford School of Interaction Design and Business, January 1, 2021 - April 30, 2021.

O'NEILL, Terry, Lecturer, Stratford School of Interaction Design and Business, January 1, 2021 - April 30, 2021.

OZKARDAS, Ahmet, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

PACEY, Dean, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

PECKHAM, Will, Lecturer, Department of Psychology, January 1, 2021 - April 30, 2021.

PETRESCU, Maria, Lecturer, Department of French Studies, January 1, 2021 - April 30, 2021.

PIERCE, Kathleen, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

PUURUNEN, Elias, Lecturer, Department of Political Science, January 1, 2021 - April 30, 2021.

RAHMAN, Fiona, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

RAJSIC, Predrag, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

RANA, Saeed, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

RAY, Nicholas, Lecturer, Arts First Program, Department of Philosophy, January 1, 2021 - April 30, 2021.

REDDOCK, Jennifer, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

ROBINSON, Rowland, Lecturer, Department of Political Science, January 1, 2021 - April 30, 2021.

RUFFUDEEN, Zamal, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

SCHWARTZ, Shira, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

SHAKESPEARE, Robert, Lecturer, Arts First Program, Department of Communication Arts, Department of English Language & Literature January 1, 2021 - April 30, 2021.

SIDER, Kimber, Lecturer, Arts First Program, Department of Communication Arts, January 1, 2021 - April 30, 2021.

SIMEONI, Laura, Lecturer, School of Accounting & Finance, January 1, 2021 - April 30, 2021.

SLETHAUG, Gordon, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

SMOLEWSKA, Kathy, Lecturer, Department of Psychology, December 1, 2020 - April 30, 2021.

STACEY, Jeffery, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

STETTNER, Shannon, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

TANGUAY, Greg, Lecturer, Department of Economics, January 1, 2021 - April 30, 2021.

TODOROVIC, Daniel, Lecturer, Department of Psychology, January 1, 2021 - April 30, 2021.

TRENTIN, Lisa, Lecturer, Department of Classical Studies, January 1, 2021 - April 30, 2021.

TROIT, Anne Sophie, Lecturer, Department of French Studies, January 1, 2021 - April 30, 2021.

VASTA, Sameer, Lecturer, Department of Political Science, January 1, 2021 - April 30, 2021.

WHITE, Matthew, Lecturer, Department of Communication Arts, January 1, 2021 - April 30, 2021.

WIENS, Brianna, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

WIENS, Brianna, Lecturer, Department of Communication Arts, January 1, 2021- April 30, 2021.

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

PAWLAK, Konrad, Lecturer, School of Accounting & Finance, January 1, 2021- August 31, 2021.

Graduate Students Appointed as Part-Time Lecturers

ALTAHER, Ayesha, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

ATTISANO, Liz, Lecturer, Department of Psychology, January 1, 2021 - April 30, 2021.

BHOYROO, Haneesha, Lecturer, Department of French Studies, January 1, 2021 - April 30, 2021.

BREY, Elizabeth Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

CAMERON, Christopher, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

EL AMYOUNI, Elianne, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

ELLIOTT, Caitlin, Lecturer, Department of Sociology & Legal Studies, January 1, 2021 - April 30, 2021.

FLECK, Alexander, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

GALARNEAU, Sarah, Lecturer, Department of Fine Arts, January 1, 2021 - April 30, 2021.

GALLAGHER, Sara, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

GIANNAKOPOULOS, Christopher, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

GIGUÈRE, Frédéric, Lecturer, Department of French Studies, January 1, 2021 - April 30, 2021.

GODOLLEI, Anna, Lecturer, Department of Psychology, January 1, 2021 - April 30, 2021.

GREEN, Emma, Lecturer, Department of Psychology, January 1, 2021 - April 30, 2021.

GUENETTE, Ashley, Lecturer, Department of Fine Arts, January 1, 2021 - April 30, 2021.

HOBIN, Nicholas, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

IRWIN, Ashley, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

JOHNSTON, Leslie, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

JOHNSON, Melissa, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

KARKI, Chitra, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

MASCELLA, Allison, Lecturer, Department of Political Science, January 1, 2021 - April 30, 2021.

MCCHESENEY, Dylan, Lecturer, Department of Philosophy, January 1, 2021 - April 30, 2021.

MILLER, Chris, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

MILNE, Elizabeth, Lecturer, Department of German & Slavic Studies, January 1, 2021 - April 30, 2021.

MORENO OJEDA, Diana, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

MORIARTY, Devon, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

MORTON, Travis, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

PEARL, Zachary, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

RACIOT, Toben, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

RODIMON, Sarah, Lecturer, Department of Psychology, January 1, 2021 - April 30, 2021.

SEWELL, Jamie, Lecturer, Department of Philosophy, January 1, 2021 - April 30, 2021.

SHATALOVA, ELIZAVETA, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

TAYLOR, Christin, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

TORBICA, Masa, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

WAAS, Chris, Lecturer, Department of Philosophy, January 1, 2021 - April 30, 2021.

WOJCIECHOWSKI, Christine, Lecturer, Department of Sociology & Legal Studies, January 1, 2021 - April 30, 2021.

YOON, John, Lecturer, Department of English Language & Literature, January 1, 2021 - April 30, 2021.

ZAMAN, Md, Lecturer, Arts First Program, January 1, 2021 - April 30, 2021.

Staff Appointments to Faculty

DIGRAVIO, Katrina, Lecturer, Department of Psychology, January 1, 2021- April 30, 2021.

NUNEZ, Camelia, Lecturer, Department of Economics, January 1, 2021- April 30, 2021.

B. ADMINISTRATIVE APPOINTMENTS

DAGTAS, Secil, Department of Anthropology, Associate Chair, Graduate Studies, January 1, 2021 to June 30, 2023.

HABIB, Jasmin, Department of Political Science, Associate Chair, Undergraduate Studies, January 1, 2021 to June 30, 2021.

Administrative Reappointments

FERRER, Ana, Associate Dean, Research, January 1, 2021 to December 31, 2021.

SBARDELLATI, John, Department of History, Associate Chair, Undergraduate Studies, January 1, 2021 to June 30, 2021.

Change in Dates

LIU, Jennifer, Department of Anthropology, Associate Chair, Graduate Studies, *from* July 1, 2018 to June 30, 2021 *to* July 1, 2018 to December 31, 2020.

MUFTI, Mariam, Department of Political Science, Associate Chair, UG, *from* July 1, 2020 to June 30, 2023 *to* July 1, 2020 to December 31, 2020.

C. RETIREMENTS

CHESNEY, William, Associate Professor, Department of Communication Arts, May 1, 2020.

DENTON, Diana, Associate Professor, Department of Communication Arts, April 1, 2020.

VERT, David, Continuing Lecturer, School of Accounting & Finance, July 1, 2020.

WALKER, James, Professor, Department of History, November 14, 2020.

WARLEY, Linda, Associate Professor, Department of English Language & Literature, September 1, 2020.



Sheila Ager
Dean, Faculty of Arts

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF ENGINEERING TO SENATE
February 22, 2021

FOR INFORMATION

A. *APPOINTMENTS*

Probationary Term Appointment

HU, Yue, Assistant Professor, Department of Mechanical and Mechatronics Engineering, March 1, 2021 – June 30, 2024. PhD, (Robotics), Optimization in Robotics and Biomechanics Group (ORB), Combined Faculty of the Natural Sciences and Mathematics, Heidelberg University, Heidelberg, Germany; 2017; Master in Erasmus Mundus in Advanced Robotics, (EMARO), double Italian-French degree, University of Genoa, Italy (1st year), École Central de Nantes, (2nd year), 2013; Bachelor in Electronics Engineering, University of Genoa, Italy, 2011. Dr. Yue Hu is currently coming to us from the Joint Robotics Laboratory at the National Institute of Advanced Industrial Science and Technologies (AIST) in Japan where she was a research fellow. Her research is in the area of Active Physical Human-Robot Interaction which deals with the interaction of physical and psychological aspects of human-robot cooperation. Dr. Hu will bring her expertise in human-robot collaboration and interaction to our expanding research initiative in Assistive and Collaborative Robotics.

Probationary Term Reappointment

BIRO, Elliot, Assistant Professor, Department of Mechanical and Mechatronics Engineering, July 1, 2021 – June 30, 2024. Doctor of Philosophy in Material Science and Engineering, McMaster University, Hamilton, ON, 2014; Master of Applied Science in Mechanical Engineering, University of Waterloo, Waterloo, ON, 2001; Bachelor of Applied Science in Mechanical Engineering (specialization in welding), University of Waterloo, Waterloo, ON, 2000.

Definite-Term Appointment

MALEKSAEEDI, Saeed, Research Assistant Professor, Department of Mechanical and Mechatronics Engineering, April 1, 2021 – March 31, 2024. PhD, Materials Science and Engineering (Ceramics), Shiraz University, Shiraz Iran, 2009, (Exchange student for one year in Nanyang Technological University, Singapore, 2008-2009); MSc, Engineering Materials Characterization, Selection and Methods of Manufacturing, 2005; BSc Shiraz University, Shiraz, Iran, 2003. His expertise is in additive manufacturing processes and materials as well as design for additive manufacturing. In his capacity, he collaborates with researchers in the Multi-Scale Additive Manufacturing (MSAM) laboratory of the Department of Mechanical and Mechatronics Engineering to enhance this technology for further adoption in medical and engineering sectors.

Visiting Appointments

EMBIRUCU DE SOUZA, Marcelo, Professor, Department of Chemical Engineering, March 1, 2021 – September 30, 2021.

YUNG, Lin Yue, (Lanry), Associate Professor, Department of Chemical Engineering, January 18, 2021 – August 7, 2021.

Special Appointments

Undergraduate Teaching, Research, Other

MAHONEY, Erin, Engineer in Residence, Department of Civil and Environmental Engineering, January 1, 2021 – December 31, 2021.

Adjunct Appointments

Graduate Supervision and Research

BRANDT, Milan, Professor, Department of Mechanical and Mechatronics Engineering, January 1, 2021 – December 31, 2023.

NG, Flora, Professor, Department of Chemical Engineering, November 1, 2020 – November 30, 2023.

ROHANI, Arash, Assistant Professor, Department of Electrical and Computer Engineering, October 1, 2020 – June 30, 2024.

STASHUK, Daniel, Professor, Department of Systems Design Engineering, January 1, 2021 – November 30, 2023.

Adjunct Reappointments

Graduate Supervision and Research

GLINKA, Grzegorz, Professor, Department of Mechanical and Mechatronics Engineering, January 1, 2021 – December 31, 2023.

MAHMUD, Shohel, Professor, Department of Mechanical and Mechatronics Engineering, October 1, 2020 – September 30, 2023.

MOO YOUNG, Murray, (Distinguished Professor Emeritus), Professor, Department of Chemical Engineering, January 1, 2021 – April 30, 2026.

SABRY, Ramin, Professor, Department of Electrical and Computer Engineering, October 1, 2020 – June 30, 2024.

Adjunct Reappointments

Graduate Supervision, Teaching and Research

SHAABAN, Mostafa, F., Assistant Professor, Department of Electrical and Computer Engineering, October 1, 2020 – June 30, 2024.

B. ADMINISTRATIVE REAPPOINTMENTS

BRUSH, David, Undergraduate Associate Chair, Department of Civil and Environmental Engineering, January 1, 2021 – December 31, 2022.

Mary Wells

Mary A. Wells, Dean
Faculty of Engineering

University of Waterloo
REPORT OF THE DEAN OF ENVIRONMENT TO SENATE
February 22, 2021

FOR INFORMATION

A. APPOINTMENTS

Continuing Lecturer Appointment

O'CONNELL, Erin, Faculty of Environment and Department of Geography and Environmental Management, July 1, 2021, [PhD University of Waterloo, 2013; MA Wilfrid Laurier University, 2008; BEd University of Western Ontario, 2006; BA Hons Wilfrid Laurier University, 2005]. Dr. O'Connell held postdoctoral research positions at the University of Waterloo, and the University of Cambridge, and taught sessional courses at University of Waterloo. Dr. O'Connell was appointed as a three-year, definite-term Lecturer in January 2018. Dr. O'Connell has taught various undergraduate courses, including core courses, with enrolments ranging from 37 to 289. Her student perception scores for courses has been consistently high, and those pertaining to the instructor have been consistently high as well.

Adjunct Appointments

Graduate Supervision and Research

BURGESS, David, Assistant Professor, Department of Geography and Environmental Management, January 1, 2021 to December 31, 2023.

Research

KILLINGBECK, Siobhan, Assistant Professor, Department of Geography and Environmental Management, November 1, 2020 to December 31, 2020.

Other

FILION, Pierre, Professor, Faculty of Environment and School of Planning, January 1, 2021 to August 31, 2021.

Special Appointments

Instruction

ESTEVES DIAS, Ana Carolina, Assistant Professor, School of Environment, Resources and Sustainability, January 1, 2021 to April 30, 2021.

STIRBET, Hari, Lecturer, School of Environment, Enterprise and Development, January 1, 2021 to April 30, 2021.

Cross Appointments

COURTENAY, Simon, Professor, School of Environment, Resources and Sustainability to Department of Biology, April 1, 2021 to June 30, 2024.

KEARNS, Suzanne, Associate Professor, Department of Geography and Environmental Management to School of Planning, January 1, 2021 to December 31, 2023.

SCHWEIZER, Vanessa, Associate Professor, Knowledge Integration to Systems Design Engineering, November 1, 2020 to October 31, 2023.

B.

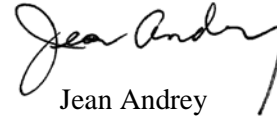
C. SABBATICAL LEAVES

For Approval by the Board of Governors

BARRY, Janice, Assistant Professor, School of Planning, May 1, 2021 to October 31, 2021 at 100% salary.

Cancellation

BURCH, Sarah, Associate Professor, Department of Geography and Environmental Management, January 1, 2021 to June 30, 2021 at 85% salary.



Jean Andrey
Dean

University of Waterloo
REPORT OF THE DEAN OF FACULTY OF HEALTH TO SENATE
February 22, 2021

FOR INFORMATION

A. APPOINTMENTS

Adjunct Appointment

Graduate Supervision and Research

HIGGINS-DESBIOLLES, Freya, Associate Professor, Department of Recreation and Leisure Studies, January 1, 2021-December 31, 2024.

Special Lecturer Appointment

PARKINSON, Robert, Lecturer, Department of Kinesiology, January 1, 2021 – April 30, 2021.

Postdoctoral appointment

THOMSON, Sherri, Department of Kinesiology, February 1, 2021 – January 31, 2022.

Postdoctoral re-appointment

WOOD, Katelyn, Department of Kinesiology, January 1, 2021 – August 31, 2021.

B. *To Be Approved By The Board Of Governors*

SABBATICALS

DUPUIS, Sherry, Professor, Department of Recreation and Leisure Studies, September 1, 2021 – August 31, 2022 at 85% salary.

MACEACHEN, Ellen, Professor, School of Public Health and Health Systems, September 1, 2021 – August 31, 2022 at 100% salary.


Lili Liu, Dean
Faculty of Health

University of Waterloo
REPORT OF THE DEAN OF MATHEMATICS TO SENATE
February 22, 2021

FOR INFORMATION

A. APPOINTMENTS

Visiting Appointments

BURGER, Reinhold, Research Associate, David R. Cheriton School of Computer Science, January 1, 2021 – December 31, 2021.

CONNELLY, Robert (Cornell University), Professor, Dept. of Combinatorics and Optimization, February 1, 2021 – June 30, 2021.

DAROONEH, Amir (The University of Zanjan), Professor, Dept. of Applied Mathematics, February 1, 2021 – January 31, 2022.

FAIR, Kathryn, Researcher, Dept. of Applied Mathematics, January 1, 2021 – December 31, 2021.

JACKSON, William (Queen Mary University of London), Professor, Dept. of Combinatorics and Optimization, March 1, 2021 – June 30, 2021.

MOHAMMADI, Fatemeh (Ghent University), Professor, Dept. of Combinatorics and Optimization, February 1, 2021 – April 30, 2021.

RAVICHANDRAN, Thambirajah, Research Associate, Dept. of Applied Mathematics, January 1, 2021 – April 30, 2021.

Adjunct Reappointments

Instructor

ALI, Javid, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

DLIN, Richard, Lecturer, Office of the Dean, January 1, 2021 – April 30, 2021.

JOHNSTON, Rick, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

KIM, Hyungjin, Lecturer, Dept. of Applied Mathematics, January 1, 2021 – April 30, 2021.

KOELLER, Dave, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

LENNOX, Rick, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

LI, Raymond, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

McKINNON, Jennifer, Lecturer, Office of the Dean, January 1, 2021 – April 30, 2021.

MCLEISH, Don, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

RESCH, Janelle, Lecturer, Office of the Dean, January 1, 2021 – April 30, 2021.

RETTINGER, Jordan, Lecturer, Office of the Dean, January 1, 2021 – April 30, 2021.

ROBINSON, Jack, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

SLOSS, Craig, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

STRUTHERS, Cynthia, Lecturer, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

WANG, Zijia, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

Graduate Students appointed as Part-time Lecturers

MANOR, Nicholas, Dept. of Pure Mathematics, January 1, 2021 – April 2021.

SPICKER, Dylan, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

WANG, Zijia, Dept. of Statistics and Actuarial Science, January 1, 2021 – April 30, 2021.

Graduate Students reappointed as Part-time Lecturers

SIVAS, Abdullah Ali, Dept. of Applied Mathematics, January 1, 2021 – April 30, 2021.

Postdoctoral Fellows appointed as Part-time Lecturers

AN, Pengcheng, David R. Cheriton School of Computer Science, April 1, 2021 – March 31, 2022.

TELEMACO NETO, Ulisses, David R. Cheriton School of Computer Science, February 1, 2021 – December 31, 2022

Postdoctoral Fellow reappointed as part-time Lecturers

RANDHAWA, Gurjit Singh, David R. Cheriton School of Computer Science, January 1, 2020 – April 30, 2021.



Mark Giesbrecht
Dean

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF SCIENCE TO SENATE
February 22, 2021

For information:

A. APPOINTMENTS

Adjunct Appointments

Other

LEE-POY, Michael, Associate Clinical Professor, School of Pharmacy, January 1, 2021 to December 31, 2023.

Graduate Supervision and Graduate Instruction

GADDE, Suresh, Assistant Professor, School of Pharmacy, January 1, 2021 to December 31, 2023.

WATT, Kevin, Associate Professor, School of Pharmacy, January 1, 2021 to December 31, 2023.

Adjunct Reappointments

Undergraduate Instruction

DHAMI, Rita, Assistant Clinical Professor, School of Pharmacy, January 1, 2021 to December 31, 2021.

McARTHUR, Robin, Assistant Clinical Professor, School of Pharmacy, January 1, 2021 to December 31, 2021.

TARIO, Allison, Assistant Clinical Professor, School of Pharmacy, January 1, 2021 to December 31, 2023.

Graduate Supervision

HEIKKILA, John, (Professor Emeritus) Professor, Department of Biology, May 1, 2021 to April 30, 2023.

Research

TANG, Anson, Assistant Professor, School of Pharmacy, December 1, 2020 to November 30, 2023.

Undergraduate Instruction and Graduate Instruction

COULSTON, Barb, Assistant Clinical Professor, School of Pharmacy, January 1, 2021 to December 31, 2023.

SIAN, Preet, Assistant Clinical Professor, School of Pharmacy, January 1, 2021 to December 31, 2021.

Graduate Supervision and Research

DeWITTE-ORR, Stephanie, Associate Professor, Department of Biology, July 1, 2021 to June 30, 2024.

WILLCOX, Mark, Professor, School of Optometry and Vision Science, January 1, 2021 to December 31, 2024.

Changes in Appointments

MARSDEN, Mungo, Associate Chair, Graduate Studies, Department of Biology, appointment dates changed from September 1, 2018 to August 31, 2021 to September 1, 2018 to January 6, 2021.

WETTIG, Shawn, Associate Dean, Graduate Studies, Faculty of Science, appointment dates changed from October 1, 2018 to September 30, 2021 to October 1, 2018 to January 31, 2021.

Cross Appointment

MUSSELMAN, Kevin, Assistant Professor, Department of Mechanical and Mechatronics Engineering cross appointed to School of Pharmacy, January 1, 2021 to December 31, 2023.

Cross Reappointment

COURTENAY, Simon, Professor, Department of Environment and Resource Studies cross appointed to Department of Biology, April 1, 2021 to June 30, 2024.

Special ReappointmentsUndergraduate Instruction

BRAY, Chelsea, Lecturer, School of Optometry and Vision Science, January 1, 2021 to April 30, 2021.

BRIGHT, Jenna, Lecturer, School of Optometry and Vision Science, January 1, 2021 to April 30, 2021.

HADJOUT-RABI, Nacima, Lecturer, School of Optometry and Vision Science, January 1, 2021 to April 30, 2021.

SILVA, Andrew, Lecturer, School of Optometry and Vision Science, January 1, 2021 to April 30, 2021.

B. ADMINISTRATIVE APPOINTMENTS

GLERUM, Moira, Associate Chair, Graduate Studies, Department of Biology, January 7, 2021 to February 28, 2021.

ROSS, Martin, Associate Dean, Graduate Studies, Faculty of Science, February 1, 2021 to January 31, 2024.

FOR APPROVAL BY THE BOARD OF GOVERNORS

C. SABBATICAL

EVANS, Stephen, Professor, Department of Earth and Environmental Sciences, May 1, 2021 to April 30, 2022, 100% salary arrangement.

A handwritten signature in black ink, appearing to read 'R.P. Lemieux', with a long horizontal flourish extending to the right.

R.P. Lemieux
Dean

University of Waterloo
SENATE
22 February 2021

FOR APPROVAL

Policy 76/Policy 77 Drafting Committee

Motion 1: To approve the following membership on the Policy 76/Policy 77 Drafting Committee: Kate Lawson and Su-Yin Tan as members recommended by FAUW, and David DeVidi and Kevin Hare as members recommended by the President.

Rationale: This committee was introduced by the Faculty Relations Committee (FRC) under Policy 1 (Initiation and Review of University Policies). With unanimous support of both the UW Administration and FAUW representatives serving on FRC, FRC is directing that a new phase of work on the Policy 76 revision, originally begun in May 2014, be undertaken with new direction. FRC wishes to utilize the insights and materials produced by the existing policy development committee (PDC) thus far, and expresses its thanks to that committee for its work to date. FRC wishes to renew the PDC membership and terms of reference, with a new mandate for immediate focus on issues connected to teaching-stream faculty, and which also identifies those sections of Policy 77 that need to be revised in light of the revision of P76 to come forward, such that the two related policies can be revised and updated at the same time. FRC wishes to ensure that there is some cross-over representation between the FRC and the PDC in order to facilitate ongoing and iterative guidance and support to the PDC by the FRC, with the objective of producing a draft revision for completion by 31 August 2021. Thus, a new Policy 76/Policy 77 committee is being recommended with the following members: Kate Lawson (English language and literature) and Su-Yin Tan (geography and environmental management) as members recommended by FAUW, and David DeVidi (associate vice-president, academic) and Kevin Hare (associate dean, operations & academic, Faculty of Mathematics) as members recommended by the President.

Normally, “F” class policy development committees are comprised of one or two members appointed by the President of the University, one or two members appointed by the President of FAUW, and one or two members appointed by Senate. FRC seeks Senate’s approval of the membership above such that it take the place of the Policy 1 requirement that Senate appoint additional members to the committee.

Committee Appointments

Motion 2: To approve the following appointments:

- **Distinguished Teacher Awards Committee:**
Greta Kroeker, as faculty representative, term to 30 April 2021.
Ginny Wong and Kylie Myles, as undergraduate student representatives, terms to 31 August 2021.
Joseph Varga and Giuseppe Femia, as graduate student representatives, terms to 31 December 2021.
Tiffany Bradley, as alumni representative, term to 30 April 2021.

- **Amit and Meena Chakma Awards for Exceptional Teaching by a Student Committee:**
Emily Arnold, Zurie Campbell, and Stephanie Ye-Mowe as undergraduate student representatives, terms to 31 December 2021.
Han Li and Becky Anderson, as graduate student representatives, terms to 31 December 2021.

University of Waterloo
SENATE UNDERGRADUATE COUNCIL
Report to Senate
22 February 2021

Senate Undergraduate Council met on 12 January 2021 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

MAJOR MODIFICATIONS

Science

Doctor of Optometry Program

1. **Motion:** That Senate approve the proposed change to the Doctor of Optometry Program as outlined below, effective 1 September 2022.

Background and Rationale:

Since 2005, the International Optometric Bridging Program (IOBP) at the University of Waterloo School of Optometry & Vision Science (WOVS) has provided eye care professionals educated outside of North America with a structured orientation to Canadian standards of optometric practice. The IOBP has provided qualified applicants with opportunities to gain the critical language, academic and clinical skills necessary to proceed with registration in Canada.

In 2012, a review of the IOBP was initiated by the university as a result of input from external stakeholders and resulted in the recommendation that the IOBP be re-branded and fully integrated into the normal operation of the school and subject to the usual oversight and quality assessment policies of the school, Faculty and university, as appropriate. (Nava Israel, Bruce Mitchell and Maurice Yap)

Since the review, additional factors have influenced the need for change and integration of the IOBP into the normal operations of the school, including:

- end of government funding on 31 March 2021
- strong encouragement from the ministry for students to be OSAP eligible
- decreasing number of candidates going through the qualifying process
- decreasing number of Canadian candidates studying abroad
- desire of stakeholders for Accreditation Council of Optometric Education (ACOE) accreditation of the IOBP, and for graduates to earn an OD degree

WOVS offered an Advanced Standing program for International Optometric Graduates (IGOs) from 1979 to 2001. Direct entry into third year was problematic for several reasons including the advanced and changing scope of optometry in Canada, and the need for cultural competency, communication skills training and background information to support learning in the upper years. At that point, and for these reasons, advance standing status was no longer offered.

The following departments/personnel have been consulted during the research and development phase of reintroducing and incorporating an advanced standing status into the OD program: Dr. Marlee Spafford (Dean of Science Office), Jennifer Kieffer and Carrie MacKinnon (Institutional Analysis & Planning), Amanda McKenzie

and David DeVidi (Quality Assurance), and Gwen Graper and Andre Jardin (Registrar's/Admissions office).

A two-phase approach was developed and approved by the Optometry Faculty council in September 2020, to include related Calendar and course requisite changes:

Phase One: Advanced Standing Optometry Preparatory Program (ASOPP)

Enrollment Capacity:	Up to 6 students/year. Offers of admission will be extended to the 6 highest ranked candidates in the admissions pool that meet the WOVS non-academic criteria, e.g., CASPer etc.
Courses:	ASOPP will take place at WOVS and consist of both online and on-site (lectures and clinical skills labs) courses during the Spring term (i.e. April-July). Successful completion of all didactic and laboratory courses will be a requirement for placement into the beginning of the 3rd year of the OD program.
Student Fees:	Approximately \$30 000 (cost recovery, budget to be determined and will depend on external funding resources (e.g. support from Ministry of Training Colleges and Universities)).

Phase Two – Enrollment in Fall term of third year OD Program

Enrollment Capacity:	Up to 6 students/year
Pre-Requisites:	Successful completion of all ASOPP didactic and clinical courses
Courses:	Students will be admitted into the Fall term of 3rd year and complete all course requirements for third and fourth year (Level 300 and 400 courses). Third year courses requiring Year 2 course prerequisites will be updated to include advanced standing students as an alternative prerequisite. Advanced Standing student will be expected to meet the same academic requirements as the remainder of the cohort. Upon successful completion, the advanced standing students will graduate with an OD degree from UW.
Student Fees:	Same tuition fees as OD 3rd and 4th year students.

Changes to the Optometry Admissions page (<http://ugradcalendar.uwaterloo.ca/page/SCI-OPTOM-Requirements-for-Admission>) are needed to reflect that advanced offers of admission are available (strikeout=delete; underline=add)

Optometry- Requirements for Admission
 Advanced Standing Offers of Admission
~~We do not offer advanced standings.~~

Advanced standing entrance to the Doctor of Optometry program is available to qualified internationally graduated optometrists and ophthalmologists. Advanced Standing students who successfully complete third- and fourth-year optometry courses will obtain a Doctor of Optometry degree.

/rmw

David DeVidi
 Associate Vice-President, Academic

**UNIVERSITY OF WATERLOO
2020/21 Operating Income Budget**

**Board of Governors
February 2, 2021**

	Estimated 2020/21		Estimated 2020/21	
	As at April 7, 2020	Increase / (Decrease)	As at February 2, 2021	
	\$000	\$000	\$000	
INCOME				
Operating Grant				
Enrolment	187,846	(1,177)	186,669	Note 1
Student Success and Differentiation	0	0	0	
SMA3 Performance Outcomes	62,615	1,339	63,954	Note 1
Special Purpose	5,099	317	5,416	
International Student Recovery	(5,905)	(534)	(6,439)	Note 2
Graduate Expansion	0	0	0	
Transfers to AFIW	<u>(13,638)</u>	<u>142</u>	<u>(13,496)</u>	
	236,017	87	236,104	
Tuition				
Domestic - Undergraduate	226,312	9,844	236,156	Note 3
Domestic - Graduate	28,502	787	29,289	Note 4
International - Undergraduate	227,536	13,107	240,643	Note 5
International - Graduate	49,369	(3,248)	46,121	Note 6
Transfers to AFIW	<u>(19,422)</u>	<u>(234)</u>	<u>(19,656)</u>	
	512,297	20,256	532,553	
Other Revenue				
Co-op Recovery	23,034	700	23,734	Note 7
Student Services Fee	14,364	0	14,364	
Research Overhead	9,128	0	9,128	
Interest	11,100	0	11,100	Note 8
Services to AFIW	3,887	4	3,891	
Miscellaneous Income	<u>9,773</u>	<u>(101)</u>	<u>9,672</u>	Note 9
	71,286	603	71,889	
Non-recurring Operating Income budget	<u>0</u>	<u>16,200</u>	<u>16,200</u>	Note 10
Total Income	<u><u>819,600</u></u>	<u><u>37,146</u></u>	<u><u>856,746</u></u>	

Note 1: Enrolment and SMA3 Performance Outcomes adjusted to align with notional grant levels communicated by MCU when finalizing SMA3.

Note 2: The increase in International Student Recovery is driven by international undergraduate new admits exceeding targets.

Note 3: The increase in Domestic Undergraduate tuition is primarily driven by new admits exceeding targets.

Note 4: The increase in Domestic Graduate tuition is due to Masters new admits exceeding targets.

Note 5: The increase in International Undergraduate tuition is due to new admits exceeding targets.

Note 6: The decrease in International Graduate tuition is due to Master's new admits below targets.

Note 7: The increase in Co-op Recovery Fees is primarily driven by undergraduate new admits exceeding targets.

Note 8: The investment income earned on operational funds is based on current and forecasted cash management and investment plans.

Note 9: Miscellaneous income includes application fees, rental income and various other fees such as transcripts, verification letters, etc.

Note 10: Non-recurring income budget includes various tuition income and other revenue increases and decreases for the current year related to the financial and operational impacts of COVID-19, such as additional revenue related to accelerated academic terms and course enrolment by co-op students and student service fees for Athletics being waived for two terms. While some of these revenues may extend beyond the current year, they are not expected to continue on an ongoing basis.

UNIVERSITY OF WATERLOO
2020/21 Operating Expense Budget

Board of Governors
February 2, 2021

	Estimated 2020/21		Estimated 2020/21		
	As at April 7, 2020	Increase / (Decrease)	As at February 2, 2021	% of Income	
	\$000	\$000	\$000		
EXPENSES					
Salary and Wages					
Current salaries and wages	470,735	5,297	476,032	55.6	Note 1
Benefits					
Current benefits	108,347	-	108,347	12.6	
Faculty professional expense reimbursement plan	2,742	-	2,742	0.3	
Parental leave supplement	2,000	-	2,000	0.2	
Total benefits	113,089	-	113,089	13.1	
Total salaries and benefits	583,824	5,297	589,121	68.7	
Student Support					
Graduate student support	8,831	-	8,831	1.0	
Graduate incentive fund	450	-	450	0.1	
Support for international graduate students	9,762	270	10,032	1.2	
Senate matching scholarships	160	-	160	0.0	
Tuition set aside	23,620	-	23,620	2.8	
Undergraduate scholarships/bursaries	11,580	-	11,580	1.4	
Total student support	54,403	270	54,673	6.5	
Other					
Accessibility fund for students with disabilities	1,051	-	1,051	0.1	
Insurance	2,000	500	2,500	0.3	
Library acquisitions	8,519	-	8,519	1.0	
Municipal taxes	2,800	250	3,050	0.4	
University Fund	39,975	1,025	41,000	4.8	Note 2
Utilities	22,925	-	22,925	2.7	
Total other	77,270	1,775	79,045	9.3	
Supplies and expenses	120,408	9,234	129,642	15.1	Note 3
Gross expenses	835,905	16,576	852,481	99.6	
Cost recoveries	(12,720)	0	(12,720)	(1.5)	Note 4
Net additional non-recurring expenses not covered by budgets above	0	15,000	15,000	1.7	Note 5
Estimated net expenses	823,185	31,576	854,761	99.8	
Estimated income	819,600		856,746		
Surplus (Unfunded deficit)	(3,585)		1,985		

General

At the start of the 2020/21 fiscal year, a temporary budget holdback of 15% of ongoing budget was applied to opening ongoing budget allocations for Faculties and Academic Support Units and held centrally to proactively respond to the significant financial uncertainties related to the global pandemic at the time. This temporary budget holdback was implemented to proactively address uncertain enrolment levels and potential additional costs relating to the pandemic operational response. The temporary holdback is being revisited at key points in time where additional information and certainty is available and to date, 60% of the temporary holdback has been released and made available to Faculties and Academic Support Units.

Note 1: The net increase in salaries and wages is a result of reallocations of budget from supplies and expenses to salaries and wages.

Note 2: The University Fund is used strategically for funding the University's strategic priorities and managing risk.

Note 3: Supplies and expenses reflects the budget for a variety of non-salary operating expenses of the Faculties and Academic Support Units such as supplies, enterprise software, maintenance, professional services, etc. The increase in supplies and expenses is a result of increasing costs and reallocations of budget between different expense categories.

Note 4: Chargeouts and cost recoveries primarily include recoveries from Ancillary Enterprises (Housing, Food Services, Print & Retail Solutions, Watcard and Parking) for space charges and administrative support.

Note 5: Non-recurring expense budget includes various costs related to the non-recurring operating income included in this operating budget, and financial and operational impacts of COVID-19, such as additional student support, transition to online learning and work, enhanced cleaning and updates to physical space etc., not covered by existing ongoing budget above. While some of these costs may extend beyond the current year, they are not expected to continue on an ongoing basis.

University of Waterloo
REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST
Report to Senate
22 February 2021

FOR APPROVAL

Department Name Change

Motion: To change the name of the Department of Kinesiology to the Department of Kinesiology and Health Sciences.

Rationale: Approximately 50 years ago the University of Waterloo launched the first ‘Kinesiology’ program in Canada and was distinguished by the education and research leadership provided in an emerging field. Since the inception of the 1st academic program in kinesiology at Waterloo, both the field and the profession have grown and evolved significantly.

One significant change occurred in 2013 when the Ontario Government approved the professional designation of Kinesiology as a Regulated Health Profession. The expansion of the profession of kinesiology is also under consideration in other provinces across Canada. Unlike some other professional designations, such as medicine and physical therapy, there is no accreditation of specific academic programs to train ‘kinesiologists’. Rather students from a range of training and backgrounds are eligible to write a qualifying exam for the designation as a ‘Certified Kinesiologist’. The use of the term ‘kinesiologist’ was also changed under the Kinesiology Act with a clause stating that: *“no person other than a member shall use the title “kinesiologist”, a variation or abbreviation or an equivalent in another language”*. As a result, the College of Kinesiology is the body that regulates Kinesiologists in Ontario and now defines the term kinesiology as specifically relating to their professional designation. While the presence of a profession provides some new opportunities for students in the academic programs related to kinesiology, the name ‘kinesiology’ is increasingly associated with this professional designation. While we do provide an educational experience that prepares students to successfully complete the College of Kinesiology qualifying exam - this career path reflects only a small proportion of our graduating students.

Another significant change over the past 50 years has been the evolution of our own academic program and associated areas of expertise for both teaching and research (as detailed below). We believe that the evolution of our program has remained true to how the University of Waterloo pioneers originally defined the academic discipline of Kinesiology – the broad science of human movement. The challenge is that definition of Kinesiology and the perception of the scope and focus by those outside our department (e.g. public, prospective students, external partners, other health professions) is influenced by factors outside of our control. We now share the same name with the profession of Kinesiology and with many Academic programs with very different areas of focus and expertise. A Departmental name change is an appropriate an essential course of action to ensure we are appropriately distinguished from the professional designation as well as the approximately 30 other Kinesiology/Human Kinetics/Kinesiology and Health related programs (BA, BSc) offered across 18 Ontario Universities (see Environmental Scan).

The current focus on our department name is important with respect to our ability to distinguish ourselves for the purposes of undergraduate and graduate student recruitment. In addition, a name that better reflects our activities is important for the continuing development of our internal and external partnerships.

Process of reflection, discussion and consultation to date: Attention to our ‘brand’ and our name began about 5 years ago within dedicated department meetings and our annual retreat. This led to the development of a ‘Branding Working Group’ which furthered the discussion across the department and began the process of gathering feedback/opinions from some of our stakeholders (future undergraduate students, current undergraduate and graduate students and eventually at the faculty level through administrative council) to gauge the level of support for the proposal to inform our decision. We also relied on guidance from the Department Program review that occurred in 2019.

There was considerable discussion and debate, along with numerous variations in names proposed. The name ‘*Kinesiology and Health Sciences*’ emerged early in the process, and while other names were considered and discussed, in the end this name was considered the most appropriate to reflect the education and research focus of the department. Initially, there was some concern expressed that it would seem redundant to include Health Sciences in our name given the Faculty name (Applied Health Sciences). The parallel request to change the Faculty name to ‘*Health*’ makes the departmental proposal to ‘*Health Sciences*’ even more appropriate and important. We feel that including (or retaining) the word ‘Sciences’ in our Department name is of particular importance given that most faculty research programs in our department are funded by NSERC and that we offer BSc and MSc degrees in Kinesiology. The Department of Kinesiology voted on a proposed name change from the “Department of Kinesiology” to the “Department of Kinesiology and Health Sciences” in June 2020. This motion was approved 20 to 0 (with 1 abstention). This motion was approved unanimously by Faculty Council in September 2020.

Our name change is also complimentary to other concurrent name changes in the Faculty. Both the Department of Kinesiology and the School of Public Health and Health Systems have programs that span the broad scope of health sciences but the proposed “Kinesiology and Health Sciences” name reflects a stronger emphasis on biological health sciences while the “School of Public Health Sciences” proposed name reflects a stronger emphasis on public health sciences. These complimentary name changes lay the ground for collaborative programs between the two departments, such as one currently being planned at the undergraduate level.

The ‘*Kinesiology and Health Sciences*’ name emerged from two key constants about who we are and what we do:

- 1- A focus on health sciences: The primary application and translation of knowledge both within education and research are importantly grounded in the fundamental aspects of biological science as it relates to humans and the translation to human health. Our teaching and research cover a broad knowledge base in the biological, physical, mathematical, behavioural and social sciences as well as expert knowledge in areas such as anatomy, physiology, biomechanics, neuroscience, genetics, biochemistry, nutrition, behaviour management and societal factors. Our focus on health is clearly reflected in our academic areas of specialization: ‘Rehabilitation Sciences’, ‘Medical Physiology’, ‘Injury Prevention and Ergonomics’ and ‘Nutrition’. It is also reflected in the research foci of our faculty that cover a spectrum of areas from determinants of health, health at work, injury, disease, aging and health technologies with attention to nearly all major systems and tissues. It also is an important reflection of the translation research hubs within the department including Centre for Clinical, Community and Applied Research Excellence (CCCARE).

Importantly, this core focus on ‘*Health Sciences*’ was strongly recognized by the external panel who conducted the most recent program review. The reviewers state, “*Overall the discussion about a new Departmental name that better reflects the breath of faculty expertise, of new degree pathways at both undergraduate and graduate levels and of new collaborative relationships with other units within UW is a positive exercise. The research of some faculty in the department goes beyond the science of movement and the community partnerships focus on healthy lifestyle choices and rehabilitation strategies. A name that adds health to kinesiology has value.*” They also stated, “*However, it could consider adding “sciences” in the names of its programs, to make it clear that the academic programs are science-based, and are not intended to lead to certification as Registered Kinesiologist upon graduation*”.

- 2- Maintaining a link to our history: It has been 50 years since leaders at Waterloo began the first Kinesiology program and helped to lay the groundwork for what was to come, including the eventual transformation into a regulated health profession. Our program still addresses the important relationships between movement, activity, nutrition and health that underpins the original vision of kinesiology. As a result, we believe our name should reflect this continuing focus and maintain continuity to our past for our existing partnerships and for opportunities for students.

Environmental scan:

Our counterparts in Canada are as follows:

- Brock, McMaster, Windsor – Department of Kinesiology
- Calgary, Winnipeg – Faculty of Kinesiology
- Lakehead, Western, UBC (Vancouver) – School of Kinesiology
- Saskatchewan – College of Kinesiology
- **York – Department of Kinesiology and Health Sciences**
- Queen’s – School of Kinesiology and Health Studies
- Regina – Faculty of Kinesiology and Health Studies
- UBC (Okanagan) – School of Health and Exercise Sciences
- Laurentian, Ottawa – School of Human Kinetics
- Memorial – School of Human Kinetics and Recreation
- Guelph – Department of Human Health and Nutritional Sciences
- Dalhousie – School of Health and Human Performance
- Simon Fraser – Department of Biomedical Physiology and Kinesiology
- Toronto, Laurier – Faculty/Department of Kinesiology and Physical Education
- Victoria – School of Exercise Science, Physical and Health Education
- Alberta – Faculty of Kinesiology, Sport and Recreation
- Manitoba – Faculty of Kinesiology and Recreation Management

Summary: The Department of Kinesiology provides undergraduate and graduate training that extends broadly across a range of disciplines linked to kinesiology and health that extend well beyond the scope of the profession of kinesiology. It is important going forward that the public, our partners, funding agencies and the University of Waterloo are clear about the full scope of our academic and research activities and how it is distinct. We believe that changing the name of our department from Kinesiology to *Kinesiology and Health Sciences* is an important part of the rebranding of the University of Waterloo’s Department of Kinesiology.

University of Waterloo
REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST
Report to Senate
22 February 2021

FOR APPROVAL

Department Name Change

Motion: To change the name of the School of Public Health and Health Systems to the School of Public Health Sciences.

Rationale:

The School of Public Health and Health Systems, established formally in 2011, grew out of the Department of Health Studies and Gerontology. New graduate programs in Health Informatics (which was moved over from Computer Science) and Health Evaluation were established, a Bachelor's degree in Public Health was added to our undergraduate offerings, and our well-known and subscribed BSc in Health Studies was reformed and expanded to include greater emphasis in the quantitative and life sciences. We continue to offer a highly regarded online/distance master's program in public health. Since 2014 our undergraduate enrollments have doubled, and we remain the go-to program in Canada for online and distance education in public health, health informatics, and health evaluation. As we have grown, we have become increasingly interdisciplinary. We receive research funding from all three of the tri-agencies. In 2019 our application to seek accreditation by the Council on Education for Public Health was accepted, and we are currently developing our self-study for a site visit in 2021. If successful, we will become the second accredited program in Ontario (Western is the only Ontario University that is currently accredited), and the only program in the province offering fully accredited undergraduate degrees.

When it was established initially, the term "health systems" was appended to public health to acknowledge research and programmatic strengths in health services research. However, as is clear from our review of similar programs in North America, and as is articulated in accreditation requirements, health systems and services research is recognized as a pillar of modern public health research and practice. Recognizing this fact, and finding the current name somewhat cumbersome and redundant, faculty of the School have for some time considered a possible name change. The proposed change of the name of the Faculty from "Applied Health Sciences" to Health has provided an opportunity to constituent units to consider names changes to be more consistent with current research directions and programmatic development, and to provide greater clarity to external audiences.

In the past, the School faculty discussed simplifying the unit name to simply the "School of Public Health," which is what many of us use in day-to-day conversation, and introductions, and is consistent with the terminology used by similar units across North America (see below). Many consider the "and Health Systems" to be an extra mouthful, redundant use of the term "health," and probably not well understood by external audiences. Unlike Schools of Public Health in Canada, however, we have a large undergraduate program that offers students multiple pathways to the health careers, including the life sciences, and we offer health informatics options (which involve computing science and data analytics) at both undergraduate and graduate levels. We are a very diverse and interdisciplinary unit. Many faculty members felt that adding the plural "sciences" to the name better reflects this interdisciplinarity and is

more inclusive of our multiple research strengths and academic programs. This name is reflective of the breadth of our department and is inclusive of our talent. The proposed name is not dissimilar to several other department names in Canada (see bolded names in the attached Environmental Scan). Finally, we have learned from surveys and focus groups that both undergraduate and graduate students prefer the term "science" in describing their academic identity.

To assess the sentiment of our community, we conducted a series of surveys (using Qualtrics and LEARN Survey) to explore name change options amongst faculty, staff, students and postdocs. A clear majority preferred eliminating the term "health systems" from the unit name. When asked to choose between "School of Public Health" and "School of Public Health Sciences," faculty and graduate students preferred the latter for the reasons cited above. A follow up vote among faculty, graduate students and academic staff that ended September 15, 2020 showed 92% support for the new name of "School of Public Health Sciences". A survey of SPHHS undergraduate students in October 2020 showed a strong preference for the proposed name, "School of Public Health Sciences". Finally, a meeting of the SPHHS External Advisory Committee (composed of key stakeholders and alumni) on October 8, 2020 led to strong endorsement for the proposed name.

Importantly, we do not propose changing the name of our research degrees (MSc and PhD). Other degree names will remain the same, except for the BSc in Health Studies, which we are proposing to rename a BSc in Health Sciences in order to be consistent with other similar programs in Canada (rationale for this proposal is described in a separate motion).

Finally, our name change is complimentary to other concurrent name changes in the Faculty. Both the School of Public Health and Health Systems and the Department of Kinesiology have programs that span the broad scope of health but the proposed "School of Public Health Sciences" name reflects a stronger emphasis on public health sciences while the "Department of Kinesiology and Health Sciences" proposed name reflects a stronger emphasis on biological health sciences. These complimentary name changes lay the ground for collaborative programs between the two departments, such as one currently being planned at the undergraduate level.

Environmental scan:

Our counterparts in Canada are as follows. Those asterisked also have undergraduate degrees in health sciences/public health. As you can see, there is some diversity of naming, no doubt reflecting different histories and constituent disciplines, though most reflect a focus on "public", "population," and/or "community". Notably, no other programs use the term "health systems" which we seek to remove. Several append the term "science." Our proposed name change would be consistent with naming conventions used by our peers.

British Columbia:

- *Simon Fraser University -- (non-departmentalized) Faculty of **Health Sciences**
- University of British Columbia -- School of Population and Public Health
- *University of Victoria – School of Public Health and Social Policy

Alberta:

- University of Alberta – School of Public Health
- University of Calgary – Faculty of Community Health Sciences

Saskatchewan:

University of Saskatchewan – (Currently Independent) School of Public Health
University of Saskatchewan – (School of Medicine) Community Health and Epidemiology

Manitoba:

University of Manitoba – Community **Health Sciences**

Ontario:

McMaster – Department of Health Research Methods, Evidence, and Impact
Queen’s University – Department of **Public Health Science**
Guelph – Department of Population Medicine
Toronto – Dalla Lana School of Public Health
*Ryerson – Department of Occupational & Public Health
*York – School of Health Policy and Management
Western – School of Medicine and Dentistry (public health is an interdepartmental program).
*Brock – Department of **Health Sciences**
Ottawa – School of Epidemiology, Public Health, and Preventive Medicine

Quebec:

McGill – Department of Epidemiology, Biostatistics, Occupational Health, and Public Health
Montréal – École de Santé Publique

Nova Scotia

Dalhousie – Department of Community Health and Epidemiology

Newfoundland

Memorial – School of Medicine, Division of Community Health & Humanities

Vice-President, Research & International Report to Senate February 2021

Introduction

This report to Senate highlights successful research outputs and outcomes for the period November 2020 – January 2021 by the thematic areas as outlined in Waterloo's Strategic Plan 2020-25.

Awards and Distinctions

Members of the Order of Canada: The Order of Canada is one of our country's highest civilian honours. Between November and December 2020, four members of Waterloo's community were named to the Order of Canada.

- President Designate, **Vivek Goel** was named a Member of the Order of Canada for his contributions as an academic and administrator who is committed to the **advancement of public health services, evidence-based health care and research innovation.**
- **Frances Westley**, a University of Waterloo professor emeritus in the Faculty of Environment and The J.W. McConnell Chair in Social Innovation, Waterloo Institute for Social Innovation and Resilience, was named a member of the Order of Canada for her contributions to the **study and application of social innovation in Canada and abroad.**
- The Honourable **Monique Bégin**, who received an Honorary Doctor of Laws degree from Waterloo, was named a Companion of the Order of Canada for her lifelong **contributions to public health, education and global human rights, and for consistently strengthening Canada's international reputation in these fields.** This is a promotion within the Order.
- **Peter Warriian**, alumnus of St. Jerome's University who earned his BA, MA and PhD from Waterloo, was named a Member of the Order of Canada for his expertise as a **lead researcher in the Canadian steel industry, and for his philanthropic contributions to international health issues.**

Waterloo received notice of 11 new Award winners during this period.

- **2020 Highly Cited Research List** (Clarivate – Web of Science)

Recognizing the true pioneers in their fields over the last decade, demonstrated by the production of multiple highly cited papers that rank in the top 1% by citations for field and year in the Web of Science.™ Of the world's scientists and social scientists, Clarivate™ Highly Cited Researchers truly are one in 1,000. Citations are tabulated over a 10-year period.

2020 Highly Cited Research Awardees	Category ^a
1. Zhongwei Chen (Dept. of Chemical Engineering)	Cross-Field
2. Geoffrey Fong (Dept. of Psychology)	Social Sciences
3. Bernard Glick (Dept. of Biology)	Cross-Field
4. David Hammond (School of Public Health and Health Systems)	Social Sciences
5. Linda Nazar (Dept. of Chemistry)	Chemistry
6. Xuemin (Sherman) Shen (Depts. of Electrical and Computer Engineering, and Computer Science)	Computer Science

^a Cross-Field category identifies researchers who have contributed to highly cited papers across several different fields

2020 MRS Medal awardee: Dr. Linda Nazar (Chemistry), co-awarded with Prof. Yi Cui, Stanford University.

- The **Materials Research Society (MRS) award** recognizes the outstanding contributions to advanced materials design, synthesis and characterization for energy storage, particularly Li battery technologies. The MRS Medal recognizes an exceptional achievement in materials research in the past ten years. A medal is awarded for a major advance or cluster of closely related advances in any materials-related field of research. The impact of this research on the progress of the relevant materials field is a primary consideration in making the award.

2020 Association for Computing Machinery (ACM) Fellow: Ihab Ilyas (Cheriton School of Computer Science)

- The Association for Computing Machinery is the world’s largest educational and scientific computing society, uniting computing educators, researchers and professionals to inspire dialogue, share resources and address the field’s challenges. ACM fellowships are conferred to the top 1 percent of the association’s members, and the prestigious recognition indicates excellence in technical, professional and leadership contributions that advance computing, promote the exchange of ideas, and further ACM’s objectives.

2021 Fellow of the Engineering Institute of Canada: Karim Karim (Electrical and Computer Engineering)

- This is the country’s longest-standing engineering society.

Royal Astronomical Society's Group Award: Avery Broderick (Physics & Astronomy)

- This award recognizes outstanding achievement by a large consortium within astronomy. In April 2019, the Event Horizon Team (EHT) released the first ever image of a black hole, the now famous M87*, showcasing the astounding results possible in a world-wide collaboration. In order to get an image of a black hole, astronomers realized that they would need a telescope about the size of the earth. Instead of building one massive telescope, the team came up with a different

approach, a network of radio telescopes spread across the world, working together to image the same location simultaneously.

2021 Krieger-Nelson Prize lectureship: Anita Layton (Math, Applied Mathematics)

- This prize was inaugurated to recognize outstanding research by a female mathematician.

Canada Research Chairs

Waterloo secured three Canada Research Chairs¹ in January 2021. Of these, two were renewals and one was a new, Indigenous Chair.

1. **John McPhee**, Tier 1 NSERC Renewal, Chair in Biomechatronic System Dynamics, Faculty of Engineering, Sys Design, \$200K/year for 7 years
2. **John Turri**, Tier 2 SSHRC Renewal, Chair in Philosophy and Cognitive Science, Faculty of Arts, Department of Philosophy, \$100K/year for 5 years
3. **Kelsey Leonard**, Tier 2 SSHRC New, Chair in Indigenous Waters, Climate and Sustainability, Faculty of Environment, \$100K/year for 5 years

Tri-Council Funding

Waterloo was awarded four Tri-Agency awards in December – January 2021, totalling \$379,485. Details of these awards are provided below.

1. **Hamidreza (Hamid) Jahedmotlagh** (ENGG, Mechanical & Mechatronics Engineering): *Cold Spray Solid-State Additive Manufacturing: Process-Structure-Performance Link*; NSERC Discovery Grant – DND Supplement.²
2. **Thomas Jennewein** (SCI, Physics & Astronomy): *Quantum photonics devices for a quantum internet*; NSERC Discovery Grant – DND Supplement.²
3. **Amir Keyvan Khandani** (ENGG, Electrical & Computer Engineering): *Physical Layer Design for Improving Throughput and Security in Wireless Networks*; NSERC Discovery Grant – DND Supplement.²
4. **Ashley Rose Mehlenbacher** (ARTS, English Language & Literature): *RCIScience-UWaterloo Science Communication Certificate*; NSERC PromoScience – Science Communication Skills (Pilot)

In December 2020, Waterloo International's agreements team finalized negotiations on a total of eight agreements and facilitated signing of nine. Those signed included:

- University of Technology Sydney (**Australia**) Student Mobility Agreement
- University of Technology Sydney (**Australia**) MOU
- University of Nantes (**France**) / Trent University Student Mobility Agreement
- Hamburg University of Technology (**Germany**) Student Mobility Agreement
- Technical University of Crete (**Greece**) Student Mobility Agreement

¹ All CRC awards are under embargo but are permitted for inclusion in this report; **no formal announcements can be made.**

² The DND Supplement awards are embargoed but are permitted for inclusion in this report; **no formal announcements can be made.**

- City University of Hong Kong (**Hong Kong**) Student Mobility Agreement
- Indian Institute of Technology Kharagpur (**India**) MOU
- Yonsei University (**South Korea**) Student Mobility Agreement
- University of Essex (**United Kingdom**) Joint Academic
- The University of Waterloo research ethics boards (REBs) and Western University REB, Laurier REB, Conestoga College REB, and the Tri-Hospital REB (THREB) have established an alternative review model for research involving investigators from multiple institutions. <https://uwaterloo.ca/research/office-research-ethics/research-human-participants/application-process>

International Research and Partnerships

- Waterloo received \$625,000 over a three-year period to undertake joint research projects with the **Technion Israel Institute of Technology** in the fields of Quantum Computing and Technology, Water, Nanotechnology, Artificial Intelligence and Cybersecurity.

Research Partnerships

Waterloo was awarded **two Canadian awards** that totaled **\$943,342**.

1. **Laura Middleton and Heather Keller** (both in Kinesiology): “*Moving, Eating, and Living Well with Dementia*,” Public Health Agency of Canada, Dementia Community Investment program (\$573,342)
 2. **Jean Andrey** (Environment): “*Socio-economic Vulnerability Index to Target Flood Risk Communication*,” Partners for Action (P4A), Public Safety Canada and Canadian Red Cross, Public Safety Canada’s Emergency Management Public Awareness Contribution Program (\$370,000)
- **Innovation and Ecosystem Restart working group:** Under the leadership of the Office of Research, a pan university committee comprised of entrepreneurial ecosystem representatives was constituted to bring forward recommendations on how Waterloo can best assist the startup community to weather the challenges and opportunities arising from the COVID-19 pandemic. The working group has provided recommendations under the four categories of: 1) **Startup Talent Support**, 2) **Enhancement of Startup Business Opportunities**, 3) **Enhanced Regional Collaboration** and 4) **Alumni Engagement to assist supporting the ecosystem’s activities**.
 - **Universities Canada Outbound Mobility Pilot Program: Innovative Fund:** Waterloo International solicited proposals from campus stakeholders for this **Innovative Fund**, ranking and providing feedback on behalf of the University. The top ranked proposal was submitted by the Student Success Office and Accessibility Services for their project entitled: “*Identifying and Reducing Barriers to International Exchange Opportunities for Students with Disabilities at the*”

University of Waterloo. "They received \$25K, the highest amount of funding available for any project.

- **Research Support Fund – Women in STEM program:** WatCo established a prototype development and commercialization program supporting women (faculty and graduate students) in the STEM disciplines. The funding has been allocated to nine WatCo projects that involve 19 female STEM participants. Project completion and reporting are expected by the end of April 2021.
- **Sustainable Technology Commercialization Donor Fund:** WatCo developed a \$100K commercialization fund provided by a donor to support faculty (and their students) with small prototype development projects related to ventures in the sustainable, cleantech technology application areas. Additionally, the funding can be used to undertake market studies to better define the commercial opportunity for such technologies and to provide entrepreneurship training to any students associated with such technologies. Projects will be identified and funded throughout the 2021 calendar year.
- From 1 January 2021 to 15 January 2021, Waterloo International supported 221 co-op students located in international destinations (these are students who are nationals of another country and did not return to Canada after the pandemic but are now entering co-op terms).
- Centres and Institutes in collaboration with the EDI Council have ongoing activities related to EDI priorities. **Anti-racism Games Showcase:** CRIT organized a first of its-kind Racial Equity Boardgame Design Showcase, inviting the Waterloo community to design board games to contribute to anti-racism action at Waterloo with a focus on addressing anti-Black racism in Canada.
- The Water Institute (WI) has established a **Water Institute Anti-Racism Task Force** to examine their own practices related to Black, Indigenous and People of Colour (BIPOC), to identify opportunities where they can improve and propose concrete actions they can take to address systemic barriers that have excluded BIPOC communities from their research environment.