

University of Waterloo
SENATE
Minutes of the Monday 18 April 2022 Meeting

Present: Jean Andrey, Sandra Banks, Lisa Bauer-Leahy, Michael Beauchemin, Carmen Bruni, Jeff Casello, Trevor Charles, Robyn Clarke, Neil Craik, Lori Curtis, Kristine Dalton, Charmaine Dean, David DeVidi, Nenone Donaldson, Catherine Dong, Benjamin Easton, Paul Fieguth, Cindy Forbes, George Freeman, Martha George, Mark Giesbrecht, Moira Glerum, Vivek Goel (chair), Onurcan Gokkaya, Kelly Grindrod, David Ha, Kevin Hare, Dennis Huber, Karen Jack (secretary), Martin Karsten, Achim Kempf, Jennifer Kieffer, Veronica Kitchen, Alysia Kolentsis, Christiane Lemieux, Robert Lemieux, Lili Liu, Ellen MacEachen, Carol Ann MacGregor, Blake Madill, Peter Meehan, Glaucia Melo, Zoran Miskovic, Nasser Mohieddin Abukhdeir, Graham Murphy, Richard Myers, Beth Namachchivaya, Cathy Newell Kelly, Oudy Noweir, Erin O'Connell, Daniel O'Connor, Troy Osborne, Douglas Peers, Nicholas Pfeifle, Luke Potwarka, William Power, Neil Randall, James Rush, Matthew Schwarze, Siv Sivaloganathan, Siva Sivoththaman, Chao Tan, Bruno Tremblay, Sharon Tucker, Graeme Turner, Diana Vangelisti, Johanna Wandel, Paul Ward, Mary Wells, Stan Woo, Nancy Worth, Clarence Woudsma, En-Hui Yang,

Guests: Jose Arocha, Upkar Arora, Jean Becker, Philip Bingelow, Bruce Campbell, Aldo Caputo, Sam Charles, Lois Claxton, Mario Coniglio, Barbara Forrest, Brian Forrest, Diana Goncalves, Harrington, Sonia Ismail, Narveen Jandu, Ross Johnston, Andrea Kelman, Nick Manning, Ceileigh McAllister, Madisson McKellar, Paul McKone, Norah McRae, Kristiina Montero, Bessma Momani, Urja Nandivada, Fayaz Noormohamed, Urszula Pasterkiewicz, Chris Read, Ian Rowlands, Sanaz Saadatmand Hashemi, Gerry Schneider, Daniela Seskar-Hencic, Justin Shmordok, Marianne Simm, Taydon Sinopoli, Allan Starr, Kerry Stryker, Sherri Sutherland, Brandon Sweet, Christine Tausig Ford, Mathew Thijssen, Sean Thomas, Bryan Tolson, Diane Williams, Annie Yang, Stephanie Ye-Mowe

Absent: John Abraham, Mike Ashmore*, Dominic Barton*, Anne Bordeleau, Joan Coutu, Wendy Fletcher, Natalie Hutchings, Xianguo Li, Kristina Llewellyn, Samantha Meyer, Naima Samuel, Marcus Shantz, Harkirat Singh Dhillon, Samer Zu'Mot

*regrets

OPEN SESSION

CONFLICT OF INTEREST

Senators were asked to declare any conflicts they may have in relation to the items on the agenda; no conflicts were declared.

CHAIR'S REMARKS

The chair acknowledged and thanked departing members for their service: Mike Ashmore, Carmen Bruni, Robyn Clarke, Harkirat Singh Dhillon, Paul Fieguth, Martha George, Zoran Miskovic, William Power, Neil Randall, Bruno Tremblay, Johanna Wandel, Nancy Worth, and Samer Zu'Mot. A round of applause followed.

Consent Agenda

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

Hare and George.

1. MINUTES OF THE 28 MARCH 2022 MEETING

Senate approved the minutes of the meeting.

2. REPORTS FROM COMMITTEES AND COUNCILS

Senate Graduate & Research Council

Senate received the report for information.

3. REPORTS FROM THE FACULTIES

Senate received the reports for information.

Following confirmation that the report from Senate Graduate & Research Council is for information, the question was called and the motion carried unanimously.

Regular Agenda

4. BUSINESS ARISING FROM THE MINUTES

The chair advised that an update about the Strategic Mandate Agreement will occur in the fall following receipt of comparison data from the province.

5. REPORTS FROM TEACHING AWARDS COMMITTEES

At the chair's invitation, in turn, Jeff Casello and David DeVidi acknowledged the winners, all present, of the Amit & Meena Chakma Awards for Exceptional Teaching by a Student and the Distinguished Teacher Awards (DTA). DeVidi offered his thanks to Mario Coniglio for stepping in as chair of the DTA in his absence. The winners were:

Amit & Meena Chakma for Exceptional Teaching by a Student Committee

- Urszula Pasterkiewicz, PhD Student, Public Health Sciences
- Justin Shmordok, PhD Student, Chemistry
- Sanaz Saadatmand Hashemi, PhD Student, Mechanical and Mechatronics Engineering
- Urja Nandivada, Undergraduate Student, Honours Physics and Astronomy

Distinguished Teacher Awards Committee

- Upkar Arora (School of Accounting and Finance)
- Paul McKone (Department of Knowledge Integration)

The president offered his congratulations to all of the winners and thanked them for their contributions. He also thanked the individuals who nominated them, and the members of the awards committees for their hard work. A round of applause followed.

6. PRESENTATIONS FROM THE PRESIDENTS OF THE FACULTY ASSOCIATION, THE WATERLOO UNDERGRADUATE STUDENT ASSOCIATION, AND THE GRADUATE STUDENT ASSOCIATION

Faculty Association of the University of Waterloo (FAUW). Lori Curtis, president of FAUW provided senators with an update on FAUW, highlighting: what they do, its organizational structure, the Academic Freedom & Tenure Committee, FAUW at Senate, current priorities, ongoing policy work, pandemic matters, and the salary anomaly review. There were no questions.

Waterloo Undergraduate Student Association (WUSA). Benjamin Easton, WUSA president remarked briefly on the report distributed with the agenda and highlighted the WUSA governance review and its process, the new WUSA Board, and the timeline of governance reforms.

In discussion: from a student Senator, that the governance review is not without controversy, and compromises are being discussed, agreement from Easton that organizational change is challenging and that governance improvements will continue; kudos from the Board chair to WUSA for the excellent and informative written report.

Graduate Student Association – University of Waterloo (GSA-UW). Glaucia Melo, president and CEO briefly remarked on the report distributed with the agenda and then spoke to: the services offered by GSA-UW, an overview of the GSA-UW's structure, an overview of some current initiatives, general updates regarding fees, refund programs, and pending personnel changes. There were no questions.

The president offered thanks on Senate's behalf to each of the presidents and the associations for their efforts for their constituencies, and commended the presidents for their adept management of their responsibilities over the past challenging year. A round of applause followed.

7. REPORTS FROM COMMITTEES AND COUNCILS

Executive Committee

Senate heard from the secretary that the deans, the chair of the heads of the affiliated and federated institutions of Waterloo, and the presidents of the Waterloo Undergraduate Student Association and Graduate Student Association have recommended names of nominees as provided on the list of nominees distributed prior to the meeting.

Senate heard an omnibus motion to: acclaim the membership of Senate committees and councils and the Board of Governors as provided on the list of nominees; and to delegate approval to the Executive Committee any vacancies which exist.

The chair asked for further nominations from the floor. No nominations were received. The chair called for a mover and seconder.

Beauchemin and Glerum. With the understanding that all individuals named in the report abstained, the question was called and the motion carried.

The chair notified senators that there will be an electronic election subsequent to the meeting for the faculty representatives on the Board of Governors as there are more nominees than positions available. He invited senators interested in any vacancies to follow up with the Secretariat.

Graduate & Research Council

Program Changes, Faculty of Health

Following a brief introduction from Casello, Senate heard a motion to change the coursework study option degree type/designation from Master of Science (MSc) in Kinesiology to Master of Kinesiology (MKin), effective 1 September 2022, as presented.

Casello and Liu. Carried unanimously.

Dean and Casello informed Senate about Megan Hamilton, a Master's student in history who was just announced as a top 25 finalist in the Social Sciences and Humanities Research Council's Storyteller Challenge. Senators offered congratulations and a round of applause followed.

University Appointments Review Committee

Gerry Schneider, chair of the committee, spoke to the report provided for information with the agenda, and in his presentation, he highlighted data about the proposals reviewed by the committee in 2020-21, gave an overview of the committee's processes and membership, and provided some summary data. In discussion: expressions of thanks to the committee for its ongoing hard work; that information regarding the gender makeup of pools is not tracked at this time, but could be looked into; the need for consideration of best practices for sensitive data collection.

8. REPORT OF THE PRESIDENT

The president remarked on and offered condolences on the passing of former University Librarian, Murray Shepherd. He then spoke to: the University's emergency financial assistance available to those affected by Russia's invasion of Ukraine and other international conflicts; the reading list devised by the Library for those who wish to read more about that particular conflict; some of the education- and research-related provisions in the recent federal budget; the University's commercialization policy framework; the successful recent Waterloo Innovation Summit; work being

done to: identify the next Vice-President, Finance and Administration, and review the Vice-President, Academic & Provost; the ongoing Senate Governance Review by the Executive Committee; the in-person convocation ceremonies in June; coming conversations at the Senate Long Range Planning Committee about the development of a long-term vision for the University; the decision to continue the mask mandate at least through the convocation period.

9. REPORT OF THE VICE-PRESIDENT, ACADEMIC & POVOST

Rush provided Senate with an operational update, including information about: Spring term planning; ongoing health and safety measures; 2022 Spring term enrollments; a Co-op update, including information about employer postings in the Winter term, secured positions for the Spring term, the high student satisfaction rates of the Fall term, excellent satisfaction rates from employers, and kudos to the six co-op student of the year award recipients; the digital learning strategy.

In discussion: that maintaining the requirement for individuals to upload their most up to date vaccination information will help to inform the University's future decision making; agreement that some lead-up time is necessary if the vaccination mandate is reinstated, and that where possible, such decisions will be made on a term by term basis; the excellent uptake of the free cloth masks being made available across the campus; that student representatives on the digital learning strategy working group were identified by the student associations; an expression of concern about some apparent unevenness of examination accommodations for students with COVID, and a description about some of the practices followed when students must miss examinations; that, following discussions at Undergraduate Council and the Undergraduate Student Relations Committee this week about this concern, the Faculty associate deans committed to reminding instructors about the duty to accommodate, and that students who feel they have been treated unfairly may petition decisions; options are being considered with regard to potentially enabling instructors to remove masks in classrooms in a safe, fair, and consistent way.

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

Dean offered some comments on current research and international matters, including: Mark Servos's and Heather Hall's recent Awards of Excellence from the Minister of Colleges and University in the "Everyday Heroes" category; Linda Nazar's recognition by the Chemical Institute of Canada's E.W.R. Steacie Award; Senator Trevor Charles' receipt of the Research, Innovation and Impact Award at the Black Excellence in Science, Technology, Engineering, Mathematics, Medicine and Health Conference; a pending article in the *Daily Bulletin* about the University's work with Academics Without Borders.

11. OTHER BUSINESS

Following a call for other business, Senator Bruni offered some comments on the occasion of his last meeting. Senators heard: his appreciation for the invigorating discussions at Senate during the last six years; his hope at the start of his service that debate regarding Policy 76 would occur while he was a Senator and his regret that it has not; his concern that the University is losing excellent lecturers and belief that piecemeal policy changes should be pursued to help to mitigate this challenge; his hope that progress will be made in the near future. The chair thanked Bruni for his contributions and service and expressed his hope that a revised policy will be brought forward soon.

Senate convened in confidential session.

CONFIDENTIAL SESSION

The Confidential Session minutes have been removed.

The meeting was adjourned at 5:52 p.m.

22 April 2022

Karen Jack
University Secretary