

University of Waterloo

SENATE

Notice of Meeting

Date: Monday, October 20, 2003
Time: 4:30 p.m.
Place: Needles Hall, Room 3004

<i>AGENDA</i>	<i>PAGE</i>	<i>ACTION</i>
1. Presentation: Dealing with the Double Cohort - Lessons Learned	2	Information
2. Approval of the September 15, 2003 Minutes [attached]		Decision
3. Business Arising from the Minutes		
4. Report of the Chair		
a. Recognition and Commendation	2, A1	Information
b. Environmental Scan	2	Information
5. Report of the Vice-President, Academic & Provost	2	Information
6. Report of the Vice-President, University Relations	2	Information
7. Report of the Vice-President, University Research	2	Information
8. Reports from Senate Committees and Councils		
a. Undergraduate Council	2, A2	Information
b. University Tenure & Promotion Advisory Committee	2, A3-A4	Information
9. Reports from the Faculties and Conrad Grebel University College	2, A5-A23	Information
10. Other Business		
a. Approval of Degrees/Diplomas/Certificates	2	Decision
b. Appointments:		
- University Committee on Student Appeals	2	Decision
- Senate Long Range Planning	2	Decision
c. COU Report	2	Information
11. Confidential Session		
a. Approval of the September 15, 2003 Minutes		Decision
b. Naming UW Facilities	3, CS1	Decision

LC/rah
October 7, 2003

Lois Claxton
Secretary of the University

Business Arising Future Agenda Items:
ELPE Program [June 16, 2003]
Diplomas and Certificate Programs [May 20, 2003]
Centre for Business, Entrepreneurship & Technology [May 20, 2003]
Report of the University Librarian [March 2003]

The Senate Executive Committee met on October 6, 2003 and wishes to report as follows:

1. PRESENTATION: DEALING WITH THE DOUBLE COHORT - LESSONS LEARNED

The Deans, Catharine Scott, Bud Walker and Chris Edey have been invited to make brief comments.

4. REPORT OF THE CHAIR

The report will consist of the customary "Recognition and Commendation" list and a brief "Environmental Scan" focussing largely on the new Ontario Liberal government and early indications of its directions.

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

The Vice-President will report as appropriate.

6./7. REPORTS FROM THE VICE-PRESIDENTS

The Vice-President, University Relations, and Vice-President, University Research, will report as appropriate.

8. REPORTS FROM SENATE COMMITTEES AND COUNCILS

The Committee agreed to forward the reports from Undergraduate Council and the University Tenure & Promotion Advisory Committee to Senate for information.

9. REPORTS FROM THE FACULTIES and CONRAD GREBEL UNIVERSITY COLLEGE

The Committee agreed to forward these reports to Senate for information.

10. OTHER BUSINESS

a. Approval of Degrees/Diplomas/Certificates

The Committee agreed to recommend that Senate adopt the following motion [lists of degree/diploma/certificate candidates will be available at Senate]:

That Senate approve the lists of candidates for degrees/diplomas/certificates as recommended by the Faculty Councils, the Dean of Graduate Studies and the Academic Board for Independent Studies, and that Senate authorize the Chair, the Registrar and the Dean of Graduate Studies to add to or change the lists of candidates for degrees/diplomas/certificates as approved at the Senate meeting on October 20, 2003.

b. Appointments:

- **University Committee on Student Appeals.** The Committee agreed to recommend that Senate approve the appointment of Robert Andre (Lecturer, Pure Mathematics), Faculty of Mathematics representative, term to August 31, 2005.
- **Senate Long Range Planning.** The Committee agreed to recommend that Senate approve the appointment of Laurie Hoffman-Goetz (Health Studies & Gerontology) as the Faculty of Applied Health Sciences representative, term to April 30, 2004.

c. COU Report. By the Academic Colleague will be distributed at Senate for information.

University of Waterloo

RECOGNITION AND COMMENDATION

Report to Senate -- October 20, 2003

Students:

A team of graduate and post-graduate students recently took top honours and a prize of \$3,500 for innovative work on automotive sheet and tube forming. Professor **Michael Worswick**, Department of Mechanical Engineering, led the AUTO21 project in which the student team contributed and competed against 44 other teams from 32 Canadian universities.

The Fraser Institute has awarded UW economics and mathematics student **Michael Smith** second place and a \$500 prize in its annual essay contest. This year the essay topic was "How Can the Market Improve Health Care in Canada?" and attracted more than 100 entries. Michael wrote about "Economic Calculation in Socialized Medicine."

Matt Stevens, a fourth-year chemical engineering student and residence don, was a semi finalist in this year's As Prime Minister Awards program sponsored by the Magna for Canada Scholarship fund. With more than \$350,000 in awards offered annually, this Magna International Inc. program brings together outstanding young Canadian leaders who are shaping the Canada of tomorrow.

Alumnus:

Erik Demaine who finished his PhD in computer science at Waterloo last year at the age of 21, and who is the youngest professor ever hired at the Massachusetts Institute of Technology, has been named one of this year's MacArthur Fellows -- one of 24 winners of the so-called "genius awards." Now a faculty member at MIT where he is doing frontier work in computational origami, Professor Demaine began his undergraduate work in UW's Faculty of Mathematics at age 14. He will receive \$500,000 (US) in "no strings support" over the next five years. Earlier this year, Professor Demaine received a 2003 Natural Sciences and Engineering Research Council of Canada doctoral prize worth \$10,000.

UNIVERSITY OF WATERLOO
SENATE UNDERGRADUATE COUNCIL

Report to Senate – October 20, 2003

Senate Undergraduate Council met on September 9, 2003 and forwards the following items to Senate for information [*further details may be obtained from the Secretary, ext. 5924*].

FOR INFORMATION

Curricular Changes

On behalf of Senate, Council approved several academic plan changes, new courses, course changes and course inactivations for the Faculty of Science (Computational Science, Chemistry, Earth Sciences, Optometry and Physics), and the Inter/Multi-disciplinary Studies Board (Cognitive Science, Legal Studies & Criminology).

/tlc
September 19, 2003

Gail Cuthbert Brandt
Chair

University of Waterloo
UNIVERSITY TENURE & PROMOTION ADVISORY COMMITTEE (UTPAC)
REPORT TO SENATE, October 20, 2003

In addition to the usual information items (1 and 2) contained in annual reports to Senate, UTPAC has added a f / m breakdown (item 1), referred to appeals (item 3), and included observations / recommendations (item 4); the latter reflect experiences of the UTPAC Chair and/or of appeals tribunals.

1. STATISTICAL SUMMARY, July 1/02 to June 30/03

	Awarded Tenure		Appointed with tenure		Probationary Reappointment		Awarded tenure and promoted to Assoc. Professor		Promoted to Professor				Promoted to Research Professor		full-time faculty as at Oct 1/03	
	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m
AHS	-	-	-	-	1	3	-	2	1	-	-	-	-	-	15	33
ARTS	-	-	-	3	2	7	3	-	2	-	-	-	-	-	60	147
ENG	-	3	-	2	2	6	-	9	1	9	-	-	-	-	22	184
ES	1	-	-	-	-	-	-	1	-	1	-	-	-	-	13	47
MATH	-	-	-	1	-	4	1	2	1	4	-	-	-	-	25	154
SCI	-	2	-	2	1	4	1	1	-	1	-	1	-	1	34	129
totals	1	5	-	8	6	24	5	15	5	15	-	1	-	169	694	

There was one unsuccessful applicant for promotion to Professor (*ref:* item 3).

2. ADVISORS TO FACULTY TENURE & PROMOTION COMMITTEES (FTPCs), 2003-04.

Members of UTPAC have been appointed to each FTPC, as follows:

AHS	Reinhold Schuster (<i>Architecture / Civil Eng.</i>)
ARTS	Ralph Smith (<i>Biology</i>)
ENG	Prabhakar Ragde (<i>Computer Science</i>)
ES	Metin Renksizbulut (<i>Mechanical Eng.</i>)
MATH	Jim Curtis (<i>Sociology / Kinesiology</i>)
SCI	Heather Carnahan (<i>Kinesiology</i>)

3. APPEALS. Tribunals were formed in response to appeals (three) to the UTPAC Chair against the decision of the President not to award tenure and promote to Associate Professor (two), and not to promote to Professor (one). Each tribunal reviewed the T & P dossier considered at earlier levels and weighed the additional submissions (oral and written) made available to it.

Tenure & Promotion to Associate Professor. Two tribunals concluded unanimously that the candidates qualified under Policy 77 for the award of tenure and promotion to Associate Professor, effective July 1, 2003. In so doing, one tribunal noted that the impact of classroom delivery on teaching effectiveness cannot be over-emphasized, and reiterated the advice of others that the candidate address this aspect of her/his teaching as a very high personal priority. The other tribunal noted that the two most significant reasons for its decision, which was at variance with the conclusion reached by the UTPC were: (1) evidence available to the tribunal in June 2003 that was not available to the UTPC in February showed more clearly that the research and publication trajectory for the candidate is clearly positive; (2) that the tribunal found reasons to discount the negative review of one referee based on the fact that the referee did not have an appreciation of the literature and journals in the discipline being assessed.

Promotion to Professor. The decision of the tribunal, by majority vote, was that the appellant not be promoted to Professor at this time. For promotion to full Professor, Policy 77 states that a "continuous program of scholarship with positive peer review by nationally and internationally recognised scholarship is essential". In the view of a majority of the members of the tribunal, the candidate's record of the past five years did not meet this standard.

4. OBSERVATIONS, RECOMMENDATIONS

Policy 77 states: "The UTPAC is advisory to Senate through the VPA&P concerning tenure and promotion standards, policies and procedures, and may recommend changes to the VPA&P. UTPAC shall report to Senate annually on its activities." The following recommendations reflect experiences of the UTPAC Chair and/or of appeals tribunals; UTPAC reiterates re:

- a. Faculty Tenure & Promotion Committee (FTPC): Chair.** That the practice should be consistent, Faculty to Faculty, and that all of the Faculty Deans, as FTPC Chairs, exercise their right and the requirement to vote.

Policy 77 (Section V) states: "...The Dean and elected members shall be [emphasis added] voting members of the FTPC."

- b. Tenure and Promotion Appeals: Tribunals.** That UTPAC strongly believes that it would be in the best interests of the process and the candidate if tribunals were comprised of faculty members (preferably, full Professors) with requisite expertise in the discipline, but from outside the candidate's department/school.

Policy 77 does not preclude members from the same department/school being named to a tribunal. But, even if they had not served on the DTPC, there is potential to put tribunal members from the same department/school in an awkward position – particularly, an Associate Professor sitting in judgement of a candidate for promotion to Professor.

Policy 77 (Section VII) states that the Chair of UTPAC "...shall establish a three-person tribunal to hear the appeal. Members normally shall be or shall have been tenured Associate Professors or Professors at the University of Waterloo in the candidate's discipline or a related discipline. They shall not have had any prior connection with the particular tenure or promotion consideration nor have had a close professional or personal relationship with the candidate."

October 9/03

W.C. Lennox
Chair, UTPAC, 2000-03

Note: **Jake Sivak** (Optometry) has been appointed
Chair for a three-year term, to 2006.

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF APPLIED HEALTH SCIENCES TO SENATE
Monday, October 20, 2003

For Information:

A. APPOINTMENTS

Adjunct Appointments

GAGE, Bud, Assistant Professor, Kinesiology, September 1, 2003 to June 30, 2006.

B. RETIREMENTS

GREEN, Howard, Professor, Kinesiology, September 1, 2004.

THOMSON, James, Associate Professor, Kinesiology, July 1, 2006.

M.T. Sharratt, Dean



Applied Health Sciences

MTS:jc

UNIVERSITY OF WATERLOO

REPORT OF THE DEAN OF THE FACULTY OF ARTS TO SENATE

OCTOBER 20, 2003

For information:

A. APPOINTMENTS**Probationary Term Reappointment**

SEN, Anindya (BA, Hons. Economics, Delhi, India, 1990, MA Economics Concordia 1992, PhD Economics Toronto 1998), Assistant Professor, Department of Economics, September 1, 2004 to June 30, 2006.

Adjunct Appointments

ABRAHAMSON, Kirsten, Lecturer, Department of Fine Arts, January 1, 2004 to April 30, 2004.

ASLETT, Gary, Lecturer, School of Accountancy, September 1, 2003 to December 31, 2003.

BIELING, Peter, Assistant Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

BLACK, Catherine, Associate Professor, Department of French Studies, September 1, 2003 to August 31, 2009.

DANN, Gary, Assistant Professor, Department of Philosophy, September 1, 2003 to December 31, 2003.

DONAGHY, Gregory, Assistant Professor, Department of History, September 1, 2003 to August 31, 2004.

DOYLE, Allan, Lecturer, Department of Fine Arts, September 1, 2003 to December 31, 2003.

FARVOLDEN, Peter, Assistant Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

HARVIE, JO, Lecturer, Department of Drama and Speech Communication, September 1, 2003 to December 31, 2003.

KIEGEL, Michael, Lecturer, Jewish Studies, September 8, 2003 to December 19, 2003.

LABER, Rolf, Lecturer, Department of Germanic and Slavic Studies, September 1, 2003 to December 31, 2003.

LEFCOURT, Herbert (Distinguished Professor Emeritus), Professor, Department of Psychology, September 1, 2003 to December 31, 2003.

LERNER, Mel (Distinguished Professor Emeritus), Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

LIBBY, Lisa, Assistant Professor, Department of Psychology, September 1, 2003 to December 31, 2003.

MCBRIDE, Carolina, Assistant Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

MCCABE, Randi, Assistant Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

ROWE, Patricia, (Professor Emerita), Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

SADLER, Pamela, Assistant Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

STEFFY, Richard (Professor Emeritus), Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

VERT, David, Lecturer, School of Accountancy, September 1, 2003 to December 31, 2003.

VOGEL-SPROTT, Muriel (Distinguished Professor Emerita), Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

Adjunct Reappointments

ANTONY, Martin, Assistant Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

CAMERON, Shelley, Assistant Professor, Department of Philosophy, September 1, 2003 to December 31, 2003.

CHATTERJEE, Indrani, Lecturer, Department of French Studies, September 1, 2003 to December 31, 2003.

COOK, Rob, Lecturer, Department of Economics, January 1, 2004 to April 30, 2004

DUBINSKI, Roman, (Professor Emeritus), Professor, Department of English Language and Literature, September 1, 2003 to August 31, 2006.

IRVING, Greg, Associate Professor, Department of Psychology, September 1, 2003 to August 31, 2004..

LISTER, Rota (Professor Emerita), Associate Professor, Department of English Language and Literature, September 1, 2003 to August 31, 2006.

LOVETT, Maureen, Associate Professor, Department of Psychology, January 1, 2004 to August 31, 2004.

MACLEOD, Karen, Assistant Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

MACNAUGHTON, Bill, (Professor Emeritus), Professor, Department of English Language and Literature, September 1, 2003 to August 31, 2006.

MCARTHUR, Kathy, Lecturer, Department of Drama and Speech Communication, September 1, 2003 to December 31, 2003.

MITTLESTAEDT, Walter, Assistant Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

SEIM, Robert, (Professor Emeritus), Associate Professor, Department of Psychology, September 1, 2003 to December 31, 2003.

SHELLEY, Cameron, Assistant Professor, Department of Philosophy, September 1, 2003 to December 31, 2003.

STEFFY, Richard, (Professor Emeritus), Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

SULLIVAN, Claire, Associate Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

SYKES, Susan, Assistant Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

THOMAS, Alain, Associate Professor, Department of French Studies, September 1, 2003 to August 31, 2009.

WILLOUGHBY, Teena, Associate Professor, Department of Psychology, September 1, 2003 to August 31, 2004.

Cross Reappointments

ROY, Eric, Professor, Department of Kinesiology, cross reappointment to Department of Psychology, September 1, 2003 to August 31, 2006.

Staff Appointment to Faculty

RUTTAN, Tom (Counselling Services), Assistant Professor, Department of Psychology, September 1, 2003 to December 31, 2003.

Graduate Students Appointed as Adjunct Lecturers

BROWN, Jeff, Department of Philosophy, September 1, 2003 to December 31, 2003.

LEE, Sharon, Department of Philosophy, September 1, 2003 to December 31, 2003.

Graduate Students Reappointed as Adjunct Lecturers

FREEMAN-ROTH, Christine, Department of Philosophy, September 1, 2003 to December 31, 2003.

POWER, Anne-Marie, Department of Philosophy, September 1, 2003 to December 31, 2003.

Postdoctoral Fellow

MAJUMDER, Shilpi, Department of Psychology, September 1, 2003 to August 31, 2004.

B. ADMINISTRATIVE APPOINTMENTS

KENNEDY, Duane, Associate Dean for Computing, Faculty of Arts, August 1, 2003 to December 31, 2003.

FOR APPROVAL BY THE BOARD OF GOVERNORS

C. SABBATICALS

BODELL, Richard, Associate Professor, Department of Economics, September 1, 2004 to February 28, 2005, six months at 85% salary.

BORITZ, J. Efrim, Professor, School of Accountancy, September 1, 2003 to August 31, 2004, twelve months at 85% salary.

GUTIERREZ, Mariela, Professor, Department of Spanish and Latin American Studies, July 1, 2004 to December 31, 2004, six months at 100% salary and July 1, 2005 to December 31, 2005, six months at 100% salary.

Cancellation of Sabbatical

PARK, Robert W., Associate Professor, Department of Anthropology, January 1, 2004 to June 30, 2004, six months at 85% salary.



Robert R. Kerton
Dean, Faculty of Arts

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF ENGINEERING TO SENATE
October 20, 2003

For information:

A. APPOINTMENTS

New Probationary Term

DEVAUD, Cécile B., Assistant Professor, Department of Mechanical Engineering, November 1, 2003 - June 30, 2007. (PhD Cambridge University, England 1998; MSc Cranfield University, England 1995; Mechanical Engineering Degree National Institute of Applied Sciences of Rouen, France 1994; Baccalauréat (Honours) 1990). Dr. Devaud has worked at British Gas, as a Research Officer at the University of Cranfield, and as a Research Fellow at the University of Sydney in Australia since 2002. Cécile is a French citizen whose research has been in computational fluid dynamics with combustion. Her strong fundamental background combined with her industrial experiences gives Dr. Devaud the knowledge to complement our fire modeling research. Dr. Devaud's referees document her strong background in computational fluid dynamics with combustion. They also comment positively on her determination, dedication, thoroughness, and her ability to quickly learn new ideas. In her teaching activities to date, she has been a dedicated teacher and has demonstrated strong student empathy.

ERKORKMAZ, Kaan, Assistant Professor, Department of Mechanical Engineering, March 1, 2004 - June 30, 2007. (PhD candidate University of British Columbia; MASc University of British Columbia 1999; MS Bogazici University, Istanbul, Turkey 1996; BSc Istanbul Technical University 1995). Kaan is a Canadian citizen whose knowledge is comprehensive and is balanced with a substantial amount of diversification for someone just completing his PhD. Kaan has won the outstanding teaching assistant award for the entire Faculty of Engineering at the University of British Columbia. His research area, optimization for high speed control of multi-axis actuators and cutters, provides a very complementary contribution to the automation and control activity at the University. He also has a strong background in mechatronic design, sensors and actuators, optimization theory, instrumentation, real-time programming and biomedical engineering. Kaan's references are extremely positive and include comments not only related to his specific research contributions but also on skills that extend far beyond his immediate research interests.

TAHVILDARI, Ladan, Assistant Professor, Department of Electrical & Computer Engineering, September 1, 2003 - June 30, 2006. (PhD University of Waterloo 2003; MASc University of Waterloo 1998; BSc Iran University of Science & Technology 1991). Dr. Tahvildari's research is in the area of Quality-Driven Object-Oriented Re-engineering. Re-engineering is a key area in the development of software engineering and is vital as major industries reuse millions of lines of computer code in many languages for new applications. For example, the banking sector is a good example of an industry that really needs their "legacy-based systems" (i.e. systems relying on antiquated computer languages) to be quickly redeveloped to deal with new operations that rely on web applications and security.

YAVUZ, Mustafa, Associate Professor, Department of Mechanical Engineering, January 1, 2004 - June 30, 2007. (PhD, Materials Engineering University of Wollongong Australia 1996; PhD, Applied Physics University of Wollongong 1995; MS The Middle East Technical University, Turkey 1991; BS The Middle East Technical University 1989). Originally from Turkey, Mustafa is an Australian citizen currently working as an Associate Research Professor at Texas A & M University in College Station, Texas. Following his PhD, he worked at the Institute for Materials Research at Tohoku University in Sendai, Japan before moving to Texas. His research area, in materials science and engineering, focuses on MEMS and thin film nano technology detectors. His specific research interests include nanoscale information storage, micromachining, metal matrix ceramic superconductors, and nano-sized grained ultrastrength metals and metal-glasses. Mustafa has received 4 significant research awards and has 60 publications and four patent applications. Mustafa's knowledge is more than commensurate with his experience. Mustafa's references are extremely positive and note that Mustafa is an excellent teacher and researcher.

New Definite Term – full-time

SEMENOV, Oleg, Research Assistant Professor, Department of Electrical & Computer Engineering, October 1, 2003 - June 30, 2004. (PhD Moscow Institute of Electronic Technology 1996; MASc University of Waterloo 2001; Engineering Degree (Honors Diploma) Moscow Institute of Electronic Technology 1993). Dr. Semenov's area of expertise is in the broad area of microelectronic devices with particular emphasis on quality and reliability. He is also interested in research issues on the device and circuit interface. His work will include both theoretical and experimental studies.

Visiting Appointments

GHANBARPOUR, Mohammad R., Scholar, Department of Systems Design Engineering, August 1, 2003 - April 30, 2004.

GNANENDRAN, Kingsley, Associate Professor, Department of Management Sciences, September 1, 2003 - December 31, 2003.

MONGKHOLKHAJORN SILP, Dayin, Scholar, Department of Chemical Engineering, August 1, 2003 - July 31, 2004.

PETERS, Andre, Scholar, Department of Chemical Engineering, October 1, 2003 - March 31, 2004.

HORIE, Miho, Scholar, Department of Mechanical Engineering, September 8, 2003 - December 24, 2003.

REBMANN, Rene, Scholar, Department of Systems Design Engineering, July 22, 2003 - January 22, 2004.

RICHNER, Gilles, Scholar, Department of Chemical Engineering, September 8, 2003 - January 31, 2004.

TAPOLCAI, Janos, Scholar, Department of Electrical & Computer Engineering, July 1, 2003 - December 31, 2003.

Adjunct Appointments

CHUI, Eddy H., Associate Professor, Department of Mechanical Engineering, September 1, 2003 - August 31, 2005.

LANG, Sherman Y.T., Associate Professor, Department of Systems Design Engineering, August 1, 2003 - July 31, 2006.

LIU, Meng-Sing, Professor, Department of Mechanical Engineering, September 1, 2003 - August 31, 2007.

MARCOS, Bernard, Professor, Department of Chemical Engineering, September 1, 2003 - August 31, 2006.

MUZYCHKA, Yuri, Assistant Professor, Department of Mechanical Engineering, January 1, 2003 - December 31, 2005.

NONNECKE, Blair, Assistant Professor, Department of Management Sciences, August 1, 2003 - August 31, 2005.

SLAWSON, Robin M., Associate Professor, Department of Civil Engineering, August 8, 2003 - August 8, 2006.

Adjunct Reappointments

ATTALLA, Mohamed, Assistant Professor, Department of Civil Engineering, September 1, 2004 - December 31, 2006.

BYERLEY, John, Professor (Professor Emeritus), Department of Chemical Engineering, August 1, 2003 - July 31, 2005.

THE, Jesse L., Assistant Professor, Department of Management Sciences, September 1, 2003 - August 31, 2005.

Cross Re-Appointments

DUSSEAULT, Maurice, Professor, Department of Earth Sciences, Faculty of Science to Department of Chemical Engineering, Faculty of Engineering, September 1, 2003 - August 31, 2005.

GLICK, Bernard R., Professor, Department of Biology, Faculty of Science to Chemical Engineering, Faculty of Engineering, September 1, 2003 - August 31, 2005.

Changes in Appointments

KHAJEHNASIRI, Amirreza, Graduate Student appointed as Part-time Lecturer, Department of Electrical & Computer Engineering, was June 13, 2003 - August 31, 2003 changed to June 1, 2003 - August 31, 2003.

Graduate Students appointed as Part-time Lecturers

EL-BADAWY, Ossama, Department of Systems Design Engineering, September 1, 2003 - December 31, 2003.

MORTON, Andrew, Department of Electrical & Computer Engineering, September 1, 2003 - December 31, 2003.

OBEIDI, Amer, Department of Management Sciences, September 1, 2003 - December 31, 2003.

SAFFIH, Faycal, Department of Mechanical Engineering, September 1, 2003 - December 31, 2003.

TEERTSTRA, Peter, Department of Mechanical Engineering, September 1, 2003 - December 31, 2003

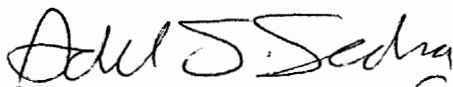
Graduate Students reappointed as Part-time Lecturers

SCHLOSSER, Francine K., Department of Management Sciences, September 1, 2003 - December 31, 2003.

TODOROVIC, William, Z. Department of Management Sciences, September 1, 2003 - December 31, 2003.

B. RESIGNATIONS

SLAWSON, Robin, Research Associate Professor, Department of Civil Engineering, August 8, 2003.



Adel S. Sedra
Dean, Faculty of Engineering

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN FACULTY OF ENVIRONMENTAL STUDIES TO SENATE
October 20, 2003

For Information:

A. APPOINTMENTS

New Probationary Appointment

HALL, Peter, Assistant Professor, jointly appointed to the Department of Geography (60%) and the Faculty of Environmental Studies (40%), August 1, 2003 to June 30, 2006, (B.Soc.Sc., 1989, University of Cape Town; M.Sc., 1995, London School of Economics and Politics; Ph.D., 2002, University of California, Berkeley). His research focus is regional and local economic analysis and development, with a strong interest in the intersection between private and public policy. Dr. Hall will also provide undergraduate teaching and graduate advising in the area of Industry, Innovation and the Environment.

Probationary Term Reappointments

BEESELEY, Philip, Assistant Professor, School of Architecture, September 1, 2003 to June 30, 2005 (B.F.A. Queens University, 1978; B. Arch. University of Toronto, 1986; Prix de Rome, 1995).

MCMINN, John, Assistant Professor, School of Architecture, September 1, 2003 to June 30, 2005 (B.A. McGill, 1983; A.A. Dip. Architectural Association (London, England), 1990; Prix de Rome, 1992).

New Definite Term – full-time

GARDE, Ajay, Assistant Professor, School of Planning, July 1, 2003 to August 31, 2005, (B. Arch., 1982, University of Bhopal, India; M. Plan., 1998, University of Southern California; Ph.D., 2002, University of Southern California). Dr. Garde's area of expertise is urban design. He will make a strong contribution in both areas of teaching and research as the School focuses more on design.

Adjunct Appointments

BELL, Barry, Associate Professor, School of Architecture, September 1, 2003 to December 31, 2003.

DOWLING, Catherine, Assistant Professor, School of Architecture, September 1, 2003 to December 31, 2003.

GASTMEIER, William, Assistant Professor, School of Architecture, September 1, 2003 to December 31, 2003.

LIEBERMAN, David, Associate Professor, School of Architecture, September 1, 2003 to December 31, 2003.

MANDRES, Marinel, Assistant Professor, Department of Geography, September 1, 2003 to December 31, 2003.

MARTIN, Larry, (Professor Emeritus), Professor, School of Planning, July 1, 2003 to June 30, 2006.

RAFF, Paul, Assistant Professor, School of Architecture, September 1, 2003 to December 31, 2003.

Adjunct Reappointments

GREEN, Bill, Associate Professor, School of Planning, September 1, 2003 to August 31, 2004.

HUNT, Brian, (Professor Emeritus), Associate Professor, School of Architecture, September 1, 2003 to December 31, 2003.

KILCOYNE, Catherine, Assistant Professor, School of Architecture, September 1, 2003 to December 31, 2003.

LEVITT, Andrew, Associate Professor, School of Architecture, September 1, 2003 to December 31, 2003.

NELSON, Gordon, (Distinguished Professor Emeritus), Professor, School of Planning, July 1, 2003 to June 30, 2004.

XEUREB, Michelle, Lecturer, School of Planning, September 1, 2003 to December 31, 2003.

Cross Appointments

CUKIER, Judith, Assistant Professor, Faculty of Environmental Studies, cross-appointed to the Department of Geography, September 1, 2003 to August 31, 2006.

HALL, Brent, Professor, School of Planning, cross-appointed to the Department of Geography, September 1, 2003 to August 31, 2008.

KAY, James, Associate Professor, Department of Environment and Resource Studies, cross-appointed to the School of Planning, September 1, 2003 to August 31, 2008.

MITCHELL, Bruce, Professor, Department of Geography, cross-appointed to the School of Planning, September 1, 2003 to August 31, 2008.

SCOTT, Steffanie, Assistant Professor, Faculty of Environmental Studies, cross-appointed to the Department of Environment and Resource Studies, July 1, 2003 to June 30, 2006.

SCOTT, Steffanie, Assistant Professor, Faculty of Environmental Studies, cross-appointed to the Department of Geography, September 1, 2003 to August 31, 2006.

WALL, Geoff, Professor, Department of Geography, cross-appointed to the School of Planning, September 1, 2003 to August 31, 2008.

WISMER, Susan, Associate Professor, Department of Environment and Resource Studies, cross-appointed to the School of Planning, September 1, 2003 to August 31, 2008.

Staff Appointment to Faculty

MCKENZIE, Ian, Associate Professor, Department of Geography, September 1, 2003 to December 31, 2003.

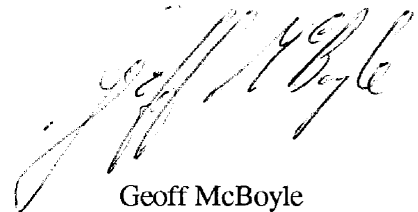
B. ADMINISTRATAIVE APPOINTMENT

PIGNATTI, Lorenzo, Associate Director, (Rome), School of Architecture, September 1, 2003 to August 31, 2006.

C. SABBATICAL

TO BE APPROVED BY THE BOARD OF GOVERNORS

WILJER, Robert, Associate Professor, School of Architecture, September 1, 2003 to August 31, 2004 @ 85.7%.



Geoff McBoyle
Dean

/jm

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF MATHEMATICS TO SENATE
October 20, 2003

For information:

A. *APPOINTMENTS*

New Definite Term - part-time

KHADRA, Anmar (BSc, 1997, Concordia Univ.; MMath, 1999; PhD, expected 2003, both from the Univ. of Waterloo), Lecturer, Dept. of Applied Mathematics, September 1, 2003 – August 31, 2004. Mr. Khadra will be teaching four courses throughout his appointment as Lecturer.

Definite Term -- Reappointment -- part-time

TIAN, Kou (BSc, 1985; MSc, 1987 both from the Univ. of British Columbia; PhD (expected 2004), Univ. of Waterloo), Lecturer, School of Computer Science, January 1, 2004 – December 31, 2004. Ms. Tian's duties are to teach three courses during her term as lecturer, advise students and continue her scholarly activity as a Ph.D. student.

Visiting Appointments

KARSTEN-BERIER, Nicole, Visiting Scholar, School of Computer Science, September 1, 2003 – August 31, 2004.

Adjunct Appointments

ARBUTHNOTT, Chris, Lecturer, Dean's Office, September 1, 2003 – December 31, 2003.

Adjunct Reappointments

GREEN, Ronald, Lecturer, Dean's Office, September 1, 2003 – December 31, 2003.

GROVE, Trevor, Lecturer, School of Computer Science, September 1, 2003 – December 31, 2003.

POTAPCHIK, Alexander, Lecturer, Dean's Office, September 1, 2003 – December 31, 2003.

RADOCCHIA, Joseph (Ludwig, Lichtenheldt & Eby), Lecturer, Dean's Office, September 1, 2003 – December 31, 2003.

Graduate Students appointed as Part-time Lecturers

ALEXANDER, Simon, Dept. of Applied Mathematics, September 1, 2003 – December 31, 2003.

BENTZ, Wolfram, Dept. of Pure Mathematics, September 1, 2003 – December 31, 2003.

CHOI, Yun Hee, Dept. of Statistics and Actuarial Science, September 1, 2003 – December 31, 2003.

DICESARE, Joe, Dept. of Statistics and Actuarial Science, September 1, 2003 – December 31, 2003.

FU, Yuejiao, Dept. of Statistics and Actuarial Science, September 1, 2003 – December 31, 2003.

GOMEZ, Rocio, Dept. of Statistics and Actuarial Science, September 1, 2003 – December 31, 2003.

METZLER, Adam, Dept. of Statistics and Actuarial Science, September 1, 2003 – December 31, 2003.

PADUADA, Michael, Dept. of Statistics and Actuarial Science, September 1, 2003 – December 31, 2003.

Graduate Students reappointed as Part-time Lecturers

COLIJN, Caroline, Dept. of Applied Mathematics, September 1, 2003 – December 31, 2003.

IBRAGIMOV, Ranis, Dept. of Applied Mathematics, September 1, 2003 – December 31, 2003.

KOULIS, Theodoro, Dept. of Statistics and Actuarial Science, September 1, 2003 – December 31, 2003.

LAROCQUE, Philippe, Dept. of Pure Mathematics, September 1, 2003 – December 31, 2003.

MUNROE, James, Dept. of Applied Mathematics, September 1, 2003 – December 31, 2003.

TASIC, Boza, Dean's Office, September 1, 2003 – December 31, 2003.



Alan George
Dean

UNIVERSITY OF WATERLOO
REPORT OF THE DEAN OF SCIENCE TO SENATE
October 20, 2003

For information:

A. *APPOINTMENTS*

Tenured

MYERS, Robert C., Professor, Department of Physics, October 1, 2003. [B.Sc., University of Waterloo (1982); M.A., Princeton University (1983); Ph.D., Princeton University (1986).] Dr. Myers research interests are in string theory, supersymmetry, gravitation and particle physics. He won the Herzberg Medal in 1999 from the Canadian Association of Physicists for his work in string theory. Dr. Myers was recruited by the Perimeter Institute for a position there, which he began in September 2001. Dr. Myers is the first person to become a joint UW/PI appointee. Dr. Myers is known internationally for his work in string theory. He has published 150 papers, 20 of which have been cited more than 100 times. He is active in supervision of graduate students and has a strong teaching reputation. We are delighted to have Dr. Myers join our department and look forward to his contributions and participation in the future.

THIEMANN, Thomas, Associate Professor, Department of Physics, September 1, 2003. [B.Sc., Rheinisch-Westfälische Technische Hochschule (RWTH) - Physics, Germany (1989); B.Sc., RWTH - Mathematics, Germany (1990); M.Sc., RWTH - Physics, Germany (1992); Ph.D. RWTH - Physics, Germany (1993).] Thomas Thiemann carried out postdoctoral research at Pennsylvania State University and Harvard University and from 1997-2002 was a faculty member at the Albert Einstein Institute in Potsdam, Germany where he also completed his Habilitation. Dr. Thiemann was recruited by the Perimeter Institute (PI) in 2001, and joined the university in 2003. Dr. Thiemann is known internationally for his work in quantum gravity. He has published 48 papers, 9 of which have been cited more than 50 times. He is regarded as world leader in the development of the canonical formalism of quantum gravity. We are very pleased to have Dr. Thiemann join our department and we look forward to the interesting contributions that he will make to theoretical physics and to the university.

Probationary Term

GORECKI, Tadeusz, Associate Professor, Department of Chemistry, July 1, 2003 to June 30, 2006. [M.Sc. Engineer, Technical University of Gdansk, Poland (1981); Ph.D. Chemistry, Technical University of Gdansk, Poland (1986).] (Dr. Gorecki previously held a five-year definite term appointment.)

PALMER, Michael, Assistant Professor, Department of Chemistry, July 1, 2004 to June 30, 2007. [MD, University of Giessen, Germany (1991); Habilitation, University of Mainz, Germany (2000).]

New Definite Term

LEE, C.W. Herbert, Lecturer, Department of Physics, September 1, 2003 to August 31, 2004. [B.Sc., The Chinese University of Hong Kong (1993); M.A., University of Rochester (1995); Ph.D., University of Rochester (1999).] Dr. Lee has held postdoctoral positions at the University of Denmark, Copenhagen and the University of Waterloo. He is the author of 10 research papers (9 published, one in press) that have been published in leading journals in physics, including Nuclear Physics B and Physical Review Letters. He has had teaching experience at both the high school and university levels in Hong Kong and Denmark. More recently, he has done sessional teaching in both the Physics and Mathematics Departments at the University of Waterloo. We look forward to his participation in our department.

Visiting Appointments

GHANBARI, Jamshid G., Professor, Department of Physics, February 1, 2004 to January 31, 2005.

LU, Baohong, Associate Professor, Department of Earth Sciences, September 1, 2003 to August 31, 2004.

MAO, Dongfeng, Scientist, Department of Earth Sciences, January 1, 2004 to December 31, 2004.

XIA, Guowei, Scientist, Department of Earth Sciences, October 1, 2003 to September 30, 2004.

XUE, Xingxing, Scientist, Department of Earth Sciences, September 1, 2003 to August 31, 2004.

Adjunct Appointments

ATEKWANA, Estella A., Associate Professor, Department of Earth Sciences, August 1, 2003 to July 31, 2006.

COWAN, Donald D., Professor, Department of Biology, September 1, 2003 to August 31, 2005.

SCHREER, Jason F., Associate Professor, Department of Biology, September 1, 2003 to August 31, 2005.

Adjunct Reappointment

GUINEL, Frédérique C., Associate Professor, Department of Biology, September 1, 2003 to August 31, 2005.

Cross Appointment

CHEN, Jeff, Professor, Department of Physics cross appointed to Department of Chemistry, September 1, 2003 to August 31, 2006.

Cross Reappointments

LIU, Wing-Ki, Professor, Department of Physics cross appointed to Department of Chemistry, September 1, 2003 to August 31, 2006.

PALDUS, J., Professor (Distinguished Professor Emeritus), Department of Applied Mathematics cross appointed to Department of Chemistry, September 1, 2003 to August 31, 2006.

SCHIFF, Sherry, Professor, Department of Earth Sciences cross appointed to Department of Biology, September 1, 2003 to August 31, 2005.

Changes in Appointments

CAMPBELL, Melanie, Professor, home department changed from School of Optometry to Department of Physics, effective September 1, 2003.

SLAWSON, Robin M., Associate Professor, Department of Biology, May 1, 2002 to April 30, 2004 changed from cross appointment between Civil Engineering and Biology.

Graduate Students Appointed as Lecturers

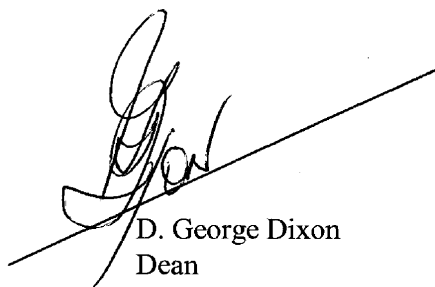
da SILVA, Denise C.C., Lecturer, Department of Chemistry, September 1, 2003 to August 31, 2004.

B. ADMINISTRATIVE REAPPOINTMENTS

CARLSON, John, Assistant Dean, Admissions, Faculty of Science, September 1, 2003 to December 31, 2003.

BARKER, James, Chair, Department of Earth Sciences, September 1, 2003 to December 31, 2003.

DGD/lw



D. George Dixon
Dean

**UNIVERSITY OF WATERLOO
REPORT OF CONRAD GREBEL UNIVERSITY COLLEGE TO SENATE
20 OCTOBER 2003**

For Information:

A. Appointments:

Definite Term - Part-time

Matthew Bailey-Dick, Lecturer in Peace and Conflict Studies, January 1, 2004 to April 30, 2004

Catherine Briggs, Assistant Professor in History, January 1, 2004 to April 30, 2004

Michele Braniff, Lecturer in Peace and Conflict Studies, September 1, 2002 to December 31, 2002

John Brownell, Lecturer in Music, September 1, 2002 to December 31, 2002

Gordon Burnett, Lecturer in Music, September 1, 2003 to April 30, 2004

Tim Corlis, Lecturer in Music, September 1, 2003 to December 31, 2003

Richard Cunningham, Lecturer in Music, September 1, 2002 to April 30, 2004

Gary Dann, Assistant Professor in Philosophy, September 1, 2003 to December 31, 2003

Lorne Dawson, Associate Professor in Sociology, January 1, 2004 to April 30, 2004

Connie Edwards, Lecturer in Peace and Conflict Studies, July 2004

Maureen Epp, Assistant Professor in Music, January 1, 2003 to December 31, 2003

Edward Janzen, Lecturer in Sociology, September 1, 2003 to April 30, 2004

Terry Kroetsch, Lecturer in Music, September 1, 2003 to April 30, 2004

Sylvia May, Lecturer in Music, January 1, 2004 to April 30, 2004

Andrew Mitchell, Assistant Professor in Music, January 1, 2004 to April 30, 2004

Keith Regehr, Lecturer in Peace and Conflict Studies, January 1, 2004 to April 30, 2004

Elaine Sweeney, Ensemble Instructor, September 1, 2002 to April 30, 2004

David Schweitzer, Assistant Professor in History, September 1, 2003 to April 30, 2004

Michael Wood, Ensemble Instructor, September 1, 2003 to April 30, 2004

Simon Wood, Assistant Professor in Music, September 1, 2002 to April 30, 2003

Studio Instructors (Music)

Steve Adams, guitar

John Helmers, cello

Katherine Hubley, violin

Stephanie Kramer, voice

Debra Lacoste, trumpet

Willem Moolenbeek, saxophone

Marlin Nachtigal, organ

Catherine Robertson, piano

Barbara Kaplanek, flute

Christine Vljak, viola

Elaine Sweeney, clarinet

B. Administrative Appointment

Ken Hull, Chair, Department of Music, July 1, 2003 to June 30, 2007

C. Retirements

Werner Packull, Professor of History, August 31, 2003

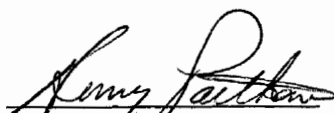
D. Sabbatical Leaves


Lowell Ewert, Director of Peace and Conflict Studies, August 1, 2003 to July 31, 2004

Len Enns, Professor of Music, July 1, 2003 to December 31, 2003

Hildi Froese Tiessen, Associate Professor of English, January 1, 2004 to June 30, 2004

Ken Hull, Associate Professor of Music, January 1, 2004 to June 30, 2004


Henry Paetkau, President


Marlene Epp, Academic Dean