

*University of Waterloo*  
**SENATE**

*Notice of Meeting*

**Date:** Monday, October 15, 2007

**Time:** 4:30 p.m.

**Place:** Needles Hall, Room 3001

	<i>AGENDA</i>	<i>Page</i>	<i>Action</i>
4:30	<p><b><u>Consent Agenda</u></b>  <b>Motion:</b> That Senate approve or receive for information by consent items 1-5 [below].</p> <p>1. Approval of the September 17, 2007 Minutes [enclosed] Decision</p> <p>2. Report of the Chair  a. Recognition and Commendation 2, A1 Information</p> <p>3. Report of the Vice-President, Academic &amp; Provost  a. Call for 'University Professor' Nominations 2, A2 Information</p> <p>4. Reports from the Faculties and Conrad Grebel University College 2, A3-A19 Information</p> <p>5. Other Business  a. Appointment to the Undergraduate Council 2, A20 Decision  b. Approval of Degrees, Diplomas and Certificates [lists of graduands available at Senate] 2, A21 Decision</p> <p><b><u>Regular Agenda</u></b></p>		
4:35	6. Business Arising from the Minutes		
4:40	7. Presentations a. Environmental Studies 6 <sup>th</sup> Decade Plan	2	Information
5:00	b. Update on Performance Indicators <a href="http://www.adm.uwaterloo.ca/infoiap/docs/pi.html">[www.adm.uwaterloo.ca/infoiap/docs/pi.html]</a>	2	Information
5:30	8. Report of the Chair a. Environmental Scan	2	Information
5:45	9. Report of the Vice-President, Academic & Provost	2	Information
5:55	10. Report of the Vice-President, University Research	2	Information
6:05	11. Report of the Undergraduate Council	2, A22-A38	Information
6:25	12. Other Business		

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The Executive Committee met on October 1, 2007 and wishes to report as follows:

**Consent Agenda**

**2. REPORT OF THE CHAIR**

**Recognition and Commendation.** The Committee agreed to forward this report to Senate for information.

**3. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST**

**Call for 'University Professor' Nominations.** The Committee agreed to forward this report to Senate for information.

**4. REPORTS FROM THE FACULTIES AND CONRAD GREBEL UNIVERSITY COLLEGE**

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

**5. OTHER BUSINESS**

**Appointment to the Undergraduate Council.** The Committee agreed to recommend this report to Senate for approval.

**Approval of Degrees, Diplomas and Certificates.** The standard motion will be put before Senate.

**Regular Agenda**

**7. PRESENTATIONS**

**Environmental Studies 6<sup>th</sup> Decade Plan.** The Dean of Environmental Studies will present this item, the last of the Faculty 6<sup>th</sup> Decade Plan presentations to Senate.

**Update on Performance Indicators.** Presented by the Dean of Engineering and focusing on a subset that relate to the 6<sup>th</sup> Decade Plan.

**8. REPORT OF THE CHAIR**

**Environmental Scan.** The Chair will provide a brief post-election "Environmental Scan."

**9. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST**

The Vice-President will report as appropriate.

**10. REPORT OF THE VICE-PRESIDENT, UNIVERSITY RESEARCH**

The Vice-President will report as appropriate.

**11. REPORT OF THE UNDERGRADUATE COUNCIL**

The Committee agreed to forward this report to Senate for information.

*University of Waterloo*

*SENATE*

*October 15, 2007*

*Report of the Chair*

*For Information*

***RECOGNITION AND COMMENDATION***

Geography Professor **Ellsworth LeDrew** has been named Editor-in-Chief of a new journal that will be published for the first time in 2008: the *IEEE Journal of Selected Topics in Applied Earth Observations and Remote Sensing*. He worked on the development of the journal for IEEE, the Institute of Electrical and Electronics Engineers, of which he is a Fellow, during his 2006-07 sabbatical leave. The journal, which will appear quarterly, is jointly sponsored by the Geoscience and Remote Sensing Society and the IEEE Committee on Earth Observation.

In recognition of “50 years of outstanding contribution to the IT industry in Canada” by the **Department of Electrical & Computer Engineering**, Professor Krzysztof Czarnecki, on behalf of E&CE, accepted an “award of excellence” from the British Computer Society (BCS). The award was presented at a dinner in Toronto hosted by BCS in Upper Canada, a regional group for British computing professionals working in southern Ontario.

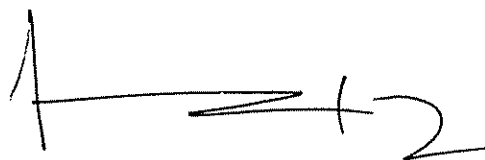
Lecturer **Rohan Jayasundera** (Physics & Astronomy) and Professor **Gordon Stublely** (Mechanical & Mechatronics Engineering) are among the winners of the Ontario government’s new Leadership in Faculty Teaching Award. The award was introduced in January “to recognize and encourage teaching excellence at Ontario’s colleges and universities. This award has been given out to faculty who influence, motivate and inspire students and demonstrate leadership in teaching methods for the diverse student body in Ontario. Winners are receiving \$20,000 over two years to encourage continued excellence in the classroom setting.” In all, “one hundred of Ontario’s best faculty” at universities and colleges across the province were honoured.

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

Copy: Chris Redmond

From: Amit Chakma, Vice-President, Academic & Provost

re: **Call for 'University Professor' Nominations**



To date, UW has awarded this distinction to eleven individuals: Garry Rempel, Mary Thompson and Mark Zanna in 2004; Terry McMahon, Cam Stewart and Robert Jan van Pelt in 2005; Phelim Boyle and Ian Munro in 2006; Ken Davidson, Keith Hipel and Jake Sivak in 2007.

This memo is to remind you of the process [described below] which was established in 2003 when Senate approved the introduction of the 'University Professor' designation. You should also be aware that the University Tenure and Promotion Committee [i.e. the selection committee] decided when it considered the first round of nominations that the dossiers of unsuccessful nominees would remain in the pool for two additional years, with the understanding that the appropriate Dean would provide updated information each year.

Please ensure that nomination material is in my hands before Christmas.

**UNIVERSITY PROFESSOR**

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

Not counting retirees, it is anticipated there will be 14 University Professorships at steady state, with at most two appointments each year. Such appointments are reported to Senate and to the Board of Governors in March and April respectively, and are recognized at Convocation.

**Selection Process**

1. Annually, nominations will be sought from Deans, Directors and Chairs, as well as from the University community generally. A nominee shall have demonstrated exceptional scholarly achievement and international pre-eminence in a particular field or fields of knowledge. The individual who nominates a colleague is responsible for gathering the documentation and submitting it to the Vice-President, Academic & Provost. The University Tenure and Promotion Committee will act as the selection committee; its decisions are final.
  
2. A nomination must be supported by at least six signatures from at least two UW departments and must be accompanied by a curriculum vitae and a short, non-technical description of the nominee's contributions. A nomination must also be accompanied by letters from the nominee's Dean, and from at least two and no more than five scholars of international standing in the nominee's field from outside the University. The letter of nomination should explain why these particular scholars were chosen as referees. The referees should be asked to comment on the impact and specific nature of the nominee's most influential contributions, addressing their responses directly to the Vice-President, Academic & Provost.

UNIVERSITY OF WATERLOO  
REPORT OF THE DEAN OF APPLIED HEALTH SCIENCES TO SENATE

Monday, October 15, 2007

**For Information:**

**A. *APPOINTMENTS***  
***Probationary Term***

**DICKERSON, Clark**, Assistant Professor, Department of Kinesiology, July 1, 2008 to June 30, 2011. [Ph.D., University of Michigan (2004), M.Sc., Clemson University, SC (1999), B.Sc., Alfred University, NY (1997)].

**GIANGREGORIO, Lora**, Assistant Professor, Department of Kinesiology, July 1, 2008 to June 30, 2011. [B.Sc., University of Waterloo (1999), Ph.D., McMaster University (2004)].

**STARK, Ken**, Assistant Professor, Department of Kinesiology, July 1, 2008 to June 30, 2011. [Ph.D., University of Guelph (2002), M.Sc., University of Guelph (1997), Hons. B.Sc., University of Toronto (1995)].

***Adjunct Appointments***

**BROWN, Gregory**, Associate Professor, Department of Health Studies and Gerontology, July 1, 2007 to June 30, 2010.

**KACZYNSKI, Andrew**, Lecturer, Department of Recreation and Leisure Studies, September 1, 2007 to December 31, 2007.

**NELSON, Aimee**, Assistant Professor, Department of Kinesiology, September 1, 2007 to December 31, 2007.

**PARKINSON, Robert**, Lecturer, Department of Kinesiology, September 1, 2007 to December 31, 2007.

**S.O.S. Physiotherapy, Moreside, Janice and Burns, Robert**, Lecturers, Department of Kinesiology, September 1, 2007 to December 31, 2007.

**WAINWRIGHT, Patricia**, Professor Emeritus, Department of Health Studies and Gerontology, September 1, 2007 to August 31, 2010.

**B. *RESIGNATIONS***

**BROOKER, Ann-Sylvia**, Assistant Professor, Department of Kinesiology, September 1, 2007.

**C. *RETIREMENTS***

**SHARRATT, Michael T.**, Professor, Department of Kinesiology, December 1, 2007.



Roger C. Mannell, Dean  
Applied Health Sciences

UNIVERSITY OF WATERLOO

REPORT OF THE DEAN OF THE FACULTY OF ARTS TO SENATE

OCTOBER 15, 2007

For information:

**A. APPOINTMENTS**

**New Probationary Term**

**PENNY LIGHT, Tracy** joins the Sexuality, Marriage and Family Studies program in a cross-appointment with the Department of History as of July 1, 2007 to June 30, 2010. Tracy completed her BA (Hons.) at Nipissing University after completing two years at York University, and her MA at Laurentian University. She completed her PhD in History at the University of Waterloo while holding various positions in Waterloo's Department of History, Teaching Resource and Continuing Education (TRACE) office and the Centre for Learning and Teaching Through Technology (LT3). Just prior to accepting her position in SMF, Tracy worked for the Associate Vice-President, Learning Resources and Innovation managing strategic innovation projects for the UW campus. Tracy brings a long history of teaching innovation to St. Jerome's (she has been invited to share her work with colleagues internationally) and looks forward to continuing her work in the Scholarship of Teaching and Learning (SoTL). Her SoTL research focuses on the use of electronic portfolios to promote deep learning and knowledge transfer and will inform the integration of electronic portfolios into the SMF curriculum from transition to graduation (and beyond) with her current Program Initiatives Fund grant. Her disciplinary research explores gender and sexuality in medical discourses and her expertise lies in modern Canadian and American history. She is currently working on projects that explore the medical discourse on abortion in Canada, the intersection of the medical profession's and Mennonite discourses on sexuality, the Canadian medical profession's construction of masculinity in male illness, and the construction of gender in Cold-War American comics and films. This appointment bolsters the very successful SMF program with its first tenure-track appointment in the Humanities.

**Continuing Lecturer**

**MALLECK, Geoffery**, (Diploma in Business Administration WLU 1990, Executive MBA Queen's 1997), Department of Economics, Faculty of Arts (51%) and the Centre for Business, Entrepreneurship and Technology, Faculty of Engineering (49%), effective September 1, 2007.

**Definite Term - Reappointment**

**CLEMENTS, Lori**, Lecturer, School of Accountancy, February 1, 2008 to January 31, 2009.

**ROBINSON, Linda**, Lecturer, School of Accountancy, September 1, 2007 to August 31, 2008.

**Adjunct Appointments**

**ARORA, Harp**, Lecturer, Department of Economics, September 1, 2007 to December 31, 2007.

**DESMARAIS, Genevieve**, Assistant Professor, Department of Psychology, September 1, 2007 to December 31, 2007.

**HARRIGAN, Patrick** (Professor Emeritus), Professor, Department of History, January 1, 2008 to April 30, 2008.

**LUND, Brad**, Lecturer, School of Accountancy, September 1, 2007 to December 31, 2007.

**PATTERSON, Pamela**, Assistant Professor, Women's Studies, September 1, 2007 to December 31, 2007.

**STEWART, Julie**, Lecturer, Department of Drama and Speech Communication, September 1, 2007 to December 31, 2007.

**WALTON, Gregory**, Assistant Professor, Department of Psychology, September 1, 2007 to August 31, 2008.

**YANISZEWSKI, Mark**, Assistant Professor, Department of Political Science, September 1, 2007 to December 31, 2007.

**ZIETSMA, David**, Assistant Professor, Department of History, September 1, 2007 to April 30, 2008.

**Adjunct Reappointments**

**ANTHONY, Danu**, Assistant Professor, Department of Psychology, September 1, 2007 to August 31, 2008.

**BORONKA, Irina**, Lecturer, Department of Germanic and Slavic Studies, September 1, 2007 to December 31, 2007.

**CARTER, David** (Professor Emeritus), Associate Professor, School of Accountancy, January 1, 2008 to April 30, 2008.

**DAVIDSON, Tina**, Lecturer, Women's Studies, September 1, 2007 to December 31, 2007.

**DONOVAN, Anne-Marie**, Lecturer, Department of Drama and Speech Communication, September 1, 2007 to December 31, 2007.

**DUCATEL, Eugénie**, Lecturer, Department of French Studies, September 1, 2007 to December 31, 2007.

**DUCHARME, Robert**, Lecturer, School of Accountancy, September 1, 2007 to December 31, 2007.

**EARLE, David**, Artist-in-Residence, Dance Presence, Interdisciplinary Studies, September 1, 2007 to December 31, 2007.

**FORSYTH, Vikki**, Assistant Professor, Department of English Language and Literature, September 1, 2007 to December 31, 2007.

**HILL, Heather**, Lecturer, Department of Drama and Speech Communication, September 1, 2007 to December 31, 2007.

**JOHNSON, Janet**, Artist-in-Residence, Dance Presence, Interdisciplinary Studies, September 1, 2007 to April 30, 2008.

**PACI, Tim**, Lecturer, Department of Drama and Speech Communication, September 1, 2007 to December 31, 2007.

**PATTERSON, Randi**, Lecturer, Department of Drama and Speech Communication, September 1, 2007 to December 31, 2007.

**PRADA, Laura**, Guest Artist, Dance Presence, Interdisciplinary Studies, September 1, 2007 to April 30, 2008.

**SCHWEITZER, David**, Assistant Professor, Department of History, September 1, 2007 to April 30, 2008.

**SHERK, Juliana**, Guest Artist, Dance Presence, Interdisciplinary Studies, September 1, 2007 to April 30, 2008.

**STEFFY, Richard** (Professor Emeritus), Professor, Department of Psychology, September 1, 2007 to August 31, 2008.

**VIETZE, Rainer**, Lecturer, School of Accountancy, September 1, 2007 to December 31, 2007.

**Staff Appointment to Faculty**

**HAYDEN, Jayne** (Co-op Education & Career Services), Lecturer, Faculty of Arts, September 1, 2007 to December 31, 2007.

**Graduate Students appointed as Part-time Lecturers**

**BRODERICK, Carol**, Lecturer, Department of Psychology, September 1, 2007 to December 31, 2007.

**SOOK NING, Chua**, Department of Psychology, September 1, 2007 to December 31, 2007.

**STRIEMER, Christopher**, Department of Psychology, September 1, 2007 to December 31, 2007.

**Graduate Student reappointed as Part-time Lecturer**

**MUNRO, Gillian**, Department of Psychology, September 1, 2007 to December 31, 2007.

**Postdoctoral Fellows**

**HARDING, Alexis**, PREA Fellow, November 19, 2007 to December 19, 2007.

**NO, Won**, School of Accountancy, September 1, 2007 to June 30, 2008.

**B. ADMINISTRATIVE APPOINTMENTS**

**OREND, Brian**, Associate Chair, Undergraduate Studies, Department of Philosophy, August 1, 2007 to July 31, 2008.

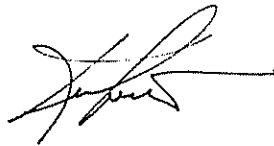
**WISMER, Susan** (Environment and Resource Studies), Director, Independent Studies, September 1, 2007 to April 30, 2009.

**FOR APPROVAL BY THE BOARD OF GOVERNORS:**

**C. SABBATICALS**

**COUTU, Joan**, Associate Professor, Department of Fine Arts, January 1, 2008 to June 30, 2008, six months at 85% salary.

**DONG, Weizhen**, Assistant Professor, Department of Sociology, January 1, 2008 to June 30, 2008, six months at 100% salary.



Ken S. Coates  
Dean, Faculty of Arts

UNIVERSITY OF WATERLOO  
REPORT OF THE DEAN OF ENGINEERING TO SENATE  
October 15, 2007

For information:

A. *APPOINTMENTS*

*Probationary Term*

**HENNEKE, Dale**, Assistant Professor, Department of Chemical Engineering, July 1, 2008 – June 30, 2011. PhD The University of Texas at Austin 2001; BSc New Mexico State University 1994.

*Visiting Appointments*

**HAO, Xia-gang**, Scholar, Department of Chemical Engineering, August 3, 2007 – February 2, 2008.

**KHALED, Walaa**, Scholar, Department of Electrical & Computer Engineering, September 4, 2007 – September 3, 2008.

**SHAN, Hangguan**, Scholar, Department of Electrical & Computer Engineering, October 1, 2007 – September 30, 2008.

**SUPPAIBULSUK, Bunthia**, Scholar, Department of Chemical Engineering, September 1, 2007 – August 31, 2008.

**ULLAH, Nayeem**, Scholar, Department of Electrical & Computer Engineering, June 18, 2007 – September 13, 2007.

**VAN DER WEIDE, Hans**, Associate Professor, Department of Civil & Environmental Engineering, September 1, 2007 – December 31, 2007.

**YUANGUO, Bi**, Scholar, Department of Electrical & Computer Engineering, September 1, 2007 – August 31, 2009.

*Visiting Reappointments*

**GIGOYAN, Suren**, Scientist, Department of Electrical & Computer Engineering, September 1, 2007 – November 30, 2007.

*Adjunct Appointments*

**AHMAD, Abdul Rahim**, Lecturer, Department of Systems Design Engineering, September 1, 2007 – December 31, 2007.

**ULKU, M. Ali**, Lecturer, Department of Management Sciences, September 1, 2007 – December 31, 2007.

**WEN, John**, Lecturer, Department of Mechanical & Mechanatronics Engineering, September 1, 2007 – December 31, 2007.

**Adjunct Reappointments**

**GERCHUK, Yigal**, Professor, Department of Management Sciences, September 1, 2007 – August 31, 2010.

**OBEIDI, Amer**, Lecturer, Department of Management Sciences, September 1, 2007 – December 31, 2007.

**PLUMTREE, Alan**, Professor, Professor Emeritus, Department of Mechanical & Mechatronics Engineering, September 1, 2007 – August 31, 2010.

**RAMASESHAN, Ramani**, Assistant Professor, Department of Systems Design Engineering, September 1, 2007 – August 31, 2010.

**VICKSON, Raymond**, Professor, Professor Emeritus, Department of Management Sciences, September 1, 2007 – August 31, 2010.

**Cross Appointments**

**BASIR, Otman**, Associate Professor, Department of Electrical & Computer Engineering to Department of Systems Design Engineering, May 1, 2007 – April 30, 2008.

**NAZAR, Linda**, Professor, Department of Chemistry, Faculty of Science to Department of Electrical & Computer Engineering, May 1, 2007 – April 30, 2010.

**YAVUZ, Mustaga**, Associate Professor, Department of Mechanical & Mechatronics Engineering to the Department of Electrical & Computer Engineering, July 1, 2007 – June 30, 2010.

**Cross Reappointments**

**GLICK, Bernard**, Professor, Department of Biology, Faculty of Science to Department of Chemical Engineering, September 1, 2007 – August 31, 2009.

**Changes in Appointments**

**TSUI, Ting**, New Probationary Term, Associate Professor, Department of Chemical Engineering, September 1, 2007 – June 30, 2010 changed to October 1, 2007 – June 30, 2010.

**HISTON, Jonathan**, New Definite Term, Assistant Professor, Department of Systems Design Engineering, July 1, 2007 – June 30, 2010 changed to October 1, 2007 – June 30, 2010.

*Graduate Students appointed as Part-time Lecturers*

**PINO, Lou J.**, Lecturer, Department of Systems Design Engineering, September 1, 2007 – December 31, 2007.

**B. ADMINISTRATIVE APPOINTMENTS**

**BHATTACHARYA, Kankar**, Co-ordinator, M.Eng. Program, Department of Electrical & Computer Engineering, January 1, 2007 – December 31, 2009.

**C. ADMINISTRATIVE REAPPOINTMENTS**

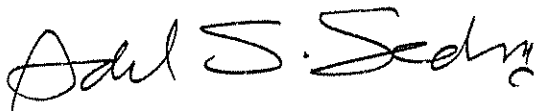
**HALDENBY, Eric**, Director of the School of Architecture, January 1, 2008 – December 31, 2011.

**SHEN, Sherman**, Associate Chair of Graduate Studies, Department of Electrical & Computer Engineering, September 1, 2007 – August 31, 2008.

**ALREADY APPROVED BY THE BOARD OF GOVENORS**

**D. SPECIAL LEAVE**

**KONTOGIANNIS, Kostas**, Associate Professor, Department of Electrical & Computer Engineering, October 1, 2007 – August 31, 2008.



Adel S. Sedra  
Dean, Faculty of Engineering

**UNIVERSITY OF WATERLOO**  
**REPORT OF THE DEAN OF ENVIRONMENTAL STUDIES TO SENATE**  
**October 15, 2007**

**For Information:**

**A. APPOINTMENTS**

**New Definite Term – full-time**

**CARSON, Linda**, Lecturer, Centre for Knowledge Integration, Faculty of Environmental Studies, September 1, 2007 to August 31, 2010, MSc University of Waterloo (Kinesiology), 2004; MFA University of Saskatchewan, 1993; BA (Honours) University of Waterloo (Fine Arts), 1990; BMath University of Waterloo, 1985. Ms. Carson will play an integral part in the development of the new Bachelor of Knowledge Integration degree program, participating in all areas of service, teaching and research.

**Adjunct Appointments**

**DILL, Paula**, Assistant Professor and Planner-in-Residence, School of Planning, September 1, 2007 to April 30, 2008.

**HALL, Brent**, Professor, Department of Geography, September 1, 2007 to June 30, 2010.

**MOORE, Leith**, Assistant Professor, School of Planning, September 1, 2007 to December 31, 2007.

**Graduate Students Reappointed as Part-Time Lecturers**

**GLIEDT, Travis**, Lecturer, Department of Geography, September 1, 2007 to December 31, 2007.

**OLSEN, Daniel**, Lecturer, Department of Geography, September 1, 2007 to December 31, 2007.

**Postdoctoral Fellow appointed as Part-Time Lecturer**

**HOWELL, Stephen**, Lecturer, Department of Geography, September 1, 2007 to December 31, 2007.



H. Deep Saini  
Dean

UNIVERSITY OF WATERLOO  
REPORT OF THE DEAN OF MATHEMATICS TO SENATE  
October 15, 2007

**For information:**

**A. APPOINTMENTS**

**New Definite Term -- full-time**

**DAUDJEE, Khuzaima**, Lecturer, David R. Cheriton School of Computer Science, September 1, 2007 – August 31, 2010. Dr. Daudjee will teach five courses per year as well as undergraduate advising duties. He will also conduct research with other members of the School.

**Visiting Appointments**

**GONCALVES, Demerson** (National Laboratory for Scientific Computing), Research Associate, Dept. of Applied Mathematics, December 1, 2007 – November 20, 2008.

**Adjunct Appointments**

**CHINAEI, Amir**, Lecturer, David R. Cheriton School of Computer Science, September 1, 2007 – December 31, 2007.

**JACKSON, David**, Professor Emeritus, Dept. of Combinatorics and Optimization, September 1, 2007 – August 31, 2012.

**ROH, Patrick**, Lecturer, Office of the Dean, September 1, 2007 – December 31, 2007.

**Adjunct Reappointments**

**AL-HALIMI, Reem**, Lecturer, David R. Cheriton School of Computer Science, September 1, 2007 – December 31, 2007.

**CELMINS, Uldis**, Lecturer, Dept. of Combinatorics and Optimization, September 1, 2007 – December 31, 2007.

**LEUNG, Fok-Shuen**, Lecturer, Dept. of Pure Mathematics, September 1, 2007 – December 31, 2007.

**MALINOWSKI, Ruth**, Lecturer, Dept. of Statistics and Actuarial Science, September 1, 2007 – December 31, 2007.

**RADOCCHIA, Joseph**, Lecturer, Office of the Dean, September 1, 2007 – December 31, 2007.

**Graduate Students appointed as Part-time Lecturers**

**RISHIKESH**, David R. Cheriton School of Computer Science, September 1, 2007 – December 31, 2007.

**TUCKER, Trent**, David R. Cheriton School of Computer Science, September 1, 2007 – December 31, 2007.

**Graduate Students reappointed as Part-time Lecturers**

**ANDREWS, Douglas**, Dept. of Statistics and Actuarial Science, September 1, 2007 – December 31, 2007.

**CHISHOLM, Diana**, Dept. of Statistics and Actuarial Science, September 1, 2007 – December 31, 2007.

**FENG, Runhuan**, Dept. of Statistics and Actuarial Science, September 1, 2007 – December 31, 2007.

**LIU, Jun**, Dept. of Applied Mathematics, September 1, 2007 – December 31, 2007.

**MALYK, William**, David R. Cheriton School of Computer Science, September 1, 2007 – December 31, 2007.

**MCDONALD, Jessica**, Dept. of Combinatorics and Optimization, September 1, 2007 – December 31, 2007.

**NICHOLS, Matthew**, David R. Cheriton School of Computer Science, September 1, 2007 – December 31, 2007.

**PRITCHARD, David**, Dept. of Combinatorics and Optimization, September 1, 2007 – December 31, 2007.

**ROBERTS, Collin**, Dept. of Combinatorics & Optimization, September 1, 2007 – December 31, 2007.

**SUBICH, Christopher**, Dept. of Applied Mathematics, September 1, 2007 – December 31, 2007.

**WU, Shengli**, Dept. of Pure Mathematics, September 1, 2007 – December 31, 2007.

**ZHOU, Denglin**, Dept. of Pure Mathematics, September 1, 2007 – December 31, 2007.

**ZHOU, Qian**, Dept. of Statistics and Actuarial Science, September 1, 2007 – December 31, 2007.

**Postdoctoral Fellows appointed as Part-time Lecturers**

**LEUNG, Fok-Shuen**, Dept. of Pure Mathematics, January 1, 2008 – August 31, 2008.

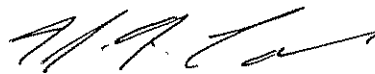
**B. SABBATICAL**

**FOR APPROVAL BY THE BOARD OF GOVERNORS**

**DiMARCO, Chrysanne**, David R. Cheriton School of Computer Science, January 1, 2008 – June 30, 2008, with 85% salary.

**C. SPECIAL LEAVE**

**SHIODA, Romy**, Dept. of Combinatorics and Optimization, September 1, 2007 – February 29, 2008.



Thomas F. Coleman  
Dean

**UNIVERSITY OF WATERLOO**  
**REPORT OF THE DEAN OF SCIENCE TO SENATE**  
**October 15, 2007**

**For information:**

**A. APPOINTMENTS**

**New Probationary Appointment**

**HAWTHORN, David**, Assistant Professor, Department of Physics and Astronomy, July 1, 2008 to June 30, 2011. [B.Sc., McMaster University (2003); M.Sc., University of Toronto (2000); Ph.D., University of Toronto (2004).] Dr. Hawthorn is an experimental physicist with expertise in both low- and high-temperature superconductivity and in X-ray spectroscopy. Currently a postdoctoral fellow at the University of British Columbia, his particular specialty is in studying strongly correlated quantum materials using novel resonant soft X-ray scattering techniques. He has 11 papers, 10 of which are in Physical Review Letters, a very rare accomplishment for someone so early in this stage of their career. His research program will significantly enhance our program in Condensed Matter Physics and Materials Science, and we look forward to having him join our department.

**New Definite Term Full-time**

**LEONENKO, Yuri**, Assistant Professor, Department of Physics and Astronomy, September 1, 2007 to June 30, 2010. [M.Sc., Novosibirsk State University, Russia (1985); Ph.D., Russian Academy of Science (1991).] Dr. Leonenko is a chemical physicist whose research interests include transport phenomena in materials processing, the development of numerical computer models for engineering applications and the Geological storage of CO<sub>2</sub>. Yuri won the 1997 European Academy Award for Young Scientists and was an Assistant Professor at Novosibirsk State University and Head of Laboratory at the Institute of Thermophysics, Novosibirsk, Russia before leaving with his family to come to Canada. With contracts with over half a dozen companies, he has done extensive amounts of applied research since coming to Canada. We look forward to the research that Dr. Leonenko will carry out and to its applications for the betterment of our society.

**Definite Term Full-time Reappointment**

**GUI, Lai**, Research Assistant Professor, Department of Earth and Environmental Sciences, September 1, 2007 to February 28, 2008.

**Visiting Appointments**

**ALUTAIBI, Humoud W.**, Scholar, Department of Earth and Environmental Sciences, September 1, 2007 to November 30, 2008.

**TANDLER, Amos**, Scientist, Department of Biology, October 1, 2007 to September 30, 2008.

**TROMBORG, Bjarne**, Professor, Department of Physics and Astronomy, August 13, 2007 to November 20, 2007.

**Adjunct Appointments**

**BIRD, Ranjana**, Professor, Department of Biology, October 1, 2007 to September 30, 2010.

**DALE, John**, Lecturer, Department of Biology, January 1, 2008 to April 30, 2008.

**HASSAN, Jamal**, Lecturer, Department of Physics and Astronomy, September 1, 2007 to December 31, 2007.

**HAWTHORN, Wayne R.**, (Professor Emeritus), Professor, Department of Biology, September 1, 2007 to August 31, 2010.

**McKILLOP, Robin J.**, Lecturer, Department of Earth and Environmental Sciences, September 1, 2007 to December 31, 2007.

**SMITH, D. Scott**, Assistant Professor, Department of Biology, August 1, 2007 to July 31, 2010.

**YADA, Rickey**, Professor, Department of Chemistry, August 1, 2007 to July 31, 2010.

**Adjunct Reappointment**

**DAMASKINOS, Savvas**, Lecturer, Department of Physics and Astronomy, September 1, 2007 to December 31, 2007.

**MackINNON, Michael D.**, Professor, Department of Biology, October 1, 2007 to September 30, 2010.

**O'SULLIVAN, Maurice S.**, Professor, Department of Physics and Astronomy, June 1, 2007 to May 31, 2010.

**WOOD, Larry**, Lecturer, Faculty of Science, September 1, 2007 to December 31, 2007.

**YANG, Paul W.J.**, Professor, Department of Biology, December 1, 2007 to November 30, 2010.

**Cross Appointments**

**FOLDVARI, Marianna**, Professor, School of Pharmacy, cross appointed to Department of Chemistry, August 1, 2007 to July 31, 2010.

**TAYLOR, William**, Professor, Department of Biology, cross appointed to Department of Earth and Environmental Sciences, August 1, 2007 to July 31, 2009.

**WETTIG, Shawn**, Assistant Professor, School of Pharmacy, cross appointed to Department of Chemistry, September 1, 2007 to August 31, 2010.

**Staff Reappointment to Faculty**

**JONES, Jon**, Lecturer, Department of Earth and Environmental Sciences, September 1, 2007 to December 31, 2007.

**Changes in Appointments**

**HECKY, Robert E.**, Professor, Department of Biology, upon his retirement, Dr. Hecky will hold a fractional load position as Research Professor, Department of Biology, September 1, 2007 to August 31, 2010.

**Graduate Students Appointed as Part-time Lecturers**

**ROBERTS, Nick**, Lecturer, Department of Earth and Environmental Sciences, August 1, 2007 to December 31, 2007.

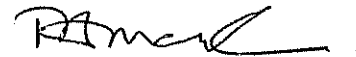
**SILSBE, Gregory**, Lecturer, Department of Biology, January 1, 2008 to April 30, 2008.

**B. ADMINISTRATIVE APPOINTMENTS**

**HONEK, John**, Chair, Department of Chemistry, September 1, 2007 to August 31, 2010.

**LIN, Shoufa**, Associate Chair, Department of Earth and Environmental Sciences, September 1, 2007 to August 31, 2009.

TBM/lw



T.B. McMahon  
Dean

**UNIVERSITY OF WATERLOO**  
**REPORT OF CONRAD GREBEL UNIVERSITY COLLEGE TO SENATE**  
**15 OCTOBER 2007**

**For Information:**

**A. Appointments:**

**Definite Term - Part-time**

**Matthew Bailey-Dick**, Lecturer in Peace and Conflict Studies, January 1, 2008 to April 30, 2008

**John Brownell**, Lecturer in Music, September 1, 2007 to April 30, 2008

**Gordon Burnett**, Lecturer in Music, September 1, 2007 to April 30, 2008

**Richard Cunningham**, Ensemble Instructor, September 1, 2007 to April 30, 2008

**Lorne Dawson**, Associate Professor in Religious Studies, September 1, 2007 to December 31, 2007

**Stephanie Kramer**, Lecturer in Music, January 1, 2008 to April 30, 2008

**Ronald Mathies**, Lecturer in Peace and Conflict Studies, September 1, 2007 to December 31, 2007

**Cam McKittrick**, Lecturer in Music, September 1, 2007 to December 31, 2007

**Barbara Menich**, Lecturer in Music, September 1, 2007 to December 31, 2007

**Keith Regehr**, Lecturer in Peace and Conflict Studies, January 1, 2008 to April 30, 2008

**David Schweitzer**, Assistant Professor in History, September 1, 2007 to April 30, 2008

**Elaine Sweeney**, Ensemble Instructor, September 1, 2007 to April 30, 2008

**Erna Van Daele**, Lecturer in Music, September 1, 2007 to December 31, 2007

**Michael Wood**, Ensemble Instructor, September 1, 2007 to April 30, 2008

**Simon Wood**, Lecturer in Music, September 1, 2007 to April 30, 2008

**Maria Lucia Zapata**, Lecturer in Peace and Conflict Studies, September 1, 2007 to December 31, 2007

Studio Instructors (Music)

**George Greer**, double bass

**Stephanie Kramer**, voice

**Catherine Robertson**, piano

**Elaine Sweeney**, clarinet

**Dave Thompson**, guitar


**Christine Vlajk**, viola

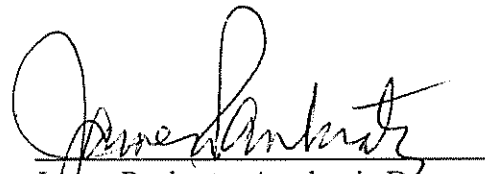
**B. Sabbatical Leaves**

**Marlene Epp**, Associate Professor of History and Peace and Conflict Studies, January 1, 2008 to June 30, 2008

**Ken Hull**, Associate Professor of Music, January 1, 2008 to June 30, 2008

**Tom Yoder Neufeld**, Associate Professor of Religious Studies and Peace and Conflict Studies, January 1, 2008 to June 30, 2008

  
Henry Paetkau, President

  
James Pankratz, Academic Dean

*University of Waterloo*

*SENATE*

*October 15, 2007*

*For Approval*

*1. APPOINTMENT TO THE UNDERGRADUATE COUNCIL*

*Motion:*

That Senate approve the appointment of Prabhakar Ragde (Computer Science), replacing David McKinnon, as the Mathematics faculty representative, term from January 1, 2008 to April 30, 2010.

*University of Waterloo*

*SENATE*

*October 15, 2007*

*For Approval*

***1. APPROVAL OF DEGREES, DIPLOMAS AND CERTIFICATES***

***Motion:***

That Senate approve the lists of candidates for degrees, diplomas and certificates as recommended by the Faculty Councils and the Dean of Graduate 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 and certificates as approved at the meeting on October 15, 2007.

**UNIVERSITY OF WATERLOO**  
**SENATE UNDERGRADUATE COUNCIL**  
**Report to Senate – October 15, 2007**

**FOR INFORMATION**

- |    |  |               |
|----|--|---------------|
| 1. | Curricular Modifications   | this page     |
| 2. | Academic Program Review Report: Computer Science and Social Work   | Attachment #1 |
| 3. | Academic Program Review Two-Year Reports: Anthropology, Earth and Environmental Sciences, and International Studies Option | Attachment #2 |

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Senate Undergraduate Council met on September 11, 2007 and agreed to forward the following item to Senate for information, as indicated below [*further details may be obtained from the Secretary, ext. 33183*].

***Curricular Modifications***

On behalf of Senate, Council approved changes to academic plans and course changes for the Faculties of Environmental Studies (Geography) and Science (Bioinformatics; Biology; Biotechnology/Economics; Computational Science; Earth Sciences; Physics & Astronomy; Science & Aviation; Science & Business).

/kjj  
September 11, 2007

Geoff McBoyle  
Chair

**UNIVERSITY OF WATERLOO**  
**SENATE UNDERGRADUATE COUNCIL**  
**Academic Program Review Report – October 15, 2007**

## **1. PROGRESS WITH ACADEMIC PROGRAM REVIEWS**

Five reviews were conducted during the 2006-07 academic year. During the 2007-08 academic year reviews will be conducted by Engineering (all programs), Environment and Resource Studies, Fine Arts, Fine and Performing Arts Option, Geography, Germanic and Slavic Studies, Planning and Political Science. Self studies have been finalized by all.

So far Review Team visits are scheduled for Geography and Planning on October 10-12, for Fine Arts, and Fine & Performing Arts on October 17-19, and Germanic & Slavic Studies on November 28-30. The Engineering Accreditation Team will be on campus November 2-4.

What follows are the results of two of the five reviews conducted in 2006-07 – Computer Science and Social Work.

## **2. PROGRAM REPORTS**

### **2.1. COMPUTER SCIENCE**

#### **2.1.1. Review Process**

This review was the second formal review of this program. The self-study for this review was submitted December 22, 2006; the site visit occurred April 1-3, 2007; the review team report was received May 23, 2007; and the School's strategic plan was submitted August 2, 2007.

#### **2.1.2. Characteristics of the Program**

##### **Historical Overview**

The School of Computer Science began as the Department of Applied Analysis and Computer Science in the Faculty of Mathematics in 1967. Within two years, it had grown to be the largest department within the Faculty. In 1975 faculty members who were working in the area of functional equations moved into the Department of Pure Mathematics, and the name of the original unit was changed to that of the Department of Computer Science.

In May 2002, the department was renamed the School of Computer Science, and in November 2005, it was officially designated as the David R. Cheriton School of Computer Science in recognition of the establishment of the David R. Cheriton Endowment for Excellence in Computer Science.

##### **Program Objectives**

The mission of the School is to conduct high-calibre research, to provide first-rate undergraduate and graduate teaching and degree programs, and to provide beneficial public service. The School aims at conducting research and offering degree programs that cover the breadth of computer science and also interdisciplinary fields that combine computer science with significant applications.

##### **Distinctiveness/Benchmarking**

Computer Science at UW is considered to be within the top three in Canada in terms of its research and graduate degree programs, and within the top thirty in North America. Its undergraduate program is deemed to be the best in Canada.

The School is the largest in Canada in terms of the size of its faculty complement and its undergraduate student enrolments (twice as large as those in any other computer science program). The school gained an early reputation for excellence in fundamental research leading to practical software systems through the development of software such as WATFOR and WATFIV.

## Academic Plans Offered

The School offers a wide range of academic plans, several of which are operated in conjunction with other academic units. These offerings include:

- Honours Bachelors of Computer Science - can be taken with Bioinformatics, Business, Digital Hardware, or Software Engineering Options
- Honours Bachelor of Mathematics (Computer Science) - possible options include Business or Digital Hardware
- Honours Bachelor of Science - Honours Bioinformatics, Honours Biology and Bioinformatics, offered in association with the Department of Biology
- Honours Bachelor of Software Engineering - offered jointly with the Department of Electrical and Computer Engineering
- Honours Bachelor of Computing and Financial Management - offered in conjunction with the School of Accountancy
- Joint Honours Bachelor of Mathematics degrees - offered in conjunction with Math departments
- A Minor for students in Mathematics
- A Minor for students in other Faculties

Most programs are offered in both the regular and co-op streams.

## Students

During the review period, the total number of undergraduate students registered as Computer Science (CS) majors each Fall term grew from 1487 in 1998 to a high of 2561 in 2002. Subsequently it fell to 1780 in 2005. The proportion of students in co-op programs in these cohorts also fell from a high of 84% to 73% in 2005. The percentage of female students ranged from 13 % (2005) to 21% (2001). While the vast majority of students admitted were domestic students, the percentage of international visa students grew from 5.4% in 1999/2000 to 16.4% in 2004/05.

The quality of CS majors continued to be very high, with students entering between 1998 and 2005 achieving mean high-school leaving averages ranging from 85 to 89 per cent.

The average retention rate for cohorts of students entering CS between 1998 and 2000 was approximately 66% for those in co-op programs, compared to 53.2% for those in regular programs. Although female students entered with slightly higher averages, they were more likely to leave CS than their male peers. While male retention rates ranged from 66.4% to 71.35 %, only 57.1 % to 63.2 % of female students completed degrees in CS during the same period. The average number of years to completion of degrees was 3.9 years for regular students and 4.7 years for coop students.

Employment rates for co-op students have generally been excellent, with over 94% finding positions during most terms between 1999 and 2006. In several terms, 100% employment rates were achieved.

During the review period, the ratio of undergraduate students per graduate teaching assistant increased from 25:1 to 30:1. Even classes in third and fourth year were quite large, with up to 75 students in some fourth year classes. Over the past few years, the School has worked to introduce more remedial support to junior students to reduce the attrition rate, to provide more programs focussed on the applications of computer science, to attract more female students, and to modernize tools used in programming courses. A significant enrichment to the undergraduate program is the opportunity for students to participate in the School's international exchange opportunities, which cover some 17 countries.

CS graduates are highly sought by employers across North America, including such well-known high technology companies as Microsoft, Research in Motion, IBM, Google, Open Text and Maplesoft. The strength of CS students has also been amply demonstrated in international competitions. CS undergraduates have competed in the Association for Computing Machinery (ACM) programming competition since 1993, winning the world championship in 1994 and 1999, and the North American championship in 1998, 2000, and 2005.

## Faculty

At the time the self-study was prepared, there were 22 full professors, 30 associate professors, 19 assistant professors, and six lecturers. In addition there were two shared lecturers, one with St. Jerome's University and the other with Electrical and Computer Engineering. Ten of the faculty members were female. In terms of age distribution, 17 faculty members were over the age of 55, and four within this group were over the age of 60.

Teaching constitutes 30-40% of faculty workload. The usual teaching load for tenure-stream faculty is three courses per academic year. In addition, each faculty member normally supervises four graduate students; 3 MMath and 1 PhD student. Lecturers usually teach four to six courses per year.

The School provides a large number of service courses, including CS 100 (Introduction to Computer Usage) and CS 200 (Concepts for Advanced Computer Usage), both of which are exclusively offered to students outside the Faculty of Mathematics. Three courses - CS 100, CS 123, and CS 126 - are regularly offered via Distance Education to students outside the Faculty. Many faculty members are cross-appointed to other Math units and to programs in other Faculties including Fine Arts, Earth and Environmental Sciences, Psychology, and Electrical and Computer Engineering. Similarly, there are some twenty UW faculty members from other units who hold cross-appointments in the School and over twenty adjunct professors. The School has also had a number of international visiting faculty and postdoctoral fellows.<sup>1</sup>

Teaching evaluations are done for all undergraduate courses, using a common Faculty of Mathematics instrument, and the Director of Undergraduate Studies reviews the evaluations each semester. In addition, the Director and the Associate Director of the School arrange peer evaluations of many courses each year. Both types of evaluations indicate that teaching in the School is generally very good. The average score for instructor effectiveness on the teaching evaluation five-point scale was 3.98 for all computer science and software engineering undergraduate courses taught between 2000 and 2006. This result compares not too badly with the 4.11 rating achieved for all other Math courses.

UW faculty are active in all major computer science research areas. The School is especially well known for its applied research, based on strong theoretical foundations, leading to the development of practical systems. For example, the School was heavily involved in the development of Maple and the on-line New Oxford English Dictionary. There are currently 17 research groups in the school, and the Institute for Computer Research (ICR) promotes interaction between researchers and industry. ICR sponsors seminars, organizes short courses for industry, and provides post-graduate scholarships to attract the best students to computer-related academic programs. Other research institutes in which computer science researchers are actively engaged are the Nortel Networks Institute for Advanced Information Technology (IAIT), the Institute for Quantitative Finance and Insurance (IQFI), the Institute for Quantum Computing (IQC), the Centre for Applied Cryptographic Research (CACR), and the Ontario Research Centre for Computer Algebra (ORCCA), and the Perimeter Institute for Theoretical Physics (PI). Much of the applied research carried on with groups connected to ICR has led to the creation of spin-off companies such as Certicom, DALSA, Open Text, Sirific Wireless, Sybase Canada, Virtek Vision and MapleSoft. ICR has recently opened an office in downtown Manhattan across from the New York Stock Exchange.

With the exception of two faculty members and new hires, all faculty members were holders of NSERC operating grants during the review period, with over one-third holding grants valued at more than \$40,000 per annum.

In 2004, the School's Symbolic Computation Group won the Synergy Award for Innovation awarded by NSERC. Two professors were elected Fellows of the Royal Society, and one of them also holds a Tier I Canada Research Chair and a University professorship. The School is home to a total of four Canada Research Chairs. Several faculty members were also recipients of major provincial, national and international awards.

<sup>1</sup> In addition, President David Johnston and Ian McKillop of Health Studies and Gerontology hold joint appointments with the School

In addition to pursuing active research agendas, CS faculty members are involved in many forms of professional and community service. They serve on editorial boards of major journals, on program committees and organizing committees for conferences, and on NSERC grant selection committees.

### **2.1.3. Main Strengths**

Based on their findings the reviewers concluded that "the program is the strongest undergraduate degree program in computer science in Canada." A key element in this success is the commitment of the School's faculty and staff to maintaining the program's strength. The team was particularly struck by the members of the Instructional Support Group "who were obviously dedicated educational professionals with a great concern about the students and their education", and by the co-op students who were hired as tutors. Students in the co-op program spoke very highly of the value of their work experiences, and expressed a high level of satisfaction with their academic programs.

The reviewers applauded the School's efforts to partner with other units to attract quality applicants to programs such as Software Engineering, Bioinformatics, and Financial Mathematics and CS. Other combined programs of this nature are under consideration and represent a positive direction for the School. Based on the experience with Bioinformatics, they may also create the opportunity to recruit more women into computing-related disciplines. The review team commended the School for its various efforts to attract more female students into computer science

The reviewers were impressed by the depth and breadth of the research conducted by the faculty: "The School is recognized nationally and internationally for the outstanding research results that its faculty and graduate students produce. There is a number of world recognized researchers and a number of nationally recognized researchers in different areas of computer science." Further evidence of the quality of the research is to be found in the substantial amount of research funding flowing into the School. There is ample evidence as well of the active involvement of faculty members in professional service and community outreach

In 2005, the School provided faculty with a set of sample course outlines that called on instructors to identify required background and goals for each course, as well as learning objectives for the various course modules. The review team endorsed this initiative and suggested that the School continue to develop such course outlines and provide them to instructors.

The consultants also commented favourably on the modern, well-maintained computing hardware and software infrastructure to support students in their courses, projects and assignments. The School was also commended for its Distance Education offerings, which the review team concluded were "consistent with or superior to those of other top computer science schools and departments in the country."

### **2.1.4. Concerns and Opportunities for Improvement**

A number of individuals with whom the team met expressed concern that the current concerted effort to increase the graduate program might reduce resources available for the undergraduate program, and over time, weaken the latter. The reviewers shared this concern, given that annual budget cuts have been proposed. They cautioned that graduate growth "should be done cautiously, and not in isolation or to the detriment of the undergraduate program." They also recommended that the School preserve the ratio of undergraduate to TA hours at all levels, and lower the existing ratio at the third and fourth year levels.

As with other computer science programs, CS at Waterloo experienced a decrease in enrolments as a result of the 2001-2002 down turn in the technology sector. To increase enrolment the School reduced admission standards in 2004, but quickly found that weaker students struggled in upper level courses and attrition increased. Consequently, the School decided to focus on quality and keep its annual intake to 400-430 students. Nonetheless, the elimination of Grade 13 from the Ontario high school curriculum and changes to the mathematics curriculum has meant that entering students are younger and generally less well prepared. While the School has responded to this situation by revising its first year offerings and undertaking a general review of the curriculum, the reviewers stressed the need to establish a process of ongoing curriculum review that would include all courses and programs offered, including the combined programs. The focus of such a review should be rationalization and a focusing of resources; the School

should establish benchmark data and a systematic process for data collection to evaluate the impact of curricular changes on the undergraduate program.

Despite its size and the excellence of the undergraduate programs in CS, there are certain components that other programs in Canada possess that UW's programs do not. As resources become available, the School should consider instituting a technical writing requirement or a writing requirement within CS or a requirement for students to prepare and deliver presentations. Students in the co-op program already have compulsory work reports and opportunities to make presentations, but all CS students should have a writing and presentation component in their studies. While the School offers both an advanced topics and a reading course, it does not appear to offer other specialized courses, most notably capstone courses or an undergraduate thesis course. Such offerings are very useful in preparing students for graduate studies. Consideration should also be given to providing students more opportunity to participate in small group experiences in senior-level courses.

While CS majors expressed a high level of satisfaction with their academic programs, students who were pursuing minors were less positive in their assessments. They reported feeling like second-class citizens, claiming that the CS courses provided for them were of inferior quality to those offered to the majors, and that instructors frequently paid less attention to courses for the minor program than they did to honours courses. Students in the minor may take courses intended for Honours students, but it is administratively difficult to do so. The reviewers recommended that the School monitor the quality of courses in the minor program, and ensure that students in this program feel valued and respected. It should also review the applicability of Honours courses for those enrolled in the minor and make appropriate adjustments to requirements and administrative procedures. Given its large size and the multiplicity of programs it offers, the School could foster a stronger sense of community among students by encouraging the development of an effective undergraduate society, promoting more social functions, and generally working to establish a more cohesive undergraduate population. Enhanced communication with alumni was also recommended as a means to getting feedback about the effectiveness of the School's programs.

While good teaching is taken very seriously by the administration, the School should communicate more directly with students to let them know about the mechanisms that are in place for evaluating teaching, and should make teaching evaluation results more accessible. Graduate students felt that their TA workloads were reasonable, but there is currently no formal mechanism to specify their specific duties within a given course or to indicate the estimated time they will need to accomplish their assigned tasks. The review team therefore recommended that the School consider adopting a more formal, detailed description of TA's duties and provide estimates of the time required to complete each major component of an assignment. In view of some comments received about inconsistency in grading and the lack of sufficient feedback, the reviewers urged the School to improve the level of feedback to students on graded assignments, and to provide a means of assessing teaching assistants that is more transparent and inclusive of undergraduates

#### **2.1.5. Strategic Plan**

The review committee's recommendations focus primarily on the undergraduate program and its operation. Many of these are already being addressed. A few more far-reaching suggestions are now being studied, such as:

- The formation of an Industrial Advisory Board for consultation about the programs;
- The establishment of an effective undergraduate-student society to develop a more cohesive undergraduate population, enhance the social atmosphere, and provide for effective student participation in governance and administration; and
- The establishment of a mechanism to communicate with alumni concerning our undergraduate programs.

In addition to reviewing and improving the undergraduate program continually (which was the main focus of the review committee), the School will pursue the following strategic directions over the next seven years:

- Expand undergraduate recruiting and outreach activities for more effective communication with high school students outside Ontario;
- Work to improve the retention of students in the undergraduate program (An attrition survey has been undertaken and the School is now acting on the results);
- Expand graduate recruiting efforts to attract more Canadian students, and recruit high-quality international students from targeted institutions aggressively;
- Grow the graduate program to the extent that funding permits;
- Carefully develop a variety of joint graduate degrees that would enhance research and educational opportunities for students and faculty;
- Enhance research activities in the areas noted above. The ultimate objective is to be a world-class research centre in computer science but in more areas.

## **2.2. SOCIAL WORK**

### **2.2.1. Review Process**

This was the first review of UW's Social Work program which is housed in the School of Social Work, Renison College. The UPRAC review was conducted in conjunction with the professional accreditation site visit organized by the Canadian Association of Schools of Social Work (CASSW).

The self-study was completed in 2006, and the site visit was conducted November 5-8, 2006. The review team submitted its report on December 21, 2006, and the School's initial response was received on March 1, 2007. The seven-year strategic plan was submitted on August 2, 2007.

### **2.2.2. Characteristics of the Program**

#### **Historical Overview**

The Honours BSW program was established at Renison College in 1997, and the first class of 25 students entered in September 1998. CASSW granted candidacy to the program in January 1999, interim accreditation in July 2000, and a five-year full accreditation in January 2002. In March 2004, the program was given the designation of School of Social Work.

#### **Program Objectives**

According to its mission statement, the School of Social Work prepares generalist social practitioners through an inclusive and accessible baccalaureate curriculum in a learning environment that fosters caring and competent social practice within regional, national and international contexts, and embraces principles of justice, equality and respect for diversity.

The School's objectives are:

- to prepare students for ethical, critically reflective, anti-oppressive, competent and accountable social work practice;
- to ensure academic excellence not only through small class sizes, regular curriculum and program reviews, but also by adherence to the accreditation standards set by the Canadian Association of Schools of Social Work;
- to create and maintain learning opportunities with a variety of communities through student field practice and collaborative initiatives;
- to promote academic accessibility through the development of on-line, distance education, and part-time studies in addition to the regular full-time program;
- to contribute to social work knowledge through research, publication and other scholarly activities.

#### **Distinctiveness/Benchmarking**

While there are 32 BSW programs across Canada, the Renison program is only one of four post-Bachelor's degree programs. The interdisciplinary Social Development Studies program is the primary feeder program.

## Academic Programs Offered

The full-time Honours BSW is a ten-month post-degree professional program that combines two days of in-class study and three days of field practice per week. In September 2004, a part-time alternate stream was created for university graduates already working in social service settings. There are ten prerequisite courses for entry into either program.

## Students

By the time of the review, the number of students in the full-time program had grown to 39, and there were 33 students in the alternate part-time stream. In 2005, there were 67 applicants for the 40 full-time spaces. Applicant quality has been consistently good, with approximately one-third of those seeking admission having A averages. The admission requirement is at least a 75% (B) average with ten specific pre-requisite courses or their equivalent. All of these courses are available through Distance Education.

Approximately 80 per cent of those admitted to the full-time stream are Renison SDS graduates since they can readily satisfy the ten-course pre-requisite. The remainder comprise UW graduates and graduates of other Ontario universities. There have been no international students to date. Mature students account for 5-10% of the enrolments in the full-time stream, and for two-thirds of those in the part-time stream.

A number of BSW students have graduated on the Dean's Honours list; over the seven years covered by the review, one fifth of all graduates achieved this standing.

Retention rates have been high for the full-time program, with only two students failing to complete in the eight years since the inception of the program. There have been no withdrawals from the part-time program.

All students are encouraged to get actively involved in the evaluation of courses and of the practicum, and in overall curriculum and program design. There is a BSW student council and representatives from this group sit on the School's curriculum and practicum committees, and on Renison's Academic Council and its Library Committee. The BSW student group chooses representatives to the mid-western branch of the Ontario Association of Social Workers and the Canadian Association of Schools of Social Work. Students have also been involved in the defining the mission and goals of the School through their participation in strategic planning processes held in 2004 and 2005.

Students have the opportunity to participate in international activities through the formal exchange program the School has with the School of Social Work at Arizona State University West, and a week-long Mexico travel seminar. In addition, one of the BSW elective courses has included an on-line collaborative project with Social Work students attending a university college in India.

Most of the graduates of the program have developed careers in the social work profession. Approximately one in eight of each graduating class has pursued graduate studies, and a similar proportion has done so after a few years of practice. A few graduates have moved into teaching.

## Faculty

At the time of the review, there were six faculty and professional staff appointed to the School of Social Work; four were full-time tenured faculty members and two were non-tenure track positions. In addition, there were five part-time practicum and BSW course instructors. The Director and the Field Education Coordinator are the only two full-time positions assigned 100% to the BSW program; the others also teach in Renison's Social Development Studies program. Within the next four years, three of the full-time faculty will reach the age of 65. Although there is now no mandatory retirement it is unknown how many will retire at 65. Social Work is at a point where faculty recruitment and renewal must be addressed.

Currently, there is approximately one faculty member for each nine social work students, and the normal teaching load is five term courses per year. Faculty are also expected to supervise up to four senior Honours Essay students each year.

Confidential student evaluations are conducted in all courses. The evaluations for both the full-time and part-time faculty have been consistently high. In 2005, the average evaluations were around 4 on a 5-point

scale, and in Winter 2006, the average score was 4.42. One full-time faculty member has been nominated for a UW Distinguished Teaching Award.

All tenured faculty members have doctorates and all have individual scholarly and research pursuits. A number have received research grants, have published in refereed journals, and all are active in presenting at conferences related to their fields. There has been an increase in scholarly and research activity by faculty over the past several years but the quantity of output is somewhat limited. Continued support for scholarly and research activities and the prioritization of these as part of one's academic workload is important and needs to be encouraged. The faculty and professional staff are also very involved in local, provincial, national and international professional organizations, and in community activities. The latter include agency boards, committees, advocacy projects and collaborative initiatives.

The School has had two visiting faculty: one from the United States, and the other from Mexico.

An integral component of the Social Work program is the required field placement. Students spend 720 hours in field placements prior to graduation. Faculty consultants ensure that the learning objectives and the field placements are carried out according to the School's educational objectives. There are also formal field work instructor training sessions and workshops to support the field supervisors, who normally have a BSW or MSW degree and at least two years of social work practice experience.

### **2.3.3. Main Strengths**

The review team was impressed by the collaborative way in which the School's mission and program objectives were developed, and by the excellent fit they have with the values of the social work profession and CASSW's accreditation standards, and with the missions of Renison College and the University of Waterloo. A wide range of stakeholders were involved, including faculty, staff, students and alumni in the development of the program. The School also places a high value on continual curriculum review and development.

In the area of admissions, the reviewers complimented the School for its efforts to recruit students of diverse economic, social, racial and ethnic backgrounds. They also noted efforts taken to reach out to aboriginal and other communities. The part-time stream has also made the program more accessible, particularly for social service practitioners living outside the immediate K-W area. Student retention and graduation rates were deemed to be excellent.

The consultants expressed overall satisfaction with the curriculum which they judged appropriate for a generalist undergraduate program. They also applauded the School's efforts to increase the diversity component of the curriculum and to reduce overlap between the ten pre-requisite courses and the courses students took following admission to the program.

The review team noted as well the investment made in developing on-line versions of BSW courses for students in the alternate, part-time stream, and the regular review and updating of the on-line versions.

The leadership of the School was considered to be strong, and teaching in the BSW program and the field education component to be of high quality. They also noted that 93 per cent of agencies surveyed said that they would hire more BSW graduates from the Renison program.

The consultants concluded that there had been an increase in scholarly activities among faculty members over the past few years, and found evidence that faculty members' involvement in research and community service was being used to enrich their teaching. They also remarked positively on the close working relationships that the School had developed with community agencies, professional social work agencies, and the Faculty of Social Work at Wilfrid Laurier University.

Renison's new academic wing has provided more space for the college Library, and the BSW students have excellent access to electronic and print resources through the tri-university group of libraries.

### **2.2.4. Concerns and Opportunities for Improvement**

Despite the School's efforts to enhance student diversity, the review team concluded that increased attention should be given to attracting a more diverse student body. Students continue to be

predominantly female and of Caucasian background. The review team encouraged the school to continue to reach out to aboriginal and immigrant communities in the UW catchment area.

While no major curriculum changes were recommended, the reviewers suggested that there be continuing review to identify specific gaps in relation to CASSW standards; for example, it would be desirable to increase content on francophone realities, AIDS/HIV, sexual orientation, and Canadian social welfare. Care should also be taken to ensure consistency in courses and assignments with multiple sections, both in pre-requisite courses and the BSW program. Regular review of the curriculum will also help to minimize any overlap between the SDS pre-requisites and the BSW courses, and to identify opportunities where some of the gaps in the existing curriculum might be addressed. Another recommendation made by the review team in connection with the curriculum was that “the current eight-step approval process for curriculum changes be reduced by at least one level”. Social Work will follow the current procedures at Renison and UW for approval of curriculum changes.

In light of the high level of interface between the SDS and BSW programs, the reviewers recommended that this relationship be formalized in a way that would give the School of Social Work increased control over the content of the SDS courses. They also suggested that the Director be given a major voice in approving instructors who teach the pre-requisite courses in the SDS program. Similarly the Director should have increased responsibility for budget setting, management of the BSW program, and faculty performance reviews, responsibilities that now primarily reside with the Principal of Renison College.

Although they considered the addition of the part-time stream to be a significant innovation, the consultants urged the School to continue to monitor its progress. They identified two issues of particular importance: the impact of part-time study on student learning and the implications, if any, for the full-time stream; and facilitating interaction between the two student groups.

The expansion of research and scholarly activity was also earmarked as a priority for the School. The reviewers commented that this is an ongoing challenge for a small, teaching-intensive program with few full-time faculty members who must also carry significant administrative duties. Although the School has some excellent part-time faculty, it is too dependent on them since they account for 78 per cent of instruction in the program. The reviewers recommended that the College allocate two new full-time tenure-track positions to the School and noted that the additional coverage of courses by full-time faculty would help offset the costs associated with these positions.

Support staff resource issues were also identified by the consultants. They found that the administrative support currently assigned to the School was insufficient, and recommended that the staff complement be increased from .75 FTE to 1.5 FTEs.

While the new academic wing of the College houses many attractive classrooms and learning spaces, current scheduling practices result in BSW students having very limited access to them. As a result, the reviewers called for a review of classroom space to ensure that there are appropriate facilities for BSW courses. Another space-related issue on which they chose to comment was the dispersion of BSW faculty members' offices across the College. To facilitate a greater sense of community for students and faculty members, efforts should be made to locate all social work offices in a common area.

### **2.2.5. Strategic Plan**

#### **Actions to Address Structural and Governance Issues between the School of Social Work and the Social Development Studies Program (Required for CASSW Re-accreditation)**

1. Structural changes affecting decision-making on curriculum in the pre-requisite BSW courses within the Social Development Studies program and hiring Social Work faculty will be addressed. We have commitments to develop collaborative structures for the academic oversight of the BSW pre-requisite courses and the allocation of teaching in these courses. Our Principal, Dr. John Crossley, has confirmed that a committee will be struck to develop a new structure to address the concerns outlined by the University of Waterloo and CASSW site team.
- 2 We will establish a protocol to ensure that all Social Work courses taught in the SDS and BSW programs are assigned by the appropriate authority to the appropriate instructors and that the

curricular requirements of the BSW program are met by the pre-requisite courses offered within the SDS program.

3. With respect to the Director's responsibilities for budgeting, currently the Director provides administration with requests for specific functions (e.g. Field Education office, part-time teaching, travel, public relations, etc.) and receives an allocation of funds which are administered by the Director with a high degree of autonomy. Renison is in the process of moving to a different financial management system. Transition to this system has been slower than expected because of certain software problems. In the near future, Directors and Managers of the various academic and administrative units will have better tools for the development and management of their own budgets.
4. The Promotion and Tenure Committee of Academic Council has been reviewing Renison's policy with respect to the annual performance review of faculty. A recommendation has been accepted in principle that faculty be reviewed by their direct academic administrator. Because almost every faculty member who teaches in the School of Social Work also teaches in the Social Development Studies Program, a protocol will be developed to ensure that each faculty member is reviewed by the appropriate academic administrator(s).
5. A written policy for hiring faculty in the School of Social Work, consistent with UW policies, has been developed with the recent hiring of a tenure track faculty member for the School of Social Work. This policy was approved by the School of Social Work Faculty Committee. The composition of the Search Committee has been determined to include representation of BSW and SDS faculty, alumni or students, and field educators and the procedure for appointment has been articulated.
6. Office space will be addressed within the resources available. Our goal is to secure space for all School of Social Work faculty within one area if possible.

#### **Additional Full-time Faculty and Staff Resources (Required for CASSW Re-accreditation)**

1. Social Work is committed to expansion of the number of tenure track positions to accommodate the increase in student enrolment. The School recognizes that it needs a larger critical mass of full time faculty, not only for teaching, scholarship and research but also to meet the ongoing maintenance of governance and administrative structures. This process is underway with a new faculty hire as of July 1, 2008. A further commitment to hire one more full-time tenure track faculty position and a commitment to re-assess administrative staff resources will be pursued. It is understood that faculty hired to teach primarily in the BSW program will also be expected to teach in the SDS program and contribute to ongoing teaching and new course development in SDS.

#### **Increased efforts to encourage research and scholarly work (Required for CASSW Re-accreditation)**

1. This will be addressed, in collaboration with the Chair of the Social Development Studies program, the Associate Dean, and the Principal, through the development of a workload strategy for the current full-time faculty and the future possibilities of contributions from the newly hired colleagues. We recognize the burdens on a small faculty with respect to teaching within the BSW and SDS programs, committee work within the School of Social Work as well as within Renison, and research and scholarship. We will not encourage overload teaching and we will seek out collaborative research opportunities.

#### **Increasing Accessibility to the Bachelor of Social Work Program**

1. Consideration will be given to a third access route to the BSW program after second year in a BA program. Potential exists for such an initiative without diminishing Renison's SDS program. However, the existing funding agreement between Renison College and the University of Waterloo makes it extremely difficult to implement this change. Graduates of community college Social Service programs would be one target group; another could be for Aboriginal students.
2. The School of Social Work needs higher visibility to attract BA graduates from the University of Waterloo and other universities. We will continue to work to enhance our profile and reach out to potential BSW applicants. Involvement in the Faculty of Arts display at the Ontario Universities

Fair, enhanced web links and other outreach strategies will be pursued. As well, our part-time program outreach will target specific catchment areas in and around the K-W region with the possible intent to offer the program via multi-modal and off campus offerings to particular cohorts of students wishing to pursue a professional degree in social work (e.g. workers in Children's Aid Societies in areas such as Owen Sound, Haldimand-Norfolk).

3. Our conditional admission to the BSW program is one way to increase access to BA graduates who lack the pre-requisites to the program. We will develop further strategies to attract such applicants.
4. Currently the School of Social Work has no entrance scholarships to offer applicants. We believe this is a deterrent to applicants. Renison College will explore potential funds for students with high academic standings as well as targeted populations who cannot afford to attend a professional program.

### **Collaborations with other Schools/Faculties within Renison and the University of Waterloo**

1. Renison SDS Program and School of Social Work: Renison has been holding consultations and discussions with faculty regarding future directions of the SDS program. The BSW faculty are committed to participating fully in the development of new areas of focus and developing new courses to be taught in the SDS program. The possibility of participating in future joint Masters programs with Renison and other Colleges is of great interest and would provide opportunities for our faculty to become involved in graduate studies.
2. Faculty of Arts: Master of Transformational Leadership. Some of the School of Social Work faculty have indicated an interest in participating in the proposal for this new degree and in either developing some courses to teach or to be involved in mentoring and advising. We view this new initiative as an opportunity for our faculty to be involved in graduate studies and for our BSW graduates to have another graduate degree option available to them.
3. Faculty of Applied Health Sciences: Health and Gerontology: Master of Public Health. Some of the School of Social Work faculty have indicated an interest in possibly developing some elective courses for this program. We view this new initiative as an opportunity for our faculty to be involved in graduate studies and for our BSW graduates to have another graduate degree option available to them.

### **International Initiatives**

1. The Mexico Travel Seminar is now built into BSW program as an academic elective, SWREN 472R: International Context of Practice: An Experiential Learning Opportunity. This provides additional curricular opportunities for the BSW students within the BSW curriculum and meets the University of Waterloo's 6<sup>th</sup> Decade Plan goals for increasing opportunities for international learning.
2. We will explore the following opportunities for international learning:
  - Continue to provide field practicum opportunities internationally at the request of students;
  - Build on Renison's existing networks of partners and potential partners through the Colleges and Universities of the Anglican Communion, the East Asian Studies program, and the English Language Institute;
  - Explore possible collaboration with the Faculty of Social Work, Wilfrid Laurier University for a continuum of social work education with partners in China;
  - Explore possible collaboration with Lady Doake College in India;
  - Explore possible collaboration with a school of social work in Chile.

### **Increased Involvement with BSW Alumni**

1. Currently, there is no formal BSW Alumni Association. We plan to reach out to alumni as we organize for the tenth anniversary of the School of Social Work (2008-2009). We hope that this will help to mobilize the development of a viable Alumni Association.
2. The school has ongoing relationships with numerous alumni who are now agency-based field instructors, with alumni who sit on our Community Advisory Committee and our Field Practicum Committee, and with alumni who come back as guest speakers in classes and workshops.

UNIVERSITY OF WATERLOO  
SENATE UNDERGRADUATE COUNCIL  
Academic Program Review – Two-Year Reports – October 15, 2007

## Department of Anthropology

The Department of Anthropology's strategic review was filed on March 25, 2005, and the two-year progress report was filed on August 15, 2007.

### Overview

When our department was evaluated two years ago, we were gratified that the reviewers found us to be a high quality program, with a strong faculty work ethic and successful and satisfied students. Since the review we have undertaken some new endeavours consistent with the reviewers' findings and have made some changes in accordance with their recommendations. In a few areas we have felt that change was either not advisable or not possible at this time.

### Academic Plan

The most significant development which has occurred in the Department of Anthropology since the external evaluation two years ago is the introduction of our new joint MA with the University of Guelph in Public Issues Anthropology. This was an endeavour which the reviewers encouraged, and we are happy that it has come to fruition, with eight students due to start their studies in September on our campus and an approximately similar number in Guelph.

### Faculty Renewal

In accordance with the recommendations of the reviewers we are currently engaged in hiring a sixth full-time, tenure track member of the department, in the specialties recommended as developing departmental strengths. We are seeking a scholar who offers expertise in some combination of technology and/or health in a cross-cultural context and international and cross-cultural diversity. We are actively seeking a seventh position, as recommended by the reviewers, and, if we succeed, that position will have a strong archaeological component. The reviewers specifically mentioned that if we are able to hire an archaeologist we should seek someone who specializes in the public presentation of the past, relations with indigenous peoples and heritage legislation. This suggestion we intend to take into account. We are hopeful that a successful graduate program will assist us in obtaining this tenure track line.

We expect to be able to replace faculty due to retire during the next several years, something the reviewers mentioned as important, and we shall pay careful attention to the reviewers' recommendations in selecting such replacements. In all hiring, including that for our current position, we will be cognizant of the focus of our MA in Public Issues Anthropology in accordance with our reviewers' recommendation.

### Other Developments

The following is a summary of other developments which have occurred in the Department of Anthropology since the external evaluation, with reference to the recommendations made by the evaluators.

1. The reviewers recommended that anthropology focus on areas of strength, rather than offering a full four-field approach, including socio-cultural anthropology, physical anthropology, archaeology, and linguistics. They suggested that linguistics in particular be dropped. We have followed this suggestion; students in our department can and do enroll in courses in anthropological linguistics at Wilfrid Laurier University. This has freed up resources for other endeavours and made it possible to focus our search for a new faculty member on specialties recommended by the reviewers.
2. The reviewers recommended that the department either reduce its first year course offerings or use more sessional instructors to free full time faculty for upper year courses. We have partially followed this suggestion; we do have a few more 100-level courses taught by sessionals. There are limits to this

strategy however: high quality sessional instructors are not always available, particularly as demand for qualified faculty members increases throughout the university system, and we feel that students benefit from contact with regular faculty from an early stage, and that such contact helps to recruit students to upper level courses. The reviewers also recommended that the time demands of introductory teaching in socio-cultural anthropology could be reduced, while enhancing opportunities for student research, by using multiple choice tests and supplementing them with group fieldwork projects which could be graded on a Pass/Fail basis. As yet we have not tried this strategy (though we do base at least part of student grades on multiple choice tests at the introductory level), for a number of reasons. One reason is that we have not had sufficient ancillary staff (e.g. Teaching Assistants) to supervise such projects. With the addition of our graduate program, which will bring TAs into our department, we may revisit this suggestion, though the organizational problems might make it impractical, especially as a large percentage of our first year students are engineering students on very tight schedules, who would find it difficult to carry out collaborative field work.

3. The reviewers suggested that Anthropology 300, "Design of Anthropological Theory and Practice" should be offered every year, or should be cross listed with similar courses in other departments. We have found resources to offer it each year since the review, as a highly qualified sessional faculty member has been available (who will be with us in 2007/8 on a limited-term appointment), and the permanent addition of a sixth faculty member in 2008/9 should make it possible for us to continue offering Anthropology 300 most years. The reviewers also suggested that more cross-listing of courses in other departments could expand the variety of courses we can offer our students. This is an option we shall explore, though many courses throughout the university are already operating at or near capacity. Ultimately, significantly more variety for our students will require more full time faculty. Again, the fact that our sixth line, which was a temporary position at the time of the review, has been made permanent will help in sustaining variety in the program. Once our new faculty member has joined us we will revisit the undergraduate curriculum as a whole to assure that it makes the best use of our new configuration of expertise. At that time we will consider other suggestions made by the reviewers, e.g. concentrations in health, visual and media anthropology and collaboration with other departments in offering a BSc program.
4. The reviewers expressed some concern that some upper-year courses were taught by sessional instructors. While we agree that this is not an ideal situation, we have been very lucky in the quality of the sessional instructors we have been able to attract; for example some courses have been taught by retired faculty members with years of experience, while others have been taught by people with doctorates who are also engaged in other careers. Indeed, it is sometimes easier to find quality personnel to teach upper-division than lower-division courses, as the opportunity to teach in one's specialty is an attraction. Of course, we can not count on such people always being available, so we reiterate that we are seeking the seventh full-time faculty member recommended by the reviewers, as indicated above.

The reviewers particularly mention Anthropology 370, "Issues in Contemporary Native Communities in Canada", as a course which should be taught by full-time faculty and note that it is the only upper division course which has been regularly taught by instructors with only an MA qualification. This course is, in fact, a cross-listed course (with Native Studies). We do not control the staffing in this course, which is administered by the program in Native Studies. Anthropologists were involved in the initial planning for this course, which centres on a series of public lectures by members of the Native Community and which has usually been directed by a member of that community. These factors are integral to the course, which has proved popular with our students and which gives them an experience which, while different from our other courses, is thoroughly consistent with the goals of anthropology as a discipline.

5. The reviewers recommended that we free up faculty time by reducing or eliminating our commitment to Distance and Continuing Education. The Faculty and the University have been very desirous of continuing the availability of anthropology in the Distance Education curriculum, and we have been able to use some additional sessional funding from the Dean's office to relieve full time faculty members of the burden of supervising these courses on unpaid overload as was the case in the past.

- 6 The reviewers suggested purchasing equipment and hiring a student to digitize the large collection of slides we use in teaching. This has been done.

### **Future Plans**

As might be expected, planning and implementing our new graduate program has been our major development activity during the last two years, and has resulted in a program we expect will enjoy a high measure of success. Nurturing this program during its early years will continue to occupy much of our attention. As indicated above we will continue to search for ways to improve our successful undergraduate program.

The department is currently exploring the possibility of developing a Laboratory-Museum of Human Evolution, as part of an initiative spearheaded by the Dean of Arts to seek funding for new projects which might prove attractive to potential donors. This facility would fit with our departmental strengths in physical anthropology and archeology, as identified with the reviewers, and would also be highly relevant to our graduate program's focus on Public Issues Anthropology, given the fact that evolution remains an issue very much in the public eye. This facility would provide both training for our students and a resource to the wider community.

We are grateful to the reviewers for their thoughtful suggestions and to the university for the assistance which we have received in our efforts to implement them.

## **Department of Earth and Environmental Sciences**

The Department of Earth Sciences' strategic review was filed on March 15, 2005, and the two year progress report by the Department of Earth and Environmental Sciences was filed on July 20, 2007. The department's name became the Department of Earth and Environmental Sciences on May 1, 2007. One of the main motivations in the name change was to enhance awareness that Environmental Science is a major thrust of the department in both research and teaching activity.

### **Overview**

The department has taken steps to address concerns raised by the review in the areas of faculty renewal, the Geological Engineering plan, low enrolment programs, increasing undergraduate enrolment, Distance Education courses and course sharing.

### **Academic Plans**

The department offers undergraduate Honours Earth Sciences plans with specializations in Atmospheric, Geology, Geophysics, Environmental and Hydrogeology. Honours Geochemistry is offered jointly with the Department of Chemistry, and Geological Engineering with the Department of Civil Engineering. Co-op Earth Sciences plans are also offered with specializations in Atmospheric, Geology, Geophysics and Hydrogeology. There is an Honours Co-op Geochemistry plan offered jointly with the Chemistry Department. The department also contributes Honours Earth Sciences options to the Honours Science and Aviation, Honours Computational Science and the Honours Science and Business plans. The Hydrogeology specialization and Geological Engineering have the largest share of the undergraduate enrolment with the Geology specialization ranking next.

### **Faculty Renewal**

The department has two main areas of focus, Environmental Earth Sciences (EES) (hydrogeology) and Solid Earth Sciences (SES) ("traditional" geology). The EES group is the larger with a significant number of non-tenure-track research professors and a skewed age profile, many senior faculty and relatively few junior faculty. The SES group although strong in research and teaching is relatively small. The group's ability to support undergraduate plans is bolstered by teaching by retirees and sessional appointments. The department is at an important juncture. There is need to strike a balance between optimizing support for the main research engine, hydrogeology (*sensu lato*), and supporting the wider graduate and undergraduate teaching missions.

To address the skewed age profile full-time faculty members have been appointed to replace two retirees in the hydrogeology area: one in Contaminant Hydrogeology and Geochemistry, the other in Physical Hydrogeology. Another appointment, which has been made in Quaternary, Sedimentology and Hydrogeology, will strengthen weaknesses in the “traditional” area of undergraduate teaching but will also complement strengths in hydrogeologic and hydrogeochemical research. In addition to these appointments a Committee, including industrial scientists and engineers, has been established to identify terms of reference for an endowed Chair in Hydrogeology named after Bob Farvolden, one of UW’s early groundwater specialists. Fund raising is ongoing for this endowed Chair.

### **Geological Engineering Plan**

This plan will take on a higher profile with a revised web site to be attractive to high school students. Two recently appointed faculty members will oversee the Geological Engineering plan. A committee has formulated a new curriculum and it will be presented in the fall/winter 2007 to the Geological Engineering Board, which administers the plan, and after approval it will be considered by the Faculty of Engineering Undergraduate Studies Committee. The Geological Engineering plan will be undergoing accreditation in the fall of 2007 as part of the Engineering Accreditation Review.

### **Low Enrolment Programs**

The curriculum of the Honours Earth Sciences Geography Specialization has been revamped and renamed the Environmental Specialization. Critical courses required for licensing graduates for professional practice and membership in the Association of Professional Geoscientists of Ontario (APGO) have been added. The revised plan has been renamed the Environmental Specialization and now meets all of APGO’s knowledge base requirements. With a judicious use of the program’s electives, students in the Geochemistry plan, jointly administered by Earth and Environmental Sciences and the Department of Chemistry, will be able to fulfill the APGO requirements for licensing. With the two plans now having the ability to meet the requirements of APGO, hopefully more students will be attracted to them.

### **Increasing Undergraduate Enrolment**

In order to increase undergraduate enrolment the department has relaxed some prerequisites for some Earth Sciences courses to allow a broader diversity of students to enter the courses. By this means, 1<sup>st</sup> and 2<sup>nd</sup> year non-Earth Sciences undergraduates enrolled in Earth Sciences courses may be attracted to transfer to the department. In addition new Earth Sciences courses and plans are being explored such as in the area of Geology and Health.

The patriation of the Atmospheric and Planetary Science undergraduate plan from the Office of the Dean of Science to Earth and Environmental Sciences in 2006 will add students to the department. This plan has been revamped, renamed the Atmospheric Specialization and with a new faculty member joining its ranks in fall 2008 the Department of Earth and Environmental Sciences is living up to its new name. In addition, if the Science Faculty’s target of 80 2+2 students from Chinese universities is met (currently at 40) more than 10 students a year could be entering 3<sup>rd</sup> year programs in the department. The 2+2 initiative with Chinese universities was started by the Faculty of Science in 2005.

Finally, a significant proportion of the undergraduate students in Earth and Environmental Sciences are students who transfer into one of the programs after they have taken an Earth course at university (most Ontario high schools do not offer Earth Science courses). To increase the number of transfer students the department has also added three new general interest, introductory-level courses.

### **Distance Education (DE)**

The department offers six courses by DE, which are offered by two faculty members, one of whom is close to retirement and the other has decided to stop offering these courses. The Review Team concluded that the department’s ability to continue its delivery of DE is uncertain.

The executive committee of the department sees benefit in maintaining DE courses. They are one of the department's "windows to the world" as well as solving sometimes intractable time-tabling problems for the department's own undergraduate students. The department has many talented young research professors who may see career advantages in taking over the instruction of DE courses. The department Chair will encourage these individuals to meet the challenge.

### **Course Sharing**

This initiative has not been fully explored but the initial appraisal indicates that the idea may be impractical. An inspection of Earth Sciences undergraduate course offerings and contact with undergraduate officers at nearby universities revealed that all departments are experiencing difficulty in providing teaching expertise in Pre-Cambrian Geology, Metamorphic Geology and Paleontology. So although there is potential for inter-university collaboration on this concept, the teaching resources may have to be jointly developed. This will take time, even if judged practical. In the meantime DE may be the only way to continue to provide particular courses.

### **Comments**

Over the last two years the Department of Earth and Environmental Sciences has undertaken a number of important initiatives that respond to the recommendations of the Review Team's Report.

## **International Studies Option**

The strategic review for the International Studies Option was filed October 1, 2004, and on August 10, 2007 the two year progress report was filed.

### **Overall**

The International Studies Option (ISO) has been completely transformed in the past few years, in line with the May 2005 strategic report. There is a new Director as well as a new Advisory Board.

### **Academic Plan**

Action has been taken on all fronts indicated in the strategic report. The International Studies option is now available to any University student registered in any degree program. The plan's requirements have been reduced from 10 courses to seven of which the new course INTST 101, "Introduction to International Studies", is a required course and will be offered every Fall. This course "sold out" with an enrolment of over 50 during its first running in Fall 2006.

Rhoda Howard- Hassmann, holder of the Canada Human Rights Chair at Wilfrid Laurier University, presented the first International Studies lecture in Fall 2006. This lecture will be incorporated into the Distance Education version of INTST 101 which will be offered for the first time in winter term 2008 with an enrolment cap of 50. As of Fall 2007, INTST 101 will be offered twice a year, once on campus and the other term by Distance Education. With some TA assistance this course could easily double its enrolment.

### **Reflections and Future Plans**

This moribund option has been transformed over the last two to three years into something more accessible, relevant and interesting for students. Enrolment in the option has increased. The Director and the Advisory Board are contemplating the next steps of the International Studies Option.