

University of Waterloo
SENATE
Notice of Meeting

Date: Monday, March 23, 2009
Time: 4:30 p.m.
Place: Needles Hall, Room 3001

Open agenda / minutes are at:
www.adm.uwaterloo.ca/infosec/governance/senate.htm

	OPEN SESSION	Page	Action
4:30	<u>Consent Agenda</u> Motion: That Senate approve or receive for information by consent items 1-4 [below].		
	1. Approval of the February 23, 2009 Minutes [enclosed]		Decision
	2. Report of the Chair		
	a. Recognition and Commendation	2, A1	Information
	3. Reports from the Faculties	2, A2-A12	Information
	4. Other Business		
	a. Appointments to Undergraduate Council	2, A13	Decision
	<u>Regular Agenda</u>		
	5. Reports from Committees and Councils (A)		
4:35	a. Award for Exceptional Teaching by a Student	2	Information
4:40	b. Distinguished Teacher Award Committee	2	Information
4:45	6. Business Arising from the Minutes		
4:50	7. Report of the Chair		
	a. Environmental Scan	2	Information
5:00	8. Report of the Vice-President, Academic & Provost		
	a. University Professor Designations	2	Information
	b. UAE Campus Update	2	Information
5:15	9. Report of the Vice-President, External Relations	2	Information
	10. Reports from Committees and Councils (B)		
5:20	a. Finance Committee	2, A14-A40	Decision
5:35	b. Long Range Planning Committee	2, A41-A43	Decision
5:45	c. Undergraduate Council	2, A44	Decision / Information
	11. Other Business		
5:50	a. Report of the Centre for Teaching Excellence	2, A45-A47	Information
	CONFIDENTIAL SESSION		
6:00	12. Approval of the February 23, 2009 Minutes [enclosed]		Decision
6:05	13. Report of the Honorary Degrees Committee	3, CS1-CS5	Decision / Information

The Executive Committee met on March 2, 2009 and wishes to report as follows:

OPEN SESSION

Consent Agenda

2. REPORT OF THE CHAIR

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

3. REPORTS FROM THE FACULTIES

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

4. OTHER BUSINESS

Appointments to Undergraduate Council. The committee agreed to recommend these appointments to Senate for approval.

Regular Agenda

5. REPORTS FROM COMMITTEES AND COUNCILS (A)

Award for Exceptional Teaching by a Student. The recipients' names will be announced at Senate.

Distinguished Teacher Award Committee. The recipients' names will be announced at Senate.

7. REPORT OF THE CHAIR

The chair will provide a brief environmental scan.

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

University Professor Designations. To be announced at Senate.

UAE Campus Update. Dean Sedra will report as appropriate.

9. REPORT OF THE VICE-PRESIDENT, EXTERNAL RELATIONS

The vice-president will report as appropriate.

10. REPORTS FROM COMMITTEES AND COUNCILS (B)

Finance Committee. Forwarded to Senate for approval.

Long Range Planning Committee. Forwarded to Senate for approval.

Undergraduate Council. The committee agreed to forward this report to Senate for approval and information as indicated.

11. OTHER BUSINESS

Report of the Centre for Teaching Excellence. The director of the centre will report as appropriate.

University of Waterloo
SENATE
Report of the Chair
March 23, 2009

FOR INFORMATION

Recognition and Commendation

Computer science professor **Jeffrey Shallit** is among 37 people who have been named distinguished engineers or distinguished scientists by the Association for Computing Machinery, the world's largest educational and scientific computing society. The annual honours come "in recognition of their individual contributions to both the practical and theoretical aspects of computing and information technology."

A team of **undergraduate planning students** tied for the \$10,000 prize (along with a team of graduate students from McGill University) in a design competition for an innovative, sustainable community on a 750-acre site east of Regina. Students from five universities submitted proposals to Clear Vistas Management Corporation. The team was commended for the design of its strong network of open spaces, including a market, a grand boulevard, parks, squares, and a sustainability corridor with wind turbines, community gardens and greenhouses.

The **Accelerator Centre** has been named the winner of the international Good Practices Award 2008 by The Technopolicy Network. Based in the Netherlands, The Technopolicy Network is an independent research organization that studies the performance of major incubators from around the world. In addition to winning this award, the Accelerator Centre also placed 7th in the world in the Best Science Based Incubator category which considers key metrics such as return on public investment, fastest growth, and sustainability.

University of Waterloo
REPORT OF THE DEAN OF APPLIED HEALTH SCIENCES TO SENATE
March 23, 2009

FOR INFORMATION

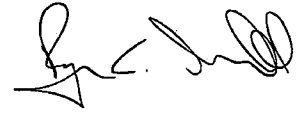
A. APPOINTMENT

Graduate Student to Part-time Lecturer Appointment

GILLIES, Jennifer, Lecturer, Department of Recreation & Leisure Studies, May 1, 2009 to August 31, 2009.

B. ADMINISTRATIVE APPOINTMENT

RUSH, James, Chair, Department of Kinesiology, July 1, 2009 to June 30, 2013.



Roger C. Mannell, Dean
Applied Health Sciences

University of Waterloo
REPORT OF THE DEAN OF ARTS TO SENATE
March 23, 2009

FOR INFORMATION

A. APPOINTMENTS

Adjunct Appointment

MOCK, Steven, Lecturer, Department of Political Science, May 1, 2009 to August 31, 2009.

Adjunct Reappointments

ANDRES, Greg, Lecturer, Department of Philosophy, January 1, 2009 to April 30, 2009.

BRIGGS, Catherine, Lecturer, Department of History, January 1, 2009 to April 30, 2009.

CAMPBELL SEYLER, Caroline, Lecturer, Department of French Studies, January 1, 2009 to April 30, 2009.

CARTER, Dave (Professor Emeritus), Associate Professor, Department of Political Science, May 1, 2009 to August 31, 2009.

CROWNE, Doug (Distinguished Professor Emeritus), Professor, Department of Psychology, January 1, 2009 to April 30, 2009.

EULETTE, Lynette, Professor, Department of Psychology, January 1, 2009 to June 30, 2009.

HEATH, Sally, Lecturer, Department of English Language & Literature, January 1, 2009 to April 30, 2009.

HILL, Heather, Lecturer, Department of Drama & Speech Communication, January 1, 2009 to April 30, 2009.

NEWLAND, Jane, Lecturer, Department of French Studies, January 1, 2009 to April 30, 2009.

SCHWEITZER, David, Lecturer, Department of History, January 1, 2009 to April 30, 2009.

SIEBEL-ACHENBACH, Sebastian, Lecturer, Department of History, January 1, 2009 to April 30, 2009.

SMYTH, Jacqui, Lecturer, Department of English Language & Literature, January 1, 2009 to April 30, 2009.

Visiting Appointment

ENGELERG, Stefan, Professor, Department of Germanic & Slavic Studies, September 6, 2009 to October 24, 2009.

Cross Reappointment

NARVESON, Jan (Distinguished Professor Emeritus), Professor, Department of Philosophy to Department of Political Science, May 1, 2009 to April 30, 2012.

Staff to Faculty Appointment

ROSE, Cheryl (Social Innovation Generation), Lecturer, Department of Drama & Speech Communication, January 1, 2009 to April 30, 2009.

Graduate Student to Adjunct Lecturer Appointment

REICHERT, Tetyana, Department of Germanic & Slavic Studies, January 1, 2009 to February 28, 2009.

Postdoctoral Appointment

FRISCHEN, Alexandra, Department of Psychology, January 15, 2009 to January 16, 2010.

Change to Appointment

THOMPSON, James, School of Accounting & Finance, change **from** definite term appointment as Lecturer, July 1, 2008 to June 30, 2010 **to** Assistant Professor, probationary term, November 1, 2008 to June 30, 2012.

B. ADMINISTRATIVE APPOINTMENTS

NOVAK, Joseph, Interim Chair, Department of Philosophy, July 1, 2009 to June 30, 2010.

POIRIER, Guy, Interim Chair, Department of French Studies, July 1, 2009 to December 31, 2009.

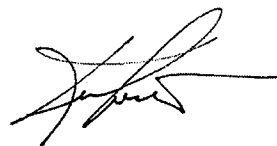
ADMINISTRATIVE REAPPOINTMENT

PARÉ, Francois, Chair, Department of French Studies, January 1, 2010 to December 31, 2010.

C. SABBATICALS (for approval by the Board of Governors)

DEVIDI, David, Professor, Department of Philosophy, September 1, 2009 to August 31, 2010, at 100% salary.

LISTON, Maria, Associate Professor, Department of Anthropology, September 1, 2009 to February 28, 2010, at 85% salary.



Ken S. Coates
Dean, Faculty of Arts

University of Waterloo
REPORT OF THE DEAN OF ENGINEERING TO SENATE
March 23, 2009

FOR INFORMATION

A. APPOINTMENTS

New Probationary Terms

KULIC, Dana, Assistant Professor, Department of Electrical & Computer Engineering, May 1, 2009 – June 30, 2012. PhD University of British Columbia 2005; MEng University of British Columbia 1998; BAsC University of British Columbia 1997. From 1997 to 2002, Prof. Kulic worked as a systems engineer designing fuel cell systems with Ballard Power Systems, and developing operational control software for the CanadaArm II at MacDonald Dettwiler. She is currently a JSPS post-doctoral fellow at the Nakamura-Yamane Laboratory in the Department of Mechano-Informatics at the University of Tokyo, Japan. Her research interests include human-robot interaction, robot learning, humanoid robotics and mechatronics.

MACVICAR, Bruce, Assistant Professor, Department of Civil & Environmental Engineering, July 1, 2009 – June 30, 2012. PhD University of Montreal 2006; MASc University of British Columbia 1999; BSc University of Guelph 1996. Dr. Bruce MacVicar will join the Environmental and Water Resources Engineering Research Group. He has a strong background in water resources engineering and fluvial geomorphology, and his current research focuses on environmental hydraulics with an emphasis on the dynamics of natural rivers.

New Definite Term

YU, AIPING, Assistant Professor, Department of Chemical Engineering, February 1, 2009 – January 30, 2012. PhD University of California, Riverside 2008; MS East China University of Science and Technology 2002; BS Nanjing University of Technology 1997. Dr. Yu is a chemical and nano technology engineer with expertise in nanoparticles of carbon nanotubes, graphene and composites. Her research objectives are in nanostructured materials synthesis, separation of semiconducting and conducting carbon nanotube, nanomaterials for solar cell and gas / bio sensor and nanomaterials for engineering nanocomposites applications.

Visiting Appointments

ABEDI, Daryoush, Scholar, Department of Chemical Engineering, July 15, 2009 – July 14, 2010.

CHEN, Jiming, Researcher, Department of Electrical & Computer Engineering, November 20, 2008 – August 31, 2009.

GHARGHI, Majid, Researcher, Department of Electrical & Computer Engineering, February 1, 2009 – January 31, 2010.

LI, Hui, Researcher, Department of Electrical & Computer Engineering, April 1, 2009 – September 30, 2009.

LIU, Lei (Ray), Scholar, Department of Mechanical & Mechatronics Engineering, February 22, 2009 – February 21, 2010.

MENEGOLO, Andrea, Researcher, Department of Systems Design Engineering, March 15, 2009 – August 16, 2009.

SAMY, Razim, Scholar, Department of Mechanical & Mechatronics Engineering, January 1, 2009 – August 31, 2009.

TAUFENBACH, Waldemar, Scholar, Department of Mechanical & Mechatronics Engineering, April 20, 2009 – September 19, 2009.

ZHOU, Shaoqi, Scholar, Department of Chemical Engineering, February 1, 2009 – July 31, 2009.

Visiting Reappointments

HUANG, Hua, Scholar, Department of Mechanical & Mechatronics Engineering, January 1, 2009 – December 31, 2009.

MORALEJO, Carol, Scholar, Department of Chemical Engineering, January 1, 2009 – December 31, 2009.

SAWELL, Steven, Researcher, Department of Chemical Engineering, January 1, 2009 – December 31, 2009.

SHENG, Yuebiao, Scholar, Department of Chemical Engineering, January 1, 2009 – December 31, 2009.

TAJIK, Arash, Scholar, Department of Chemical Engineering, January 1, 2009 – August 31, 2009.

Adjunct Appointments

BASERINIA, Amir, Lecturer, Department of Mechanical & Mechatronics Engineering, January 1, 2009 – April 30, 2009.

JEFFERIES, David, Assistant Professor, School of Architecture, January 1, 2009 – April 30, 2009.

KARBASI, Hamidreza, Assistant Professor, Department of Mechanical & Mechatronics Engineering, February 1, 2009 – January 31, 2012.

MENDES, Christopher, Researcher, Department of Mechanical & Mechatronics Engineering, January 1, 2009 – December 31, 2011.

Adjunct Reappointments

ROSS, Barbara, Assistant Professor, School of Architecture, January 1, 2009 – April 30, 2009.

STRATOPOULOS, Theophanis, Assistant Professor, Department of Management Sciences, February 1, 2009 – August 31, 2011.

VERSEGHY, Diana, Government Researcher, Department of Civil & Environmental Engineering, January 1, 2009 – December 31, 2009.

Cross Appointments

MORRIS, Kirsten, Professor, Department of Applied Mathematics to Department of Mechanical & Mechatronics Engineering, January 1, 2009 – December 31, 2011.

Cross Reappointments

GORBET, Robert, Associate Professor, Department of Electrical & Computer Engineering to Department of Mechanical & Mechatronics Engineering, May 1, 2009 – April 30, 2011.

MANN, Stephen, Associate Professor, School of Computer Science to Department of Mechanical & Mechatronics Engineering, October 1, 2008 – September 30, 2011.

MCPHEE, John, Professor, Department of Systems Design Engineering to Department of Mechanical & Mechatronics Engineering, April 1, 2009 – March 31, 2011.

B. ADMINISTRATIVE APPOINTMENTS

WELLS, Mary, Associate Dean, Outreach, September 1, 2008 – August 31, 2011.

THOMSON, Neil, Chair, Department of Civil & Environmental Engineering, February 1, 2009 – April 30, 2012.

C. RESIGNATIONS

CHAN, King Yuk, Visiting Scholar, Department of Electrical & Computer Engineering, January 31, 2009.

GIGOYAN, Suren, Visiting Scientist, Department of Electrical & Computer Engineering, January 31, 2009.



Leo Rothenburg
Acting Dean, Faculty of Engineering

University of Waterloo
REPORT OF THE DEAN OF ENVIRONMENT TO SENATE
March 23, 2009

FOR INFORMATION

A. APPOINTMENTS

Probationary Term

LARSON, Brendon, Assistant Professor, Department of Environment & Resource Studies, July 1, 2009 to June 30, 2012 (BSc, University of Guelph, 1994; MSc, University of Toronto, 1997; PhD, University of California at Santa Barbara, 2004).

MACRAE, Merrin, Assistant Professor, Department of Geography & Environmental Management, July 1, 2009 to June 30, 2012 (BES, York University, 1996; MSc, York University, 1998; PhD, Wilfrid Laurier University, 2003).

Adjunct Appointments

BRECHER, Ronald, Assistant Professor, School of Planning, January 1, 2009 to December 31, 2011.

BROWN, Graham, Professor, Faculty of Environment, January 1, 2009 to December 31, 2009.

BUNTING, Trudi, Professor (Emerita), School of Planning, January 1, 2009 to December 31, 2012.

Cross Appointments

EMELKO, Monica, Associate Professor, Department of Civil & Environmental Engineering, Faculty of Engineering to the School of Planning, Faculty of Environment, January 1, 2009 to December 31, 2012.

SUFFLING, Roger, Professor, School of Planning to the Department of Environment & Resource Studies, Faculty of Environment, January 1, 2009 to December 31, 2011.

Postdoctoral Fellow to Part-time Lecturer Appointment

POLLOCK, Rebecca, Lecturer, Department of Environment & Resource Studies, February 1, 2009 to April 30, 2011.

B. ADMINISTRATIVE APPOINTMENT

ROWLANDS, Ian, Associate Director, WISE (Environment), January 1, 2009 to December 31, 2009.

C. RETIREMENT

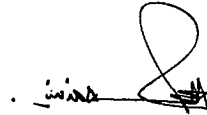
BUNTING, Trudi, Professor, School of Planning, January 1, 2009.

D. SABBATICAL (for approval by the Board of Governors)

HAIGHT, Murray, Associate Professor, School of Planning, July 1, 2009 to December 31, 2009, at full salary.

E. SCHOOL OF ENVIRONMENT, ENTERPRISE AND DEVELOPMENT (SEED)

The proposal to create SEED has been endorsed by Environment's Faculty Council (January 26, 2009), Deans' Council (January 28, 2009) and Senate Long Range Planning Committee (February 9, 2009). The Senate Long Range Planning report to Senate in March will contain the recommendation that Senate recommend to the Board of Governors the approval of a new unit in the Faculty of Environment: the School of Environment, Enterprise and Development (SEED).

A handwritten signature in black ink, appearing to read 'H. Deep Saini', with a large, stylized loop at the end.

H. Deep Saini
Dean

University of Waterloo
REPORT OF THE DEAN OF MATHEMATICS TO SENATE
March 23, 2009

FOR INFORMATION

A. APPOINTMENTS

Visiting Appointment

DAVENPORT, James (University of Bath), Professor, David R. Cheriton School of Computer Science, February 15, 2009 – June 30, 2009.

Adjunct Appointments

ANTONIE, Luiza, Lecturer, David R. Cheriton School of Computer Science, January 1, 2009 – April 30, 2009.

BLACK, James (Simon Fraser University), Associate Professor, David R. Cheriton School of Computer Science, January 1, 2009 – December 31, 2011.

MacDONALD, Steve, Assistant Professor, David R. Cheriton School of Computer Science, January 1, 2009 – December 31, 2010.

RICHMOND, Bruce (Professor Emeritus), Professor, Dept. of Combinatorics & Optimization, February 1, 2009 – June 30, 2013.

Cross Appointment

GHODSI, Ali, Assistant Professor, Dept. of Statistics & Actuarial Science to the David R. Cheriton School of Computer Science, January 1, 2009 – December 31, 2011.

Graduate Student to Part-time Lecturer Appointment

ZUBERMAN, Leandro, Lecturer, Dept. of Pure Mathematics, May 1, 2009 – April 30, 2010.

B. ADMINISTRATIVE APPOINTMENT


BUSS, Jonathan, Director, Undergraduate Studies, David R. Cheriton School of Computer Science, July 1, 2009 – June 30, 2011.

C. RETIREMENT

RICHMOND, Bruce, Professor, Dept. of Combinatorics & Optimization, effective January 31, 2009.

D. SABBATICAL (for approval by the Board of Governors)

CHANG, Dong Eui, Assistant Professor, Dept. of Applied Mathematics, July 1, 2009 – December 31, 2009.



Thomas F. Coleman
Dean

University of Waterloo
REPORT OF THE DEAN OF SCIENCE TO SENATE
March 23, 2009

FOR INFORMATION

A. APPOINTMENTS

Tenured

ROSE, David R., Professor, Department of Biology, January 1, 2009. [BA, University of Pennsylvania (1977); D.Phil., University of Oxford (1981).] David Rose was recruited as the new Chair of Biology. His postdoctoral work was at Massachusetts Institute of Technology. Thereafter he spent four years at the National Research Council before joining University of Toronto. At University of Toronto he was both a Professor in Medical Biophysics and a Senior Scientist at the Ontario Cancer Institute. His administrative roles include serving as Interim Chair of Medical Biophysics, Founding Director of the Centre for Research Education and Deputy Head of the Cancer Genomics and Proteomics Division at the Ontario Cancer Institute. Dr. Rose is currently serving on the Appraisal Committee of the Ontario Council on Graduate Studies. He is a structural biologist, with research interests including effects of glycosylation on protein function, enzymology, and structure and function of polysaccharides. This brings a new but complementary research area to the Department of Biology, and also a new research tool in that Dr. Rose is an expert in protein crystallography.

Adjunct Appointments

BERLINSKY, A. John, Professor, Department of Physics & Astronomy, January 1, 2009 to December 31, 2012.

PATEL, Payal, Assistant Professor, School of Pharmacy, November 1, 2008 to December 31, 2009.

Adjunct Reappointments

BORGMANN, Uwe, Professor, Department of Biology, March 1, 2009 to February 28, 2012.

GRAPENTINE, Lee C., Assistant Professor, Department of Biology, May 1, 2009 to April 30, 2012.

HEATH, Daniel D., Professor, Department of Biology, April 1, 2009 to March 31, 2012.

JUTAI, Jeffrey W., Professor, School of Optometry, February 1, 2009 to January 31, 2012.

KLING, Hedwig (Heddy) J., Assistant Professor, Department of Biology, April 1, 2009 to March 31, 2012.

WOO, George (Professor Emeritus), Professor, School of Optometry, February 1, 2009 to January 31, 2011.

Change to Appointment

AMANO, Takayoshi, Adjunct Professor, Departments of Chemistry and Physics & Astronomy, September 1, 2008 to August 31, 2012. Previous end date was August 31, 2011.

B. ADMINISTRATIVE APPOINTMENT

EVANS, Stephen, Associate Chair, Department of Earth & Environmental Sciences, January 1, 2009 to December 31, 2009.

C. SABBATICAL (for approval by the Board of Governors)

ROSS, Martin, Assistant Professor, Department of Earth & Environmental Sciences, July 1, 2009 to December 31, 2009, 100% salary arrangements.



T.B. McMahon
Dean

TBM/lw

University of Waterloo
SENATE
March 23, 2009

FOR APPROVAL

Appointments to Undergraduate Council

Motion:

That Senate approve the following engineering undergraduate student representative appointments: David Liu (Mechatronics Engineering), term May 1, 2009 to August 31, 2009; Sasha Avrelina (Chemical Engineering), replacing David Liu, term September 1, 2009 to December 31, 2009.

University of Waterloo
SENATE FINANCE COMMITTEE
Report to Senate
March 24, 2009

FOR APPROVAL

The Senate Finance Committee met on December 10, 2008 and February 24, 2009 to receive updates on the 2008/09 Operating Budget and consider 2009/10 Operating Budget scenarios.

On March 12, 2009, the committee considered the proposed 2009/10 Operating Budget (attached with supplementary data), and agreed to recommend it to Senate.

/ew

David Johnston
Chair

UNIVERSITY OF WATERLOO
2009/10 Operating Income Budget

FIN 2009-03-12

	2008/09 Base 09-02-03 \$000	Estimated 09/10 % Increase	Estimated 09/10 \$ Increase \$000	2009/10 Base \$000	Notes
INCOME					
Operating Grant					
Basic Grant	146,417		25,769	172,186	[1]
Graduate Growth	15,804		(9,804)	6,000	[2]
Undergraduate Growth	11,172			11,172	[3]
Tuition Offset Grant	7,386		(7,386)	0	
Quality Assurance Fund	5,191		(5,191)	0	
Quality Improvement Fund	6,524			6,524	[4]
Unfunded BIUs	853		(251)	602	[5]
Transfers to Colleges	(9,055)		(236)	(9,291)	
Performance Fund	2,024			2,024	
Research Performance	400		(400)	0	
Research Infrastructure	1,552			1,552	
Access for Disabled	589			589	
	<u>188,857</u>	<u>1.3</u>	<u>2,501</u>	<u>191,358</u>	
Tuition					
Undergraduate	153,793		16,233	170,026	[6]
Transfers to Colleges	(9,152)		(1,018)	(10,170)	
Graduate	31,278		3,638	34,916	[7]
	<u>175,919</u>	<u>10.7</u>	<u>18,853</u>	<u>194,772</u>	
Co-op Recovery	10,033		1,026	11,059	
Student Services Fee	6,465		814	7,279	
Research Overhead	6,263		1,047	7,310	
Interest	7,500		(1,500)	6,000	
Services to Colleges	2,124		145	2,269	
Grant in lieu of Taxes	1,909			1,909	
Miscellaneous Income	8,276		400	8,676	
	<u>42,570</u>	<u>4.5</u>	<u>1,932</u>	<u>44,502</u>	
Total Income	<u><u>407,346</u></u>	<u><u>5.7</u></u>	<u><u>23,286</u></u>	<u><u>430,632</u></u>	

NOTES TO 2009/10 OPERATING INCOME

- [1] Undergraduate growth funding up to 2004/05, graduate growth funding up to 2007/08, tuition compensation grant, quality assurance fund, and unfunded BIUs paid to 2007/08 have been rolled into the basic grant.
- [2] The allocation is based on projected Fall 2009 FTE growth over the Fall 2007 FTE base.
- [3] The allocation is based on Waterloo's estimated 2008/09 share of the \$116M to be allocated in 2008/09. No additional funding has been announced for 2009/10.
- [4] The 2009/10 allocation is the same as the 2008/09 estimated allocation.
- [5] The residual amount that has not yet been rolled into the basic grant.
- [6] Tuition rate increases were applied in accordance with the Ministry of Training, Colleges and Universities guidelines. Rate increases vary by program and year-level with an average increase of 4.5% in Arts & Science and 8% in professional programs. International rates increased by 3%.
- [7] Nominal domestic and international tuition rates increased by 3%. The overall average rate increase for domestic students is 3.2% and is a blended rate resulting from increases in recent years.

UNIVERSITY OF WATERLOO
2009/10 Operating Expense Budget

FIN 2009-03-12

	2008/09 Base 09-02-03 \$000	Estimated % Incr (Decr)	\$ Incr (Decr) \$000	2009/10 Base \$000	2009/10 One-Time \$000	2009/10 Total \$000	% of Income	Notes
EXPENSES								
Salary and Wages								
Current salaries and wages	242,926			242,926		242,926	56.5	
Secondments	343			343		343	0.1	
Salary savings from faculty retirements/terminations			(750)	(750)		(750)	(0.2)	
Conversion costs			300	300		300	0.1	
Salary increases			11,663	11,663		11,663	2.7	
Total salary and wages	243,269	4.6	11,213	254,482		254,482	59.2	[1]
Benefits								
Current benefits	48,245			48,245		48,245	11.2	
Benefit cost increase			3,370	3,370		3,370	0.8	[2]
Maternity leave supplement	350		511	861		861	0.2	
Faculty professional expense reimbursement plan	1,401		32	1,433		1,433	0.3	
Total benefits	49,996	7.8	3,913	53,909		53,909	12.5	
Total salaries and benefits	293,265	5.2	15,126	308,391		308,391	71.7	
Student Support								
Graduate student support	4,478		1,200	5,678		5,678	1.3	
Graduate incentive fund	401			401		401	0.1	
Support for international graduate students	3,780		565	4,345		4,345	1.0	
Senate matching scholarships	160			160		160		
Tuition set aside	13,198		638	13,836		13,836	3.3	
Undergraduate scholarships/bursaries	3,315		2,717	6,032		6,032	1.4	
Total student support	25,332	20.2	5,120	30,452		30,452	7.1	
Income Sharing								
Differential tuition	103		1,653	1,756		1,756	0.4	
Graduate growth	1,546		(466)	1,080	1,916	2,996	0.7	
Graduate international growth	0		437	437		437	0.1	
Undergraduate enrolment expansion	0		2,989	2,989		2,989	0.7	
International tuition	0		1,480	1,480		1,480	0.3	
Total income sharing	1,649		6,093	7,742	1,916	9,658	2.2	[3]
Sub-total	320,246	8.2	26,339	346,585	1,916	348,501	81.0	

UNIVERSITY OF WATERLOO
2009/10 Operating Expense Budget

FIN 2009-03-12

	2008/09 Base 09-02-03 \$000	Estimated % Incr (Decr)	\$ Incr (Decr) \$000	2009/10 Base \$000	2009/10 One-Time \$000	2009/10 Total \$000	% of Income	Notes
Academic development fund	1,297			1,297		1,297	0.3	
Access for disabled	589			589		589	0.1	
Base budget adjustment to reflect overhead costs	2,817		858	3,675		3,675	0.9	
Contingency reserve	1,000			1,000		1,000	0.2	
Cooperative academic enhancement	1,000			1,000		1,000	0.2	
Faculty recruitment and retention	1,635			1,635		1,635	0.4	
Insurance	1,441			1,441		1,441	0.3	
Internal financing	449			449		449	0.1	
International fund	958		318	1,276		1,276	0.3	
Interuniversity service teaching	457			457		457	0.1	
Learning infrastructure	1,000			1,000		1,000	0.2	
Leased accommodations	430		(94)	336		336	0.1	
Library acquisitions	6,619		400	7,019		7,019	1.7	
Municipal taxes	1,909			1,909		1,909	0.4	
New initiatives	800			800		800	0.2	
Quality assurance fund	2,653			2,653		2,653	0.6	
Quality improvement fund	750		(26)	724		724	0.2	
Special project fund	550			550		550	0.1	
Utilities	12,040		360	12,400		12,400	2.9	
Sub-total	38,394	4.7	1,816	40,210		40,210	9.3	
Supplies and expenses	58,166		7,431	65,597		65,597	15.2	[4]
Expenditure reduction at 3%			(7,675)	(7,675)		(7,675)	(1.8)	[5]
Gross expenses	416,806	6.7	27,911	444,717	1,916	446,633	103.7	

UNIVERSITY OF WATERLOO
2009/10 Operating Expense Budget

FIN 2009-03-12

	2008/09 Base 09-02-03 \$000	Estimated % Incr (Decr)	\$ Incr (Decr) \$000	2009/10 Base \$000	2009/10 One-Time \$000	2009/10 Total \$000	% of Income	Notes
Total gross expenses carried fwd	416,806	6.7	27,911	444,717	1,916	446,633	103.7	
Cost recoveries and chargeouts	(10,575)			(10,575)		(10,575)	(2.5)	
Manageable allowance	(500)			(500)		(500)	(0.1)	
Estimated net expenses	<u>405,731</u>	<u>6.9</u>	<u>27,911</u>	<u>433,642</u>	<u>1,916</u>	435,558	101.1	
Estimated income						<u>430,632</u>		
Excess income over expenses before 2008/09 one-time funding						(4,926)		
One-time graduate growth funding to be received in 2008/09						<u>2,500</u>		
Excess income over expenses after one-time funding						<u>(2,426)</u>		

SUMMARY OF FUND BALANCE

Estimated fund balance at April 30, 2009	4,594
Add: Excess income over expenses	<u>(2,426)</u>
	<u>2,168</u>

NOTES TO THE 2009/10 OPERATING EXPENSE BUDGET

- [1] The increase to salary and wages includes estimated salary increase costs, ongoing clawback savings on faculty terminations/retirements, net of estimated over F costs, and some smaller salary adjustments.
- [2] Benefit cost increases include estimated increases in employer contributions for extended health, dental coverage, life insurance, CPP, costs for new faculty and staff, and costs associated with salary increases, including pension plan contributions. University pension plan contributions for faculty and staff are approximately 9% of pensionable salary costs which contributes to an overall benefit increase that exceeds the average salary increase.
- [3] The ongoing income sharing balances represent additional amounts available in 2009/10 for distribution. Income sharing for existing programs is allocated to the Faculties on a slip-year basis. Funding for new programs is allocated on a calendar-year basis. New graduate growth allocations were introduced in 2005/06 to recognize growth in intake and overall FTEs. The ongoing cumulative income sharing amounts, including additional amounts for 2009/10, from inception to date, are as follows:

Differential tuition	\$12,255
Graduate expansion (ended 2004/05)	2,727
Graduate growth (started 2005/06)	9,157
Graduate international growth	923
Undergraduate enrolment expansion	21,763
International tuition	<u>15,188</u>
Total	<u>\$62,013</u>

To accommodate growth, academic support units receive supplemental budget increases.

- [4] Increase in supplies and expenses includes the following: an allocation of \$1.4M for emerging programs; transfer of income sharing funds of \$1.6M to non-salary accounts; \$.8M for maintenance of new building construction; \$2.3M of other income sharing items and other miscellaneous items.
- [5] A 3.0% expenditure reduction applies to 65% of the operating budget and is allocated across all academic and academic support units resulting in a savings of \$7.7M.

University of Waterloo Senate Finance Committee
2009-2010 Operating Budget
Supplementary Data

Fall Year One Enrolments and Targets.....	SD1	†
Summary of FTE Undergraduate Enrolment.....	SD2	†
Summary of FTEs Graduate Enrolment	SD3	
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Comparison of Current Budget and BIU Teaching Units.....	SD9	
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Summary of Regular Faculty Appointments	SD11	
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Glossary of Terms.....	SD17	

Major Changes in 2009-10:

A more detailed break-out by program is now displayed in SD1.

Notes:

† The table includes data for the UW Colleges.

Throughout the tables the symbol ° is used to identify terms defined in the Glossary.

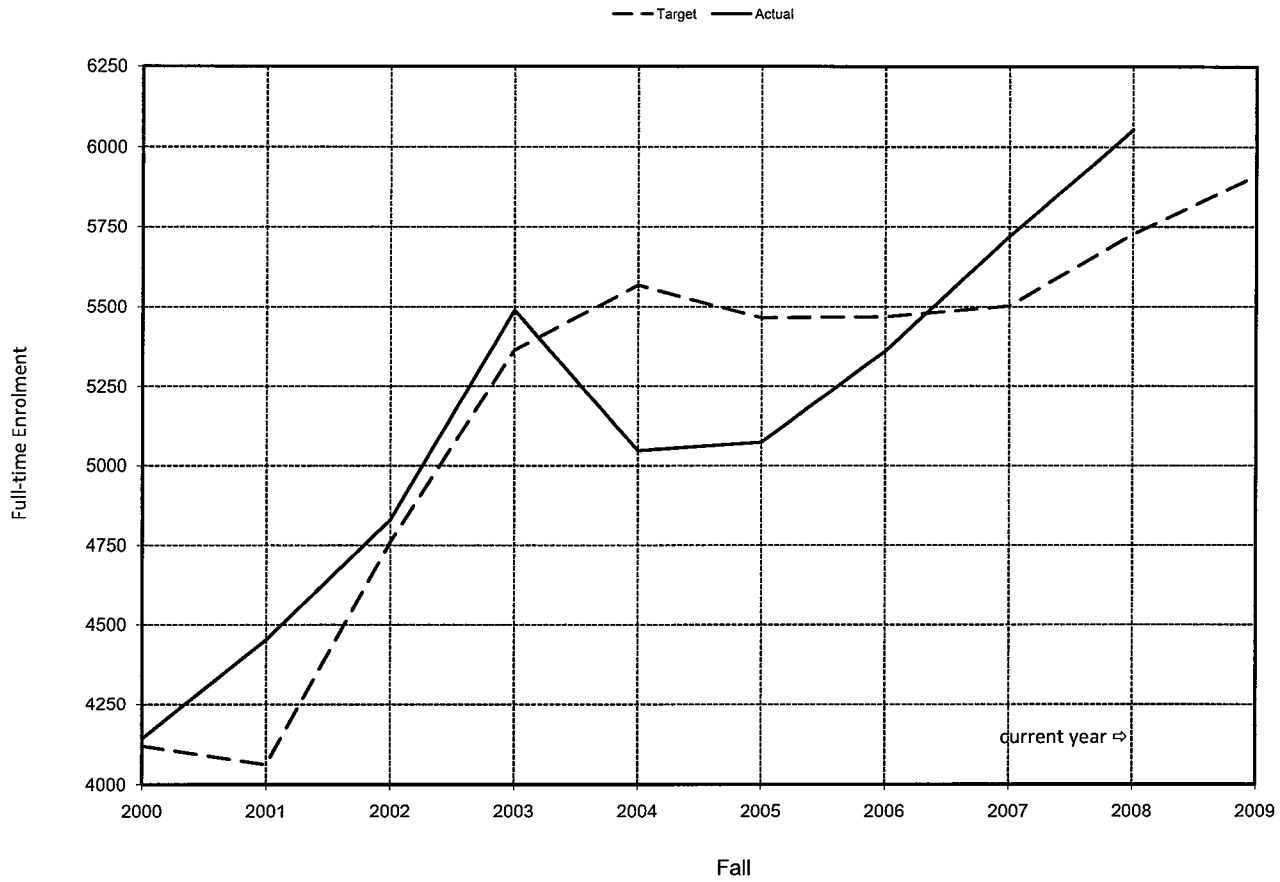
Prepared by: Institutional Analysis & Planning - March 10, 2009

University of Waterloo
Fall Year One Enrolments* and Targets*
as at February 2009 (Including University Colleges)

SD1

		Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2008	Fall 2009			Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2008	Fall 2009
		Actual	Actual	Actual	Target	Actual	Target			Actual	Actual	Actual	Target	Actual	Target
Applied Health Sciences															
Co-op	Health Studies	40	83	61	60	57	56	Environment		51	62	72	64	83	80
	Kinesiology	120	141	135	116	134	134	Co-op	Env & Resource Studies	50	38	81	91	98	100
	Recreation & Leisure St	64	63	50	48	65	65		Environmental St. & Business	40	37	39	56	57	56
		224	287	246	224	256	255		Geography			17	15	15	22
Regular	Health Studies	54	57	51	47	51	51		Geomatics	56	44	52	46	56	60
	Kinesiology	65	68	41	63	52	52	Regular	Urban&Regional Planning	197	181	261	272	309	318
	Recreation & Leisure St	45	41	26	35	22	22		Env & Resource Studies	24	25	38	30	25	25
		164	166	118	145	125	125		Geography	21	17	49	78	44	49
		388	453	364	369	381	380		Geomatics			4	6	6	8
Arts															
Co-op	Accounting & Financial Mgmt	232	183	208	235	289	300		Integrated Studies				40	32	40
	Arts and Business	314	292	371	302	286	286		International Development					40	80
		546	475	579	537	575	586		Urban&Regional Planning	40	51	52	49	59	40
Regular	Arts	781	653	626	700	703	695			85	93	143	203	206	242
	Arts and Business	99	88	84	80	78	77			282	274	404	475	515	560
	Independent Studies	10	6	2	9	1	9	Mathematics							
	Social Development	55	53	71	58	73	70	Co-op	Business	84	63	62	60	70	60
		945	800	783	847	855	851		Chartered Accountancy	57	80	62	55	59	55
		1,491	1,275	1,362	1,384	1,430	1,437		Computer Science	219	256	287	332	356	332
Computing & Financial Mgmt															
Co-op	Computing & Fin Management		44	37	42	39	42		Fin. Analysis & Risk Mgmt					62	50
			44	37	42	39	42		Mathematics	261	306	409	387	439	339
			44	37	42	39	42			621	705	820	834	986	836
Engineering															
Co-op	Architecture	69	88	66	74	83	76	Regular	Computer Science	87	96	94	107	107	111
	Chemical Engineering	125	133	131	133	132	132		Fin. Analysis & Risk Mgmt					35	20
	Civil Engineering	97	122	103	101	112	106		Mathematics	250	262	251	251	269	231
	Computer Engineering	117	137	117	127	132	127			337	358	345	358	411	362
	Electrical Engineering	205	215	214	210	227	211			958	1,063	1,165	1,192	1,397	1,198
	Environmental Engineering	40	44	37	41	50	50	Science							
	Geological Engineering	20	17	24	17	18	17	Co-op	Chartered Accountancy	6	19	12	10	13	10
	Management Sciences			81	61	67	62		Life Sciences	138	182	188	175	177	175
	Mechanical Engineering	184	196	187	193	194	198		Physical Sciences	59	62	66	72	67	70
	Mechatronics	117	111	113	110	123	110		Science	23	26	22	25	37	25
	Nanotechnology Engineering	107	112	109	110	109	111		Science & Business	48	80	96	80	78	100
	Systems Design	86	86	82	92	95	94			274	369	384	362	372	380
		1,167	1,261	1,264	1,269	1,342	1,294	Regular	Life Sciences	197	258	305	252	238	255
		1,167	1,261	1,264	1,269	1,342	1,294		Physical Sciences	21	26	14	26	20	27
Notes:															
The report includes full-time 1A and 1B students registered in the fall term only. Students admitted in the winter and spring; ESL students and new admits to non-degree are excluded.															
University College students are included in the Faculties of Arts and Mathematics. Bachelor of Social Work, Optometry and Pharmacy are excluded as they are 2nd entry programs.															
Totals may not add due to rounding.															
* Term is defined in Glossary.															
Total Fall Year One															
Co-op		3,138	3,442	3,701	3,652	3,997	3,823	Co-op	Software Engineering	109	120	110	112	118	112
Regular		1,925	1,912	2,018	2,075	2,056	2,088			109	120	110	112	118	112
		5,063	5,354	5,719	5,727	6,053	5,911			109	120	110	112	118	112

University of Waterloo Fall Year One Enrolments° and Targets°



Source: Undergraduate Forecast - Institutional Analysis & Planning
 Prepared by: Institutional Analysis & Planning

University of Waterloo
Summary of Undergraduate FTEs*
 as at February 2009 (Including University Colleges)

	05.06 Actual	06.07 Actual	07.08 Actual	08.09 Forecast	08.09 Actual	09.10 Forecast
Full-Time						
Regular						
Applied Health Sciences	963	964	845	813	823	772
Arts	5,223	5,170	5,022	4,853	4,879	4,872
Engineering	197	209	236	212	231	212
Environment	614	582	586	678	662	803
Interdisciplinary Studies	4					
Mathematics	1,939	1,966	1,957	1,976	2,091	2,153
Renison	62	92	88	93	107	102
Science	2,505	2,646	2,746	2,754	2,731	2,712
	11,507	11,629	11,480	11,379	11,524	11,626
Co-op						
Applied Health Sciences	589	650	653	603	690	659
Arts	1,166	1,187	1,321	1,320	1,398	1,454
Computing & Financial M		42	49	79	72	84
Engineering	3,661	3,946	4,108	4,143	4,207	4,377
Environment	530	541	656	675	745	787
Mathematics	2,484	2,520	2,600	2,790	2,845	2,899
Science	805	881	994	974	1,064	1,099
Software Engineering	369	365	346	341	346	369
	9,604	10,132	10,727	10,925	11,367	11,728
Part-Time						
On-Campus	399	411	440	388	422	399
Distance Education	679	646	585	614	517	600
	1,078	1,057	1,025	1,002	939	999
Faculties						
Applied Health Sciences	1,552	1,614	1,498	1,415	1,514	1,430
Arts	6,389	6,356	6,343	6,173	6,277	6,326
Computing & Financial M		42	49	79	72	84
Engineering	3,859	4,154	4,344	4,355	4,439	4,589
Environment	1,144	1,124	1,242	1,353	1,407	1,590
Interdisciplinary Studies	4					
Mathematics	4,423	4,485	4,557	4,767	4,936	5,052
Renison	62	92	88	93	107	102
Science	3,310	3,527	3,741	3,728	3,795	3,810
Software Engineering	369	365	346	341	346	369
	21,112	21,759	22,208	22,304	22,893	23,352

Notes:

Monitoring of the accuracy of the undergraduate forecast over the past decade indicates that the forecast underestimates enrolment by about 1.5%. Adjusted 09.10 enrolments are: Total 23,702 Co-op 11,902 Part-Time 1,014. Income projections are similarly adjusted.

Renison data are Bachelor of Social Work.

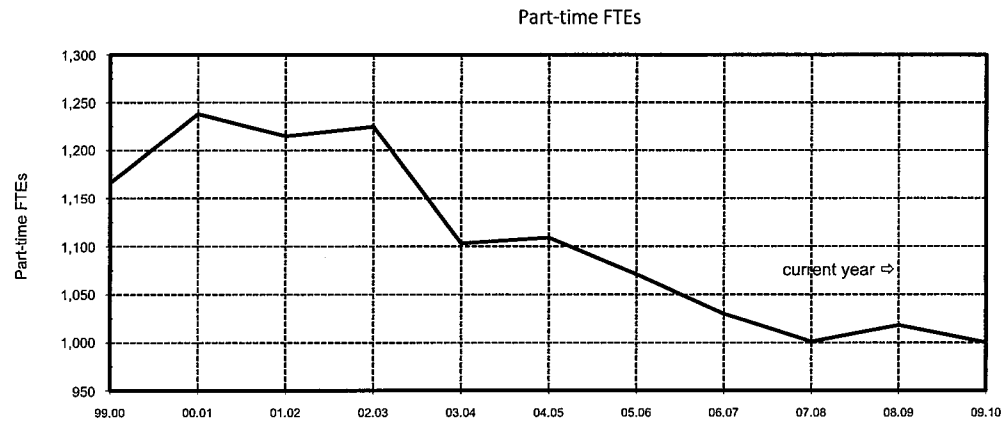
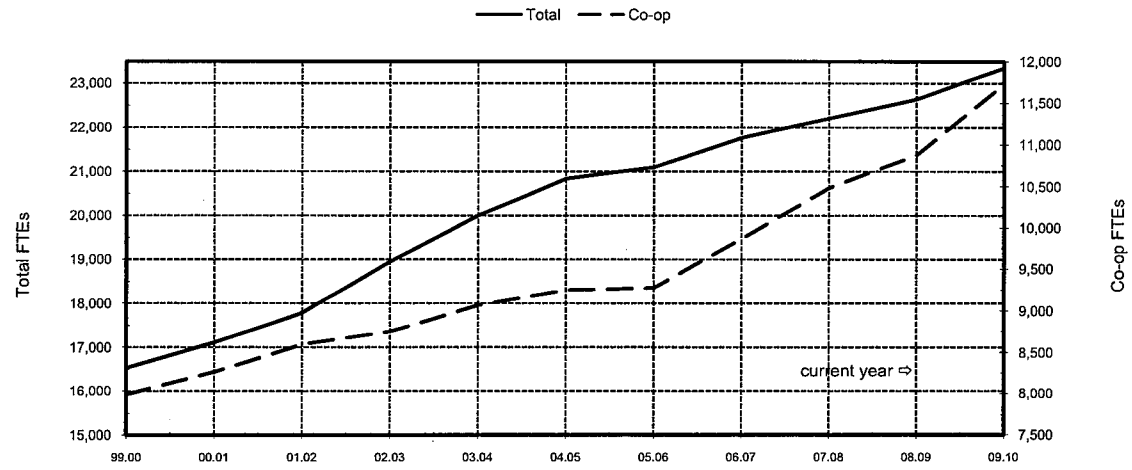
Totals may not add due to rounding.

* Term is defined in Glossary.

Source: Undergraduate Forecast - Institutional Analysis & Planning

Prepared by: Institutional Analysis & Planning

University of Waterloo
Summary of Undergraduate FTEs°
 Undergraduate Enrolment



Source: Undergraduate Forecast - Institutional Analysis & Planning
 Prepared by: Institutional Analysis & Planning

University of Waterloo
 Summary of FTE Graduate Enrolment^o
 as at February 2009 (Including University Colleges)

	05.06 Actuals	06.07 Actuals	07.08 Actuals	08.09 Forecast	08.09 Prelim	09.10 Forecast
Master's						
Applied Health Sciences	53	75	132	172	171	182
Arts	267	263	317	384	351	399
Engineering	516	535	638	690	774	835
Environment	97	115	143	161	169	164
Mathematics	214	214	219	243	242	287
Optometry	18	16	17	24	17	12
Science	170	178	199	203	193	195
Theology	0	14	13	13	14	14
Total	1,334	1,409	1,679	1,890	1,931	2,087
Doctoral						
Applied Health Sciences	63	74	78	78	84	89
Arts	127	143	180	210	208	221
Engineering	424	473	513	550	540	582
Environment	42	47	52	55	64	72
Mathematics	213	239	249	245	251	255
Optometry	19	19	21	18	21	15
Science	189	190	234	248	245	251
Total	1,078	1,186	1,328	1,404	1,413	1,484
Grand Total	2,412	2,595	3,007	3,294	3,344	3,572

Notes:

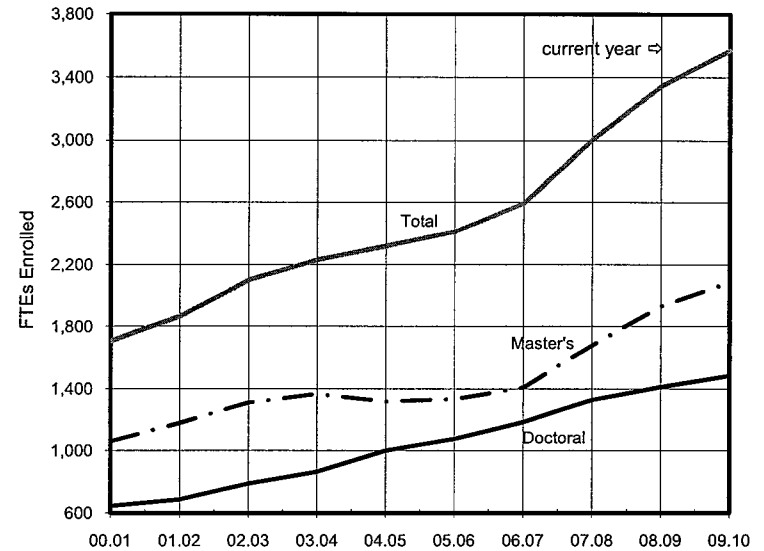
Graduate FTE enrolment in 2008.09 increased by 11.2% and is projected to increase 6.8% in 2009.2010.
 In 2005.06 Architecture moved from Environment to Engineering. In 2006.07 the Centre for Business, Entrepreneurship and Technology moved to Engineering. Historical data are restated.
 Master's enrolment includes non-degree, diploma, certificate programs and Year 1 of 3-Year PhD.
 Doctoral enrolment includes students in year two and beyond of 3-year PhD programs.
 Students enrolled in the former full-cost recovery Masters programs are included and actual historical data are restated.

Totals may not add due to rounding.

^o Term is defined in the Glossary.

Source: Graduate Forecast - Institutional Analysis & Planning
 Prepared by: Institutional Analysis & Planning

Graduate Enrolment



University of Waterloo
Historical and Projected BIU Teaching Units°
by Faculty (Including University Colleges)

Total BTUs										Prelim	Projected
	00.01	01.02	02.03	03.04	04.05	05.06	06.07	07.08	08.09	09.10	
Appl. Hlth. Sci.	1,422	1,346	1,395	1,591	1,783	1,945	2,059	2,242	2,441	2,389	
Arts	9,104	9,677	10,370	10,699	11,118	11,267	11,846	12,213	12,525	12,823	
Engineering	7,131	7,542	7,765	8,092	8,413	8,854	9,765	10,886	11,537	12,107	
Environment	1,650	1,644	1,877	1,809	1,921	1,971	2,137	2,282	2,581	2,910	
Mathematics	6,216	7,038	7,464	7,819	8,192	8,025	8,093	8,193	8,412	9,032	
Science	5,249	5,277	5,742	6,360	6,651	6,796	7,125	7,439	7,812	7,899	
Social Work (BSW)	63	65	68	68	73	96	135	129	168	157	
Theology	0	0	0	0	0	0	17	33	42	33	
Total	30,836	32,590	34,681	36,438	38,152	38,955	41,177	43,416	45,518	47,350	

Undergraduate BTUs										Year One Enrolment°			
	00.01	01.02	02.03	03.04	04.05	05.06	06.07	07.08	Prelim 08.09	Projected 09.10	Actual Fall 07	Actual Fall 08	Target° F09 & beyond
Appl. Hlth. Sci.	1,124	1,054	1,080	1,206	1,345	1,487	1,482	1,433	1,485	1,393	364	381	380
Arts	7,953	8,549	9,235	9,697	10,228	10,330	10,628	10,546	10,628	10,813	1,381	1,450	1,458
Engineering	5,432	5,402	5,373	5,520	5,923	6,294	6,889	7,543	7,796	8,042	1,319	1,401	1,350
Environment	1,155	1,165	1,417	1,385	1,461	1,526	1,604	1,596	1,741	2,092	404	515	560
Mathematics	5,442	6,156	6,435	6,752	7,133	6,916	6,971	6,977	7,101	7,655	1,239	1,476	1,275
Science	4,287	4,255	4,641	5,238	5,530	5,630	5,928	6,050	6,418	6,493	1,013	831	888
Social Work (BSW)	63	65	68	68	73	96	135	129	168	157			
Total	25,455	26,645	28,248	29,866	31,693	32,279	33,637	34,272	35,336	36,645	5,719	6,053	5,911

Graduate BIUs										Prelim	Projected	% Change	% Change	Estimated
	00.01	01.02	02.03	03.04	04.05	05.06	06.07	07.08	08.09	09.10	in 07.08	in 08.09	in 09.10	
Appl. Hlth. Sci.	298	293	315	385	438	458	577	809	955	997	40.3%	18.1%	4.3%	
Arts	1,152	1,128	1,135	1,002	891	937	1,218	1,667	1,897	2,010	36.8%	13.8%	5.9%	
Engineering	1,699	2,140	2,392	2,572	2,490	2,560	2,877	3,343	3,741	4,065	16.2%	11.9%	8.6%	
Environment	495	480	460	423	459	445	533	686	840	817	28.7%	22.5%	-2.7%	
Mathematics	774	881	1,030	1,068	1,060	1,109	1,122	1,216	1,311	1,377	8.4%	7.8%	5.1%	
Science	963	1,022	1,101	1,121	1,121	1,167	1,197	1,389	1,395	1,406	16.1%	0.4%	0.8%	
Theology	0	0	0	0	0	0	17	33	42	33		26.8%	-23.2%	
Total	5,381	5,945	6,433	6,572	6,459	6,676	7,541	9,144	10,182	10,704	21.3%	11.4%	5.1%	

Actual BTUs are based on undergraduate courses taught and graduate enrolments. 2008.09 BTUs are based on estimated 2008.09 undergraduate courses taught and final graduate enrolment data. Projected BTUs are based on forecasted enrolments and historical BTUs generated per FTE registered.

Fall year one enrolment excludes new year one admits for winter and spring, ESL students, new admits to non-degree programs and students admitted to second-entry programs.

Undergraduate BTUs in Computing and Financial Management and Software Engineering are credited to the Faculty instructing the students.

In 2005.06, Architecture moved from Environment to Engineering, and Independent Studies and Interdisciplinary Studies moved to Arts. In 2006.07 the Centre for Business, Entrepreneurship and Technology moved to Engineering. Historical data are restated.

Graduate BIUs include students in the former full-cost recovery programs and exclude ineligible international students.

Social Work (BSW) and Theology are included in the report in order to incorporate all programs at the University Colleges.

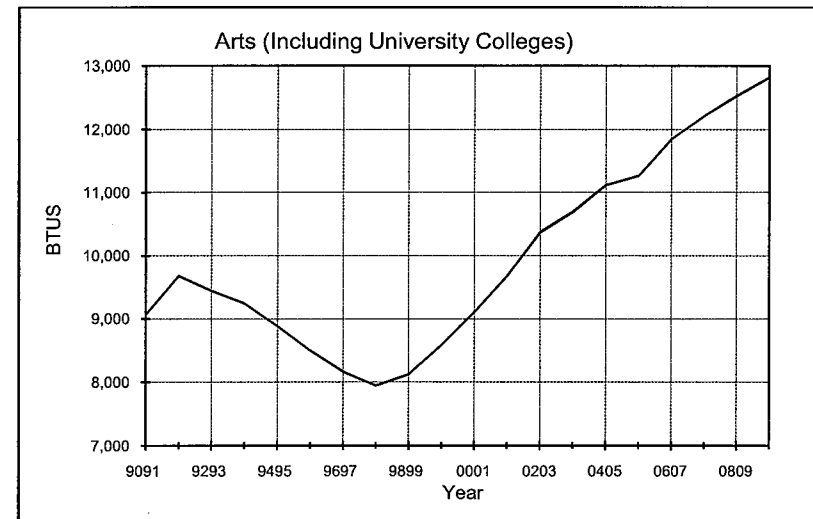
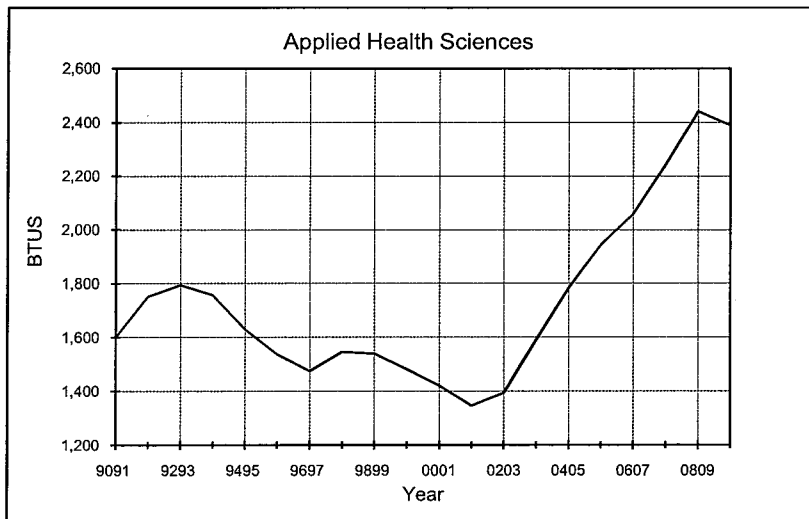
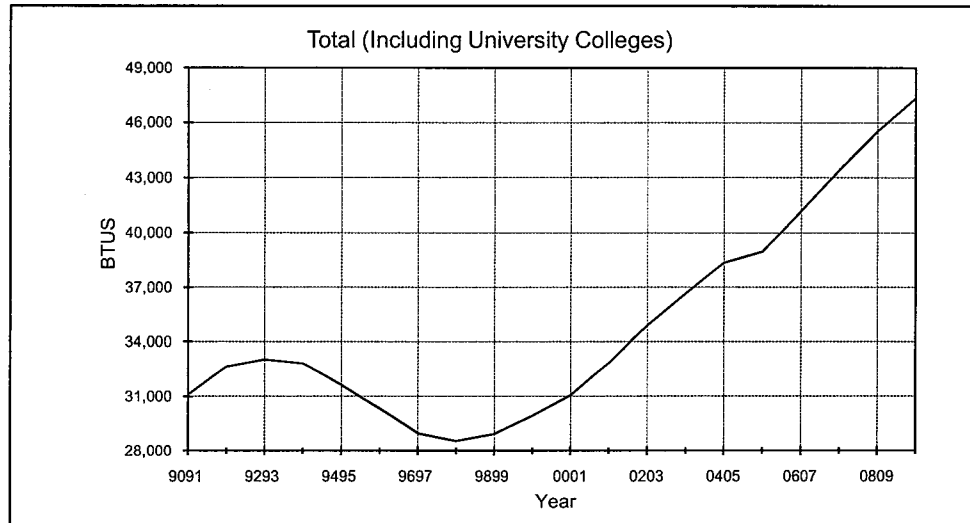
Totals may not add due to rounding.

Sources: Undergraduate and Graduate Forecasts, BTU Table - Institutional Analysis & Planning

Prepared by: Institutional Analysis & Planning

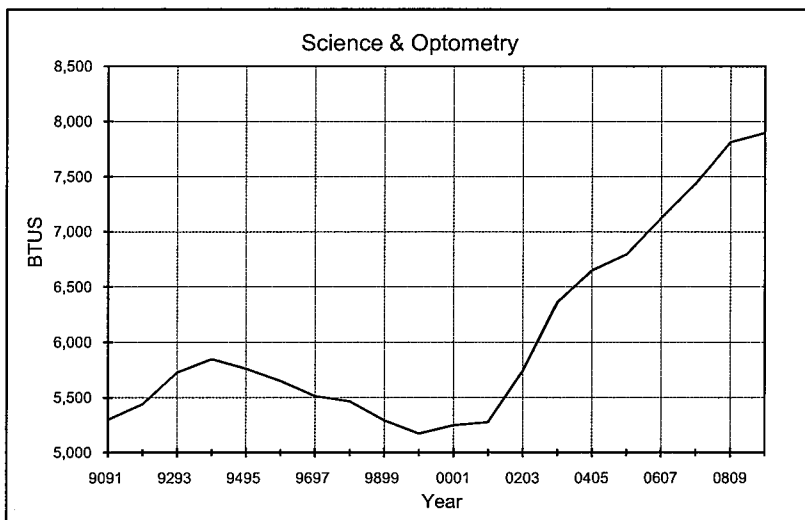
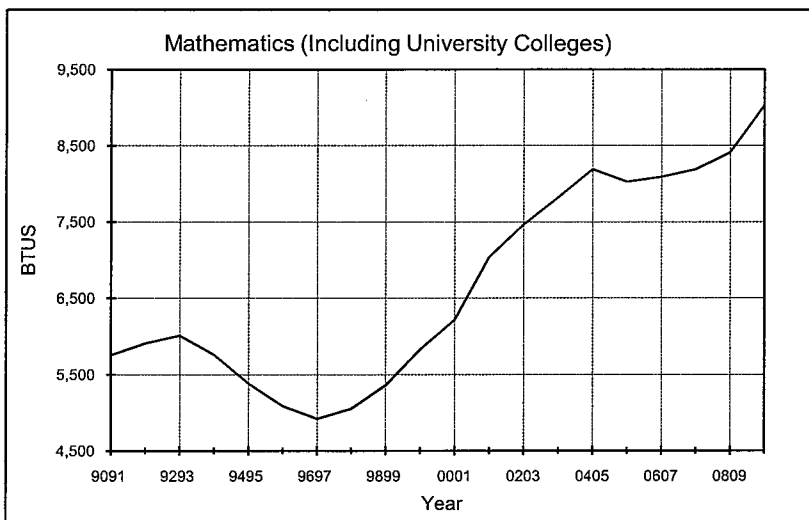
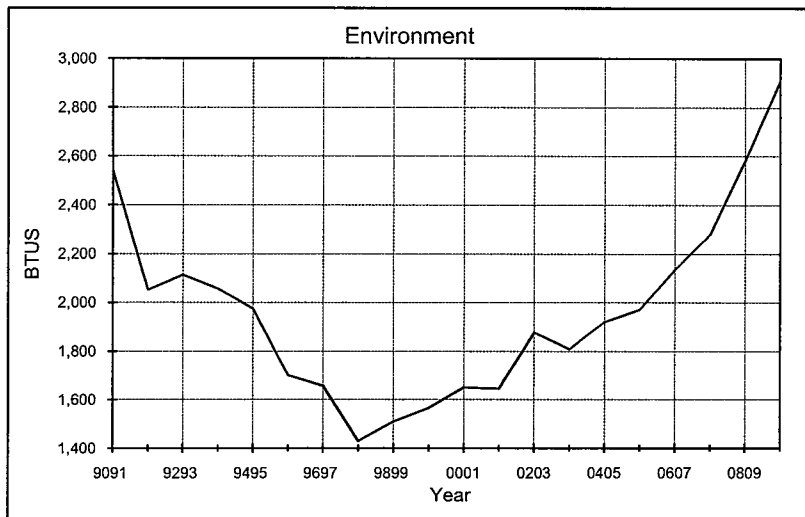
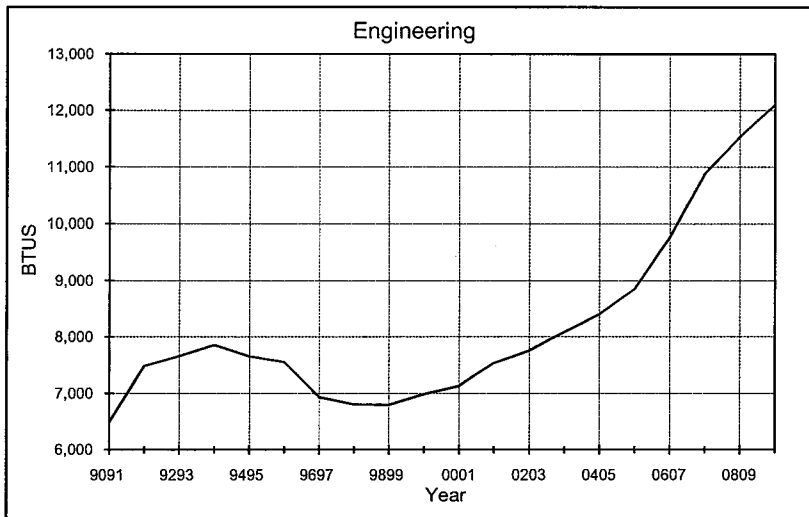
University of Waterloo
 Historical and Projected BIU Teaching Units
 February 2009

SDS



2008.09 BTUs are based on estimated 2008.09 undergraduate courses taught and final graduate enrolment. 2009.10 BTUs are based on projected enrolments. Undergraduate BTUs in Computing and Financial Management and Software Engineering are credited to the Faculty instructing the students. Graduate BTUs include students in the former full-cost recovery programs and exclude ineligible international students. In 2005.06 Independent Studies and Interdisciplinary Studies moved to Arts. Historical data are restated.

University of Waterloo
 Historical and Projected BIU Teaching Units
 February 2009



2008.09 BTUs are based on estimated 2008.09 undergraduate courses taught and final graduate enrolment. 2009.10 BTUS are based on projected enrolments. Undergraduate BTUs in Computing and Financial Management and Software Engineering are credited to the Faculty instructing the students. Graduate BTUs include students in the former full-cost recovery programs and exclude ineligible international students. In 2005.06 Architecture moved from Environment to Engineering. In 2006.07 the Centre for Business, Entrepreneurship and Technology moved to Engineering. Historical data are restated.

University of Waterloo
Summary of Home Enrolment And Teaching Activity Indicators
 by Faculty (Excluding UW Colleges)

		2004.05	2005.06	2006.07	2007.08	2008.09
Applied Health Studies						
Undergraduate	Fall Year One	391	388	453	364	381
	Home Enrolled FTEs°	1,476	1,552	1,614	1,498	1,514
	FTEs Taught°	884	996	1,005	981	1,016
Masters FTEs°		56	53	75	132	171
Doctoral FTEs°		52	63	74	78	84
BIU Teaching Units°		1,783	1,945	2,059	2,242	2,441
Arts						
Undergraduate	Fall Year One	1,203	1,264	1,120	1,192	1,262
	Home Enrolled FTEs	5,012	5,240	5,286	5,337	5,319
	FTEs Taught	6,711	6,677	6,980	7,050	7,091
Masters FTEs		263	267	263	317	351
Doctoral FTEs		121	127	143	180	208
BIU Teaching Units		8,715	8,719	9,299	9,797	10,104
Engineering						
Undergraduate	Fall Year One	1,175	1,222	1,321	1,319	1,401
	Home Enrolled FTEs	3,926	4,043	4,337	4,517	4,611
	FTEs Taught	2,985	3,183	3,500	3,845	3,968
Masters FTEs		503	516	535	638	774
Doctoral FTEs		372	424	473	513	540
BIU Teaching Units°		8,413	8,854	9,765	10,886	11,537
Environment						
Undergraduate	Fall Year One	270	282	274	404	515
	Home Enrolled FTEs	1,108	1,144	1,124	1,243	1,407
	FTEs Taught	911	943	984	1,029	1,142
Masters FTEs		97	97	115	143	169
Doctoral FTEs		39	42	47	52	64
BIU Teaching Units		1,921	1,971	2,137	2,282	2,581
Mathematics						
Undergraduate	Fall Year One	941	935	1,081	1,178	1,413
	Home Enrolled FTEs	4,500	4,306	4,420	4,494	4,884
	FTEs Taught	4,203	4,059	4,192	4,257	4,502
Masters FTEs		215	214	214	219	242
Doctoral FTEs		210	213	239	249	251
BIU Teaching Units°		7,996	7,824	7,882	7,986	8,216

University of Waterloo
Summary of Home Enrolment And Teaching Activity Indicators
 by Faculty (Excluding UW Colleges)

		2004.05	2005.06	2006.07	2007.08	2008.09
Optometry						
Undergraduate	Fall Year One	0	0	0	0	0
	Home Enrolled FTEs	299	319	347	363	378
	FTEs Taught	304	324	350	365	384
Masters FTEs		20	18	16	17	17
Doctoral FTEs		17	18	19	21	21
BIU Teaching Units		997	1,055	1,126	1,191	1,237
Science, including Pharmacy						
Undergraduate	Fall Year One	746	668	864	1,013	831
	Home Enrolled FTEs	2,973	2,991	3,180	3,378	3,417
	FTEs Taught	2,782	2,782	2,986	3,073	3,194
Masters FTEs		164	170	178	199	193
Doctoral FTEs		192	189	190	234	245
BIU Teaching Units*		5,654	5,742	5,999	6,248	6,575
Total						
Undergraduate	Fall Year One	4,725	4,758	5,113	5,469	5,802
	Home Enrolled FTEs	19,293	19,596	20,308	20,829	21,529
	FTEs Taught	18,779	18,963	19,998	20,599	21,297
Masters FTEs		1,317	1,334	1,395	1,666	1,916
Doctoral FTEs		1,002	1,078	1,186	1,328	1,413
BIU Teaching Units		35,480	36,110	38,267	40,632	42,691

2008.09 BIU Teaching Units (BTUs) and FTEs Taught are based on estimated 2008.09 undergraduate courses taught and final graduate enrolment data.

Graduate BIUs include students in the former full-cost recovery programs and exclude ineligible international students.

Undergraduate BTUs and FTEs Taught in Computing and Financial Management and Software Engineering are credited to the Faculty instructing the students.

Computing and Financial Management Fall Year One and Home Enrolled FTEs are shown equally in Math and Arts.

Software Engineering Fall Year One and Home Enrolled FTEs are shown equally in Math and Engineering.

In 2005.06 Architecture moved from Environment to Engineering and Independent Studies and Interdisciplinary Studies moved to Arts.

In 2006.07 the Centre for Business, Entrepreneurship and Technology moved to Engineering.

Historical BTUs have been restated.

Totals may not add due to rounding.

* Term is defined in the Glossary.

Sources: Various student databases - Institutional Analysis & Planning

Prepared by: Institutional Analysis & Planning

SD8

SD9

University of Waterloo
 Comparison of Current Budget[°] and BIU Teaching Units[°]
 As of February 2009 (Excluding University Colleges)

	Applied Health Sciences	Arts	Engineering	Environment	Mathematics	Optometry	Science	Total
Budgets[°] in \$000								
2004.05	7,249	25,924	33,284	6,964	29,900	4,124	19,659	127,105
2005.06	7,858	28,571	36,965	7,396	32,063	4,590	20,568	138,010
2006.07	8,968	30,767	42,144	7,850	33,768	5,177	22,515	151,188
2007.08	9,279	33,233	45,093	7,934	34,747	5,530	23,973	159,789
2008.09	9,390	37,165	51,180	8,231	36,205	5,862	25,904	173,938
Budgets in 2008.09 \$000								
2004.05	9,968	35,647	45,768	9,575	41,114	5,671	27,033	174,775
2005.06	9,873	35,900	46,448	9,293	40,288	5,768	25,844	173,415
2006.07	10,387	35,635	48,813	9,092	39,111	5,996	26,078	175,112
2007.08	10,018	35,879	48,683	8,565	37,513	5,970	25,881	172,509
2008.09	9,390	37,165	51,180	8,231	36,205	5,862	25,904	173,938
BIU Teaching Units (BTUs)[°]								
2004.05	1,783	8,715	8,413	1,921	7,996	997	5,654	35,480
2005.06	1,945	8,719	8,854	1,971	7,824	1,055	5,742	36,110
2006.07	2,059	9,299	9,765	2,137	7,882	1,126	5,999	38,267
2007.08	2,242	9,797	10,886	2,282	7,986	1,191	6,248	40,632
2008.09	2,441	10,104	11,537	2,581	8,216	1,237	6,575	42,691
Budget \$ per BIU Teaching Unit								
2004.05	5,590	4,090	5,440	4,985	5,142	5,688	4,781	4,926
2005.06	5,077	4,117	5,246	4,714	5,149	5,469	4,501	4,802
2006.07	5,045	3,832	4,999	4,255	4,962	5,326	4,347	4,576
2007.08	4,468	3,662	4,472	3,754	4,697	5,014	4,142	4,246
2008.09	3,847	3,678	4,436	3,189	4,407	4,741	3,940	4,074
Budget \$ per BIU Teaching Unit Comparison of Faculties to UW Average								
2004.05	1.135	0.830	1.104	1.012	1.044	1.155	0.971	1.000
2005.06	1.057	0.857	1.092	0.982	1.072	1.139	0.937	1.000
2006.07	1.103	0.837	1.092	0.930	1.084	1.164	0.950	1.000
2007.08	1.052	0.863	1.053	0.884	1.106	1.181	0.976	1.000
2008.09	0.944	0.903	1.089	0.783	1.082	1.163	0.967	1.000

Notes:

2008.09 is the ongoing operating budget as reported to the Board of Governors in February 2009.
 Prior years' budget totals have been adjusted to 2008.09 levels based upon the changes in Total University Operating Income[°].
 Graduate BIUs include students in the former full-cost recovery programs and exclude ineligible international students.
 2008.09 BIU Teaching Units (BTUs) are based on estimated 2008.09 undergraduate courses taught and final graduate enrolment data.
 Computing and Financial Management and Software Engineering are credited to the Faculty instructing the students.
 In 2005.06 Architecture moved from Environment to Engineering and Independent Studies and Interdisciplinary Studies moved to Arts.
 In 2006.07 the Centre for Business, Entrepreneurship and Technology moved to Engineering.
 Historical data are restated.

[°] Term is defined in the Glossary.

Sources: Operating budgets - Finance; BTU Table - Institutional Analysis & Planning
 Prepared by: Institutional Analysis & Planning

University of Waterloo
Comparison of BIU Teaching Units^o per FTE Faculty^o (Excluding University Colleges)

SD10

Year	Applied Health Sciences	Arts	Engineering	Environment	Mathematics	Optometry	Science	Total
FTE Faculty								
2003.04	42.0	211.4	195.5	45.4	168.8	30.5	103.8	797.6
2004.05	45.6	223.9	208.4	46.1	180.5	30.8	109.1	844.4
2005.06	49.4	230.1	216.9	48.6	189.9	31.3	112.8	879.0
2006.07	48.7	236.4	227.5	49.1	193.6	35.1	123.7	914.0
2007.08	49.3	252.8	243.6	50.4	191.1	37.1	131.0	955.3
BIU Teaching Units (BTUs)								
2003.04	1,591	8,303	8,092	1,809	7,622	921	5,439	33,775
2004.05	1,783	8,715	8,413	1,921	7,996	997	5,654	35,480
2005.06	1,945	8,719	8,854	1,971	7,824	1,055	5,742	36,110
2006.07	2,059	9,299	9,765	2,137	7,882	1,126	5,999	38,267
2007.08	2,242	9,797	10,886	2,282	7,986	1,191	6,248	40,632
Teaching Ratios (BTUs per FTE Faculty)								
2003.04	37.8	39.3	41.4	39.8	45.1	30.2	52.4	42.3
2004.05	39.1	38.9	40.4	41.7	44.3	32.4	51.8	42.0
2005.06	39.3	37.9	40.8	40.5	41.2	33.7	50.9	41.1
2006.07	42.3	39.3	42.9	43.5	40.7	32.1	48.5	41.9
2007.08	45.5	38.8	44.7	45.3	41.8	32.1	47.7	42.5
Faculty Teaching Ratios Compared with the UW Average								
2003.04	0.89	0.93	0.98	0.94	1.07	0.71	1.24	1.00
2004.05	0.93	0.93	0.96	0.99	1.05	0.77	1.23	1.00
2005.06	0.96	0.92	0.99	0.99	1.00	0.82	1.24	1.00
2006.07	1.01	0.94	1.02	1.04	0.97	0.77	1.16	1.00
2007.08	1.07	0.91	1.05	1.07	0.98	0.76	1.12	1.00

Notes:

Graduate BIUs include students in the former full-cost recovery programs and exclude ineligible international students.
2008.09 BIU Teaching Units (BTUs) are based on estimated 2008.09 undergraduate courses taught and final graduate enrolment data.
In 2005.06 Architecture moved from Environment to Engineering and Independent Studies and Interdisciplinary Studies moved to Arts.
In 2006.07 the Centre for Business, Entrepreneurship and Technology moved to Engineering.
Teaching ratios for Optometry are lower than for other departments due to the number of faculty required for clinical teaching.
Clinical teaching requires student:faculty ratios of 2:1 or 3:1.

^o Term is defined in the Glossary.

Sources : UW Financial Statements, various years - Finance; FTE Faculty - Human Resources Mgmt System; BTU Table - Institutional Analysis & Planning
Prepared by: Institutional Analysis & Planning

University of Waterloo
Summary of Regular Faculty Appointments (Excluding University Colleges)

	Number of Full-Time Faculty				Total	Percentage of Total Salary Dollars				Total Full-Time Faculty Salary Costs (000)	Average Nominal Salary
	Tenured	Probationary	Continuing	Definite		Tenured	Probationary	Continuing	Definite		
Applied Health Sciences											
2004/2005	32	16	1	2	51	71%	24%			\$ 4,836	\$ 94,826
2005/2006	32	15	3	2	52	71%	22%			\$ 5,095	\$ 97,990
2006/2007	33	13	3	1	50	75%	19%			\$ 5,183	\$ 103,660
2007/2008	30	18	3	1	52	67%	27%			\$ 5,506	\$ 105,881
2008/2009	30	18	2	3	53	67%	27%			\$ 5,794	\$ 109,328
Arts											
2004/2005	147	49	2	15	213	77%	18%	5%		\$ 20,286	\$ 95,238
2005/2006	153	46	2	15	216	78%	16%	5%		\$ 21,409	\$ 99,117
2006/2007	153	46	4	10	213	78%	17%	3%		\$ 22,172	\$ 104,093
2007/2008	151	63	5	12	231	73%	21%	4%		\$ 24,753	\$ 107,157
2008/2009	152	69	5	13	239	71%	23%	4%		\$ 26,743	\$ 111,897
Engineering											
2004/2005	144	54	3	10	211	74%	22%	3%		\$ 22,086	\$ 104,675
2005/2006	151	56	3	8	218	75%	22%	3%		\$ 24,005	\$ 110,113
2006/2007	155	58	4	12	229	73%	21%	4%		\$ 26,374	\$ 115,168
2007/2008	170	61	3	15	249	74%	21%	5%		\$ 29,964	\$ 120,337
2008/2009	171	70	3	17	261	72%	22%	5%		\$ 32,613	\$ 124,955
Environment											
2004/2005	36	10	0	0	46	85%	15%			\$ 4,478	\$ 97,353
2005/2006	34	11	0	1	46	82%	16%			\$ 4,567	\$ 99,285
2006/2007	35	10	0	0	45	85%	15%			\$ 4,663	\$ 103,618
2007/2008	34	11	0	2	47	80%	16%			\$ 4,915	\$ 104,568
2008/2009	35	15	0	4	54	74%	20%			\$ 5,731	\$ 106,124
Mathematics											
2004/2005	111	50	8	14	183	69%	22%	4%	5%	\$ 18,895	\$ 103,252
2005/2006	113	62	8	16	199	66%	26%	3%	5%	\$ 21,235	\$ 106,711
2006/2007	115	60	10	12	197	67%	25%	4%	4%	\$ 22,010	\$ 111,726
2007/2008	121	51	12	13	197	70%	21%	5%	4%	\$ 22,877	\$ 116,127
2008/2009	126	44	12	15	197	72%	18%	5%	5%	\$ 23,838	\$ 121,005
Optometry											
2004/2005	16	1	8	4	29	58%		28%		\$ 2,810	\$ 96,889
2005/2006	15	3	8	3	29	56%		29%		\$ 2,966	\$ 102,273
2006/2007	16	5	7	3	31	56%		23%		\$ 3,450	\$ 111,274
2007/2008	16	5	7	2	30	58%		23%		\$ 3,549	\$ 118,307
2008/2009	16	5	6	4	31	57%		19%		\$ 3,821	\$ 123,267
Science (excl. Optometry)											
2004/2005	80	24	3	10	117	76%	16%		6%	\$ 11,219	\$ 95,891
2005/2006	77	29	3	13	122	72%	19%		7%	\$ 11,978	\$ 98,182
2006/2007	81	32	2	12	127	71%	20%		7%	\$ 13,140	\$ 103,467
2007/2008	87	34	6	10	137	71%	20%	3%	6%	\$ 14,721	\$ 107,450
2008/2009	88	38	6	8	140	71%	21%	3%	4%	\$ 15,729	\$ 112,347
Total											
2004/2005	566	204	25	55	850	74%	19%	3%	5%	\$ 84,611	\$ 99,542
2005/2006	575	222	27	58	882	72%	20%	3%	5%	\$ 91,256	\$ 103,465
2006/2007	588	224	30	50	892	73%	20%	3%	4%	\$ 96,991	\$ 108,734
2007/2008	609	243	36	55	943	72%	21%	3%	4%	\$ 106,284	\$ 112,709
2008/2009	618	259	34	64	975	71%	21%	3%	5%	\$ 114,269	\$ 117,199

Notes:

Full-time faculty as at April 30 of the year. Includes Faculty Deans but excludes Dean of Graduate Studies.

Excludes those on less than 100% load except leaves where the faculty member receives full salary. Excludes full-time senior administrators.

In 2005.06 Architecture moved from Environment to Engineering and Independent Studies and Interdisciplinary Studies moved to Arts.

In 2006.07 the Centre for Business, Entrepreneurship and Technology moved to Engineering.

Percentage of total salary dollars figures have been suppressed where the count is less than 6 to ensure confidentiality.

This summary differs from SD12 as this report does not include open positions but does include definite term appointments.

University of Waterloo
Faculty Complement by Department
(Including Open Positions)

	September 2004	September 2005	September 2006	September 2007	September 2008
Applied Health Sciences					
Health Studies & Gerontology	12.0	14.0	14.8	15.2	17.2
Kinesiology	19.0	19.0	19.0	19.0	19.0
Recreation & Leisure Studies	14.0	14.0	14.0	14.0	14.0
	<u>45.0</u>	<u>47.0</u>	<u>47.8</u>	<u>48.2</u>	<u>50.2</u>
Arts					
Accounting & Finance, School of	24.0	24.0	28.7	28.2	32.7
Anthropology	5.0	5.0	5.0	5.0	6.0
Classical Studies	6.0	6.0	6.0	6.0	7.0
Dean's Office	4.5	5.5	3.0	3.0	1.0
Drama & Speech Communication	7.0	8.0	10.0	10.5	14.8
Economics	23.0	24.0	25.0	26.5	28.1
English Language & Literature	20.0	22.0	22.0	22.0	22.0
Fine Arts	8.0	8.0	8.0	8.0	8.0
French Studies	9.0	9.0	9.0	9.0	9.0
Germanic & Slavic Studies	10.0	10.0	10.0	10.0	11.0
History	12.4	11.4	14.0	14.0	15.0
Philosophy	13.0	12.0	12.0	12.0	12.0
Political Science	12.6	13.6	14.0	16.0	16.4
Psychology	34.0	34.0	36.3	37.8	38.6
Religious Studies	1.0	1.0	1.0	1.0	1.0
Sociology	13.0	13.5	13.5	13.5	13.5
Spanish & Latin American Studies	4.0	4.0	4.0	4.0	4.0
	<u>206.5</u>	<u>211.0</u>	<u>221.5</u>	<u>226.5</u>	<u>240.1</u>
Engineering					
Architecture, School of *	17.0	17.0	19.0	19.0	19.0
CBET *	N/A	N/A	1.5	2.5	2.0
Chemical	26.0	26.0	26.0	28.0	32.0
Civil & Environmental	29.0	31.0	32.0	32.3	33.3
Dean's Office	4.0	4.0	4.0	4.0	4.0
Electrical & Computer	69.0	69.0	72.0	78.0	78.0
Management Sciences	16.0	16.0	17.0	17.3	19.3
Mechanical & Mechatronics	40.0	41.0	42.0	43.0	49.0
Systems Design	20.0	20.0	21.0	23.0	23.0
	<u>221.0</u>	<u>224.0</u>	<u>234.5</u>	<u>247.1</u>	<u>259.5</u>
Environment *					
Dean's Office	2.9	4.3	0.0	0.5	4.0
Environment & Resource Studies	10.0	10.0	12.5	12.5	13.0
Geography & Environmental Management *	17.5	17.1	22.5	22.5	21.0
Planning, School of	14.1	14.1	14.5	15.0	15.0
	<u>44.5</u>	<u>45.5</u>	<u>49.5</u>	<u>50.5</u>	<u>53.1</u>
Mathematics					
Applied Mathematics	21.5	23.5	23.5	23.5	23.5
Combinatorics & Optimization	23.0	25.0	27.0	28.0	28.0
Computer Science, David R. Cheriton School of	66.0	68.0	70.0	70.0	71.0
Dean's Office	7.0	7.0	7.0	7.0	7.0
Pure Mathematics	21.0	21.0	21.0	21.0	21.0
Statistics & Actuarial Science	31.0	33.0	36.5	38.5	39.5
	<u>169.5</u>	<u>177.5</u>	<u>185.0</u>	<u>188.0</u>	<u>190.0</u>
Science					
Biology	32.0	32.0	34.0	34.5	34.5
Chemistry	31.0	31.5	34.6	35.6	35.6
Earth & Environmental Sciences	17.0	17.0	18.0	18.0	18.0
Optometry, School of	26.0	27.0	29.0	29.0	29.0
Pharmacy, School of *	N/A	0.0	2.0	6.0	9.0
Physics & Astronomy	28.0	28.0	30.0	31.5	32.5
	<u>134.0</u>	<u>135.5</u>	<u>147.6</u>	<u>154.6</u>	<u>158.6</u>
Total Faculty Complement	820.5	840.5	885.9	914.9	951.5

* Significant changes:

2008.09

Effective 2008 Faculty of Environmental Studies became Faculty of Environment

Effective 2008 Geography became Geography & Environmental Management

2006.07

Effective May 2006 CBET transferred to the Faculty of Engineering.

2005.06

Effective May 2005 the School of Architecture transferred from Environmental Studies to Engineering.

Effective January 2005 the School of Pharmacy was established.

University of Waterloo
Academic Support Staff Positions by Department
(Including Open Positions)

	October 2004	October 2005	October 2006	October 2007	October 2008
Faculties					
Applied Health Sciences	31.5	32.2	34.7	35.7	35.6
Arts	82.8	84.3	85.7	88.6	90.3
Engineering	143.2	157.2	168.4	187.4	196.4
Environment *	33.9	32.6	34.6	36.1	39.7
Mathematics	94.3	99.3	104.3	105.9	107.4
Science	107.9	120.2	122.5	125.0	128.7
Faculty Subtotal	493.6	525.8	550.2	578.7	598.1
Office of the President	4.0	4.0	4.0	4.0	4.0
Vice-President, Academic & Provost	12.0	13.0	13.0	14.0	14.0
Dean of Graduate Studies	14.8	15.1	16.5	16.5	16.5
Associate Vice-President International	1.0	1.0	1.0	3.0	4.0
Secretary of the University	38.0	38.0	38.0	42.0	42.0
Vice-President, External Relations	69.2	70.7	74.0	77.0	80.5
Vice-President, University Research	35.3	35.3	38.8	41.8	40.8
Vice-President, Administration & Finance	423.8	426.5	428.2	427.3	438.3
Associate Provost, Academic & Student Affairs	298.2	299.6	305.8	313.6	317.6
Associate Vice-President Academic	43.5	44.1	45.5	45.5	46.5
Associate Provost, Human Resources & Student Services	96.7	97.3	100.1	106.4	108.6
Associate Provost, Information Systems & Technology	135.5	135.5	135.5	140.5	140.0
Business Operations	1.0	1.0	1.0	1.0	1.0
Non-Faculty Subtotal	1,173.0	1,181.1	1,201.4	1,232.6	1,253.8
Total Academic Support Staff	1,666.6	1,706.9	1,751.6	1,811.3	1,851.9

General Notes:

Excludes Ancillary Enterprise staff.

*** Significant changes:**

2008.09

Effective 2008 Faculty of Environmental Studies became Faculty of Environment

Effective 2008 Geography became Geography & Environmental Management

2007.08

Effective May 2007 TRACE and LT3 merged to form the Centre for Teaching Excellence.

Effective May 2007 the position of Associate Vice-President International was established.

Previously the International Student Office reported to the Associate Vice-President Academic.

2006.07

Effective May 2006 CBET transferred to the Faculty of Engineering.

Effective May 2006 Audio Visual became a branch of IST.

Effective October 2006 the Organizational & Human Development department was established.

2005.06

Effective January 2005 the School of Pharmacy was established.

Prepared by Finance

University of Waterloo
Academic Support Staff Positions by Department
(Including Open Positions)

	October 2004	October 2005	October 2006	October 2007	October 2008
Applied Health Sciences					
Dean's Office	12.3	13.0	13.5	14.5	14.0
Health Studies & Gerontology	3.5	3.5	4.5	4.5	4.5
Kinesiology	12.7	12.7	13.7	13.7	14.1
Recreation & Leisure Studies	3.0	3.0	3.0	3.0	3.0
	<u>31.5</u>	<u>32.2</u>	<u>34.7</u>	<u>35.7</u>	<u>35.6</u>
Arts					
Accounting & Finance, School of	4.7	4.7	4.0	4.3	4.3
Anthropology	0.7	0.7	0.7	0.7	0.7
Arts Computing Office	7.5	7.5	8.5	8.5	8.5
Arts Language Laboratory	1.0	1.0	1.0	1.0	1.0
Classical Studies	0.5	0.5	0.5	0.5	0.5
Dean's Office	14.3	15.3	16.3	17.6	18.3
Drama & Speech Communication	3.7	3.7	3.8	3.8	3.8
Economics	4.0	4.0	4.0	4.0	4.0
English Language & Literature	3.0	3.0	3.0	3.0	3.0
Fine Arts	4.0	4.0	4.0	4.0	4.0
French Studies	5.0	5.0	5.0	5.0	5.0
Germanic & Slavic Studies	2.0	2.0	2.0	2.0	2.0
History	2.0	2.0	2.0	2.0	2.0
Independent Studies	0.5	0.4	0.4	0.5	0.5
Interdisciplinary Studies	0.0	0.6	0.6	0.6	0.6
Mature Student Services	2.0	2.0	2.0	2.0	2.0
Philosophy	2.0	2.0	2.0	2.0	2.0
Political Science	2.0	2.0	2.0	3.0	3.0
Psychology	19.3	19.3	19.3	19.3	20.3
Religious Studies	0.6	0.6	0.6	0.8	0.8
Sociology	2.0	2.0	2.0	2.0	2.0
Spanish & Latin American Studies	1.0	1.0	1.0	1.0	1.0
Women's Studies	1.0	1.0	1.0	1.0	1.0
	<u>82.8</u>	<u>84.3</u>	<u>85.7</u>	<u>88.6</u>	<u>90.3</u>
Engineering					
Architecture, School of	7.7	9.7	9.6	10.6	10.6
CBET *	N/A	N/A	0.0	0.0	0.0
Chemical	12.5	13.5	13.5	14.5	14.5
Civil & Environmental	14.5	14.5	14.5	15.5	15.5
Engineering Computing	10.0	11.0	11.0	11.0	11.0
Dean's Office	10.2	15.7	19.5	19.5	23.5
Electrical & Computer	34.5	37.0	38.1	39.1	42.1
Engineering Undergraduate Office	9.0	10.0	13.0	24.0	24.0
Environmental Engineering	0.3	0.3	0.3	0.3	0.3
Geological	0.3	0.3	0.3	0.3	0.3
Machine Shop	10.0	11.0	12.0	12.0	12.0
Management Sciences	3.0	3.0	3.0	3.0	4.0
Mechanical & Mechatronics	22.6	22.6	25.0	28.0	29.0
Society, Technology, & Values	0.6	0.6	0.6	0.6	0.6
Systems Design	8.0	8.0	8.0	9.0	9.0
	<u>143.2</u>	<u>157.2</u>	<u>168.4</u>	<u>187.4</u>	<u>196.4</u>
Environment *					
Dean's Office	10.6	10.3	11.3	12.8	16.4
Environment & Resource Studies	3.0	3.0	3.0	3.0	3.0
Geography & Environmental Management *	6.0	6.0	6.0	6.0	6.0
Mapping, Analysis & Design	9.0	8.0	9.0	9.0	9.0
Planning, School of	5.3	5.3	5.3	5.3	5.3
	<u>33.9</u>	<u>32.6</u>	<u>34.6</u>	<u>36.1</u>	<u>39.7</u>

* see notes on page 1

University of Waterloo
Academic Support Staff Positions by Department
(Including Open Positions)

	October 2004	October 2005	October 2006	October 2007	October 2008
Mathematics					
Applied Mathematics	3.0	3.0	3.0	3.0	3.0
Combinatorics & Optimization	4.5	4.5	4.6	4.6	4.6
Computer Science, David R. Cheriton School of	41.3	41.3	42.8	41.8	41.8
Dean's Office	20.1	22.1	24.1	24.6	25.6
Dean of Math Graduate Office	1.4	1.4	1.4	1.4	1.9
Math Faculty Computing Facility	13.5	15.5	16.9	18.0	18.0
Pure Mathematics	2.8	3.8	3.8	3.8	3.8
Statistics & Actuarial Science	7.7	7.7	7.7	8.7	8.7
	94.3	99.3	104.3	105.9	107.4
Science					
Biology	19.5	20.5	20.5	20.5	20.5
Chemistry	19.5	21.5	21.0	20.0	20.0
Dean's Office	10.0	15.0	16.3	16.3	16.3
Earth & Environmental Sciences	6.7	6.7	6.7	6.7	6.7
Optometry, School of	13.5	13.5	14.0	15.0	15.0
Optometry Clinic	18.0	18.8	18.8	18.8	18.8
Pharmacy, School of *	N/A	2.5	2.5	5.0	7.7
Physics & Astronomy	8.7	9.7	10.7	10.7	11.7
Science Technical Service	10.0	10.0	10.0	10.0	10.0
GW Centre - Chemistry	1.0	1.0	1.0	1.0	1.0
GW Centre - Physics	1.0	1.0	1.0	1.0	1.0
	107.9	120.2	122.5	125.0	128.7
Office of the President					
	4.0	4.0	4.0	4.0	4.0
	4.0	4.0	4.0	4.0	4.0
Vice-President, Academic & Provost					
Institutional Analysis & Planning	4.0	4.0	4.0	3.0	3.0
	8.0	9.0	9.0	11.0	11.0
	12.0	13.0	13.0	14.0	14.0
Dean of Graduate Studies					
Graduate Studies Office	14.8	15.1	16.5	16.5	16.5
	14.8	15.1	16.5	16.5	16.5
Associate Vice-President International *					
International Student Office *	N/A	N/A	N/A	1.0	1.0
	1.0	1.0	1.0	2.0	3.0
	1.0	1.0	1.0	3.0	4.0
Secretary of the University					
Secretariat	7.0	7.0	7.0	9.0	9.0
Conflict Management & Human Rights	2.0	2.0	2.0	2.0	2.0
Safety Office	5.0	5.0	5.0	6.0	6.0
UW Police	24.0	24.0	24.0	25.0	25.0
	38.0	38.0	38.0	42.0	42.0
Vice-President, External Relations					
Communications & Public Affairs	2.0	2.0	2.0	2.0	2.0
Office of Development & Alumni Affairs	10.0	10.0	10.0	10.0	10.0
	57.2	58.7	62.0	65.0	68.5
	69.2	70.7	74.0	77.0	80.5
Vice-President, University Research					
Office of Research	35.3	35.3	38.8	41.8	40.8
	35.3	35.3	38.8	41.8	40.8

University of Waterloo
Academic Support Staff Positions by Department
(Including Open Positions)

	October 2004	October 2005	October 2006	October 2007	October 2008
Vice-President, Administration & Finance	2.0	2.0	2.0	2.0	2.0
Bookings	1.0	1.0	1.0	1.0	1.0
Central Stores	26.0	27.0	27.7	27.3	27.3
Finance	35.8	36.0	37.0	38.0	37.0
Plant Operations					
Hourly Labour	300.0	301.5	301.5	299.0	311.0
Physical Plant	46.0	46.0	46.0	47.0	47.0
Procurement Services	13.0	13.0	13.0	13.0	13.0
	423.8	426.5	428.2	427.3	438.3
Associate Provost, Academic &					
Student Affairs	2.0	2.0	3.0	4.0	4.0
Co-op. Education & Career Services	89.5	89.5	92.5	94.4	99.4
Library	132.6	133.0	133.2	131.6	129.6
Registrar	74.1	75.1	77.1	83.6	84.6
	298.2	299.6	305.8	313.6	317.6
Associate Vice-President Academic	1.0	2.0	2.4	2.0	3.0
Centre for Teaching Excellence *	N/A	N/A	N/A	11.5	11.5
Distance & Continuing Education	31.0	31.0	32.0	32.0	32.0
LT3 *	8.5	8.1	8.1	N/A	N/A
Teaching Resources & Continuing Education *	3.0	3.0	3.0	N/A	N/A
	43.5	44.1	45.5	45.5	46.5
Associate Provost, Human Resources					
& Student Services	5.3	5.3	6.3	6.3	6.3
Athletics & Recreational Services	29.0	29.0	29.0	31.0	31.0
Counselling Services	15.3	15.4	15.9	16.7	16.7
Health Services	17.8	18.3	18.9	18.9	20.7
Human Resources	27.0	27.0	27.0	28.0	28.0
Organizational & Human Development *	N/A	N/A	1.0	3.5	3.9
UW Theatre Centre	2.3	2.3	2.0	2.0	2.0
	96.7	97.3	100.1	106.4	108.6
Associate Provost, Information Systems					
& Technology					
Information Systems & Technology (IST)	119.0	119.0	135.5	140.5	140.0
Audio Visual *	16.5	16.5	N/A	N/A	N/A
	135.5	135.5	135.5	140.5	140.0
Business Operations	1.0	1.0	1.0	1.0	1.0
	1.0	1.0	1.0	1.0	1.0
Total Academic Support Staff	1,666.6	1,706.9	1,751.6	1,811.3	1,851.9

**University of Waterloo Senate Finance Committee
2009-2010 Operating Budget**

Supplementary Data - Glossary of Terms

Student

Basic Income Unit (BIU)

BIUs are funding units defined by the Ministry of Training, Colleges and Universities (MTCU). Each student reported to the government for funding purposes generates a specified number of funding units (BIUs) depending on the program of registration and the level of study. Undergraduate weightings in non-medical programs are from 1.0 to 3.0; masters, 3.0 to 4.0; and doctoral, 6.0.

BIU Teaching Unit (BTU)

BTUs are funding units defined by the University of Waterloo for internal use. They are a measure of the government operating grant generating capacity of a Faculty. In contrast with the BIUs claimed to government in which the Faculty receives credit for students registered, BTUs give undergraduate credit for student term courses taught. Student term courses taught are converted to BTUs using the average course load and BIU weight for students registered in that Faculty. Graduate BIUs and BTUs are equivalent.

Full-time Equivalent (FTE) Graduate Enrolment

Graduate students normally register for three terms per year. With three terms of registration a full-time student generates 1.0 FTE and a part-time student 0.3 FTE.

Full-time Equivalent (FTE) Undergraduate Enrolment

Full-time undergraduates normally register for two terms per year. Full-time students generate 1.0 FTE with two terms of registration. Part-time FTEs are calculated by dividing the total courses taken by 10, the expected average two-term course load.

Full-time Equivalent (FTE) Undergraduates Taught

This is a measure of the number of full-time equivalent students *taught* by a Faculty. It is calculated as the number of term courses taught by a Faculty divided by the average course load of full-time students registered in that Faculty.

Home Enrolled Undergraduate

Home enrolled undergraduates is the full-time equivalency of students *registered* in the Faculty.

Year One Enrolment

Year one enrolment is the count of full-time students registered in the *fall* term at the year one level. This includes students who are repeating, have changed from part-time to full-time, or have transferred from another program. This excludes students admitted in the winter and spring, ESL students, new admits to non-degree and students admitted to second-entry programs.

Year One Enrolment Target

The year one enrolment target is the total number of year one students expected to be registered on November 1. The year one target, applications and applicant confirmation/registration history are used to determine the number of offers of admission to be issued. These targets are reviewed annually by the Faculty deans and associate deans.

Faculty

Average Salary - Fiscal

The fiscal average salary is used in analyses involving fiscal year expenditures. When the salary year and fiscal year coincide, the nominal and fiscal average salaries are equivalent. When they do not coincide, the fiscal average salary is calculated as a weighted average of the nominal salaries paid during the fiscal year. For example, for a fiscal year beginning May 1 and a salary year beginning July 1, the fiscal average salary is 2/12ths of the May 1 nominal average salary plus 10/12ths of the July 1 salary.

Average Salary - Nominal

The nominal average salary is the average salary of full-time faculty, including lecturers and Faculty deans. Included are faculty with appointments of at least one year if the faculty member is supported by operating funds or is an instructor. The nominal salary (or base salary) excludes stipends, sessionals, and professional allowances. Faculty on leave are included in the average at full salary.

Faculty Complement

The faculty complement is the number of ongoing faculty positions (filled and open) for which the university has made a budgetary commitment. This number is distinct from other counts of full-time faculty such as those reported to Statistics Canada and in "Summary of Faculty Appointments" in this document. The latter two report full-time appointments of at least one year if the faculty member is supported by operating funds or is an instructor.

Full-time Equivalent (FTE) Faculty

The FTE for faculty is calculated as the operating expenditures on faculty salaries (from the Audited Financial Statement) divided by the average nominal salary of full-time faculty. The inclusion of all expenditures on faculty salaries adjusts for leaves, sessionals, and adjunct and part-time faculty.

Staff

Academic Support Staff Positions (Staff Complement)

The staff positions reported are ongoing positions (filled and open) supported by operating funds, for which the university has made a budgetary commitment. The full-time equivalency of part-time positions is calculated based on the annual hours worked.

Financial

Operating Expenditures

Operating expenditures used in the tables are those reported in the Financial Statement as expenditures from operating funds. In cases where the Financial Statement does not provide sufficient detail, these expenditure data have been obtained from detail reports that support the Financial Statement.

Budget

The budget is the ongoing operating budget as reported for financial planning purposes.

Total University Operating Income

The total operating income is budgeted income, excluding the grant in lieu of municipal taxes. The income is net of transfers with the UW Colleges.

University of Waterloo
SENATE LONG RANGE PLANNING
Report to Senate
March 23, 2009

Senate Long Range Planning agreed to forward the following item to Senate for approval. Further details are available at <http://www.adm.uwaterloo.ca/infosec/Committees/senate/slrp.htm>

FOR APPROVAL

Motion

That Senate recommend to the Board of Governors the approval of a new unit in the Faculty of Environment: the School of Environment, Enterprise and Development (SEED), as detailed in Attachment #1.

Rationale

See the section entitled Context and Rationale of Attachment #1.

/tlm

Amit Chakma
Chair

School of Environment, Enterprise and Development (SEED)

Proposal

The Faculty of Environment is composed of three primary academic units — the Department of Environment and Resource Studies (ERS), the Department of Geography and Environmental Management (GEM), and the School of Planning (SOP). The Faculty proposes to create a fourth, new academic unit — the **School of Environment, Enterprise and Development (SEED)**. This new academic unit will consolidate and provide an academic “home” for two existing undergraduate programs that are delivered at the Faculty level, and two proposed new graduate programs. It may also house a third graduate program that is presently managed by GEM.

Context and Rationale

UW’s Faculty of Environment has been a leader in tackling resource, ecosystem, policy and sustainability issues for the past 40 years. The Faculty’s innovative programs are considered a model for how environment and business should be integrated¹. The Faculty is in the vanguard of interdisciplinary environmental research and teaching, and it is undergoing a significant expansion in enrolment and programs. These include an established high-demand degree in environment and business, and a new and rapidly growing degree in international development. The Faculty will now address the pressing environmental challenges facing the business and development communities by creating a new School of Environment, Enterprise and Development (SEED) — the first of its kind in North America, and arguably the most comprehensive institution of this type in the world.

The School will be in the forefront of education, research and training in environmentally responsible business and development. SEED will integrate the Faculty of Environment’s proven expertise in environmental sustainability, business management and economic development. Extensive cooperative education or field training elements of each academic program will produce graduates with real-world experience and the skills necessary to generate high-impact results on a global scale.

A key recommendation of the Faculty’s strategic plan (2007-2012) is to shift Faculty-level academic programs to an academic unit to enhance the efficiency and effectiveness of program delivery through better coordination of resources. However, not all Faculty-level programs fit comfortably within the existing units, owing to insufficient disciplinary compatibilities, differences in academic and research cultures, and concerns about loss of program identity. Hence the need to create SEED, which will provide a permanent home for two undergraduate academic plans currently delivered at the Faculty level, and the corresponding Master’s degrees under development. The School will provide the structure, stability, identity and high profile needed to market its academic plans to prospective high-quality students, faculty and staff. This will allow appointments to be made directly to the unit that delivers the academic programs, and it will create a critical mass of faculty with like interests to synergize new research activities.

¹Corporate Knights magazine ranked the Faculty’s Centre for Environment & Business as #1 out of 47 business programs in Canada in 2008, for how well sustainability issues are integrated into the curricula and student experience.

Composition and Size

The School will encompass two highly successful academic programs currently delivered at the Faculty level: a *Bachelor of Environmental Studies (BES) in Environment & Business* and a *BES in International Development*. By 2010, two new professional Master's programs will be added to enhance the School's impact and reach: a *Master of Environment & Business* (a novel alternative to traditional MBAs), and a *Master of Development Practice*. Additionally, discussions are underway to explore the feasibility of SEED as the home for an existing *Master of Applied Environmental Studies (MAES) in Local Economic Development (LED)* — a well-established program that was recently transferred from the Faculty level to GEM. It is entirely possible that SEED will develop its own research-based graduate programs in due course.

The School will launch a unique *Environmental Training Institute* in 2009 to offer professional education certificate and diploma courses on high-profile environmental subjects on behalf of the entire Faculty of Environment.

The School will have an immediate enrolment of approximately 400 top-tier Canadian and international undergraduates that is projected to grow to over 700 by 2012. Enrolment in the School's Master's programs is expected to exceed 100 by 2012.

In addition to consolidating the existing human resources associated with the delivery of component programs, at least 10 new faculty and 3 additional staff positions funded by the internal resources of the university will be added to SEED by December 2010. Additional faculty positions are expected through externally funded Chairs (e.g. recently created EDC Chair in Environmental Finance) and/or will be created internally as necessary.

Administrative Structure

SEED will be composed of two complementary sub-units (or programs): Environment and Business, and International Development. A Director will manage the School, initially comprising approximately 15 faculty and 4-5 staff members. Each sub-unit will have a Program Director and associated staff (e.g. undergraduate or graduate program coordinator). If the MAES (LED) is transferred to SEED, the former will constitute the third sub-unit with its own Program Director. As necessary, faculty members will be cross or jointly appointed with other appropriate academic units to allow them access to research-based graduate students. The faculty and staff complement will expand to match the programs' growth.

Financial Resources

SEED will be financially self-sufficient from the start. Already a major source of revenue for the Faculty and the University, the School's four core academic programs are expected to generate over \$8 million by 2012, and should exceed \$10 million once the new master's programs have reached maturity. In addition to covering operating expenses, including salaries of faculty, staff, sessionals and TAs, the revenue will contribute significantly towards the cost of a new building needed to house the School. The University and the Faculty are also vigorously seeking external funds from donors and government, including a potential major donor to name the School.



University of Waterloo
SENATE UNDERGRADUATE COUNCIL
Report to Senate
March 23, 2009

Senate Undergraduate Council met on February 10, 2009 and agreed to forward the following items to Senate for approval and information, as indicated below [further details may be obtained at: www.secretariat.uwaterloo.ca/Committees/senate/ugc.htm]

FOR APPROVAL [effective September 1, 2010]

ACADEMIC PLAN CHANGES

► **Faculty of Engineering**

Electrical & Computer Engineering

Honours Electrical Engineering, Honours Computer Engineering

Motion: To increase the number of units required for these programs from 21.0 to 21.5.

Rationale: The weight of two required courses has been increased (ECE492A and ECE 492B, from 0.15 and 0.35, respectively, to 0.50 each) to more accurately reflect the amount of work required in each. The increased weight creates a commensurate increase in the total units required for the program.

FOR INFORMATION

Curricular Modifications

On behalf of Senate, council approved changes to academic plans, new courses, course changes and course inactivations for the faculties of: engineering (co-op work-term reports; electrical & computer engineering); and environment (ecological restoration & rehabilitation diploma; environment & resource studies; environmental studies).

/kjj
February 10, 2009

Geoff McBoyle
Chair

University of Waterloo
SENATE
March 23, 2009

FOR INFORMATION

Report of the Centre for Teaching Excellence (CTE)

Introduction

In response to the Sixth Decade Plan's call for supporting excellence in teaching, the Centre for Teaching Excellence (CTE) was founded in May 2007 as a result of the merger of three existing units: Teaching Resources Office (TRACE), the Learning through Teaching and Technology Centre (LT3) and Learning Resources and Innovation (LRI). The unit reports to Geoff McBoyle, AVPA.

The staff consist of a part-time seconded Director (Catherine Schryer), an Associate Director (Donna Ellis), Instructional Developers (Jane Holbrook, Trevor Holmes, Mark Morton, and Svitlana Taraban-Gordon), a Research Consultant (Nicola Simmons), a Research Project Analyst (to be filled), Faculty Liaisons (Scott Anderson, Marlene Griffith-Wrubel, Katherine Lithgow, Lynn Long, and Mary Power), Administrative Support (Marta Bailey, Verna Keller, and Darlene Radicioni), part-time graduate student Teaching Assistants (Sara Ashpole, Amanda Clark, Sheila Hannon, Sally Heath, and Walid Oman) as well as three undergraduate co-op students and research assistants.

The mission of the Centre is to provide leadership in advancing skilful, informed, and reflective teaching.

This report provides an overview of the Centre for Teaching Excellence with regards to its current accomplishments and future initiatives as well as challenges.

Accomplishments

For Faculty

Teaching Excellence Academy (TEA): In this four-day program, instructors revise a course in consultation with other instructors and CTE staff. Since 2005, 55 faculty members have completed the TEA.

Learning about Teaching (LaT) Symposium: The CTE, together with a Teaching Excellence Council sub-committee, supports the LaT, an annual three-day event which features a lecture and series of workshops by a pre-eminent scholar on teaching and learning. Approximately 150 – 200 instructors attended this event in 2008.

Individual Consulting: Through its Faculty Liaisons, the CTE supports the effective pedagogical use of UW-ACE and other technologies such as clickers and eportfolios. About 1,000 courses use UW-ACE each term. Many courses (75) are now “blended learning” courses, on-campus courses that integrate extensive use of online interactive technologies. CTE also continues to offer individual, confidential teaching consultations.

Techno Tuesdays: These hands-on workshops, delivered three or four times a semester, offer instructors opportunities to assess new technologies related to teaching. The NET Savvy blog on the CTE website also tracks emerging technologies.

UW-ACE Instructor User Group: Twice a year, CTE brings together instructors who use UW-ACE to hear how their colleagues are using the online environment to engage their students in new ways.

UW-ACE Instructional Challenge Workshops: These hands-on sessions help instructors learn how to use UW-ACE to address specific instructional challenges and incorporate reusable online activities that are housed in the Instructor Resources Repository, which is maintained by CTE and DCE.

Scholarship of Teaching and Learning: Through its research consultant, the CTE supports research on teaching and learning conducted by members of the Teaching Based Research Group (TBRG), which currently comprises 70 members. Members of the CTE also conduct externally and internally funded research projects on issues such as student engagement.

Open Classroom Series: Three or four times a year, award-winning teachers open up their classrooms and invite their colleagues to observe them teaching.

New Faculty Programming: The CTE provides teaching orientation for new faculty through September workshops, Lunch and Learns during the year, mentoring opportunities, and informal discussion groups. Approximately 80 faculty members participated in these activities last year.

Grants: The CTE oversees the Instructional Development Grants program, a small grants program which supports teaching enhancement. In 2008, 11 faculty members took advantage of this program for activities such as attending teaching-related conferences or bringing in guest speakers. The CTE also provides research assistance for the Learning Initiative and Program Initiative Funds (up to \$20,000 per grant) which support larger research and development projects. Nine LIF/PIF's were awarded last year.

Awards: Approximately 25 nominations for Distinguished Teaching Awards (DTA) are received each year. We also provide support for the provincial OCUFA and national 3M teaching award nominations.

Workshops: In 2008, the CTE mounted 34 faculty workshops that dealt with issues including course design, academic integrity, voice management, and the effective use of clickers and UW ACE.

For Departments

Course Development Academy: The Teaching Excellence Academy has been adjusted to accommodate the needs of specific departments such as Pharmacy in order to design suites of new courses. Since 2007, 20 instructors have attended this event.

Program Review Support: A CTE website explains the provincial Undergraduate Degree Level Expectations that departments now need to respond to in program reviews. Last year, five departments worked intensively with CTE staff and resources to prepare for and respond to program reviews.

Focus on Teaching Events: These customized workshops and retreats offer opportunities for departments to focus on specialized topics. Six departments requested such events last year.

For Graduate Students

Certificate in University Teaching (CUT): This three-course program prepares mostly Doctoral students and a few Master's students to teach at the University level. Currently 258 graduate students are in the CUT. Last year, we offered 47 workshops, provided 51 microteaching sessions, and completed 113 teaching observations for these students. Since its inception in September 1998, 181 graduate students have completed the program, and we know of 43 who have achieved academic positions. We have recently increased completion rates with 34 graduate students finishing the CUT last year.

International Teaching Assistants (ITA): This new suite of programming, launched in 2008, offers workshops and microteaching sessions to international graduate students. Sixty-five ITA's are currently involved in this program.

Workshops for all Graduate Students: In 2008, we had 932 participants at graduate student workshops offered on topics ranging from course design to classroom management.

New Initiatives and Current Challenges

New Initiatives

Instructional Skills Workshop (ISW): In 2009, the CTE will bring to UW faculty members the ISW, an internationally recognized three-day program that focuses on teaching improvement through microteaching and peer feedback sessions.

Registration System: In 2009, the CTE will be constructing a new registration system to allow easier registrations and tracking of registrations in CTE events and programming.

Interactive Website: The CTE is redeveloping its website to make it more interactive and to make CTE resources more easily available to users.

Research Conference: The first annual Opportunities and New Directions Research Conference on Teaching and Learning will be held at UW on May 6, 2009.

Current Challenges

Space: Currently, the CTE exists in two separate spaces: the third floor of the Porter library and the fourth floor of the MC building. These disparate locations have made it challenging to coordinate our services. Many economic and communication efficiencies could be gained if all CTE staff members were located in one space.

Budget: As a new unit, the CTE has experienced budgetary difficulties related to soft money positions for some staff members and an uncertain operating budget.