

**University of Waterloo
SENATE
Notice of Meeting**

blue pages confidential

Date: Monday, January 18, 2010

Open agenda / minutes are at:

Time / Place: 4:00 p.m. / Needles Hall, Room 3001

www.adm.uwaterloo.ca/infosec/governance/senate.htm

	OPEN SESSION	Page	Action
4:00	<u>Consent Agenda</u> Motion: That Senate approve or receive for information by consent items 1-5 [below].		
	1. Approval of the November 16, 2009 Minutes*		Decision
	2. Report of the Chair		
	a. Recognition and Commendation	2, A1	Information
	3. Reports from the Faculties	2, A2-A18	Information
	4. Report from the Executive Committee	2, A19	Information
	5. Other Business		
	a. Appointments to Council / Board of Governors	2, A20	Decision
	b. Conferral of Degrees	2, A21-A22	Information
	<u>Regular Agenda</u>		
	6. Reports		
4:05	a. University Appointments Review Committee	2, A23-A26	Information
4:15	b. University Librarian [to be distributed]	2	Information
	7. Business Arising from the Minutes		
4:25	a. Guidelines for Determining Academic Calendar Dates / 2010-11 Academic Calendar Dates	2, A27	Information / Decision
	8. Presentations		
4:35	a. Graduate Studies	2	Information
4:50	b. Student Services Complex [to be distributed]	2	Information
5:05	9. Report of the Chair		
	a. Environmental Scan	2	Information
5:15	10. Report of the Vice-President, Academic & Provost	2	Information
5:25	11. Report of the Vice-President, External Relations	2	Information
5:35	12. Report of the Vice-President, University Research	2	Information
5:45	13. Report from Undergraduate Council	2, A28-A32	Information
5:55	14. Other Business		
	CONFIDENTIAL SESSION		
6:00	15. Approval of the November 16, 2009 Minutes*		Decision
	16. Reports from Committees		
6:05	a. Executive	3, CS1	Information
6:10	b. Honorary Degrees	3, CS2-CS5	Decision
	17. Other Business		
6:20	a. Delegation of Authority	3, CS6	Decision

The Executive Committee met on January 4, 2010 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. REPORT FROM THE EXECUTIVE COMMITTEE

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

5. OTHER BUSINESS

Appointments to Council / Board of Governors. The committee agreed to recommend these appointments to Senate for approval.

Conferral of Degrees. The committee agreed to forward this report to Senate for information.

Regular Agenda

6. REPORTS

University Appointments Review Committee. The committee agreed to forward this report to Senate for information.

University Librarian. The university librarian will report as appropriate.

7. BUSINESS ARISING FROM THE MINUTES

Guidelines for Determining Academic Calendar Dates / 2010-11 Academic Calendar Dates. Option 2 will be presented in the motion to approve the calendar dates.

8. PRESENTATIONS

Graduate Studies. Presented by the associate provost, graduate studies.

Student Services Complex. The president of the Federation of Students will present this item.

9. REPORT OF THE CHAIR

The chair will provide a brief environmental scan.

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

The vice-president will report as appropriate.

11. REPORT OF THE VICE-PRESIDENT, EXTERNAL RELATIONS

The vice-president will report as appropriate.

12. REPORT OF THE VICE-PRESIDENT, UNIVERSITY RESEARCH

The vice-president will report as appropriate.

13. REPORT FROM UNDERGRADUATE COUNCIL

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

University of Waterloo
SENATE
Report of the Chair
January 18, 2010

FOR INFORMATION

Recognition and Commendation

Environmental engineering undergraduate student **Rabiah Rizvi** received first prize in the annual Transportation Association of Canada student paper contest. The paper was based on research Rizvi did during a work term at UW's Centre for Pavement and Transportation Technology. She presented the paper at TAC's annual conference held recently in Vancouver.

James She, Doctor of Philosophy 2009, was the national runner-up for the Innovation Challenge Award sponsored by the Natural Sciences and Engineering Research Council. The award recognizes work by students "who have demonstrated an entrepreneurial flair by thinking of ways to transform their research thesis results into products and processes."

Mechanical engineering doctoral candidate **Dan Cluff** and his supervisors, mechanical & mechatronics engineering professors **Steve Corbin** and **Robert Gorbet**, won the Sensortech Best Student Paper Award at the CANSMART 2009 workshop held recently in Montreal. The award was presented for the paper co-authored by the three entitled *Powder metallurgy fabrication of hybrid monolithic SMA actuators*.

Jacob Bell, Bachelor of Mathematics 2008, captured the Ontario Gold Medal (and cash prize of \$2,500) for the highest standing in the 2009 Canadian Chartered Accountants' Uniform Evaluation.

The **Accelerator Centre** received second place in the award categories of "fastest growth" and "best overall incubator" at the 8th annual Incubator Conference held late November in Stockholm, Sweden. The award was established by The Technopolicy Network in cooperation with the Centre for Strategy and Evaluation Services and was adjudicated by an international panel of incubation experts.

University of Waterloo
REPORT OF THE DEAN OF APPLIED HEALTH SCIENCES TO SENATE
January 18, 2010

FOR INFORMATION

A. APPOINTMENTS

Definite-term Appointment

CHEN, Helen, Research Assistant Professor, Department of Health Studies & Gerontology, November 1, 2009 to October 31, 2011. BSc (Hons) Engineering Mechanics (1987), MSc Engineering (1989), Tsinghua University, China; PhD Biomechanics (1998), University of Waterloo. Dr. Chen will be primarily responsible for the planning and execution of research projects in health informatics in collaboration with Agfa Healthcare.

Adjunct Appointments

CANALLY, Culum, Lecturer, Department of Recreation & Leisure Studies, January 1, 2010 to April 30, 2010.

GOWER, Stephanie, Lecturer, Department of Health Studies & Gerontology, January 1, 2010 to April 30, 2010.

HOLDER, Glenn, Research Professor, Department of Health Studies & Gerontology, October 1, 2009 to September 30, 2012.

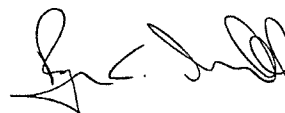
TRUSSELL, Dawn, Lecturer, Department of Kinesiology, January 1, 2010 to April 30, 2010.

Van OOTEGHEM, Karen, Department of Kinesiology, January 1, 2010 to December 31, 2010.

WOODWARD, William, Research Professor, Department of Health Studies & Gerontology, October 1, 2009 to September 30, 2012.

Cross Appointment

HORTON, Susan, Professor, Balsillie School of International Affairs, Faculty of Arts, to Health Studies & Gerontology, Faculty of Applied Health Sciences, July 1, 2009 to June 30, 2014.



Roger C. Mannell, Dean
Applied Health Sciences

University of Waterloo
REPORT OF THE DEAN OF ARTS TO SENATE
January 18, 2010

FOR INFORMATION

A. APPOINTMENTS

Probationary-term Appointment

HOLROYD, Carin, BA University of British Columbia 1984, MSc Chaminade University of Hawaii / Sophia University of Japan 1988, PhD (Political Science) University of Waikato, New Zealand, 2000, Assistant Professor, Department of Political Science (51%) and Department of Drama & Speech Communication (49%, Social Innovation Generation unit), July 1, 2009 to June 30, 2012. Professor Holroyd has taught international business, Asian politics and national innovation at universities in Japan, New Zealand and Canada. She is a past co-president of the Japan Studies Association of Canada and has worked extensively with government and private sector groups on Asian-Canadian business development. Professor Holroyd was a Senior Research Analyst (Japan) for the Asia-Pacific Foundation and is currently a Senior Fellow with the Centre for International Governance Innovation in Waterloo. She has published on Asian business development and national innovation, including the co-authored books *Japan and the Internet Revolution* (Palgrave Macmillan) and *Innovation Nation: Science and Technology in 21st Century Japan* (Palgrave Macmillan).

Definite-term Appointment

BLIGHT, James G., BA University of Michigan 1970, MA University of New Hampshire 1973, PhD University of New Hampshire 1974, MPA John F. Kennedy School of Government Harvard University 1984, Professor, Balsillie School of International Affairs, January 1, 2010 to December 31, 2014. With 17 written / co-authored / edited books, he brings a strong research record in the fields of international security and defence policy and U.S. Foreign Relations. From 1995 to 2010, Dr. Blight was a Research Professor of International Relations, Watson Institute for International Studies, Brown University; from 1990 to 1995, he was a Senior Research Fellow, Center for Foreign Policy Development, Brown University; and from 1985 to 1990, a Research Coordinator, Project on Avoiding Nuclear War, Center for Science and International Affairs, John F. Kennedy School of Government, Harvard University, and the Director, Cuban Missile Crisis Project, Center for Science and International Affairs, also at the John F. Kennedy School of Government, Harvard University. In addition, he has written dozens of articles and book chapters on topics such as the Cuban Missile Crisis, Kennedy, Vietnam War and United States foreign policy during the Cold War. Dr. Blight has also been an advisor on two critically-acclaimed documentaries, *The Fog of War: Eleven Lessons from the Life of Robert S. McNamara* and *Virtual JFK: Vietnam Had Kennedy Lived*. He is currently working on a project on the Iranian hostage crisis of the late 1970s.

Definite-term Reappointments

KRAFT, Deborah, Lecturer, School of Accounting & Finance, May 1, 2010 to April 30, 2011.

VERT, David F., Lecturer, School of Accounting & Finance, January 1, 2010 to December 31, 2010.

Visiting Appointment

SANCHEZ-MORENO, Eduardo, Visiting Professor, Department of Classical Studies, March 1, 2010 to August 31, 2010.

Adjunct Appointments

BLIGHT, James, Professor, Department of Political Science, October 1, 2009 to December 31, 2009.

CARAGATA, Lea, Associate Professor, Department of Sociology, January 1, 2010 to December 31, 2013.

GOMEZ-GÉRAUD, Marie-Christine, Professor, Department of French Studies, October 1, 2009 to

September 30, 2014.

LANG, Janet, Professor, Department of Political Science, October 1, 2009 to December 31, 2009.

LANG, Janet, Research Professor, Balsillie School of International Affairs, January 1, 2010 to December 31, 2014.

LITTLE, Melinda, Lecturer, Department of Drama & Speech Communication, January 1, 2010 to April 30, 2010.

MAART, Rozena, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.

SCHRYER, Catherine (Professor Emerita), Professor, Department of English Language & Literature, September 1, 2009 to August 31, 2012.

SURTEES, Allison, Lecturer, Department of Classical Studies, January 1, 2010 to April 30, 2010.

SWEEDLER, William, Professor, Department of French Studies, October 1, 2009 to September 30, 2014.

Adjunct Reappointments

AFROS, Elena, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.

ARORA, Harp, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.

AUSTEN, Veronica, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.

BALLARD, Sarah, Lecturer, Department of Drama & Speech Communication, January 1, 2010 to April 30, 2010.

BENNETT, Stephen, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.

BLOEMHOF, Barbara, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.

BORONKA, Irina, Lecturer, Department of Germanic & Slavic Studies, January 1, 2010 to April 30, 2010.

BRIGGS, Catherine, Assistant Professor, Department of History, January 1, 2010 to April 30, 2010.

BURBUDGE, John, Professor, Department of Economics, January 1, 2010 to April 30, 2010.

CHAPUT, Lousie, Lecturer, Department of French Studies, November 1, 2009 to December 31, 2009.

CORRIGAN, Alan, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.

DATARDINA, Malik, Lecturer, School of Accounting & Finance, January 1, 2010 to April 30, 2010.

DAVIDSON, Tina, Lecturer, Department of Women's Studies, January 1, 2010 to April 30, 2010.

- DESROCHES, Fred**, Professor, Department of Sociology, January 1, 2010 to April 30, 2010.
- DIXON, Shane**, Assistant Professor, Department of Sociology, January 1, 2010 to April 30, 2010.
- DONOVAN, Anne-Marie**, Lecturer, Department of Drama & Speech Communication, January 1, 2010 to April 30, 2010.
- DUCHARME, Robert**, Lecturer, School of Accounting & Finance, January 1, 2010 to April 30, 2010.
- FATIMA, Nafeez**, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.
- FLERAS, Augie**, Professor, Department of Sociology, January 1, 2010 to April 30, 2010.
- GINGRICH, Nadine**, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.
- GULEWITSCH, Victor**, Lecturer, Department of Anthropology, January 1, 2010 to April 30, 2010.
- HANNAN, Usman**, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.
- HARTWIG, Juliane**, Lecturer, Department of Germanic & Slavic Studies, January 1, 2010 to April 30, 2010.
- HASTEDT, Slawomira**, Lecturer, Department of Spanish & Latin American Studies, January 1, 2010 to April 30, 2010.
- HILL, Heather**, Lecturer, Department of Drama & Speech Communication, January 1, 2010 to April 30, 2010.
- HOOD, Kevin**, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.
- HUTTER, Daniel**, Lecturer, Department of Classical Studies, January 1, 2010 to April 30, 2010.
- JACKES, Mary**, Assistant Professor, Department of Anthropology, January 1, 2010 to April 30, 2010.
- KEEPING, Lisa**, Associate Professor, Department of Psychology, September 1, 2009 to August 31, 2010.
- KHIMJEE, Husein**, Assistant Professor, Department of Religious Studies, January 1, 2010 to April 30, 2010.
- KRAJISNIK, Stanislava**, Lecturer, Department of Sociology, January 1, 2010 to April 30, 2010.
- KRELLER, Paul**, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.
- LANGILL, Judy**, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.
- LIFSHITZ, Osnat**, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.
- MACARTHUR, Kathryn**, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.

MACDONALD, Robert, Assistant Professor, Department of Anthropology, September 1, 2009 to August 31, 2012.

MAOZ, Daniel, Lecturer, Department of Religious Studies, September 1, 2009 to December 31, 2009.

MATTE, Nicholas, Lecturer, Department of Women's Studies, January 1, 2010 to April 30, 2010.

NARVESON, Jan (Distinguished Professor Emeritus), Professor, Department of Political Science, January 1, 2010 to April 30, 2010.

PYNE, Derek, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.

RAHMAN, Fiona, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.

SPIELMACHER, Mark, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.

SMYTH, Jacqui, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.

STUMPF, Andrew, Lecturer, Department of Philosophy, January 1, 2010 to April 30, 2010.

THARMALINGAM, Pirapa, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.

TRIMARCHI, Angela, Lecturer, Department of Economics, January 1, 2010 to April 30, 2010.

VAN DOLDEREN, Henrietta, Lecturer, Department of Germanic & Slavic Studies, January 1, 2010 to April 30, 2010.

WILLIAMS, Robert (Professor Emeritus), Associate Professor, Department of Political Science, January 1, 2010 to April 30, 2010.

WYSE, Bruce, Lecturer, Department of English Language & Literature, January 1, 2010 to April 30, 2010.

Special Appointments

DAVIS, Campbell, Research Collaborator, Department of Sociology, December 1, 2009 to November 30, 2012.

LEE, Wonkyong Beth Lee, Research Associate, Department of Psychology, October 1, 2009 to August 31, 2010.

NARGIS, Nigar, Research Associate, Department of Psychology, October 1, 2009 to August 31, 2010.

SIDHU, Gurpreet S., Psychiatrist, Department of Psychology, September 1, 2009 to August 31, 2010.

Cross Appointments

CAI, Kevin, Associate Professor, Renison College to Department of Political Science, July 1 2009 to July 31, 2015.

HORTON, Susan, Professor, Balsillie School of International Affairs to Department of Health Studies & Gerontology, July 1, 2009 to June 30, 2014.

Graduate Student to Part-time Lecturer Appointments

CLAPPERTON, Robert, Department of English Language & Literature, September 1, 2009 to December 31, 2009.

CUMMING, Sara, Department of Sociology, January 1, 2010 to April 30, 2010.

ENTEZARKHEIR, Mahdiyeh, Department of Economics, January 1, 2010 to April 30, 2010.

JACOB, Joanna, Department of Sociology, January 1, 2010 to April 30, 2010.

JONES, Jennifer, Department of Political Science, January 1, 2010 to April 30, 2010.

PITBLADO, Michael, Department of History, January 1, 2010 to April 30, 2010.

ROMKEY, Theresa, Department of Sociology, January 1, 2010 to April 30, 2010.

ZAHEDI ANBARDAN, Davood, Department of Economics, January 1, 2010 to April 30, 2010.

B. ADMINISTRATIVE APPOINTMENTS

HABIB, Jasmin, Associate Chair, Graduate Studies, Department of Anthropology, January 1, 2010 to August 31, 2010.

HABIB, Jasmin, Associate Chair, Undergraduate Studies, Department of Anthropology, January 1, 2010 to August 31, 2012.

HAYES, Geoffrey, Associate Chair, Undergraduate Studies, Department of History, September 1, 2009 to August 31, 2010.

C. SABBATICALS [for approval by the Board of Governors]

ADAIR, Wendy, Associate Professor, Department of Psychology, September 1, 2010 to August 31, 2011, at 85% salary.

BESNER, Derek, Professor, Department of Psychology, July 1, 2010 to December 31, 2010, at 85% salary.

LYONS, Harriet, Professor, Department of Anthropology, July 1, 2010 to December 31, 2010, at 100% salary.

TURNER, Sarah, Assistant Professor, Department of Germanic & Slavic Studies, July 1, 2010 to December 31, 2010, at 100% salary.

Date Change

LA GUARDIA, Jennifer, Associate Professor, Department of Psychology, **from** January 1, 2010 to June 30, 2010 **to** July 1, 2010 to December 31, 2010.

Cancellation

FONG, Geoffrey, Professor, Department of Psychology, January 1, 2010 to June 30, 2010.



Ken S. Coates, Dean, Faculty of Arts

University of Waterloo
REPORT OF THE DEAN OF ENGINEERING TO SENATE
January 18, 2010

FOR INFORMATION

A. APPOINTMENTS

Probationary-term Appointments

LASHGARIAN AZAD, Nasser, Assistant Professor, Department of Systems Design Engineering, January 1, 2010 – June 30, 2013. PhD University of Waterloo 2007; MSc Tehran Polytechnic Institute, Tehran, Iran, 1997; BSc Sharif University of Technology, Tehran, Iran, 1994.

Dr. Lashgarian Azad has been in a postdoctoral position at UC Berkeley since receiving his PhD in 2007. His research interests centre around multi-body dynamics as applied to automobile steering and suspension systems.

SUNDARAM, Shreyas, Assistant Professor, Department of Electrical & Computer Engineering, April 1, 2010 – June 30, 2013. PhD University of Illinois at Urbana-Champaign 2009; MS University of Illinois at Urbana-Champaign 2005; BAsC University of Waterloo 2003. Dr. Sundarama's research interests lie in the areas of secure and fault-tolerant control of distributed systems and networks, linear system and estimation theory, and the application of algebraic graph theory to system analysis. He received the M. E. Van Valkenburg Graduate Research Award and the Robert T. Chien Memorial Award from the ECE department at the University of Illinois at Urbana-Champaign, both for excellence in research. He was a finalist for the Best Student Paper Award at the 2007 and 2008 American Control Conferences.

Probationary-term Reappointments

AZIZ, Hany, Associate Professor, Department of Electrical & Computer Engineering, July 1, 2010 – June 30, 2013. PhD McMaster University 1999; MEng McMaster University 1996; BSc The American University in Cairo, Egypt, 1989.

BOUMAIZA, Slim, Assistant Professor, Department of Electrical & Computer Engineering, July 1, 2010 – June 30, 2013. PhD Ecole Polytechnique de Montreal, Quebec, 2004; MASc Ecole Polytechnique de Montreal 1999; National Engineering Diploma Ecole National d'Ingenieurs de Tunis, Tunisia, 1997.

MITRAN, Patrick, Assistant Professor, Department of Electrical & Computer Engineering, July 1, 2010 – June 30, 2013. PhD Harvard University 2006; MEng McGill University 2002; BEng McGill University 2001.

WANG, Zhou, Assistant Professor, Department of Electrical & Computer Engineering, July 1, 2010 – June 30, 2013. PhD University of Texas 2001; MS South China University of Technology, Guangzhou, China, 1995; BS Huazhong University of Science and Technology, Wuhan, China, 1993.

Definite-term Reappointment

MORTON, Andrew, Lecturer and Associate Director of Software Engineering, jointly in the Department of Electrical & Computer Engineering and the David R. Cheriton School of Computer Science, July 1, 2010 – June 30, 2012.

Continuing Lecturer Appointments

BISHOP, William, Department of Electrical & Computer Engineering, November 1, 2009. PhD University of Waterloo 2002; BAsC University of Waterloo 1996; BAsC University of Waterloo 1994.

BRUSH, David, Engineering Undergraduate Office, July 1, 2010. PhD University of Waterloo 2001; MSc University of Waterloo 1994; BSc University of Waterloo 1992.

EL-SHATSHAT, Ramadan, Department of Electrical & Computer Engineering, November 1, 2009. PhD University of Waterloo 2001; MSc University of Garyounis 1996; BSc University of Garyounis 1984.

HARDER, Douglas, Department of Electrical & Computer Engineering, November 1, 2009. MA University of Waterloo 1998; BSc University of Guelph 1995.

Visiting Appointments

BIGAND, Andre, Scientist, Department of Systems Design Engineering, July 1, 2010 – December 31, 2010.

CAO, Bin, Scholar, Department of Electrical & Computer Engineering, September 1, 2010 – August 31, 2012.

CHEN, Jiming, Researcher, Department of Electrical & Computer Engineering, November 16, 2009 – September 15, 2010.

GUO, Yufeng, Scholar, Department of Electrical & Computer Engineering, January 1, 2010 – December 31, 2010.

HAN, Wanok, Researcher, Department of Electrical & Computer Engineering, January 1, 2010 – December 31, 2010.

HENGSAWAD, Tepin, Scholar, Department of Chemical Engineering, November 16, 2009 – April 30, 2010.

HUANG, Yong-De, Scholar, Department of Mechanical & Mechatronics Engineering, October 6, 2009 – October 5, 2010.

KHALED, Walaa, Scholar, Department of Electrical & Computer Engineering, September 4, 2009 – September 3, 2010.

KOSHA, Muhammad A. K., Scholar, Department of Chemical Engineering, January 1, 2010 – December 31, 2010.

LALITNORASATE, Parinya, Scholar, Department of Chemical Engineering, November 16, 2009 – April 30, 2010.

LIU, Hao, Scholar, Department of Chemical Engineering, February 1, 2010 – January 31, 2011.

ODA, Mohamed, Researcher, Department of Electrical & Computer Engineering, September 1, 2010 – August 31, 2011.

PENG, Liang, Scholar, Department of Civil & Environmental Engineering, March 15, 2010 – March 14, 2011.

PHOLPRASIT, Sawaruj, Scholar, Department of Chemical Engineering, November 16, 2009 –

April 30, 2010.

RAMZAN, Muhammad, Scholar, Department of Chemical Engineering, May 1, 2010 – October 31, 2010.

UNBANGLUANG, Woramon, Scholar, Department of Chemical Engineering, November 16, 2009 – April 30, 2010.

Visiting Reappointments

LI, Liu, Scholar, Department of Systems Design Engineering, January 14, 2010 – March 31, 2010.

LISBOA DA SILVA NETO, Manoel, Scholar, Department of Chemical Engineering, January 1, 2010 – December 31, 2010.

Adjunct Appointments

DEMAN, Andrew, Lecturer, Department of Systems Design Engineering, January 1, 2010 – April 30, 2010.

EMERY, John, Professor, Department of Civil & Environmental Engineering, October 1, 2009 – September 30, 2011.

FLEMING, Kevin, Assistant Professor, School of Architecture, November 1, 2009 – December 31, 2009.

MIRANDA-MORENO, Luis, Department of Civil & Environmental Engineering, November 1, 2009 – October 31, 2012.

SIMONOVIC, Slobodan, Professor, Department of Civil & Environmental Engineering, November 1, 2009 – October 31, 2012.

SORLI, Gordon, Lecturer, Department of Management Sciences, January 1, 2010 – April 30, 2010.

TAYLOR, Victoria, Assistant Professor, School of Architecture, October 1, 2009 – December 31, 2009.

WANG, Kai, Lecturer, Department of Electrical & Computer Engineering, January 1, 2010 – April 30, 2010.

WRONSKI, Zbig, Professor, Department of Mechanical & Mechatronics Engineering, January 1, 2010 – December 31, 2012.

Adjunct Reappointments

AZIMIFAR, Zohreh, Assistant Professor, Department of Systems Design Engineering, October 1, 2009 – September 30, 2010.

GONG, Yanglin, Associate Professor, Department of Civil & Environmental Engineering, November 1, 2009 – October 31, 2012.

STEFFLER, Jeremy, Lecturer, Engineering Undergraduate Studies Office, January 1, 2010 – December 31, 2010.

ZINK Murray, Lecturer, Engineering Undergraduate Studies Office, January 1, 2010 – December 31, 2010.

Cross Appointment

CALLAGHAN, Jack, Professor, Department of Kinesiology, Faculty of Applied Health Sciences, to Department of Mechanical & Mechatronics Engineering, Faculty of Engineering, November 1, 2009 – October 31, 2010.

Appointment Change

TAN, Lin, New Probationary Term, Assistant Professor, Department of Electrical & Computer Engineering, **from** November 1, 2009 – June 30, 2013 **to** November 23, 2009 – June 30, 2013.

B. ADMINISTRATIVE APPOINTMENTS

HUISSOON, Jan, Acting Chair, Department of Mechanical & Mechatronics Engineering, November 16, 2009 – TBD.

MICHAILOVICH, Oleg, Co-ordinator, MEng Program, Department of Electrical & Computer Engineering, January 1, 2010 – December 31, 2011.

WECKMAN, David, Associate Chair, Undergraduate Studies, Mechanical & Mechatronics Engineering, January 1, 2010 – December 31, 2012.

ADMINISTRATIVE REAPPOINTMENTS

BEDI, Sanjeev, Director of Mechatronics Engineering Program, Department of Mechanical & Mechatronics Engineering, January 1, 2010 – December 31, 2012.

CHAUDHURI, Sujeet, Val O'Donovan Chair, Department of Electrical & Computer Engineering, November 1, 2009 – October 31, 2014.

C. SABBATICALS

EMELKO, Monica, Associate Professor, Department of Civil & Environmental Engineering, July 1, 2010 – December 31, 2010, at 100% salary.

KOFMAN, Jonathan, Associate Professor, Department of Systems Design Engineering, May 1, 2010 – October 31, 2010, at 85% salary.

LEUNG, Bosco, Professor, Department of Electrical & Computer Engineering, May 1, 2010 – April 30, 2011, at 85% salary.

Adel S. Sedra

Adel Sedra
Dean, Faculty of Engineering

University of Waterloo
REPORT OF THE DEAN OF ENVIRONMENT TO SENATE
January 18, 2010

FOR INFORMATION

A. APPOINTMENTS

Tenured

WEBER, Olaf, Associate Professor and Export Development Canada (EDC) Research Chair in Environmental Finance, School of Environment, Enterprise and Development, January 1, 2010: MA (Dipl. Psych.), University of Mannheim, 1991; Dr. (rer. nat.), University of Bielefeld, 1997. As EDC Chair, Dr. Weber will provide intellectual leadership to the financial community in Canada and will engage directly with EDC and its partners to assist businesses in addressing issues such as climate change and environmental sustainability, without limiting potential for growth. Dr. Weber's expertise in the emerging field of environmental finance combined with his research and teaching skills will greatly enhance the school's development.

Adjunct Appointments

BEEVER, Erik, Assistant Professor, School of Planning, September 1, 2009 to December 31, 2010.

DIALLO, Lamine, Associate Professor, School of Environment, Enterprise and Development, September 1, 2009 to August 31, 2011.

MacNAUGHTON, Ian, Planner-in-Residence, School of Planning, September 1, 2009 to April 30, 2010.

PANT, Laxmi, Lecturer, School of Environment, Enterprise and Development, January 1, 2010 to April 30, 2010.

SCHUMILAS, Theresa, Lecturer, School of Environment, Enterprise and Development, January 1, 2010 to April 30, 2010.

Adjunct Reappointments

HALL, Peter, Assistant Professor, School of Planning, August 1, 2009 to April 30, 2010.

HOWARTH, Philip, Professor, Department of Geography and Environmental Management, September 1, 2009 to August 31, 2011.

Graduate Student to Part-time Lecturer Appointments

JOAKIM, Erin, Department of Geography and Environmental Management, May 1, 2010 to August 31, 2010.

SCHATZ, Laura, School of Planning, January 1, 2010 to April 30, 2010.

SHIFFLETT, Geoffrey, Department of Geography and Environmental Management, January 1, 2010 to April 30, 2010.

SU, Ming Ming, Department of Geography and Environmental Management, January 1, 2010 to April 30, 2010.

ZAIDAN, Esmat, Department of Geography and Environmental Management, May 1, 2010 to August 31, 2010.

A handwritten signature in black ink, appearing to read 'H. Deep Saini' with a stylized flourish above the name.

H. Deep Saini
Dean

University of Waterloo
REPORT OF THE DEAN OF MATHEMATICS TO SENATE
January 18, 2010

FOR INFORMATION

A. APPOINTMENTS

Definite-term Reappointments

DAUDJEE, Khauzaima, Lecturer, David R. Cheriton School of Computer Science, September 1, 2010 – August 31, 2013.

LI, Xiangzhu, Research Professor, Dept. of Applied Mathematics, January 1, 2010 – December 31, 2010.

Visiting Appointments

CARETTE, Jacques, Associate Professor, David R. Cheriton School of Computer Science, January 1, 2010 – August 31, 2010.

KIM, Goansu, Researcher, Dept. of Pure Mathematics, December 22, 2009 – December 21, 2010.

LEI, Ming, Dept. of Statistics & Actuarial Science, August 1, 2009 – August 31, 2010.

YAN, Ping, Professor, Dept. of Statistics & Actuarial Science, July 1, 2009 – June 30, 2012.

Adjunct Reappointments

BELTAOS, Andrew, Lecturer, Office of the Dean, January 1, 2010 – April 30, 2010.

CELMINS, Uldis, Lecturer, Dept. of Combinatorics & Optimization, January 1, 2010 – April 30, 2010.

CHINAEI, Leila, Lecturer, David R. Cheriton School of Computer Science, January 1, 2010 – April 30, 2010.

DORRIGIV, Reza, Lecturer, David R. Cheriton School of Computer Science, January 1, 2010 – April 30, 2010.

KOTSIREAS, Ilias, Associate Professor, David R. Cheriton School of Computer Science, October 15, 2009 – October 31, 2011.

KOU, Tian, Lecturer, David R. Cheriton School of Computer Science, January 1, 2010 – April 30, 2010.

MALINOWSKI, Ruth, Lecturer, Office of the Dean, January 1, 2010 – April 30, 2010.

MARRIOTT, Christopher, Lecturer, David R. Cheriton School of Computer Science, January 1, 2010 – April 30, 2010.

McKINNON, Jennifer, Lecturer, Dept. of Pure Mathematics, January 1, 2010 – April 30, 2010.

PEI, Martin, Lecturer, Dept. of Combinatorics & Optimization, January 1, 2010 – April 30, 2010.

ROH, Patrick, Lecturer, Dept. of Combinatorics & Optimization, January 1, 2010 – April 30, 2010.

TENTI, Giuseppe (Professor Emeritus), Associate Professor, Dept. of Applied Mathematics, September 1, 2009 – August 31, 2012.

Graduate Student to Part-time Lecturer Reappointments

CALEY, Timothy, Dept. of Pure Mathematics, January 1, 2010 – April 30, 2010.

ELGUN, Elcim, Dept. of Pure Mathematics, January 1, 2010 – April 30, 2010.

KNOLL, Carolyn, Dept. of Pure Mathematics, January 1, 2010 – April 30, 2010.

LANGARI, Zarrin, David R. Cheriton School of Computer Science, January 1, 2010 – April 30, 2010.

ROCHE, Daniel, David R. Cheriton School of Computer Science, January 1, 2010 – April 30, 2010.

ZHAO, Xiaomei, Dept. of Pure Mathematics, January 1, 2010 – April 30, 2010.

Postdoctoral Fellow to Part-time Lecturer Appointment

FRANKLIN, Johanna, Dept. of Pure Mathematics, January 1, 2010 – June 30, 2010.

B. ADMINISTRATIVE APPOINTMENTS

WATROUS, John, Associate Director, Undergraduate Studies, David R. Cheriton School of Computer Science, July 1, 2009 – June 30, 2011.

ZORZITTO, Frank, Acting Chair, Dept. of Pure Mathematics, July 1, 2010 – December 31, 2010.

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

BURKOWSKI, Forbes, Professor, David R. Cheriton School of Computer Science, July 1, 2010 – December 31, 2010, with 85% salary.

CLEVE, Richard, Professor, David R. Cheriton School of Computer Science, August 1, 2010 – July 31, 2011, with 85% salary.

COLEMAN, Thomas, Professor, Dept. of Combinatorics & Optimization, July 1, 2010 – June 30, 2011, with 93.3% salary.

CUNNINGHAM, William, Professor, Dept. of Combinatorics & Optimization, July 1, 2010 – June 30, 2011, with 100% salary.

De STERCK, Hans, Associate Professor, Dept. of Applied Mathematics, August 1, 2010 – July 31, 2011, with 85% salary.

ILYAS, Ihab, Associate Professor, David R. Cheriton School of Computer Science, September 1, 2010 – August 31, 2011, with 85% salary.

LI, Yuying, Professor, David R. Cheriton School of Computer Science, September 1, 2010 – February 28, 2011, with 85% salary.

NISHIMURA, Naomi, Associate Professor, David R. Cheriton School of Computer Science, September 1, 2010 – August 31, 2011, with 85% salary.

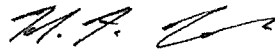
ÖZSU, Tamer, Professor, David R. Cheriton School of Computer Science, September 1, 2010 – August 31, 2011, with 100% salary; September 1, 2011 – February 28, 2012, with 100% salary.

RAGDE, Prabhakar, Professor, David R. Cheriton School of Computer Science, September 1, 2010 – August 30, 2011, with 85% salary.

D. ADMINISTRATIVE LEAVES

COLEMAN, Thomas, Professor, Dept. of Combinatorics & Optimization, July 1, 2011 – October 31, 2011, with 100% salary.

CUNNINGHAM, William, Professor, Dept. of Combinatorics & Optimization, July 1, 2011 – October 31, 2011, with 100% salary.



Thomas F. Coleman
Dean

University of Waterloo
REPORT OF THE DEAN OF SCIENCE TO SENATE
January 18, 2010

FOR INFORMATION

A. APPOINTMENTS

Definite-term Appointment

TANG, Anson, Lecturer, School of Pharmacy, December 1, 2009 to November 30, 2014. [(BSc Pharmacy, University of Toronto (1995); BA French, York University (2002); MBA, York University (2005).] Dr. Tang's employment has included community pharmacy, positions in the pharmaceutical industry, and with a healthcare solutions company. He will spearhead the experiential component of our program, both nationally and internationally, including co-op placements, community service learning initiatives, and clinical placements in the final year. His scholarship promises to be equally integrating, and positioned at the interface of experiential education and professional competence.

Definite-term Reappointment

PETERSON, Rachael C., Research Assistant Professor, School of Optometry, January 1, 2010 to December 31, 2011.

Adjunct Appointments

BOYLE, Latham A., Assistant Professor, Department of Physics & Astronomy, September 1, 2009 to August 31, 2014.

BULLEN, Thomas D., Professor, Department of Earth & Environmental Sciences, October 1, 2009 to September 30, 2012.

GOOD, David J., Professor, Department of Earth & Environmental Sciences, November 1, 2009 to October 31, 2012.

SLOAN, James (Professor Emeritus), Professor, Department of Earth & Environmental Sciences, October 1, 2009 to September 30, 2012.

STUDENIKIN, Sergei, Associate Professor, Department of Physics & Astronomy, May 1, 2009 to April 30, 2012.

STUMPF, Andrew J., Professor, Department of Earth & Environmental Sciences, October 1, 2009 to September 30, 2012.

SULLIVAN, Michael, Assistant Professor, School of Pharmacy, November 1, 2009 to October 31, 2012.

WAKARCHUK, Warren W., Professor, Department of Biology, January 1, 2010 to December 31, 2013.

Adjunct Reappointments

DALE, John, Lecturer, Department of Biology, January 1, 2010 to April 30, 2010.

MARKOPOULOU KALAMARA, Fotini, Professor, Department of Physics & Astronomy, October 1, 2009 to September 30, 2014.

McMASTER, Mark E., Assistant Professor, Department of Biology, January 1, 2010 to December 31, 2013.

SMOLIN, Lee, Professor, Department of Physics & Astronomy, September 1, 2009 to August 31, 2014.

SUTTON, Trent M., Associate Professor, Department of Biology, February 1, 2010 to January 31, 2013.

Cross Appointments

CHOU, C. Perry, Professor, Department of Chemical Engineering to Department of Biology, October 1, 2009 to September 30, 2012.

EDGINTON, Andrea N., Assistant Professor, School of Pharmacy to Department of Biology, October 1, 2009 to September 30, 2012.

SCOTT, Matthew, Assistant Professor, Department of Applied Mathematics to Department of Chemistry, October 15, 2009 to August 31, 2012.

TAM, Michael K.C., Professor, Department of Chemical Engineering to Department of Chemistry, October 15, 2009 to August 31, 2012.

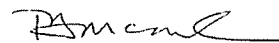
Cross Reappointments

CAMPBELL, Melanie, Professor, Department of Physics & Astronomy to School of Optometry, September 1, 2009 to August 31, 2012.

INGALLS, Brian, Associate Professor, Department of Applied Mathematics to Department of Biology, January 1, 2010 to December 31, 2013.

B. RESIGNATION

DEVEREAUX, Tom P., Professor, Department of Physics & Astronomy, effective September 1, 2009.



T.B. McMahon
Dean of Science

University of Waterloo
SENATE EXECUTIVE COMMITTEE
Report to Senate
January 18, 2010

FOR INFORMATION

Acting on the delegated authority of Senate and as provided by its terms of reference [“To exercise the powers held by the Senate, within the limits of the University Act, for what are normally considered routine matters, on those occasions when the agenda does not, in the estimation of the Executive Committee, warrant a meeting of the Senate; all such actions are to be reported to Senate”], the committee approved at its December 7, 2009 meeting the following on behalf of Senate:

- **Quantum Information (Engineering, Mathematics, Science):** the establishment of the inter-faculty collaborative MMath, MSc, MASc and PhD program in quantum information; and
- **Appointments to Undergraduate Council:** the appointments of undergraduate students Anish Pithadia (VP, Education – AHSUM), David Liu (VP, Education – EngSoc), Peter Smalley (VP, Education – ESS), Piraveena Tharmalingam (VP, Academic – MathSoc), terms January 1, 2010 to April 30, 2010.

David Johnston
Chair

**University of Waterloo
SENATE
January 18, 2010**

FOR APPROVAL

Appointments to Council / Board of Governors

Motion: That Senate approve the following appointments:

- **Undergraduate Council:** Nikki Best (ASU – VP, Education), replacing Kaila Orr, as arts undergraduate student representative, term January 1, 2010 to April 30, 2010.

- **Board of Governors:** Mike Makahnouk (earth & environmental sciences), replacing Matthew Schumacher, as graduate student senator representative, term to April 30, 2010.

Memo

To: Lois Claxton
From: Ken Lavigne, Registrar
Date: November 23, 2009
Re: **Conferral of Degrees**

Following is a list of graduates who have been issued their undergraduate degrees early at various times throughout the year to support employment or immigration requirements outside of Canada. Please include them for information at the next Senate meeting. These degrees have been issued according to the Senate directive of March 27, 2000, which delegates "to the President and the Registrar authority to grant a degree / diploma / certificate when circumstances necessitate outside the normal schedule for such approvals by Senate.

<u>Last Name</u>	<u>First Name</u>	<u>Degree</u>	<u>Confer Date</u>
Spring 2009			
Afsari-Nejad	Ali	Bachelor of Applied Science	19/05/2009
Artuso	Justin	Bachelor of Environmental Studies	02/02/2009
Buursma	Derek	Bachelor of Applied Science	12/05/2009
Chang	Youngki	Bachelor of Mathematics	22/01/2009
Dhaliwal	Amardeep	Bachelor of Arts	20/05/2009
Fan	Cathy Ye	Bachelor of Mathematics	22/01/2009
Finn	Henry	Bachelor of Arts	31/03/2009
Gill	Harbin	Bachelor of Applied Science	19/05/2009
Hermanto	Pamela	Bachelor of Computer Science	20/05/2009
Kukac	Kyle	Bachelor of Science	23/02/2009
Lee	Sang-Hun	Bachelor of Software Engineering	13/05/2009
Leonard	Stephanie	Bachelor of Arts	04/03/2009
Lovich	Vitali	Bachelor of Applied Science	19/05/2009
Macdoanld	Peter	Bachelor of Arts	04/03/2009
Magder	Lucas	Bachelor of Applied Science	19/05/2009
McLarty	Melina	Bachelor of Applied Science	13/05/2009
Ng	Fiona	Bachelor of Mathematics	09/01/2009
Ou	Jesse	Bachelor of Computer Science	13/05/2009
Patel	Niyanta	Bachelor of Mathematics	03/04/2009
Repaka	Sandeep	Bachelor of Applied Science	19/05/2009
Schulze	Amanda	Bachelor of Applied Science	13/05/2009
Sethi	Aditya	Bachelor of Applied Science	19/05/2009

Last Name	First Name	Degree	Confer Date
Shafi	Naji	Bachelor of Applied Science	19/05/2009
Sims	Katelin	Bachelor of Science	15/05/2009
Slupeiks	Jason	Bachelor of Applied Science	12/05/2009
Stewart	Ian	Bachelor of Software Engineering	13/05/2009
Wang	Shang	Bachelor of Mathematics	19/01/2009
Wang,	Tom	Bachelor of Applied Science	19/05/2009
Whyne	Jason	Bachelor of Computer Science	13/05/2009
Wilson	Chad	Bachelor of Applied Science	19/05/2009
Woelfl	Glen	Bachelor of Applied Science	19/05/2009
Wong	Maria	Bachelor of Applied Science	19/05/2009
Woroshow	Eric	Bachelor of Computer Science	13/05/2009
<u>Fall 2009</u>			
Burton	Melanie	Bachelor of Social Work	08/07/2009
Dhanda	Sanjeev	Bachelor of Software Engineering	06/16/2009
Fang	Cheng	Bachelor of Computer Science	06/07/2009
Feng	Rong	Bachelor of Mathematics	08/27/2009
Harjot	Arora	Bachelor of Arts	27/08/2009
Karau	Holden	Bachelor of Mathematics	08/24/2009
Olena	Lyashenko	Bachelor of Computer Science	08/25/2009
Park	Juyun	Bachelor of Mathematics	10/06/2009
Poon	Canice	Bachelor of Computer Science	09/10/2009
Wall	David John	Bachelor of Arts	02/09/2009
Xu	Davison	Bachelor of Computer Science	09/01/2009

University of Waterloo
UNIVERSITY APPOINTMENTS REVIEW COMMITTEE (UARC)
Report to Senate
January 18, 2010

FOR INFORMATION

Proposals Reviewed: September 2008 to August 2009

UARC reviewed a total of 58 proposals for regular faculty appointments. Of these (21 females, 37 males), 15 were for tenured, 39 were for probationary, and four were for definite-term appointments. More detail is provided in the table on the next page. For comparison purposes, the total number of proposals reviewed in recent years was: 97 (2003-04), 92 (2004-05), 86 (2005-06), 90 (2007-08) and 58 (2008-09). The lower number for the past year reflects the hiring freeze except under exceptional circumstances.

Electronic Advertising

In recent years, departments / schools have been advertising via websites, electronic bulletin boards, list-servers, etc; these are faster and less expensive than traditional printed means. UARC has compiled a list of such sites, many of which target certain audiences, women in particular. We encourage departments to use the many sites that have been developed to inform women in their discipline of employment opportunities.

Length of the Review Process

Appointment proposals from academic units and faculties generally continue to be very good, and chairs/ directors have been very helpful in providing any additional information requested. Advance notice of proposals continues to be important to ensure speedy turnaround but is not always available. Policy 76 specifies five working days for the review process. During the past year, UARC members were able to complete most reviews within three or four working days unless information was missing and discussions with the chair / director or dean were required.

The *Summary of Recruiting Efforts for UW Faculty Positions* form which chairs / directors are required to complete can be found at:

<http://www.adm.uwaterloo.ca/infosec/forms/facultyappts.html>

Special Circumstances

UARC continues to be challenged by special circumstance hires, such as hires conditional upon award of externally funded chairs. These may not follow the normal guidelines for hiring. UARC discussed these issues with the provost and the president of the Faculty Association last year and the unanimous statement was that UARC is "...to protect the process". With that guidance we have asked to review all appointments for more than two years as per Policy 76. For the special circumstances we try to accommodate the specific issues while being mindful of the mandate of UARC.

UARC Membership for 2009 - 2010

Ellsworth LeDrew (EV, UARC chair), David Fuller (ENG'G), Mario Gauthier (SCI), Laurie

Hoffman-Goetz (AHS), Xinzhi Liu (MATH), Christine McWebb (ARTS), Eric Soulis (ENG'G), Susan Wismer (EV).

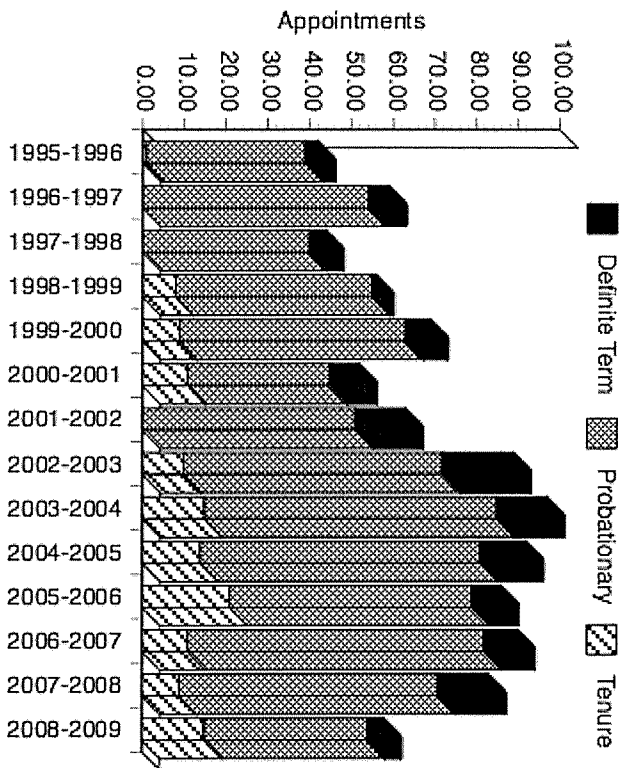
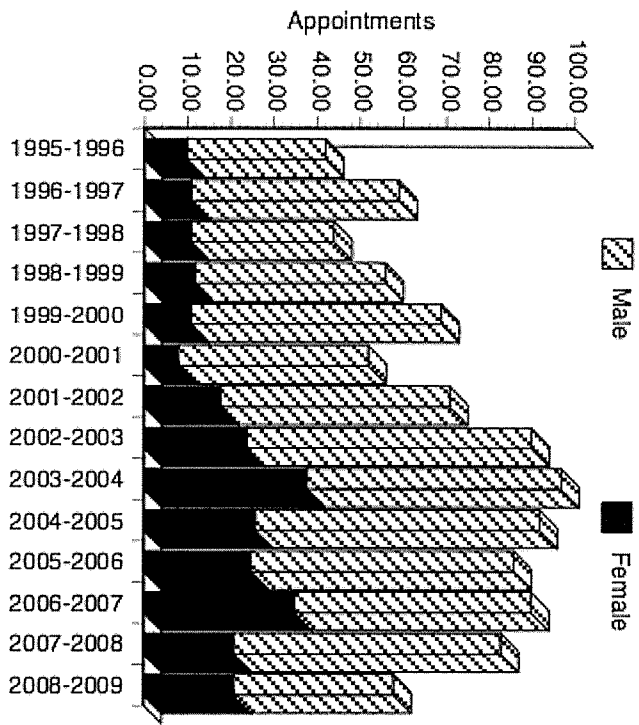
UARC Notes for 2008-09

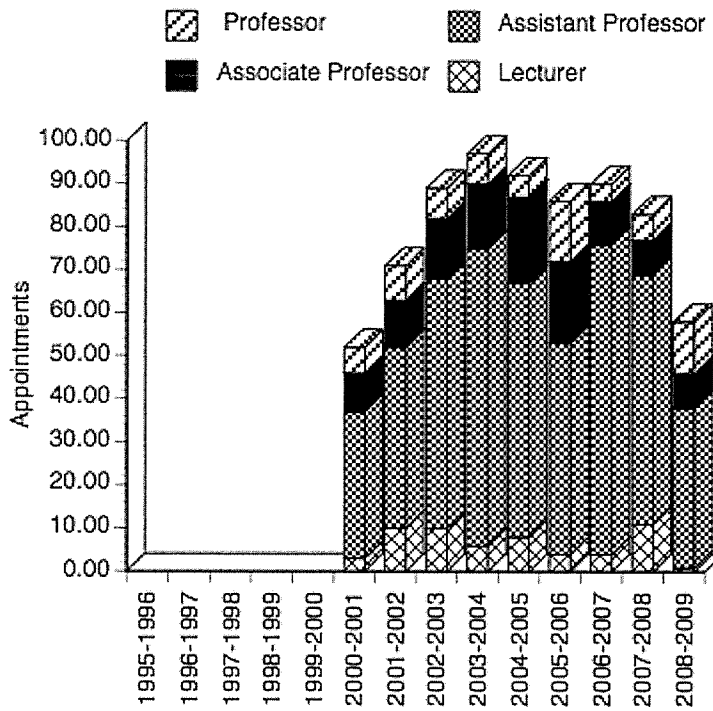
The chair of UARC has given presentations to both the University Chair luncheon meeting and the Administrative Staff luncheon meeting on the UARC process. We believe that this has helped dispel any misunderstandings about the UARC goals and processes and assisted in the consistency of documentation across campus. We will continue to provide information in any forum that would be deemed helpful.

**SUMMARY OF PROPOSALS FOR REGULAR FACULTY APPOINTMENTS
of duration two years or more
REVIEWED BY UARC
September 2008 to August 2009**

Faculty	No. of cases	Nationality		Gender		Appointment Type			Professorial Rank			
		CDN/perm. resident	Foreign academic	F	M	Tenured	Prob-ationary	Definite Term	LECT	ASST	ASSOC	PROF
AHS	4	3	1	0	4	0	3	1	0	3	1	0
ARTS	25	17	8	10	15	10	13	2	0	14	2	9
ENG	12	5	7	4	8	0	12	0	0	10	2	0
ES	7	4	3	3	4	2	5	0	0	4	3	0
MATH	3	2	1	2	1	1	2	0	0	2	0	1
SCI	7	3	4	2	5	2	4	1	1	4	0	2
Totals	58	34	24	21	37	15	39	4	1	37	8	12

During the discussion of the UARC submission to Senate in winter 2009, UARC was requested to review the data for previous years and provide a temporal profile of the various categories. With the help of IAP we have collated data since 1995-96 by year for a variety of categories for all faculties. Note that not all categories are separately recorded since the beginning. In this report we provide the statistics aggregated for the faculties. The graphs for the breakdown by faculty will be available shortly. The raw data are available from the chair of UARC.





December 15, 2009

Ellsworth LeDrew
Chair, UARC

Academic Calendar Dates, 2010-2011

The following symbols and abbreviations are used throughout this table:

- Days of the week: (M) Monday, (T) Tuesday, (W) Wednesday, (R) Thursday, (F) Friday, (S) Saturday, (U) Sunday
- N/A – Not Applicable

	Fall 2010, Option 1	Fall 2010, Option 2	Winter 2011	Spring 2011
Co-operative Work Term Begins *	Aug. 30 (M)	Aug. 30 (M)	Jan. 3 (M)	May 2 (M)
Lectures Begin	Sept. 9 (R)	Sept. 13 (M)	Jan. 4 (T)	May 2* (M-spring term); July 4 (M-summer session)
Reading Week	N/A	N/A	Feb. 21-25 (M-F)	N/A
Convocation	Oct. 23 (S)	Oct. 23 (S)	N/A	June 15-18 (W-S)
Lectures End	Dec. 2 (R) Note: Monday schedule	Dec. 6 (M)	Apr. 5 (T) Note: Friday schedule	Spring term: July 26 (T) Note: Friday schedule Summer session Aug. 12 (F)
Pre-Examination Study Days	Dec. 3-7 (F-T)	Dec. 7,8 (T,W)	Apr. 6,7 (W-R)	July 27-Aug. 1 (W- M)
On-Campus Examinations Begin	Dec. 8 (W)	Dec. 9 (R)	Apr. 8 (F)	Aug. 2 (T- spring term); Aug. 12 (F- summer session)
Online/Distance Education Examination Days	Dec. 10, 11 (F,S)	Dec. 10, 11 (F,S)	Apr.8,9(F-S)	Aug.5,6 (F,S)
On-Campus Examinations End	Dec. 22(W)	Dec. 22(W)	Apr. 21 (R)	Aug. 13(S)
Grades Due *	Dec. 15-23 , 2010 (W-R) and Jan. 4 , 2011 (T)	Dec. 15-23 , 2010 (W-R) and Jan. 4 , 2011 (T)	Apr. 15 (F) – May 2 (M)	Aug. 9 (T)-Sept. 2(F)
Co-operative Work Term Ends *	Dec. 24(F)	Dec. 24(F)	Apr. 29 (F)	Aug. 26 (F)
Teaching days	60	60	60	60
Pre examination study days	5	2	2	6
Examination days	13	12	12	11

3. 2010-2011

Attached is the proposed set of dates for 2010-2011, which has been developed in consultation with the Undergraduate Operations Committee and in accordance with the amended guidelines, approved at the September meeting of Council. Two options are presented for Fall 2010 and both are endorsed by Senate Undergraduate Council. Option 2 reflects tradition with classes beginning on Monday, September 13.

Option 1, the preferred option, is dependent on the disposition of the motion related to the Guidelines for Determining Academic Calendar Dates that was tabled at Senate in October.

- Note that the first day of classes in fall 2010 is Thursday, September 9 and, in order to balance the number of meets, the last day of classes on Thursday, December 2 will use the Monday schedule.
- I have recommended the same balancing in each of winter and spring 2011. The last day of classes in winter 2011 on Tuesday, April 5 will follow the Friday schedule. That way there are 12 of each day's schedules. Similarly, the last day of classes in spring 2011 on Tuesday, July 26 will follow the Friday schedule. That way there are 12 of each day's schedules.

Motion:

That Council recommend that Senate approve the set of dates for 2010-2011 as presented using Option 1 for Fall 2010.

University of Waterloo
SENATE UNDERGRADUATE COUNCIL
Report to Senate
January 18, 2010

Senate Undergraduate Council met on December 8, 2009 and agreed to forward the following items to Senate for information [further details may be obtained at: www.secretariat.uwaterloo.ca/Committees/senate/ugc.htm].

FOR INFORMATION

Academic Program Review Report

School of Social Work – See attachment #1.

Curricular Modifications

On behalf of Senate, council approved changes to academic plans, new courses, course changes and course inactivations for WatPD (PD2, PD3, PD4, PD5, PD6, PD7) and the faculties of: applied health sciences (kinesiology; recreation and leisure studies); arts (faculty objective statement; overlapping content table for statistics and research methods courses); engineering (electrical and computer engineering; geological engineering; PDENG); and mathematics (applied mathematics; computational mathematics; computer science; mathematics; repeating passed course regulation).

/kjj
December 16, 2009

Geoff McBoyle
Chair

Two Year Progress Report of the School of Social Work

Introduction

The Self Study of the School of Social Work was completed in 2006, and the site visit was conducted November 5 to 8, 2006. The review team submitted its report on December 21, 2006, and the School's initial response was received on March 1, 2007. The seven-year plan was submitted on August 2, 2007. The academic program review report was approved by Senate Undergraduate Council on September 11, 2007 and presented to Senate on October 15, 2007. This report was received October 8, 2009 and describes progress made in the past two years.

School of Social Work's Strengths

The site team commented on many strengths of the Social Work Program including: strong leadership and teaching; excellent working relationships with community agencies, the professional organizations, and the Faculty of Social Work at Wilfrid Laurier University; library and other academic supports from Renison and the University of Waterloo (UW); development of the Part-time Program; high quality curriculum with attention to use of technology (e.g. UW ACE and multi-modal course offerings); strong Field Education program; and students who are respected as employees within local human service agencies.

Review Team's Recommendations:

The review team made recommendations related to several areas: diversity and accessibility; curriculum change; evaluation of the Part-time Program; policies on student progress; research activities; and physical and human resources.

Diversity and Accessibility

The School needs to give increased attention to the recruitment of a more diverse student body and faculty recruitment. Other possible strategies that could be considered are:

- the adoption of equity provisions in the BSW Admissions Policy;
- development of a third route to the Bachelor of Social Work (BSW) Program which would admit students to a two-year BSW Program option as a first degree;
- development of a special cohort model of Distance Education for selected Aboriginal communities;
- continued need to expand scholarships and bursaries for all students and particularly for students from identified priority groups.

School's Response:

Since the site visit, the School has seen a slight increase in the diversity of students in the BSW Program. Numerous outreach efforts have been ongoing, including a higher visibility of the School of Social Work at the Ontario Universities Fair; and recruitment meetings at Conestoga College, other small undergraduate colleges, and local and outlying community agencies. As well, the School of Social Work has joined a collaborative project, *Social Work in Waterloo Region*, which is a Bridge Training Program to increase access to education, employment and sector specific English language skills, for internationally educated professionals who are interested in the social work sector. A proposal has been submitted to the Ministry of Citizenship and Immigration, and, if funded, the above project would have a larger role for the School of Social Work as well as Renison's Social Development Studies (SDS) Program and the English Language Institute.

This past year, the School of Social Work undertook a pilot exchange project with the MA (Social Work) program in Lady Doak College in Madurai, India. So far four students have been involved, two from Renison and two from Lady Doak.

Two new full-time faculty members hired by the School of Social Work bring expertise in aspects of diversity that will be included in their courses.

In addition, the School of Social Work is:

- researching equity provisions in admissions and will be reviewing these for possible adoption;
- considering exploring the feasibility with the University of Waterloo of a third BSW admission route;
- exploring with two community colleges in eastern Ontario, both of whom are interested in having the School deliver the BSW program to cohorts of community college graduates by means of multi-modal courses (online with a required on-campus requirement). This approach has potential for other sites;
- Fund-raising. Its efforts have resulted in the establishment of several new awards.

Curriculum and Structural Changes

The curriculum needs to be reviewed (a) to eliminate overlap with the Social Development Studies' (SDS) courses and (b) to address content gaps for special populations and fields of practice. There also needs to be a formal process to address control over the interface between the SDS program, which offers the required 10 prerequisite courses for the BSW program, and the BSW program itself.

School's Response:

Changes affecting decision-making on curriculum in the pre-requisite BSW courses within the Social Development Studies Program and hiring Social Work faculty members have been addressed. These changes will be addressed in the forthcoming Bylaws of the Academic Council which are currently being reviewed by Renison's Board of Governors.

A protocol has been established to ensure that all Social Work courses taught in the SDS and BSW Programs are assigned to appropriate instructors and that the curricular requirements of the BSW Program are met by the pre-requisite courses offered within the SDS Program. This will be accomplished through an annual review by the Director of the School of Social Work and the Chair of SDS. Should changes to curriculum content be required, these will be reviewed by the Curriculum Committees of each Program and sent to the Academic Council for approval.

In addition, as a result of student course evaluations, and feedback from students, the Community Advisory Committee, field instructors and agency personnel involved in the practicum, changes have been made to required courses and electives in the BSW Program.

Evaluation and Monitoring of the Part-time Program

The review team suggested that the Part-time Program be evaluated, particularly with respect to the impact on student learning and the implications, if any, on the Full-time Program.

School's Response:

Since the site visit, several changes have been made to the Part-time Program. One is a change in the name - from "Alternate Stream" Program to "Part-time" Program. Feedback from the reviewers, students and agency personnel indicated that the term "Alternate" had potential negative connotations and was cumbersome. The change has been applauded.

Over the next year, the coordinator of the Part-time Program will be carrying out an extensive evaluation for the Program including the modes of academic course delivery, field practicum arrangements, conditional admissions, impact on student learning, academic outcomes, retention, career and further academic pursuits, and satisfaction with the program. Anecdotally, the Part-time Program has been very successful in recruiting a more diverse student population, has a high retention rate with many of the students being on the Dean's Honours List.

Clarification and Consolidation of Policies on Student Progress in the Program

The review team recommended that the School clarify a "second fail" policy in the Field Education Program.

School's Response:

The School addressed the need for additional policies on student progress in the Program with two new policies: *Second Fail Policy* (p. 11, *Practicum Manual*) and *Policy for Assessing Conduct for Students in the Bachelor of Social Work Program*.

The following policy, *Second Fail Policy* (p11, *Practicum Manual*), was approved by the Practicum Advisory Committee on October 16, 2007 and by the Faculty Committee on March 26, 2008.

In the event of an unsatisfactory rating (fail) in either SWREN 441R, SWREN 442R or SWEN 443R, the student will be given the opportunity to repeat the course. If the student receives a second rating of unsatisfactory in either SWEN 441R, SWEN 442R, or SWEN 443R, he or she will be asked to withdraw from the program.

The Canadian Association for Social Work Education (CASWE), formerly the Canadian Association of Schools of Social Work (CASSW), states:

"Schools shall have policies requiring that performance of professional responsibilities of social work students be in accordance with the relevant code of ethics, with particular emphasis on professional responsibilities towards vulnerable or disadvantaged groups"

(CASSW Standards 4.3 Board of Accreditation Manual, October 2003.)

To that end, the School, in consultation with Renison's lawyer, developed a *Policy for Assessing Conduct for Students in the Bachelor of Social Work Program*. This policy pertains to professional conduct and applies to any social work course or related learning environment including Practicum within the Bachelor of Social Work Program. It is an attempt to balance the commitment of the School of Social Work to support and assist students in becoming professional social workers, with the need to protect the safety and well-being of all students, staff and faculty as well as vulnerable individuals, families, groups and communities. Thus, the School of Social Work holds a reasonable expectation that its students will adhere to recognized ethical obligations and professional standards such as the Social Work Code of Ethics and Standards of Practice adopted by the Ontario College of Social Workers and Social Service Workers, and that the School has an obligation to take action when a student acts in an unethical or unprofessional manner. The purpose of the policy is to provide examples of conduct that may require a review and to provide guidelines for a process of review. The School of Social Work will undertake to resolve any concerns in a fair, timely, reasonable and effective manner.

The policy has been approved by the School of Social Work Faculty Committee, the Community Advisory Committee, Renison's Academic Council and Renison's Board of Governors.

Physical Space

The review team recommended that the School review classroom space for adequacy of the learning environment and examine the feasibility of locating all Social Work offices in one common area.

School's Response:

Since the site visit, Renison has initiated an upgrading program of IT needs and opened its new academic wing which includes two new classrooms from which the School of Social Work has benefitted. A long term goal is to have dedicated space for the School of Social Work for faculty and staff offices, classrooms, professional development events, and student meetings.

Research and Scholarly Activities

The review team recommended, as an important priority, the expansion of research and scholarly activity.

School's Response:

The contributions from newly hired colleagues will contribute to increased research productivity. The School recognizes the burden on a small group of faculty members of teaching within the BSW and SDS programs,

of committee work within the School of Social Work as well as within Renison, and research and scholarship. For the past several years faculty members have been encouraged to publish and pursue research opportunities whether on their own or in collaboration with other partners. Faculty members are beginning to present papers and workshops and submit publications on some of the innovative aspects of the BSW program, including multi-modal teaching, an on-line "Communities of Practice" website specifically for field instructors, and specialized field instructor training. The School of Social Work's recent 10th Anniversary Seminar Series is a reflection of some of the ongoing scholarly and research work completed or in progress.

Human Resources

The review team recommended the hiring of two new full-time, tenure-track faculty positions to bring the full-time faculty and professional staff complement to eight. In addition, given the increased workload for support staff and the temporary arrangements that are currently utilized to meet program requirements, the review team recommended that the support staff complement for the BSW Program be increased from .75 FTE to 1.5 FTE.

School's response:

Recruitment and hiring of two tenure track faculty members is complete. On July 1, 2008, Dr. Peter Donahue, a faculty member at the Faculty of Social Work, University of Calgary, was hired as an Associate Professor with tenure. A second tenure track faculty position at the Assistant Professor tenure-track level has been confirmed and on January 1, 2010, Dr. Miriam George will be joining the School. Both new faculty members bring expertise that enriches the BSW program. Dr. Donahue's particular scholarly interests are in the areas of gerontology and social work practice, homelessness and aging, retirement, diversity and oppression. Dr. George's scholarly work has focused on refugee trauma and psychological distress, mental health and addictions, refugee and immigrant settlement, religion and oppression, Post-Colonialism and Globalization, and International Social Work Education.

A plan is in place to augment the administrative staff resources to 1.5 FTE. The plan is to increase the position of Administrative Assistant to the School of Social Work to a full-time position (currently .5 FTE) and to increase the Assistant to the Administrative Assistant to a half-time position (currently .25 FTE). Support for the resources needed for this second position was confirmed by the Principal, however, the current financial situation has not allowed for the positions to be confirmed.

CONCLUSIONS

In the Spring of 2009, the School of Social Work submitted a Progress Report to the Board of Accreditation, Canadian Association of Social Work Education. This report addressed the recommendations of the site team report (November 2006) and the subsequent decision of the Board of Accreditation to give the school a four-year accreditation, with the proviso that it could submit a progress report demonstrating actions taken to address the specific recommendations of the site team. The particular accreditation standards needing attention were structural in nature, namely the need for more faculty and staff members and the issue of the interface between the SDS Program and the BSW Program, and did not reflect on the quality of the BSW Program. The School is pleased to report that the progress report was accepted and the Board of Accreditation awarded the school the full seven-year accreditation (2007-2014).

Last year the School of Social Work celebrated its 10th Anniversary. The Program has grown from an initial intake of 26 students to a current student body of 47 in the full-time program and approximately 65 students in the part-time program. At steady state the School hopes to achieve 55 to 60 full-time and 65 to 75 part-time students. The 10th Anniversary was celebrated in numerous ways, including a Workshop Series of six workshops featuring School of Social Work and Renison faculty members, a community event, a concert presented by The Three Cantors to raise funds for the BSW Endowment Fund, and outreach to alumni to join the fund-raising efforts.