

**Minutes of the Monday, October 18, 2010 Meeting**

**Present:** Feridun Hamdullahpur (chair), Lois Claxton (secretary), Sheila Ager, Dan Brown, Graham Brown, Luke Burke, Glenn Cartwright, Joseph Cheriyan, Jonathan Cluett, Ken Coates, Tara Collington, Carol Cressman, Rick Culham, Shannon Dea, George Dixon, Brent Doberstein, Paul Eagles, Fraser Easton, Susan Elliott, John Flanagan, Peter Forsyth, George Freeman, Ian Goulden, Paul Guild, Mark Haslett, Geoffrey Hayes, Keith Hipel, Sue Horton, Dennis Huber, Ian Kasper, Reemah Khalid, Ken Lavigne, John Lawrence, Kate Lawson, Susan Leat, John Lewis, Michael Makahnouk, Geoff McBoyle, Terry McMahan, Brian McNamara, Bruce Mitchell, Bradley Moggach, Stephen Murphy, Hassan Nasir, Diana Parry, Tracy Penny Light, David Porreca, Metin Renksizbulut, Manoj Sachdev, Mark Seasons, Adel Sedra, Jay Shah, Dave Smith, Olaf Weber, Richard Wells

Meg Beckel, Linda Kieswetter, Ron McCarville, Janet Passmore, Sean van Koughnett, Bud Walker, Heather Westmorland

**Absent:** Mohamed Abd-El-Razik, Carol Acton\*, David Barton, Kevin Cai, Jeff Casello, Diana Denton\*, Brian Dixon, Tom Duever, Marlene Epp\*, Peter Frick\*, Bob Harding\*, Bruce Hellinga\*, Whitney Lackenbauer, Kevin Lamb, Brendon Larson\*, James Law\*, Stephen McColl, Wayne Oldford, Henry Paetkau\*, David Perrin\*, Feisal Rahman, Peter van Beek, Robert Jan van Pelt\*, Prem Watsa\*, Beth Weckman, Andrew Williams

\*regrets

**OPEN SESSION**

**Consent Agenda**

Senate heard an omnibus motion to approve or receive for information by consent items 1-5 below.

**1. APPROVAL OF MINUTES**

The minutes of the September 20, 2010 meeting were approved as distributed.

**2. REPORT OF THE CHAIR**

**Recognition and Commendation.** Senate received this report for information.

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

**Call for 'University Professor' Nominations.** Senate received this call for nominations for information.

**4. REPORTS FROM THE FACULTIES**

Senate received these reports for information.

**5. OTHER BUSINESS**

**Annual Performance Indicators.** Senate received this overview for information.

**Approval of Degrees, Diplomas and Certificates** [lists of graduands available at Senate]. Senate approved the lists of candidates for degrees, diplomas and certificates as recommended by the faculty councils and the associate provost, graduate studies, and authorized the chair, the registrar and the associate provost, graduate studies to add to or change the lists as approved at the meeting on October 18, 2010.

**Committee Appointments** [revised motion at senators' places]. Senate approved the following appointments:

- **Senate Finance Committee.** Luke Burke (arts), replacing Muhammad Ali Akbar, as undergraduate student representative, term to April 30, 2011.

- **Senate Long Range Planning Committee.** Bradley Moggach (president, Federation of Students), replacing Steve Krysak, as undergraduate student representative, term to April 30, 2011.
- **University Committee on Student Appeals.** Grit Liebscher (Germanic & Slavic studies), replacing Jennifer Simpson, as arts faculty representative, term to April 30, 2011.

Porreca and Shah. Carried, with the understanding that Annual Performance Indicators would appear as an item under Regular Agenda for the November meeting of Senate.

### Regular Agenda

#### **6. BUSINESS ARISING FROM THE MINUTES**

There was no business arising.

#### **7. REPORT OF THE CHAIR**

**Waterloo/FAUW 2010 Salary Settlement.** The chair advised on the five-year settlement which starts May 2010 (0, 0, 3, 3, 3) and thanked those who worked to achieve the settlement.

#### **Environmental Scan** [[www.secretariat.uwaterloo.ca/20101018es.pdf](http://www.secretariat.uwaterloo.ca/20101018es.pdf)]

- **National Overview.** According to the federal update of economic and fiscal projections: Canada's deficit for 2009 stands at \$55.6 billion; 423,000 jobs have been created since July 2009; the GDP increased by two percent in Q2 of 2010; equalization and transfer payment agreements are set to expire in 2013. Canada's Vital Signs 2010 indicate an unemployment rate for recent immigrants with a university education of 13.9 percent compared to 3.4 percent for Canadian-born workers; unemployment rate is 4.1 percent higher for immigrants; Waterloo Region's immigrant unemployment rate was 17.5 percent in 1996 and dropped to 10.7 percent in 2006, below Ontario and Canadian averages.
- **Provincial Overview.** The benefits, both overall and for students, of COU's Online Institute Vision Paper were noted, as were the proposed structure (an association of participating institutions, not a new degree-granting body) and its mandate.
- **Local Overview.** Waterloo, Guelph (together receive \$750,000) and Conestoga College (\$747,400) are the first recipients of the \$15 million FedDev pilot project which is to link small and medium-sized enterprises with colleges and universities to bring ideas to the marketplace.

**Performance Indicators Overview** [[www.secretariat.uwaterloo.ca/20101018pi.pdf](http://www.secretariat.uwaterloo.ca/20101018pi.pdf)]. The review highlighted progress on 6<sup>th</sup> Decade Plan goals and comparisons with G13 institutions. In brief: graduate growth is on target (20 percent of the total student population by 2017) but undergraduate enrolment requires attention; number of undergraduate degrees granted is dropping, the result of the double cohort having gone through the system; quality of students (entering averages of 90 percent+) is increasing; enrolment in co-op programs is increasing and still seen as a Waterloo advantage; the 2017 objective of 25 percent female faculty has been reached; Waterloo's student:faculty ratio is above the 22.5:1 G13 average; research revenue is increasing steadily with Waterloo (the only G13 member without a medical school) ranking 5<sup>th</sup> among G13 institutions; tri-council research awards are trending upward with more effort needed re: SSHRC success; operating grant and tuition revenue are almost equal; Waterloo may exceed the 2017 target of \$1 billion cumulative Campaign Waterloo funds.

In discussion, senators heard: graduate student funding was improved last year and continuing improvement remains a top priority; efforts are being made to free space for reallocation to graduate students (a study is underway) and new buildings are designed with more space for graduate students; student financial support uptake is increasing, however, it's too early to discern the effect of

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economic conditions on enrolment; while Waterloo's gender ratio may be low compared to other universities, female representation is in proportion to the number of females available in Waterloo's recruitment areas; Waterloo continues to advocate for provincial support to post-secondary education through venues such as COU, however, given the current fiscal situation, provincial operating grant increases are unlikely and it will be to Waterloo to generate its own income from diverse sources.

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

**Report of the Associate Provost, Student Working Group.** As provided by its terms of reference, the working group conducted a broad review of student service functions, recommended on reorganization and development of the associate provost, students' portfolio, and drafted a job description for the position for the student portfolio.

**Report on Undergraduate Student Retention Issues, Opportunities and Initiatives.** Senators' attention was drawn to four items [page A39] identified as priorities to be addressed in 2010-2011. It was emphasized that efforts re: student retention will be addressed in phases, with 2010-11 priorities as the first tranche.

**Student Success Office** [[www.secretariat.uwaterloo.ca/20101018ss.pdf](http://www.secretariat.uwaterloo.ca/20101018ss.pdf)]. In their presentation, Sean van Koughnett (Student Success Office), Ron McCarville (associate dean, undergraduate, AHS) and Heather Westmorland (new student transition project) focused on how Waterloo will strive to meet its Sixth Decade Plan objective: "... a leader among its peer public institutions in North America in engaging its student body intellectually, culturally and socially [and with] the best Year One transition program in North America." The challenge will be to develop a culture and philosophy of student success which is campus wide with a focus on the student holistically. The challenge, if met, should lead to outcomes, including: balance of academic, professional and personal development; satisfaction and engagement; persistence and retention. The Student Success Office will implement leading academic support initiatives; enhance student development initiatives; scale up best practices from across campus; and lead and nurture a student-focused culture. The new student transition initiative is supported by four pillars: pre-arrival program; parents/family program; early identification and recovery program; and a communication strategy.

In the engaged discussion which occurred, senators heard: the nature/breadth of consultation with students in leadership roles across campus; the measure of whether Waterloo meets the aspirational 6<sup>th</sup> Decade targets set out above and achieved by many U.S. institutions will be assessed by various instruments, including internal and external (e.g. NSSE) surveys; a suggestion that pre-arrival efforts need to start much earlier so that students are better aware of what to expect in first year [note the AHS website: [www.ahs.uwaterloo.ca/weconnectu/index.html](http://www.ahs.uwaterloo.ca/weconnectu/index.html)]; the Federated University & Affiliated Colleges will be integrated into this program, though they already have well developed communities; engagement at other schools is achieved through efforts in community development and volunteer services while, to this point, Waterloo's vigorous academic and co-op programs have created other focuses and strengths; Waterloo's goal is to improve the retention rate (now at 88 percent) one percent annually for the next three years; with respect to improving English language skills for domestic students, the possibility of ELPE on-line and ELPE before arrival are being looked into; institutions with good transition programs nurture students (the importance of transition programs for GLBT was noted) and make clear what the institution is about (and that they're now a member), what's expected and how to succeed; strategies for assisting international students include early move-ins and programs designed especially for them; peer mentorship, which is critical, includes dons, peer and orientation leaders and benefits greatly when there is more faculty/student interaction outside the classroom – a cultural change for Waterloo; the challenges that Toronto's proximity presents with many GTA students retaining strong social/job ties with Toronto, jeopardizing Waterloo community development.

And, acknowledged by all, especially in this 'food that really schmecks' region, the importance of

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good food as a catalyst in encouraging community development.

In closing, from the provost: HIS DELIGHT WITH SENATORS' ENGAGEMENT AND ENTHUSIASM AS WATERLOO WILL NEED THEIR SUPPORT FOR THIS INITIATIVE AND WILL BE COMING AFTER THEM.

#### 9. REPORT OF THE VICE-PRESIDENT, EXTERNAL RELATIONS

[[www.secretariat.uwaterloo.ca/20101018vper.pdf](http://www.secretariat.uwaterloo.ca/20101018vper.pdf); campaign report at senators' places]

Linda Kieswetter, associate vice-president, principal gifts & campaigns, provided a synopsis of the Campaign Waterloo evolution from 1999 to the present and drew senators' attention to campaign highlights, including: \$613.2 million raised, the wonderful generosity of the university community as well as philanthropic individuals, the funds allocated in support of students, the \$444.9 million that was garnered in matching support and the marvelous leadership provided by Bob Harding, who served as campaign chair, David Johnston and the campaign cabinet.

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

The VP did not report.

#### 11. REPORTS FROM COUNCILS

**Graduate & Research.** Senate received this report for information.

##### Undergraduate

- **Human Nutrition Minor, Kinesiology.** Senate heard a motion to approve this new minor as detailed in the report.

Dea and Porreca. Carried.

- **Implementation of Calendar Matters Related to PDENG Renewal Task Force Recommendations, BAsc and BSE Specific Degree Requirements.** Senate heard a motion to approve the recommended changes to these degree plan requirements.

Shah and Hipel. Carried.

- **Degree Upgrade, Faculty of Applied Health Sciences.** Senate heard a motion to approve the addition of the recommended text to the applied health sciences section of the undergraduate calendar.

Dea and Porreca. Carried.

- **Auditing Courses, Faculty of Environment.** Senate heard a motion to approve the recommended change to the environment section of the undergraduate calendar.

Weber and Moggach. Carried.

- **Two-year Progress Report of the School of Architecture.** It was pointed out that Concern 2 [page A61] is incorrect and speaks to the importance of having reviewers hear all sides on an issue. The error and the observation were acknowledged.

The remaining items in the report were received for information.

#### 12. OTHER BUSINESS

There was no other business. Senate convened in confidential session.