

Academic Staffing Report to the Executive Committee of the Board of Governors

Report on Faculty, Instructor and Librarian Appointments and Leaves

For the period September 1, 2022 to August 31, 2023

Office of the Deputy Provost (Academic Operations and Planning)

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Introduction

On behalf of L. Pauline Rankin, Provost and Vice-President (Academic), and Catherine Khordoc, Deputy Provost (Academic Operations and Planning), we are pleased to provide this report on academic staffing to Carleton University's Board of Governors Executive Committee.

This "back-to-school" report covers the period from September 1, 2022 to August 31, 2023.

Carleton is privileged to have a rich complement of exceptionally skilled and qualified academics and librarians on campus, strengthened by a robust network of expertise throughout the greater Ottawa area, across Canada and around the world.

This report provides insight into the career paths of faculty, instructors and librarians. It celebrates their significant accomplishments, from hire to retirement, recognizing their acuity, creativity and expertise.

The report also looks at other elements of campus life that enrich programs with varied perspectives and a cross-pollination of ideas: visiting appointments, appointments in-residence and Scholars at Risk, to name just a few.

All these elements support each other and work together to create Carleton's proud, diverse, and vibrant learning, teaching and researching community.

All references in this report are in accordance with the Collective Agreement between Carleton University and the Carleton University Academic Staff Association (CUASA).

If you have any questions, please contact us at faculty.affairs@carleton.ca. For the most recent information and further details about the many accomplishments of our academics, please visit carleton.ca/provost.

Sincerely,

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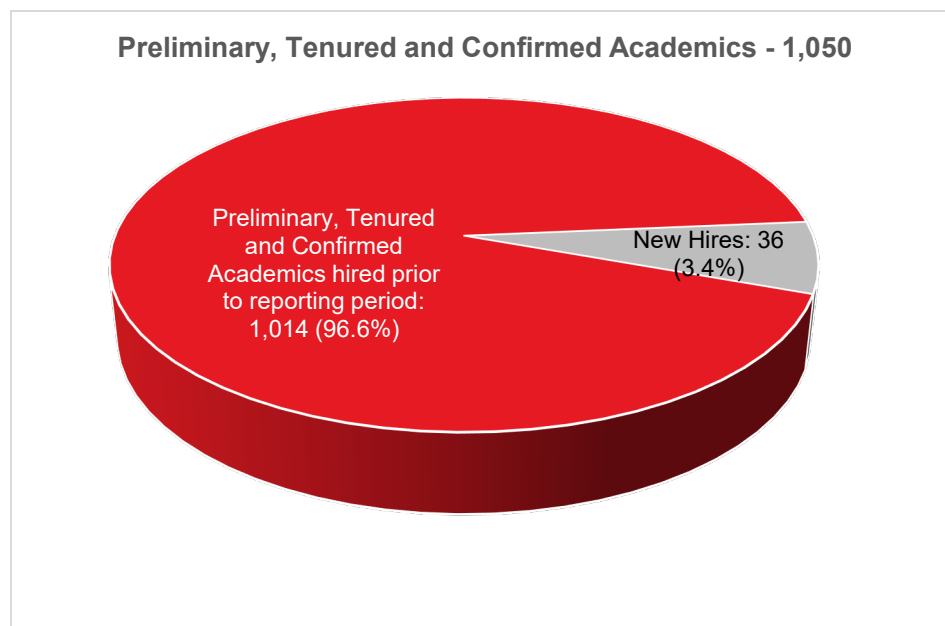
Academic Appointments

It all begins with hiring the right people.

Hiring faculty, instructors and librarians is a collective responsibility. As the university's academic hiring officer, the Provost and Vice-President (Academic) collaborates with the Vice-President (Research and International), Deans and University Librarian to hire and retain the finest teachers, scholars, researchers and librarians.

Faculty, Instructors and Librarians

In 2022-23, Carleton welcomed 36 new faculty, instructors and librarians (see Appendix A for a full list). Responsibilities for these academic ranks are listed below.



- **Lecturers (pre-PhD), Assistant Professors, Associate Professors, Professors:** Hired under the provisions of the Collective Agreement between Carleton University and CUASA, professors at Carleton have a responsibility to undertake teaching, research, administrative responsibilities at the University as well as to share their expertise with the wider community.
- **Instructor I, Instructor II, Instructor III:** Hired under the provisions of the Collective Agreement between Carleton University and CUASA, instructors at Carleton focus primarily on teaching or other specific designated administrative duties at the university.
- **Librarian I, Librarian II, Librarian III, Librarian IV:** Hired under the provisions of the Collective Agreement between Carleton University and CUASA, librarians at Carleton have a responsibility to provide services to library users as well as to engage in professional duties, public service, collection development, bibliographic control and technical library operations.

Chancellor's Professors

With an eye to recognizing excellence, a limited number of Full Professors are designated as Chancellor's Professors for a period of five years (renewable once). These professors have at least 10 years of service at the rank of Full Professor and are recognized for their outstanding scholarly activities and substantial international impact. Chancellor's Professors provide research leadership and actively participate in development of research at the university.

In addition to honouring individual professors, this designation increases awareness, within and outside the Carleton community, of the excellent scholarly work the university undertakes.

In 2022-23, three new Chancellor's Professors were appointed (see Appendix A for a full list). There are currently 25 Chancellor's Professors at Carleton.

Cross Appointments

Cross appointments—where faculty are appointed between two or more academic units—exemplify Carleton's truly interdisciplinary nature. These appointments increase interdisciplinary collaboration in teaching and research; promote inter-faculty collaboration; and allow for the cross-fertilization and exchange of ideas.

At Carleton, 333 faculty members currently hold one or more cross appointments in another academic unit.

Canada Research Chairs

The Canada Research Chairs program is designed to attract the best talent from Canada and around the world, helping universities achieve research excellence in a wide variety of fields. Chairholders improve Canadians' depth of knowledge and quality of life, strengthen the country's international competitiveness, and help train the next generation of highly skilled people.

In 2022-23, three new Canada Research Chairholders were appointed (see Appendix A for a full list). Twenty Carleton faculty now hold Canada Research Chair appointments. More information is available on [Carleton's Research website](#).

Administrative Appointments

Senior academic administrative appointments, including Chairs, Directors, Department Heads, Associate and Assistant Deans, and Associate and Assistant University Librarians, typically begin July 1 and are usually held for two, three or five-year terms. An acting/interim appointment may be made on a temporary basis until a full search can be held.

A full list of all academic heads is available on the [Provost's website](#).

Affiliated Appointments

Appointees In-Residence

Appointees in-residence are individuals distinguished in their fields (e.g., architects, executives, public servants and writers) who use their experience and expertise to create mentorship opportunities, help with recruiting efforts, teach courses, and engage in research, support curriculum enhancement and establish linkages between Carleton and the broader community. During 2022-23, Carleton had seven in-residence appointees.

Visiting Appointments

Carleton welcomes Visiting Professors and Visiting Scholars who further enrich the academic and research opportunities and experiences of students and faculty. Distinguished in their fields, Visiting Appointees bring established expertise in an area of scholarship or research relevant to Carleton's academic and research programs. In addition, Carleton participates in international agreements with France and Italy and invites language assistants who provide tutorials and other cultural activities for our students. During 2022-23, Carleton hosted 10 visiting appointees.

Fulbright Chairs

As part of Carleton's Collaborate campaign in 2017, the university expanded the Fulbright program and established four new Fulbright Canada Distinguished Research Chairs in the Faculty of Arts and Social Sciences, Faculty of Public Affairs, Faculty of Science and the Sprott School of Business. This is in addition to the existing Fulbright Canada Chairs in the Department of Political Science and the Norman Paterson School of International Affairs. During 2022-23, Carleton welcomed five Fulbright Chairs.

Scholars at Risk

This year marks the 10th anniversary of Carleton's Scholars at Risk (SAR) initiative. This program is dedicated to protecting scholars who face threats to their lives due to their scholarship. Carleton works to protect scholars, and their ideas, and promote academic freedom by arranging one to two-year appointments in host departments across the university. SAR Carleton partners with the Scholars at Risk Network and the Institute of International Education's Scholar Rescue Fund (IIE-SRF) to arrange these annual appointments. Since the network was founded in 2000, more than 700 scholars have found sanctuary and hundreds more have benefited from SAR's advisory and referral services. Highlights from this year include:

- After a productive strategic planning session in the spring, SAR Carleton is working on developing a plan to be issued in the fall. As part of this plan, a project coordinator has been hired to focus on delivering a series of workshops in the fall related to integration and the Canadian academic context.
- In the spring of 2023, Carleton was invited to host the Royal Society of Canada's Academic Job Search Workshop for Displaced and At-Risk Scholars and Academics where Amber Lannon, University Librarian, welcomed more than 15 current and former scholars from across Canada and Norah Vollmer, Manager, Faculty Affairs, presented on the academic hiring process.
- After a successful "Free to Think Conversation" event in the spring, SAR Carleton will host an international [Freedom to Think Summit and Conference](#) in November featuring Nobel Peace Prize Laureate Tawakkol Abdel-Salam Karman.

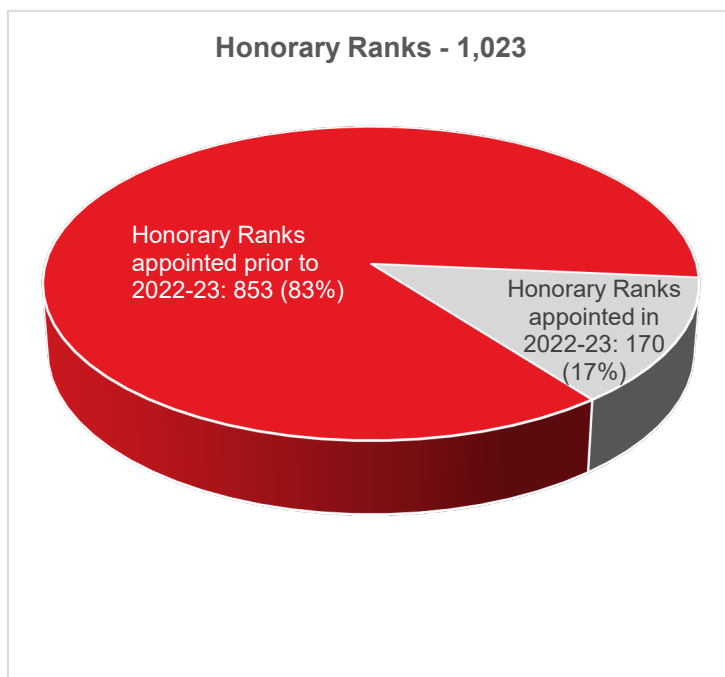
Since 2015, Carleton has hosted 14 in-person at-risk scholars and coordinated remote appointments for five Global Scholars abroad. An annual report and more information is available on Carleton's [Scholars at Risk website](#).

Honorary Ranks

Many academics continue to be engaged with Carleton after they retire and, in some cases, an honorary or affiliated rank may be conferred upon them to acknowledge their accomplishments.

The rank of Adjunct Professor and Adjunct Research Professor (see below) is also conferred on external appointees who are experts in their respective fields across Canada and around the globe.

Depending on their rank, appointees engage with the university in various ways. This may include participating in intellectual life, such as teaching or other related projects, or participating in research, such as supervising students or applying for grants.



Currently, 1,023 individuals hold honorary ranks at Carleton. From July 1, 2022 to June 30, 2023, 170 individuals were appointed to honorary ranks.

The various honorary ranks are described below.

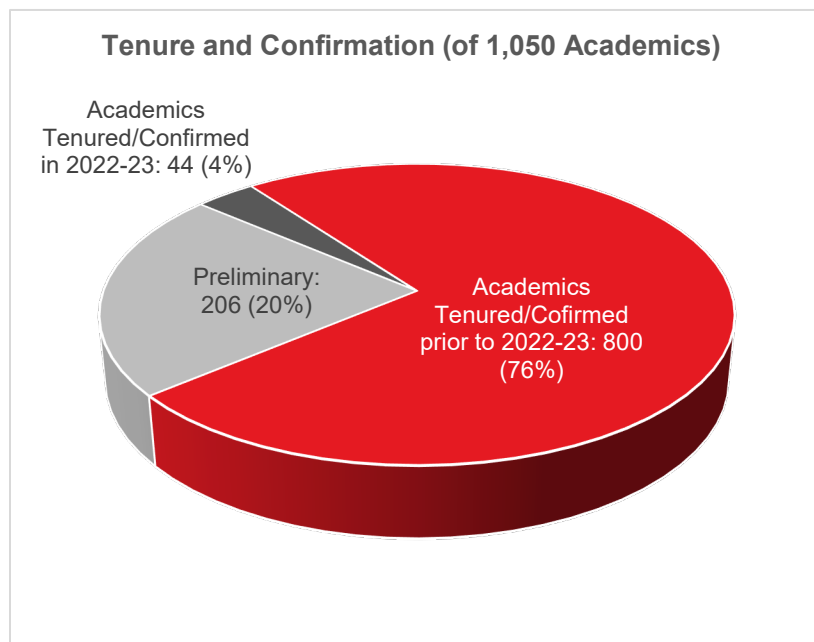
- **Professor Emeritus:** Professor Emeritus is automatically conferred on a professor who retires at the rank of Full Professor. This is a permanent appointment conferred by the Provost and Vice-President (Academic) that recognizes and celebrates a professor's accomplishments and contributions during their career at Carleton.
- **Distinguished Research Professor:** A Professor Emeritus who continues to be active in research work may be nominated as Distinguished Research Professor to recognize their significant ongoing research activities at Carleton.
- **Adjunct Research Professor:** The rank of Adjunct Research Professor may be conferred on a professor who retires as an Associate or Assistant Professor or an external appointee who is an expert in the field and engaged with a particular academic unit. This rank recognizes demonstrated significant scholarship and activity in research, as well as a continuing involvement in significant research activities at Carleton.
- **Adjunct Professor:** The rank of Adjunct Professor may be conferred on a professor who retires at the rank of Associate or Assistant Professor or an external appointee who is an expert in the field and engaged with a particular academic unit. This rank recognizes continued significant involvement in the intellectual life of the academic unit, such as teaching and other projects at Carleton.

Tenure, Confirmation and Promotion

Tenure and Confirmation

Receiving tenure or confirmation means achieving permanent job status. Following an initial five-year preliminary appointment, faculty are typically considered for tenure, and instructors for confirmation, each fall, effective July 1. After an initial two-year preliminary appointment, librarians are typically considered for confirmation.

In 2022-23, 44 academics received tenure or confirmation (see Appendix B for a full list).



Promotion

Promotion is progression through the academic ranks. Promotions are considered each fall, and if approved, are effective the following July 1st. Faculty may be promoted through the ranks from Assistant Professor to Associate Professor, and to Full Professor. A faculty member who has not yet completed the degree that is required for a faculty appointment in their discipline is appointed as Lecturer until they obtain their degree. Instructors may be promoted through the ranks of Instructor I, Instructor II and Instructor III. Librarians may be promoted through the ranks of Librarian I, Librarian II, Librarian III and Librarian IV.

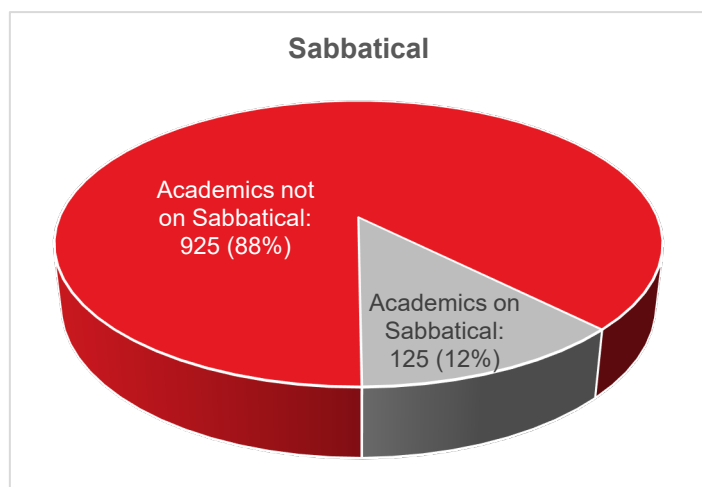
In 2022-23, 59 academics were promoted to the next rank (see Appendix B for a full list).

Sabbatical and Other Leaves

Academics are eligible for sabbatical after receiving tenure or confirmation: either a six-month leave following three years of full-time on-campus service or a one-year leave following six years of full-time on-campus service.

Academic staff pursue a myriad of opportunities during sabbaticals, including researching to explore new areas or to consolidate knowledge, working on large projects, writing books and teaching at other universities.

For the period of July 1, 2022 to June 30, 2023, 125 academics were on sabbatical.



Retirements

For the period of September 1, 2022 to August 31, 2023, 19 faculty members retired (see Appendix C for a full list).

Appendix A: Academic Appointments

We are pleased to welcome the following faculty, instructors and librarians who were appointed to Canada Research Chair, full-time preliminary, or tenured positions during the period September 1, 2022 to August 31, 2023.

Canada Research Chairs (including renewals)

1. Elie Azar, Associate Professor and Canada Research Chair Tier II, Sustainable Building and Communities, Department of Civil and Environmental Engineering
2. Jennifer Drake, Associate Professor and Canada Research Chair Tier II, Stormwater and Low Impact Development, Department of Civil and Environmental Engineering
3. Leila Guidolin, Assistant Professor and Canada Research Chair Tier II, Imaging and Biomaterials Characterization, Department of Systems and Computer Engineering

Faculty of Arts and Social Sciences

1. Hussam Ahmed, Assistant Professor, Department of History
2. Shenella Charles, Lecturer, Institute of Interdisciplinary Studies
3. Lyndsey Copeland, Assistant Professor, School for Studies in Art and Culture
4. Chloë Grace Fogarty-Bourget, Instructor II, School of Linguistics and Language Studies
5. Cassandra Morrison, Assistant Professor, Department of Psychology
6. Carieta Thomas, Lecturer, Department of Sociology and Anthropology

Faculty of Engineering and Design

1. Hamza Abo El Ella, Associate Professor, Department of Mechanical and Aerospace Engineering
2. Masoud Barati, Assistant Professor, School of Information Technology
3. Mohamed Beshir, Assistant Professor, Department of Civil and Environmental Engineering
4. Mohammad Biglar Begian, Associate Professor, Department of Mechanical and Aerospace Engineering
5. Anne Bordeleau, Full Professor, School of Architecture and Urbanism
6. James Brunet, Instructor, School of Information Technology
7. Irina Garces, Assistant Professor, Department of Mechanical and Aerospace Engineering
8. Hubert Jean-Ruel, Assistant Professor, Department of Electronics
9. Eng Kuan Moo, Assistant Professor, Department of Mechanical and Aerospace Engineering

Faculty of Public Affairs

1. Hassan Bashir, Assistant Professor, Arthur Kroeger College of Public Affairs
2. Mehmet Demircioglu, Assistant Professor, School of Public Policy and Administration
3. Vivian Hoffmann, Associate Professor, School of Public Policy and Administration; Department of Economics
4. Emi Koyanagi, Instructor, School of Social Work
5. Gabriel Maracle, Lecturer, Department of Political Science
6. Duncan McCue, Associate Professor, School of Journalism and Communication
7. Tsitsi Mpfu-Mketwa, Assistant Professor, School of Social Work
8. Katherine Occhiuto, Lecturer, School of Social Work

Faculty of Science

1. Peter Crockford, Assistant Professor, Department of Earth Sciences
2. Eugene Fletcher, Assistant Professor, Department of Biology
3. Connor Hillen, Instructor I, School of Computer Science
4. Katherine Marczenko, Assistant Professor, Department of Chemistry
5. Svetlana Obraztsova, Assistant Professor, School of Computer Science
6. Zinovi Rabinovich, Assistant Professor, School of Computer Science

Sprott School of Business

1. Qi Deng, Assistant Professor
2. Nusa Fain, Assistant Professor
3. Robert Helal, Instructor III
4. Stelios Zyglidopoulos, Full Professor

Maxwell MacOdrum Library

1. Lacey Cain, Librarian II
2. Sarah Simpkin, Librarian IV
3. Ryan Tucci, Librarian I

Appendix B: Confirmation, Tenure and Promotion

The following faculty, instructors and librarians received tenure, confirmation or promotion, effective July 1, 2023. Please join us in congratulating our colleagues and thanking them for the important contributions they have made to Carleton and will continue to make in the years ahead.

Tenure and Promotion to the Rank of Associate Professor

1. Aneurin Bosley, School of Journalism and Communication
2. Robin Chhabra, Department of Mechanical and Aerospace Engineering
3. Michael Christensen, Department of Law and Legal Studies
4. Rick Colbourne, Sprott School of Business
5. Francine Darroch, Department of Health Sciences
6. Chiara Del Gaudio, School of Industrial Design
7. Hannah Dick, School of Journalism and Communication
8. Ahmed El-Roby, School of Computer Science
9. Aaron Ettinger, Department of Political Science
10. Kelly Fritsch, Department of Sociology and Anthropology
11. Pamela Grassau, School of Social Work
12. Fidel Khouli, Department of Mechanical and Aerospace Engineering
13. Majid Komeili, School of Computer Science
14. Jean-Michel Landry, Department of Sociology and Anthropology
15. Yukai Li, College of the Humanities
16. Shichao Liu, Department of Electronics
17. Sophie Marcotte-Chenard, Department of Political Science
18. David McMullin, Department of Chemistry
19. Timothy Pettipiece, College of the Humanities
20. Geoffrey Pinchbeck, School of Linguistics and Language Studies
21. Ravi Prakash, Department of Electronics
22. Paloma Raggo, School of Public Policy and Administration
23. Sean Richmond, Department of Law and Legal Studies
24. Sandra Robinson, School of Journalism and Communication
25. Sheryl-Ann Simpson, Department of Geography and Environmental Studies
26. Julia Sinclair-Palm, Institute of Interdisciplinary Studies
27. Marylynn Steckley, Arthur Kroeger College of Public Affairs
28. Leah West, Norman Paterson School of International Affairs

Tenure

1. Hicham Chaoui, Department of Electronics
2. Kamal Hossain, Department of Civil and Environmental Engineering
3. Christopher Rowley, Department of Chemistry

Appointment to Faculty Ranks

1. Mayurika Chakravorty, Institute of Interdisciplinary Studies; Department of English Language and Literature
2. Peggy Hartwick, School of Linguistics and Language Studies

Promotion to the Rank of Associate Professor

1. Bethany MacLeod, School of Linguistics and Language Studies

Promotion to the Rank of Full Professor

1. Ayse Alaca, School of Mathematics and Statistics
2. Anne Bowker, Department of Psychology
3. Susan Braedley, School of Social Work
4. Virginia Caputo, Department of Sociology and Anthropology
5. Aaron Doyle, Department of Sociology and Anthropology
6. Mitchell Frank, School for Studies in Art and Culture; Institute of Comparative Studies in Literature, Art, and Culture
7. Audrey Girouard, School of Information Technology
8. Michael Hildebrand, Department of Neuroscience
9. Karim Ismail, Department of Civil and Environmental Engineering
10. Bernhard Leistle, Department of Sociology and Anthropology
11. Jeffrey Manthorpe, Department of Chemistry
12. Jody Mason, Department of English Language and Literature
13. Jodie Medd, Department of English Language and Literature
14. Derek Mueller, Department of Geography and Environmental Studies
15. Kumiko Murasugi, School of Linguistics and Language Studies
16. Robert Shepherd, School of Public Policy and Administration
17. Dale Spencer, Department of Law and Legal Studies
18. Joana Luiz Torres Da Rocha, Department of Mechanical and Aerospace Engineering
19. Brenda Vellino, Department of English Language and Literature

Promotion to the Rank of Chancellor's Professor

1. James Meadowcroft, Department of Political Science; School of Public Policy and Administration
2. Halim Yanikomeroglu, Department of Systems and Computer Engineering
3. Qi-jun Zhang, Department of Electronics

Confirmation and Promotion to Instructor III

1. Matthew Hawkins, Department of Sociology and Anthropology
2. John Higney, School for Studies in Art and Culture
3. Andrew Runka, School of Computer Science

Instructor Confirmation

1. Kathleen Armstrong, School for Studies in Art and Culture
2. Celine Bonnotte-Hoover, Department of French
3. Allison Everett, School of Social Work
4. Marlene Lundy, School of Linguistics and Language Studies
5. Julie McCarroll, School of Linguistics and Language Studies
6. David McKenney, School of Computer Science
7. Zachary Patterson, Department of Neuroscience
8. Rebecca Renfroe, Sprott School of Business
9. Madalena Santos, Institute of Criminology and Criminal Justice
10. Nadiya Slobodenyuk, Department of Cognitive Science

Promotion to Instructor III

1. Janne Cleveland, Department of English Language and Literature
2. Denise DeShaw, School of Linguistics and Language Studies
3. Sonia Gulati, Department of Health Sciences

Promotion to Librarian III

1. Joanne Rumig

Promotion to Librarian IV

1. Chris Trainor

Appendix C: Retirements

The following faculty, instructors and librarians retired during the period September 1, 2022 to August 31, 2023. Please join us in congratulating our colleagues and thanking them for the important contributions they made to Carleton University.

1. Donald Bailey, Department of Systems and Computer Engineering
2. Erika Banski, Maxwell MacOdrum Library
3. Yolanda Botero-Biton, School of Linguistics and Language Studies
4. Laurie Campbell, Maxwell MacOdrum Library
5. Chantal Dion, Department of French
6. Radha Jhappan, Department of Political Science
7. Therese Jennissen, School of Social Work
8. Margaret Kersten, School of Linguistics and Language Studies
9. Eva Mackey, School of Indigenous and Canadian Studies
10. Michel Nakhla, Department of Electronics
11. John Oommen, School of Computer Science
12. Shibu Pal, Sprott School of Business
13. Andre Plourde, Department of Economics
14. Saul Schwartz, School of Public Policy and Administration
15. Judy Senecal, Maxwell MacOdrum Library
16. Graham Smart, School of Linguistics and Language Studies
17. Barbara Szyszkowicz, School of Mathematics and Statistics
18. David Tait, School of Journalism and Communication
19. David Wood, School of Linguistics and Language Studies