

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

**Report on Faculty and Librarian Appointments and Leaves**

**For the period September 1, 2023 to August 31, 2024**

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, 2023 to August 31, 2024.

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 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 research 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](mailto:faculty.affairs@carleton.ca). For the most recent information and further details about the many accomplishments of our academics, visit [carleton.ca/provost](https://carleton.ca/provost).

Sincerely,

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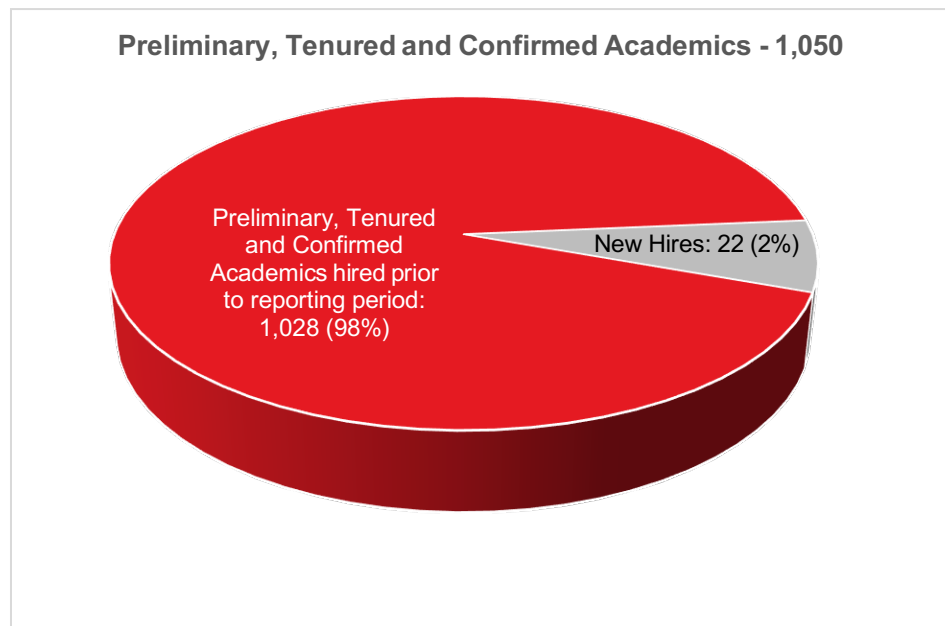
## Academic Appointments

It all begins with hiring the right people.

Hiring faculty 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 and Librarians

In 2023-24, Carleton welcomed 22 new preliminary and tenured faculty and librarians (see Appendix A for a full list).



### Academic Ranks

Academic ranks and responsibilities are described in the Collective Agreement between Carleton University and CUASA.

As of July 1, 2024, all academics who previously held the rank of Instructor I, II, or III, were appointed Teaching Stream appointments at the rank of Lecturer, Assistant Professor, and Associate Professor accordingly. In addition, the rank of Full Professor (Teaching Stream) has been created. In summary,

- **Lecturers (pre-PhD), Assistant Professors, Associate Professors, Full Professors:** Hired under the provisions of the Collective Agreement between Carleton University and CUASA, these professors have a responsibility to undertake teaching, research and administrative responsibilities at the University, and to share their expertise with the wider community.
- **Teaching Stream Lecturers, Assistant Professors, Associate Professor and Full Professors:** Hired under the provisions of the Collective Agreement between Carleton University and CUASA, these faculty members 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 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 2023-24, four new Chancellor's Professors were appointed/renewed (see Appendix B for a full list). There are currently 26 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, 336 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 2023-24, one new Canada Research Chairholder was appointed (see Appendix A for a list including renewals). Seventeen 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](#).

## Tenure, Confirmation and Promotion

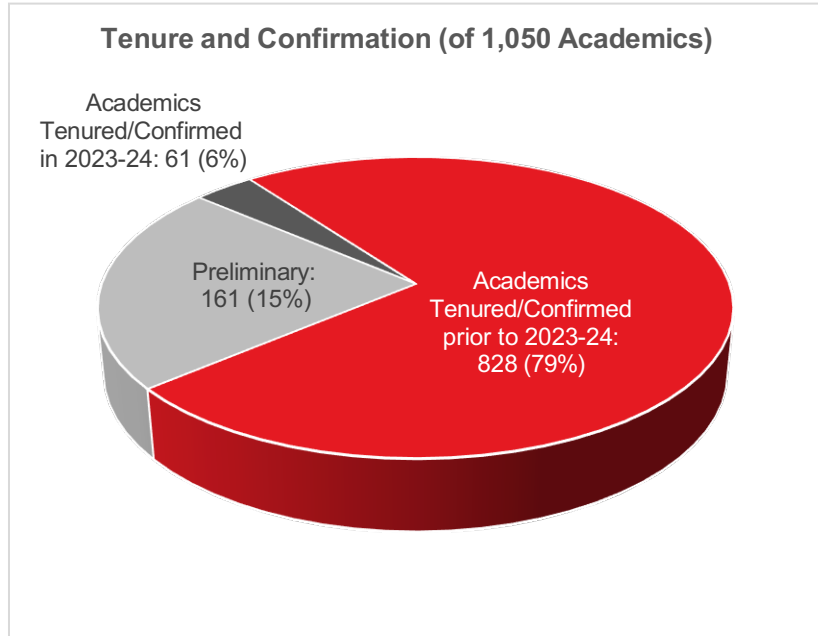
### Tenure and Confirmation

Receiving tenure or confirmation means achieving permanent job status.

Following an initial five-year preliminary appointment, faculty are typically considered for tenure, each fall, effective July 1.

After an initial two-year preliminary appointment, librarians are typically considered for confirmation.

In 2023-24, 61 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 1. 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.

Librarians may be promoted through the ranks of Librarian I, Librarian II, Librarian III and Librarian IV.

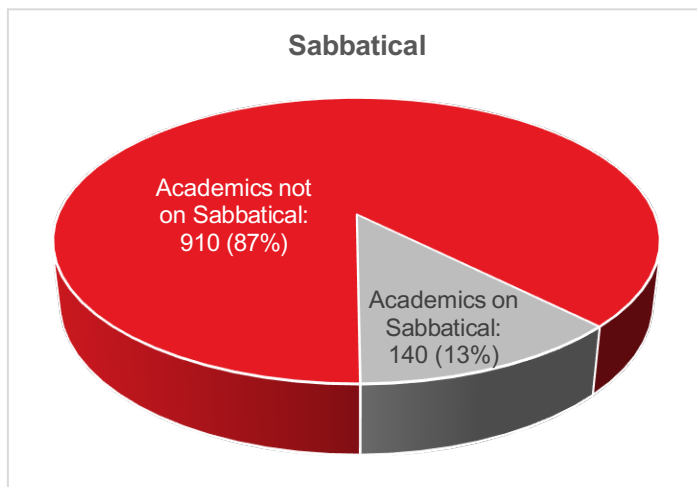
In 2023-24, 77 academics were promoted to the next rank (see Appendix B for a full list).

## 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, authoring books and teaching at other universities.

For the period of July 1, 2023 to June 30, 2024, 140 academics were on sabbatical.



## Retirements

For the period of September 1, 2023 to August 31, 2024, 21 faculty members retired (see Appendix C for a full list).

## Honorary Ranks Appointments

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. Lists of honorary ranks are maintained in each Academic Unit's individual website.

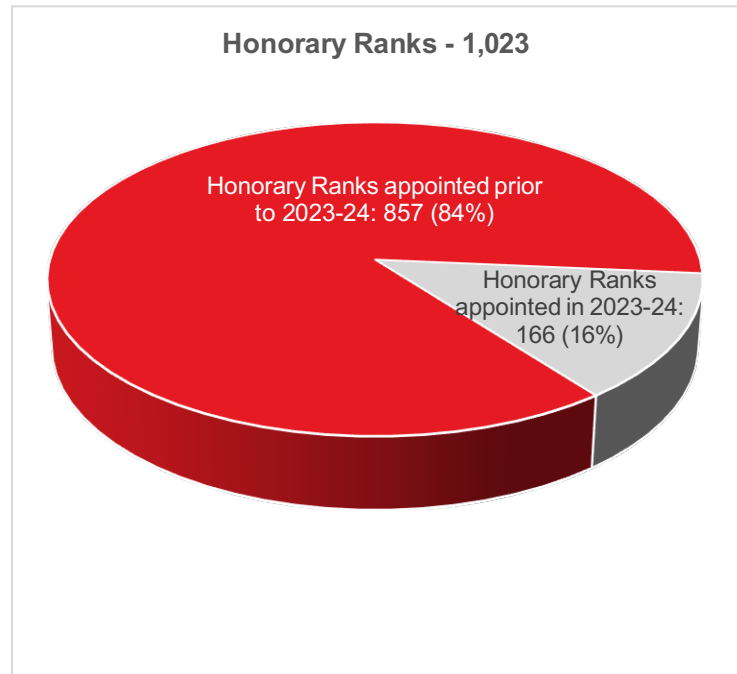
The rank of Adjunct Professor and Adjunct Research Professor (see below) is also conferred on external appointees who are experts in their respective fields across Canada and around the globe.

Depending on their rank, appointees engage with the university in numerous 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, 2023 to June 30, 2024, 166 individuals were appointed to honorary ranks.

The various honorary ranks include:

- **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.





## 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 2023-24, Carleton had 13 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 2023-24, Carleton hosted 21 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 and Global 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.

In 2023-24, Carleton hosted three Fulbright Chairs.

### Scholars at Risk

For more than 10 years, Carleton has had a Scholars at Risk (SAR) program 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. The annual report and more information are available on [Carleton's Scholars at Risk website](#).

Since 2015, Carleton has hosted 14 in-person at-risk scholars and coordinated remote appointments for five Global Scholars abroad.

## Appendix A: Academic Appointments

We are pleased to welcome the following faculty and librarians appointed to Canada Research Chair positions, full-time preliminary or tenured positions during the period September 1, 2023 to August 31, 2024.

### 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. Mark Boulay, Professor and Canada Research Chair Tier I, Particle Astrophysics, Department of Physics (renewal)
3. Robin Chhabra, Assistant Professor and Canada Research Chair Tier II, Autonomous Space Robotics and Mechatronics, Department of Mechanical and Aerospace Engineering (renewal)
4. Hubert Jean-Ruel, Assistant Professor and Canada Research Chair Tier II, Advanced Photonic Sensing Components and Systems, Department of Electronics

### Faculty of Arts and Social Sciences

1. Susan Burhoe, Assistant Professor (Teaching Stream), Centre for Initiatives in Education
2. Norhan Elsaadawy, Assistant Professor, Department of Psychology
3. David Morton, Lecturer (Teaching Stream), School of Linguistics and Language Studies
4. Alexandra Nahwegahbow, Lecturer, Department of History; Institute for Comparative Studies in Literature, Art, and Culture

### Faculty of Engineering and Design

1. Hamza Bashandy Taalab, Assistant Professor, School of Information Technology
2. Cara Lozinsky, Assistant Professor, Department of Civil and Environmental Engineering
3. Jaisie Sin, Assistant Professor, School of Information Technology
4. Faysal Tabbarah, Associate Professor, School of Architecture and Urbanism

### Faculty of Public and Global Affairs

1. Violet Ford, Assistant Professor, Department of Law and Legal Studies
2. Jessica Parish, Assistant Professor, School of Public Policy and Administration
3. Daniel Rosenbloom, Assistant Professor, School of Public Policy and Administration

### Faculty of Science

1. Amy Bombay, Associate Professor, Department of Neuroscience
2. Mohamad Elmasri, Assistant Professor, School of Mathematics and Statistics
3. Dalal Hanna, Assistant Professor, Department of Biology
4. Janet Jull, Associate Professor, Department of Health Sciences
5. Edward Melcer, Associate Professor, School of Computer Science
6. Scott Sawler, Associate Professor (Teaching Stream), Department of Health Sciences
7. Elliot Skierszkan, Assistant Professor, Institute of Environmental and Interdisciplinary Science

**Sprott School of Business**

1. Jasdeep Bajwa, Assistant Professor (Teaching Stream)
2. Shani Pupco, Lecturer
3. Yan Yang, Assistant Professor (Teaching Stream)

**Maxwell MacOdrum Library**

1. Jamila Hastick, Librarian III

## Appendix B: Tenure, Confirmation and Promotion

The following faculty and librarians received tenure or promotion, effective July 1, 2024. 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.

### Promotion to Assistant Professor (including Teaching Stream)

1. Shazia Sadaf, Institute of Interdisciplinary Studies

### Tenure and Promotion to the Rank of Associate Professor (including Teaching Stream)

1. AbdelRahman Abdou, School of Computer Science
2. Ahmed Abdulla, Department of Mechanical and Aerospace Engineering
3. Argel Aguilar Valles, Department of Neuroscience
4. Mohamed Al Guindy, Sprott School of Business
5. Vincent Andrisani, School of Journalism and Communication
6. David Barrera, School of Computer Science
7. Piper Bernbaum, School of Architecture and Urbanism
8. David Brock, Department of Chemistry
9. Sean Burges, Arthur Kroeger College of Public Affairs
10. Cathleen Cullingham, Department of Biology
11. Roslyn Dakin, Department of Biology
12. Utkarsh Dang, Department of Health Sciences
13. Christina Davy, Department of Biology
14. Ilyan Ferrer, School of Social Work
15. Daniel Gulanowski, Sprott School of Business
16. Hamzeh Hajiloo, Department of Civil and Environmental Engineering
17. William Hebert, Department of Law and Legal Studies
18. Jesse Heilman, Department of Physics
19. Emily Hiltz, School of Journalism and Communication
20. Matthew Holden, School of Computer Science
21. Atiya Fatima Husain, Department of Law and Legal Studies
22. Abid Hussain, Department of Civil and Environmental Engineering
23. Gul Kale, School for Studies in Art and Culture
24. Tashfeen Karamat, Department of Electronics
25. Leanna Keddie, Sprott School of Business
26. Reza Kholghy, Department of Mechanical and Aerospace Engineering
27. Michael Manulak, Norman Paterson School of International Affairs
28. Azar Masoumi, Department of Sociology and Anthropology
29. Alexander McClelland, Institute of Criminology and Criminal Justice
30. Koreen Millard, Department of Geography and Environmental Studies
31. Jaclyn Neel, College of the Humanities
32. Vivian Nguyen, Institute of Environmental and Interdisciplinary Science; Department of Biology
33. Mehdi Pouragha, Department of Civil and Environmental Engineering
34. Amy Rand, Department of Chemistry
35. Melissa Redmond, School of Social Work
36. Vahid Sadeghian, Department of Civil and Environmental Engineering
37. Dipto Sarkar, Department of Geography and Environmental Studies
38. Kristen Schell, Department of Mechanical and Aerospace Engineering
39. Karen Sewell, School of Social Work

40. Alexa Sharp, School of Computer Science
41. Shoeleh Shams, Department of Civil and Environmental Engineering
42. Vivian Solana Moreno, Department of Sociology and Anthropology
43. Tamara Sorenson Duncan, School of Linguistics and Language Studies
44. David Sprague, School of Information Technology
45. Natasha Stirrett, Institute of Criminology and Criminal Justice
46. Karen Taylor, Department of Mechanical and Aerospace Engineering
47. Ania Zbyszewska, Department of Law and Legal Studies
48. Yue Zhang, Department of Physics
49. Lianying Zhao, School of Computer Science

### **Tenure (including Teaching Stream)**

1. Ahmed Almaskut, School of Mathematics and Statistics
2. Ari Black, School of Linguistics and Language Studies
3. Carolina Czastkiewicz, Department of Economics
4. Aron Darmody, Sprott School of Business
5. Ioana Dimitriu, School of Linguistics and Language Studies
6. Nana aba Duncan, School of Journalism and Communication
7. Michael Feuerherm, Department of Electronics
8. Katie Graham, School of Journalism and Communication
9. Laura Hall, Department of Sociology and Anthropology
10. Sean Landsman, Institute of Environmental and Interdisciplinary Science
11. Carlos Rossa, Department of Systems and Computer Engineering
12. Armond Towns, School of Journalism and Communication

### **Promotion to the Rank of Associate Professor (including Teaching Stream)**

1. Deborah Conners, Department of Sociology and Anthropology
2. Hayley Cooper, Sprott School of Business
3. Tonya Davidson, Department of Sociology and Anthropology
4. Mehmet Demircioglu, School of Public Policy and Administration
5. Danielle Kinsey, Department of History
6. Frenand Leger, Department of French
7. Mami Sasaki, School of Linguistics and Language Studies

### **Promotion to the Rank of Full Professor**

1. Ba Chu, Department of Economics
2. Kathryne Dupre, Department of Psychology
3. Mariana Esponda Cascajares, School of Architecture and Urbanism
4. Amir Hakami, Department of Civil and Environmental Engineering
5. Laura Horak, School for Studies in Art and Culture
6. Paul Kariouk, School of Architecture and Urbanism
7. Meredith Lilly, Norman Paterson School of International Affairs
8. James Milner, Department of Political Science
9. Abbas Momeni, School of Mathematics and Statistics
10. Umut Ozsu, Department of Law and Legal Studies
11. Oren Petel, Department of Mechanical and Aerospace Engineering
12. Ozayr Saloojee, School of Architecture and Urbanism
13. Janice Schroeder, Department of English
14. Micheline White, College of the Humanities

**Promotion to the Rank of Chancellor's Professor**

1. Laura MacDonald, Department of Political Science
2. Shikharesh Majumdar, Department of Systems and Computer Engineering
3. Ron Miller, Department of Mechanical and Aerospace Engineering
4. Xin Wang, Department of Mechanical and Aerospace Engineering

**Promotion to Librarian III**

1. David Jackson
2. Matthew Gertler

## Appendix C: Retirements

The following faculty and librarians retired during the period September 1, 2023 to August 31, 2024. Please join us in congratulating our colleagues and thanking them for the important contributions they made to Carleton University.

1. Bruce Campbell, Department of Physics
2. Sharon Carr, Department of Earth Sciences
3. Andrew Cohen, School of Journalism and Communication
4. Ann Cvetkovich, Feminist Institute of Social Transformation
5. David Dean, Department of History
6. Piotr Dutkiewicz, Department of Political Science
7. Brian Foss, School for Studies in Art and Culture
8. Robert Gauthier, Department of Electronics
9. Junjie Gu, Department of Mechanical and Aerospace Engineering
10. Roshdy H M Hafez, Department of Systems and Computer Engineering
11. Melissa Haussman, Department of Political Science
12. Marie-Odile Junker, School of Linguistics and Language Studies
13. Vinod Kumar, Sprott School of Business
14. Uma Kumar, Sprott School of Business
15. Iain Lambert, Department of Biology
16. Kumiko Murasugi, School of Linguistics and Language Studies
17. Karen Schwartz, School of Social Work
18. Monique Senechal, Department of Psychology
19. Friskjen van Veldoven, Department of Sociology and Anthropology
20. Petra Watzlawik-Li, Centre for Initiatives in Education
21. Diana Young, Department of Law and Legal Studies