

# 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, 2024 to August 31, 2025**

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, 2024 to August 31, 2025.

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,

Sarah Quirt and Holly Manion  
Acting in the role of Manager, Faculty Affairs  
Office of the Deputy Provost (Academic Operations and Planning)

Norah Vollmer  
Manager, Faculty Affairs  
Office of the Deputy Provost (Academic Operations and Planning)

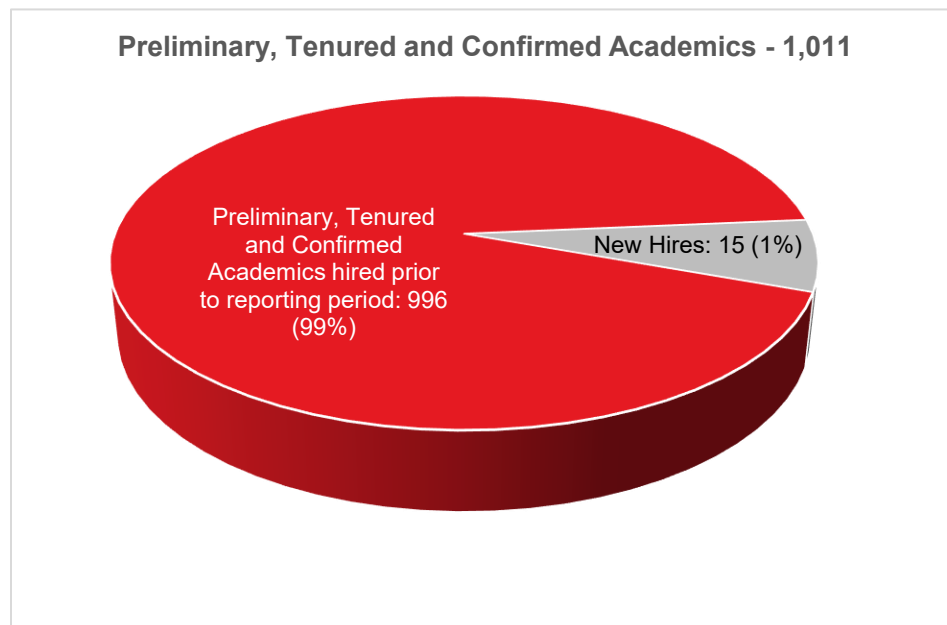
Greg Skazyk  
Systems Functional Analyst  
Office of the Deputy Provost (Academic Operations and Planning)

## Academic Appointments

Hiring faculty and librarians is a collective responsibility, ensuring that the best scholars, researchers, instructors and librarians are hired. 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, as well as unit chairs and committees, to hire and retain the finest teachers, scholars, researchers and librarians.

### Faculty and Librarians

In 2024-25, Carleton welcomed 15 new preliminary (i.e., “tenure-track”) 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. Faculty are hired in the following streams and ranks:

- **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, as well as professional and / or pedagogical development. (They were formerly in the ranks of “Instructors I, II and III.”)

Librarians are hired in the following ranks:

- **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 the 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 2024-25, six new Chancellor's Professors were appointed/renewed (see Appendix B for a full list). There are currently 21 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, 332 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 2024-25, eight new Canada Research Chair positions were appointed, including renewals (see Appendix A for a list). Twenty-two Carleton faculty now hold Canada Research Chair appointments. More information is available on [Carleton's Research website](#).

### Administrative Appointments

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](#).

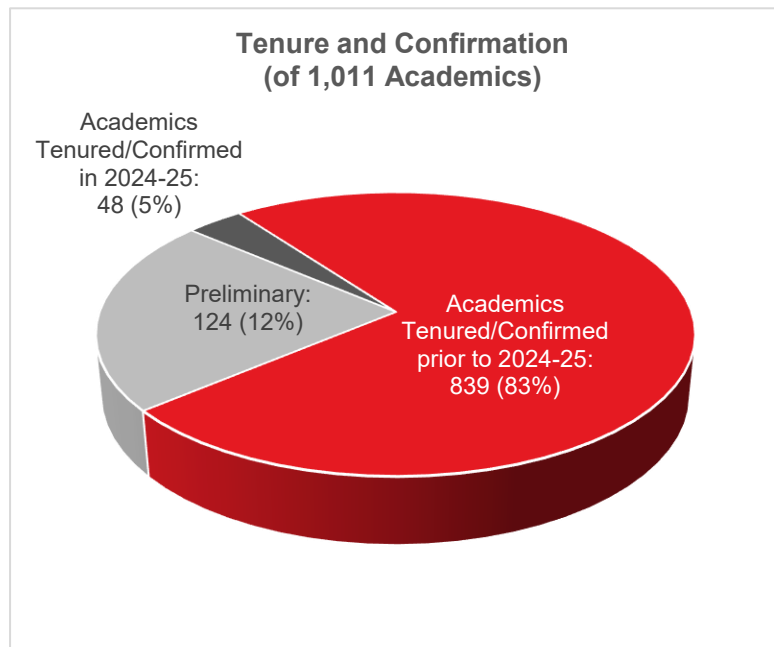
## Tenure and Confirmation

Faculty members and Librarians obtain tenure or confirmation following a rigorous process of internal and external assessment of academic achievements and promise in their fields leading to continuous employment at the University.

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

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

In 2024-25, 48 academics received tenure or confirmation (see Appendix B for a full list).



## Promotion

Promotion allows faculty and librarians to progress 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.

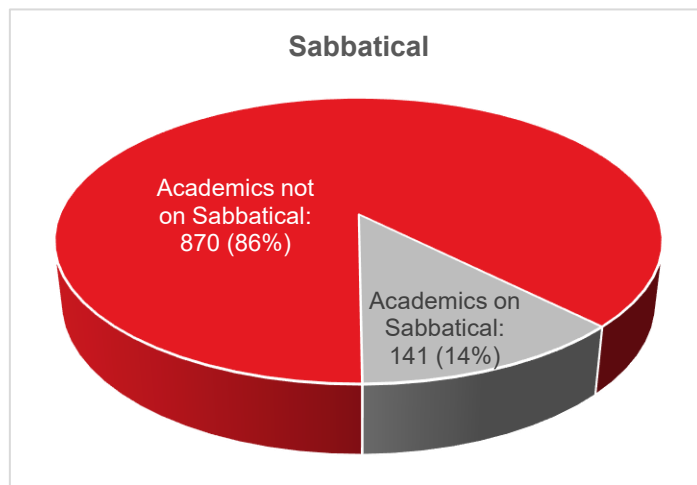
In 2024-25, 86 academics were promoted to the next rank (see Appendix B for a full list).

## Sabbatical and Other Leaves

Academics are eligible for sabbatical after receiving tenure or confirmation: normally a one-year leave following six years of full-time on-campus service or, after their first sabbatical, they may opt for a six-month leave following three 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, 2024 to June 30, 2025, 141 academics were on sabbatical.



## Retirements

For the period of September 1, 2024 to August 31, 2025, 36 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 many cases, an honorary or affiliated rank may be conferred upon them to acknowledge their accomplishments and on-going engagement with Carleton. Lists of honorary ranks are maintained on each Academic Unit's individual website.

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

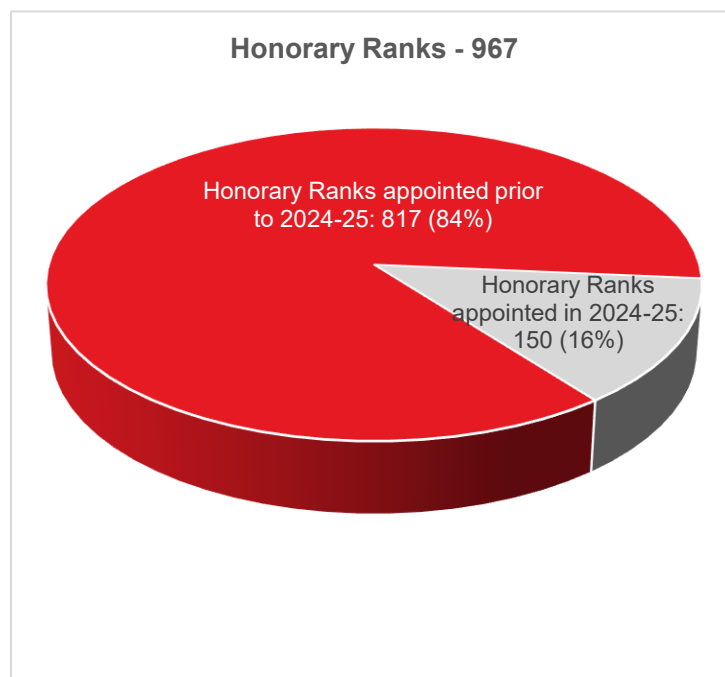
Depending on their rank, appointees engage with the university in numerous ways. This may include participating in intellectual life, such as teaching or other related projects, or participating in research, such as supervising students or applying for research grants.

Honorary Ranks, with the exception of Professor Emeriti, are granted as 5-year renewable term appointments.

Currently, 967 individuals hold honorary ranks at Carleton. From July 1, 2024 to June 30, 2025, 150 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 links between Carleton and the broader community.

During 2024-25, Carleton had 10 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 2024-25, Carleton hosted 16 visiting appointees.

### **Fulbright Chairs**

As part of Carleton's Collaborate campaign in 2017, the university expanded its 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 2024-25, Carleton hosted five 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, 2024 to August 31, 2025.

### Canada Research Chairs (including renewals)

1. Mohamed Al Guindy, Associate Professor and Canada Research Chair Tier II, Financial Networks and Business Analytics, Sprott School Business
2. Amy Bombay, Associate Professor and Canada Research Chair Tier II, Multigenerational Trauma and Resilience in First Nations Peoples, Department of Neuroscience
3. Kelly Fritsch, Associate Professor and Canada Research Chair Tier II, Disability, Health and Social Justice, Department of Sociology and Anthropology
4. Janet Jull, Associate Professor and Canada Research Chair Tier II, Accessibility and Person-Centred Care, Department of Health Sciences
5. Reza Kholghy, Associate Professor and Canada Research Chair Tier II, Industrial Decarbonization, Department of Mechanical and Aerospace Engineering (renewal)
6. Kristen Schell, Associate Professor and Canada Research Chair Tier II, Next Generation Net-Zero Modelling, Department of Mechanical and Aerospace Engineering
7. Sriram Subramanian, Assistant Professor and Canada Research Chair Tier II, Artificial Intelligence, School of Computer Science
8. M. Remi Yergeau, Associate Professor and Canada Research Chair Tier II, Critical Disability Studies and Communication, School of Journalism and Communication

### Faculty of Arts and Social Sciences

1. Kristopher Brazil, Assistant Professor, Department of Psychology
2. Rebecca Merkley, Assistant Professor, Department of Cognitive Science

### Faculty of Engineering and Design

1. Abdallah Kadri, Assistant Professor (Teaching Stream), Department of Systems and Computer Engineering
2. Peter Osborne, Assistant Professor, School of Architecture and Urbanism

### Faculty of Public and Global Affairs

1. Wisdom Tettey, Full Professor, Department of Political Science
2. Joannie Tremblay-Boire, Associate Professor, School of Public Policy and Administration

### Faculty of Science

1. Sean Benjamin, Lecturer (Teaching Stream), School of Computer Science
2. Jennifer Dale-Tam, Assistant Professor (Teaching Stream), School of Nursing
3. Christopher Lawley, Associate Professor, Department of Earth Sciences
4. Katie Lucas, Associate Professor (Teaching Stream), School of Nursing
5. Danielle Manley, Associate Professor (Teaching Stream), School of Nursing
6. Megan Manning, Assistant Professor (Teaching Stream), School of Nursing

### Sprott School of Business

1. Migao Wu, Assistant Professor (Teaching Stream)

## Appendix B: Tenure, Confirmation and Promotion

The following faculty and librarians received tenure or promotion, effective July 1, 2025. 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 (including Teaching Stream)

1. Menna Agha Ahmed, Azrieli School of Architecture and Urbanism
2. Marzieh Amini, School of Information Technology
3. Jeni Armstrong, Arthur Kroeger College of Public Affairs – Teaching Stream
4. Alexandra Arraiz Matute, Institute of Interdisciplinary Studies
5. Manjeet Birk, Feminist Institute of Social Transformation
6. Kyla Bruff, Department of Philosophy
7. Edward Cyr, Department of Mechanical and Aerospace Engineering – Teaching Stream
8. Chad Danyluck, Department of Psychology
9. Kester Dyer, School for Studies in Art and Culture
10. Natalia Escobar Castrillon, Azrieli School of Architecture and Urbanism
11. Mehdi Eshaghi, Department of Mechanical and Aerospace Engineering – Teaching Stream
12. Samira Farivar, Sprott School of Business
13. Suzanne Harris-Brandts, Azrieli School of Architecture and Urbanism
14. Mohammad Hasan, Department of Law and Legal Studies – Teaching Stream
15. Ahmed Hassan, Department of Civil and Environmental Engineering – Teaching Stream
16. Darryl Hill, School of Computer Science – Teaching Stream
17. Nadine Ijaz, Department of Law and Legal Studies
18. Karen Jesney, School of Linguistics and Language Studies
19. Anna Kopec, School of Public Policy and Administration
20. Shi Li, Sprott School of Business
21. Patricia Longo, School of Journalism and Communication
22. Kirk Luther, Department of Psychology
23. Lynn Marshall, Department of Systems and Computer Engineering – Teaching Stream
24. Stephanie McKnight, School of Journalism and Communication
25. Robyn McQuaid, Department of Neuroscience
26. Nadine Marie Moacdieh, School of Computer Science
27. Leila Mostaço-Guidolin, Department of Systems and Computer Engineering
28. Matthew Pearson, School of Journalism and Communication
29. Alexandra Pettit, Institute of Biochemistry – Teaching Stream
30. Laura Pickell, Department of Health Sciences – Teaching Stream
31. Ksenia Polonskaya, Department of Law and Legal Studies
32. Fatemeh Rajabiyazdi, Department of Systems and Computer Engineering
33. Cristina Ruiz Martin, Department of Systems and Computer Engineering – Teaching Stream
34. Thomas Russell, Department of Economics
35. Jerald Sabin, School of Public Policy and Administration

36. Alina Shaikhet, School of Computer Science – Teaching Stream
37. Elizabeth Stobert, School of Computer Science
38. Mostafa Taha, Department of Systems and Computer Engineering
39. David Thue, School of Information Technology
40. Koon-Ho Alan Tsang, School of Computer Science
41. Eva Susana Vargas Cervantes, School of Journalism and Communication
42. Rachelle Vessey, School of Linguistics and Language Studies
43. Omeasoo Wahpasuw, Institute of Interdisciplinary Studies

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

1. Hayley Cooper, Sprott School of Business – Teaching Stream
2. Chloë Grace Fogarty-Bourget, School of Linguistics and Language Studies – Teaching Stream
3. Elisabeth Gilmore, Department of Civil and Environmental Engineering
4. Menno Oudhoff, Department of Health Sciences

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

1. Celine Bonnotte-Hoover, Department of French – Teaching Stream
2. Peter Crockford, Department of Earth Sciences
3. Qi Deng, Sprott School of Business
4. Ioana Dimitriu, School of Linguistics and Language Studies – Teaching Stream
5. Allison Everett, School of Social Work – Teaching Stream
6. Sean Landsman, Institute of Environmental and Interdisciplinary Science – Teaching Stream
7. Katie Lucas, Institute of Environmental and Interdisciplinary Science – Teaching Stream
8. Julie McCarroll, School of Linguistics and Language Studies – Teaching Stream
9. Ava McKenney, School of Computer Science – Teaching Stream
10. Zachary Patterson, Department of Neuroscience – Teaching Stream
11. Shazia Sadaf, Institute of Interdisciplinary Studies
12. Madalena Santos, Institute of Criminology and Criminal Justice – Teaching Stream

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

1. Mehdi Ammi, School of Public Policy and Administration
2. David Amundsen, School of Mathematics & Statistics
3. Joseph Bennett, Institute of Environmental and Interdisciplinary Science
4. Nicolas Carrier, Institute of Criminology and Criminal Justice
5. Hicham Chaoui, Department of Electronics
6. Marc-Andre Gagnon, School of Public Policy and Administration
7. James Goode, Institute of European, Russian and Eurasian Studies
8. Amrita Hari, Feminist Institute of Social Transformation
9. Andrea Howard, Department of Psychology
10. Philip Kaisary, Department of Law and Legal Studies
11. Merlyna Lim, School of Journalism and Communication
12. Paul Mkandawire, Institute of Interdisciplinary Studies
13. Leighann Neilson, Sprott School of Business
14. Howard Nemiroff, Sprott School of Business
15. Nduka Otiono, Institute of African Studies
16. Vida Panitch, Department of Philosophy
17. Murray Richardson, Department of Geography and Environmental Studies
18. Anne Trépanier, School of Canadian Studies

19. Christiane Wilke, Department of Law and Legal Studies
20. Michael Windover, School for Studies in Art and Culture

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

1. Linda Duxbury, Sprott School of Business
2. Paul Keen, Department of English Language and Literature
3. Ioannis Lambadaris, Department of Systems and Computer Engineering
4. Jo-Anne LeFevre, Department of Cognitive Science
5. Isaac Otchere, Sprott School of Business
6. William Walters, Department of Sociology and Anthropology; Department of Political Science

**Promotion to the Rank of Distinguished Research Professor**

1. Joan DeBardeleben, Institute of European, Russian and Eurasian Studies
2. Brian Foss, School for Studies in Art and Culture
3. Norman Hillmer, Department of History

**Librarian Confirmation**

1. Ryan Tucci

**Promotion to Librarian II**

1. Ryan Tucci

**Promotion to Librarian III**

1. Aleksandra Blake

## Appendix C: Retirements

The following faculty retired during the period September 1, 2024 to August 31, 2025. Please join us in congratulating our colleagues and thanking them for the important contributions they made to Carleton University. Some of these employees retired through the Voluntary Retirement Incentive Program offered in late 2024-early 2025.

1. Nahla Abdo, Department of Sociology and Anthropology
2. Mark Anderson, Department of History
3. Keir Armstrong, Department of Economics
4. Andrei Artemev, Department of Mechanical and Aerospace Engineering
5. Natasha Artemeva, School of Linguistics and Language Studies
6. Robert Biddle, School of Computer Science
7. Christopher Burn, Department of Geography and Environmental Studies
8. Andrea Chandler, Department of Political Science
9. Tina Daniels, Department of Psychology
10. Brett Dawson, Department of Law and Legal Studies
11. Joanna Dean, Department of History
12. Joan DeBardeleben, Institute of European, Russian and Eurasian Studies
13. Frank Dehne, School of Computer Science
14. Jay Drydyk, Department of Philosophy
15. Susan Harada, School of Journalism and Communication
16. John D. Hayes, Department of Mechanical and Aerospace Engineering
17. Norman Hillmer, Department of History
18. Diane Isabelle, Sprott School of Business
19. Wojciech Jaworski, School of Math and Statistics
20. Randi Klebanoff, School for Studies in Art and Culture
21. John Logan, Department of Psychology
22. Ralph Mason, Department of Electronics Engineering
23. Michael McIntyre, Sprott School of Business
24. Leighann Neilson, Sprott School of Business
25. Waller Newell, Department of Political Science
26. Doron Nussbaum, School of Computer Science
27. Charles O'Brien, School for Studies in Art and Culture
28. Susan Phillips, School of Public Policy and Administration
29. George Pollard, Department of Sociology and Anthropology
30. Alex Ramirez, Sprott School of Business
31. Mike Runtz, Department of Biology
32. Jorg Sack, School of Computer Science
33. Elizabeth Sowka, School of Linguistics and Language Studies
34. Barry Syrett, Department of Electronics Engineering
35. Paul Theberge, Institute of Comparative Studies in Literature, Art and Culture
36. Paul Van Geel, Department of Civil and Environmental Engineering